



École Secondaire Notre Dame High School

2021-2022

SCHOOL IMPROVEMENT PLAN

Principles of Practice

We honour our children.

We provide a safe and secure environment.

We live and proudly proclaim our Catholic Christian faith.

We provide quality education in a Catholic environment.

We pray as an educational community.

We practice servant-leadership.

We focus on our mission through clarity of purpose.

We value our staff.

Vision:

God is our Power, Knowledge is our Strength, and Wisdom is our Guide.

Mission:

École Secondaire Notre Dame High School is a Catholic community inspired to embody Christ, enable excellence and educate for life.

School Profile:

École Secondaire Notre Dame High School is located in the Lancaster subdivision in southeast Red Deer - serving over 1100 Grade 10-12 students and employing approximately 85 staff. Our catchment includes: all areas south of 39th Street (along the river), Penhold, Delburne, Innisfail, Sylvan Lake (French Immersion), and Lacombe (French Immersion).

Making Christ known to students and supporting all learners to achieve at high levels are our priority areas in providing a positive learning environment. Parents are viewed as integral partners in the growth and development of each student and are encouraged to be involved in the Catholic education of their children. Notre Dame offers a vibrant extracurricular program with many opportunities for students to develop their talents and demonstrate servant leadership.

In addition to a comprehensive core curriculum, École Secondaire Notre Dame High School also offers Knowledge and Employability, Senior Foundations, Blended Foundations/Knowledge and Employability, French Immersion, and Sports Academy programs. We provide students with a variety of alternative learning opportunities through dual credit courses, Green Certificate programs, Registered Apprenticeship Programs, and other relationships with outside agencies and post-secondary institutions.

We also offer our students online courses in core curriculum (English, Math, Science, Social, Religion), as well as option courses (Art, Foods, PE, CALM and Digital Information Processing). École Secondaire Notre Dame High School is blessed to work with four parishes serving the student, staff and parent population:

St. Mary's Parish (Red Deer), St. Vladimir's Parish (Red Deer), Our Lady of the Assumption (Sylvan Lake), and Our Lady of Peace Parish (Innisfail).

Assurance Framework Report Card

Alberta Ed Measures	Current Result	Prev Year Result	Prev 3 Year Average	Current Result (Alberta)	Prev Year Result (Alberta)	Prev 3 Year Average (Alberta)
Student Learning Engagement	84.8	n/a	n/a	85.6	n/a	n/a
Citizenship	85.2	87.1	83.5	83.2	83.3	83
3-year High School Completion	90.8	85.6	88.4	83.4	80.3	79.6
5-year High School Completion	94.2	91.9	92	86.2	85.3	84.8
PAT: Acceptable	n/a	n/a	n/a	n/a	n/a	73.7
PAT: Excellence	n/a	n/a	n/a	n/a	n/a	20.3
Diploma: Acceptable	n/a	n/a	81.1	n/a	n/a	83.6
Diploma: Excellence	n/a	n/a	17.7	n/a	n/a	24.1
Education Quality	89.9	93.5	91	89.6	90.3	90.2
Welcoming, Caring, Respectful and Safe Learning Environments (WCRSLE)	91.1	n/a	n/a	87.8	n/a	n/a
Access to Supports and Services	89.9	n/a	n/a	82.6	n/a	n/a

Nourished by grace and a personal relationship with Jesus Christ, we joyfully embrace, live, and teach the Gospel spirit.

