



**Holy Trinity
Catholic School**

HOLY TRINITY CATHOLIC SCHOOL

2017 - 2018

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:

Our vision at Holy Trinity is to transform the world through Christ.

Mission:

Holy Trinity is a Catholic community that empowers our students to transform the world through a Christ-centered education. We are devoted to providing academic and social learning opportunities to nurture the development and spiritual growth of each child.

We are proud to provide a safe and caring community with a collective focus on top-quality Catholic education for every child. Through our everyday interactions, the infusion of Gospel teachings permeated into our curriculum, and the clear communication of Catholic values in our conversations with students, staff and parents, we see every member of the community as a child of God, and let our light shine brightly.

School Profile

Holy Trinity is now into its eighth year serving the communities of Olds, Didsbury, Sundre and parts of Mountain View County. The school's first operational year took place in a temporary startup location with the second year beginning in our permanent home on the west end of Olds. This is now our seventh year in this beautiful building, and we strive to provide the highest quality Catholic education programming from pre-kindergarten to grade eight. Our facility houses a learning commons, gymnasium, and a foods lab.

Our educational philosophy revolves around the school as family. We work in close connection with the families within our school, and look to involve them at every opportunity. We have a vibrant School Council who works tirelessly for the benefit of our school community.

For the 2017-18 school year Holy Trinity currently has a population of 280 students, of which 182 are in grades Pre-K-grade 5. We have two classes of each grade from Kindergarten to grade 4, and one of each

from grades 5-8. With the majority of our population in our early elementary grades, we are excited about the prospect of sustained and continuous growth in our future. The full day, every day kindergarten program again filled quickly and we currently have two full classes. It would be most advantageous to keep the two classes of full day, every day kindergarten in place as long as possible to further promote growth and success for our emerging learners.

The portable classes we currently have were installed in the summer of 2014, and we are excited about the conversations occurring regarding two more classrooms to be added in the summer of 2018. The school is located on the west side of Olds, and is surrounded by the newest subdivision in the town. Our busing collects students from the areas of Didsbury, Sundre, and sections of Mountain View County as well and collaborative busing with Chinook's Edge School Division had resulted in reduced bus times for our students.

We are very proud to proclaim our Catholic values and are first and foremost dedicated to sustaining an environment which is immersed in spiritual, academic, and community excellence. Social justice and community involvement are a part of who we are. Students have the opportunity to experience spiritual activities through the school and our community church of St. Stephen's Parish. Daily prayer, charity projects, retreats and liturgical celebrations are a part of student life at Holy Trinity. Through our words and actions, our faith surrounds all that we say and do.

Trends & Issues at a Glance

Holy Trinity School community continues to respond positively to changes. We are growing, and the anticipation is that we will continue to grow throughout the 2017-18 school year and into 2018-19. We currently have 9 new teachers. We continue to provide mentorship to build their effective instructional strategy 'toolboxes' for long and successful careers. The addition of two new portable classes in the summer of 2018 is very welcome news for us, as we are using every teaching area available. We are currently housing a grade 4 classroom in the Foods Lab. With the majority of our students in our early elementary years, we are very excited about the prospect of further growth in the future.

We continue to promote our presence in the community of Olds. Our students and staff have shared their talents and citizenship in the community, visiting nursing homes, and working as stewards to maintain and beautify the cemetery. We are working with a few different community groups, such as the Knights of Columbus and International Order of the Daughters of the Empire (IODE). Our recent feedback from parents is that we are improving in developing a unique identity in the town of Olds. We will continue our efforts to promote our name and voice in the community.

Through staff collaboration and positive role modelling, we continue to develop differentiated instruction for all learners. We continue to explore instructional strategies that meet the different needs of our at-risk and at-promise students. We make every effort to know each learner at a deeper level, and to improve literacy and numeracy levels for all. With enhanced literacy and numeracy approaches comes improved success in all subjects, and this continues to be a schoolwide focus here at Holy Trinity.