Nourished by grace and a personal relationship with Jesus Christ, we joyfully embrace, live, and teach the Gospel spirit.	2020/21	2019/20	2018/19	3 Year Average
I learn about the Catholic Faith at my school.	98.21%	96.88%	95.97%	97.02%
Prayer helps me feel closer to God.	86.83%	91.81%	86.78%	88.47%
I believe that God created me.	85.43%	86.23%	88.33%	86.67%
I believe that the Catholic Faith teaches me a good way to live.	93.33%	93.67%	93.25%	93.42%
I learn about God in all my classes.	80.47%	80.90%	79.66%	80.34%
(Grade 4) My teachers show me what it is like to be friends with Jesus.	96.95%	92.83%	88.27%	92.68%
(Grade 7&10) My teachers show me what it is like to develop a relationship with Jesus.	69.53%	74.28%	67.96%	70.59%
We learn that everyone is important and belongs.	95.35%			95.35%
We learn when we need to apologize and forgive.	94.33%			94.33%
Our school encourages students to be fair and treat others as we would want to be treated. (Grade 4 students)				
Our school encourages students to treat others with dignity. (Grade 7 & 10 students)	91.89%			91.89%

AERR Comments

At École Secondaire Notre Dame High School we strive to make Christ known to students. We are excited to see that 100% of our parents surveyed believe that members of our community are provided with opportunities to learn about the Catholic faith. We maintained or experienced increases in 14 of the 15 areas of the teacher survey with previous data with significant increases in percentage of teachers who believe the staff of Red Deer Catholic Regional Schools witness to others a life lived in relationship with Jesus Christ (+8%) and a significant increase in the percentage of teachers who feel the school's Professional Development Plan provides them with opportunities to collaborate with teacher colleagues on student learning a great deal (+17%). We saw a decrease in many areas of the student and parents survey data. One particular area of concern in the student survey data is the decrease in the percentage of students who agree that they learn about the Catholic Faith at their school (-4%). Another area of concern was the decrease in percentage of parents who believe that our school communities have brought members to a deeper relationship with God through an understanding and participation in prayer (-7%).

Comment on School Goals

This year, we will be looking to improve in areas through community building and tradition while providing opportunities for students to connect with their faith in the school. We continue to utilize our Faith Coach, Youth Ministry Team, and parish to explore opportunities to connect with students and stakeholders through a variety of activities and daily prayer within the school.

We are concerned about the decrease in the percentage of students and parents who are witnessing faith in our school and strive to reconnect our stakeholders to our community and rich traditions at École Secondaire Notre

Dame High School. With this year being the 25th anniversary of the opening of our school, we see this as an opportunity to embrace this milestone to re-connect our stakeholders with our school community through faith.

Division Goals

Enrich our division Catholicity by focusing on the two chosen characteristics of Catholic identity. (2021-2022: Community and Tradition)

School Goals

École Secondaire Notre Dame High School will develop a deeper understanding of the characteristics of Tradition and Community.

Develop teacher capacity to permeate faith in their lessons while providing opportunities for staff to continue to grow in their faith journey.

Alberta's students are successful.

Alberta Ed Measures	Current Result	Prev Year Result	Prev 3 Year Average	Current Result (Alberta)	Prev Year Result (Alberta)	Prev 3 Year Average (Alberta)
PAT: Acceptable	n/a	n/a	n/a	n/a	n/a	73.7
PAT: Excellence	n/a	n/a	n/a	n/a	n/a	20.3
Diploma: Acceptable	n/a	n/a	81.1	n/a	n/a	83.6
Diploma: Excellence	n/a	n/a	17.7	n/a	n/a	24.1
Citizenship	85.2	87.1	83.5	83.2	83.3	83
3-year High School Completion	90.8	85.6	88.4	83.4	80.3	79.6
Diploma Exam Participation Rate (4+ Exams)	n/a	59.4	60.9	n/a	56.6	56.4
Rutherford Scholarship Eligibility Rate	81	81.9	80.5	68	66.6	64.9
Transition Rate (6 yr)	68.2	66.3	64.1	60	60.3	59.5

AERR Comments

We are encouraged to see an increase in the percentage of students who completed high school in three years (+2.8%) and the percentage of students who completed high school in five years (+0.1%). We are also excited that the percentage of parents (+2.2%), students (+0.6%) and teachers (+2%) who agree that students are engaged in their learning at school is higher than the provincial average for high schools. We attribute these results to our work with the Know Your Learner data and our focus on formative assessment. Although we are above the provincial average in the percentage of teachers and students satisfied with the overall quality of basic education, we are concerned that the percentage of parents satisfied is 84.5% which is 2.2% lower than the provincial average. We also observed a slight decrease in the teacher and student results in this area compared to the previous school year.

Comment on School Goals

This year, École Secondaire Notre Dame High School is focusing on using data to identify and address student learning progressions/gaps. With the return of diploma and final exams, there is also concern about student preparedness for cumulative, summative assessments. Using formative assessment data and Know Your Learner data, teachers will identify learning progression gaps throughout the school year and provide support for students to help them be successful.

As a school, we have shifted the focus of our Notre Dame Help Sessions (NDHS) and Student Support Centre (SSC) to better support our students. Students who are missing assessments will now be assigned to an NDHS session with the teacher instead of the SSC where they would not have had direct support from the teacher. We are providing students with a variety of test preparation sessions through NDHS, departments and counselling to assist students in preparing for diploma and final exams. Through these strategies, we are also hoping to alleviate some of the anxiety and stress for students that coincides with these exams.

Division Goals
Create an inclusive environment designed to achieve students' fullest potential through knowing, understanding and responding to all learners

School Goals
Use data to identify and address student learning progressions/gaps.
Prepare students for summative assessments (diploma and final exams).

First Nations, Métis, and Inuit students in Alberta are successful.

Alberta Ed Measures for Indigenous Students	Current Result	Prev Year Result	Prev 3 Year Average	Current Result (Alberta)	Prev Year Result (Alberta)	Prev 3 Year Average (Alberta)
PAT: Acceptable	n/a	n/a	8.4	n/a	n/a	11.2
PAT: Excellence	n/a	n/a	n/a	n/a	n/a	n/a
Diploma: Acceptable	n/a	n/a	n/a	n/a	n/a	n/a
Diploma: Excellence	n/a	n/a	n/a	n/a	n/a	n/a
3-year High School Completion	n/a	n/a	n/a	n/a	n/a	7
Drop Out Rate	5.9	1.6	2.1	5	5.5	5.2
Diploma Exam Participation Rate (4+ Exams)	n/a	44.6	42	n/a	24.4	24.6
Rutherford Scholarship Eligibility Rate	60.9	66.7	67.1	39.5	39.1	37.4
Transition Rate (6 yr)	54.7	52.1	52.5	35.7	35	34.1

AERR Comments
<p>At École Secondaire Notre Dame High School, we are proud of the success of our First Nations, Métis, and Inuit students. Because our staff reviewed classroom learner profiles on a monthly basis, they were empowered to provide universal supports to identified students. Our staff also accessed the resources of our division team to infuse foundational knowledge of First Nations, Metis, and Inuit into lessons.</p> <p>We also ensured that our First Nations, Metis, Inuit students had access to targeted supports by working closely with our division team. Despite the restrictions inherent in the global pandemic, we held a successful High School and Beyond virtual information night for our identified students and parents in team with our career counsellor. This event was well attended and sparked follow up requests by 19% of our identified students for additional information and resources from our division team. As well, the team was able to meet individually with over 80% of our identified students despite moves to at home learning.</p> <p>We are proud that the high school completion rate (70.6%) and eligibility for Rutherford Scholarships (60.9%) of our identified First Nations, Metis, and Inuit students continues to exceed the provincial averages.</p>

Comment on School Goals
<p>At École Secondaire Notre Dame High School, our focus has and will continue to be on increasing academic success of our First Nations, Métis, and Inuit students through provision of universal and targeted supports. As well, we will continue to ensure that our graduating students are aware of resources available both from our school division and in the larger community as they move beyond high school.</p> <p>This year, our teachers examined and reflected on the Alberta Teacher Quality Standard to identify professional areas of strength and growth. What emerged through this activity was that many of our teachers desire further opportunities and support to develop or deepen their foundational knowledge about First Nations, Métis and Inuit. Therefore, the aim of professional development in this area will be to build the capacity of our teachers to</p>

address Indigenous ways of knowing within their classes. With the continued support of our Indigenous Education Services team, we will ensure teachers have the opportunity to learn more about the histories, cultures, contributions, and experiences of First Nations Metis, and Inuit and to dig into resources applicable to specific subject areas.

To further develop foundational knowledge of First Nations, Metis, and Inuit, individual departments and teachers have also identified strategies which include: book club/book talks of Indigenous texts, diversity audits of classroom/school libraries, classroom cultural activities, and enrolling in Indigenous courses/programs.

By deepening our understanding of Canada's First Nations, Metis, and Inuit history, we aim to build capacity to promote cultural diversity and pride throughout our school to the benefit of all students.

Division Goals

In collaboration with our Indigenous communities, build upon foundational knowledge of First Nations, Metis, and Inuit teachings to benefit all students and build the capacity of staff.

School Goals

Develop staff foundational knowledge about First Nations, Metis, and Inuit peoples.

Alberta has excellent teachers, school leaders, and school authority leaders.

Alberta Ed Supplemental Measures	Current Result	Prev Year Result	Prev 3 Year Average	Current Result (Alberta)	Prev Year Result (Alberta)	Prev 3 Year Average (Alberta)
Program of Studies	90.8	89.3	87.9	81.9	82.4	82.1

AERR Comments
<p>A concerted effort was made last year to change teacher instructional practice, with a focus on formative assessment at École Secondaire Notre Dame High School. This focus helped to guide walkthroughs, collaboration and professional development. Our staff feedback survey indicated that 93% of our staff felt that the school’s professional development was assisting them in improving their instructional practice. At Notre Dame, we had 98% of staff indicate that the school’s professional development provided opportunities for collaboration with colleagues on student learning. Our administration team was focussed on working, in collaboration with teachers, on moving instructional practices forward. 96% of our staff indicated that the school’s professional development plan provided opportunities for instructional leaders to share best practices a great deal or a moderate amount.</p> <p>Many new opportunities were created during 2020-2021 to meet the diverse needs of our students. Notre Dame created more unique Career and Technology Studies programs for our Knowledge and Employability students including Cosmetology and Special Projects. With these and other Knowledge and Employability programming options, we created a schedule where our students in this program will be set up to achieve their Certificate of High School Achievement before moving on to their Alberta High School Diploma, within a three year window.</p> <p>Last year at École Secondaire Notre Dame, all Grade 10 students were registered in HCS 3000 and HCS 3010 to provide them with 2 - 30 level credits to start their high school career. We had over 90% of our Grade 10 students successfully complete these courses. We also had an increase in students accessing Dual Credit courses, going from 44 students 2 years ago to 95 students last year. Notre Dame also had our first Blended/Foundations student graduate last year with a Certificate of High School Completion. Having completed our first year of transitioning online learning into our school last year, we are very proud of the success that was shown. There were a total of 2364 online courses/modules that were taken by our students last year. There were 1600 in Semester 1 and 764 in Semester 2. In Semester 1, 96.7% of completed online courses/modules had a passing grade and 92% in the second semester.</p>

Comment on School Goals
<p>This year, École Secondaire Notre Dame High School is focusing on two of the four Pillars of Instructional Leadership: Collective Leadership and Setting the Direction. Our administration team is actively involved in the Professional Learning Communities and collaboration sessions with our departments. We are working alongside our staff to get their feedback and voice on the direction we should go in the future, as we move forward from formative assessment. We are also collaborating with our Instructional Lead Teachers to streamline and define their roles within our school community to create efficiency and build leadership capacity. Through collective leadership we are looking to flatten the curve in the schools leadership hierarchy, which allows staff members to become leaders within the school community.</p>

As we progress through the year, we will be soliciting feedback from all our stakeholders; students, staff and parents. As we transition from the last 18 months of uncertainty, we look forward to getting our whole school community involved in moving the school forward in many different ways. This feedback from all stakeholders will be a key part of a successful transition.

We are also working closely with our Educational Assistants to get their voice in regards to professional development opportunities that will help meet their needs and goals. The ultimate goal is having the Educational Assistants taking control and organizing their needs and professional development.

Division Goals
Deepen the understanding and implementation of professional practice standards with a focus on optimum student learning.
Fostering a culture where diversity is celebrated, and cultural distinctiveness is honoured promoting intercultural understanding.

School Goals
Develop a culture of collective leadership throughout the whole school.

Alberta's education system is well governed and managed.

Alberta Ed Measures	Current Result	Prev Year Result	Prev 3 Year Average	Current Result (Alberta)	Prev Year Result (Alberta)	Prev 3 Year Average (Alberta)
Education Quality	89.9	93.5	91	89.6	90.3	90.2
Welcoming, Caring, Respectful and Safe Learning Environments (WCRSLE)	91.1	n/a	n/a	87.8	n/a	n/a
Work Preparation	87.1	79.8	77.7	85.7	84.1	83.2

AERR Comments
<p>At École Secondaire Notre Dame High School we are proud of our continued improvement. We increased in Safe and Caring (3%), Lifelong Learning (4%), Work Preparation (7%), and School Improvement (3%). We maintained Parent Involvement at 80% satisfaction.</p> <p>The 2020-21 school year proved to be a challenging year for the school community of École Secondaire Notre Dame High School, yet it has also brought about some wonderful positive opportunities. Our partnership with the Smiles Thru Lindsey Foundation opened up the conversation about the stigma of mental health and our projects were a beautiful collaboration with local businesses and residents who were so willing to support our efforts. In addition, our Counselling Corner, Monday Mental Health Tips, and weekly monthly health sessions provided support for our students on a regular basis. Our school counsellors also joined the teachers' Google classrooms so that they could stay connected and provide support if needed.</p> <p>With the many transitions from in person to at home learning, the need to stay connected was more important than ever. Teachers continued their regular timetable of teaching 4 out of 4 classes with 83% of parents preferring the Google Meets that followed the regular school day for at home learning when compared to the format used the previous March to June. Students also appreciated this routine with less than 1% of our population having unexcused absences from the classes. We also increased opportunities to stay connected through social media check ins, mental health tips in both our Parent Week at a Glance and regular Google Meets. Our Pop Up Pantry was also still accessible during at home learning with our cafeteria staff making home cooked meals to share with families who required extra support.</p>

Comment on School Goals
<p>École Secondaire Notre Dame High School continues to diligently focus on supporting the mental and physical health of our students, staff and families. Regular feedback from our stakeholders provided us with the insight that our students are presently experiencing a strong sense of loss and disconnect from their friends, teachers and school community. Despite all of our efforts, unfortunately there is still a great need for further support with our students and families. Our yearly COMPASS survey indicates that only 64% of our students rate their overall mental or emotional health as good or above (down 14%); only 65% feel connected with school (down 8%) and only 69% meet daily physical activity (down 8%). In a time of uncertainty, only 82% of students plan to attend any form of post secondary (down 9%).</p> <p>To continue to rebuild connections we are creating ways for students and staff to connect with the school community. Each month we will have 25th Anniversary activities as well our Student Voice committee will also</p>

plan school spirit activities throughout the year to continue to build connections with students and the school. As we continue to support our students' mental health we will promote our counsellor's website each month, highlight community support on social media as well on Google Classrooms, provide mental health tips on the TVs each week, and provide NDHS sessions for students on wellness. Building connections with staff is a way we will help support the wellness of our staff and we will promote ways for staff to connect with each other. We are going to bring back monthly birthday cakes, Wellness Wednesday lunches, restart Coffee Friday, and create Kindness Buddies.

Division Goals

RDCRS provides enhanced education through communication, engagement and partnership.

School Goals

Address the needs of students and staff in regards to mental health and wellness.