We are creating an environment focused on a growth mindset, ensuring that all learning partners seek solutions and see new possibilities. We will continue to extend our learning and thus growing independent, industrious Catholic citizens. We are excited about the growth we have shown, both in population, status in the community, and in our professional growth, and we are looking ahead to continue building a truly great community of learners guided by Christ.

Accountability Report Card

Measure Category	Measure	Holy Trinity School						Achievement	Improvement	Overall
		Current Result	Prev Year Result	Prev 3 Year Average	Current Result	Prev Year Result	Prev 3 Year Average			
Safe and Caring Schools	Safe and Caring	84.8%	89.7%	88.7%	89.5%	89.5%	89.3%	High	Maintained	Good
	Program of Studies	76%	88.8%	75.3%	81.9%	81.9%	81.5%	Intermediate	Maintained	Acceptable
Student Learning Opportunities	Education Quality	85.1%	90%	88.7%	90.1%	90.1%	89.6%	Intermediate	Maintained	Acceptable
	Drop Out Rate	*	*	n/a	3%	3.2%	3.3%	*	*	*
	High School Completion Rate (3 yr)	n/a	n/a	n/a	77.9%	76.5%	76.1%	n/a	n/a	n/a
	PAT: Acceptable	84.7%	71.9%	77.7%	73.4%	73.6%	73.2%	Very High	Maintained	Excellent
Student Learning Achievement (Grades K-9)	PAT: Excellence	22.2%	3.1%	11.8%	19.5%	19.4%	18.8%	High	Maintained	Good
	Diploma: Acceptable	n/a	n/a	n/a	83%	82.7%	83.1%	n/a	n/a	n/a
Student Learning Achievement (Grades 10-12)	Diploma: Excellence	n/a	n/a	n/a	22.2%	21.2%	21.5%	n/a	n/a	n/a
	Diploma Exam Participation Rate (4+ Exams)	n/a	n/a	n/a	54.9%	54.6%	53.1%	n/a	n/a	n/a
	Rutherford Scholarship Eligibility Rate	n/a	n/a	n/a	62.3%	60.8%	60.8%	n/a	n/a	n/a
	Transition Rate (6 yr)	n/a	n/a	n/a	57.9%	59.4%	59.3%	n/a	n/a	n/a
Preparation for Lifelong Learning, World of Work, Citizenship	Work Preparation	63.9%	79.2%	75.7%	82.7%	82.6%	81.9%	Very Low	Declined	Concern
	Citizenship	82.3%	87.2%	82.6%	83.7%	83.9%	83.6%	Very High	Maintained	Excellent
Parental Involvement	Parental Involvement	81.1%	89.8%	84.4%	81.2%	80.9%	80.7%	High	Maintained	Good
Continuous Improvement	School Improvement	82.2%	87.9%	82.7%	81.4%	81.2%	80.2%	Very High	Maintained	Excellent

Division Goal: Nourished by grace and a personal relationship with Jesus Christ , we joyfully embrace,

live, and teach the Gospel spirit.

What this goal means for our jurisdiction:

*Shout joyfully to God, all you on earth. Sing of his glorious name; give him glorious praise.
(Psalm 66:2)*

Division Outcome D1: Each individual in our school community is immersed in a spirit of Communion with Christ and through catechesis, experience a maturation in his or her profession of faith.

Performance Measures:	Current Results	Average
D.1.1 I believe that all members of our community are provided with opportunities to learn about the Catholic Faith.	98.3%	98% (2 Yr)
D.1.2 I believe that members of our community have gained an understanding of Sacramental Life and the meaning of Liturgy.	92%	92% (2 Yr)
D.1.3 I believe that our schools promote moral formation in response to the message of the Gospel.	90%	93% (2 Yr)
D.1.4 I believe that our school communities have brought members to a deeper relationship to God through an understanding and participation in prayer.	92.7%	95% (2 Yr)
D.1.5 I believe that our school communities demonstrate Christian Community.	90%	92% (2 Yr)
D.1.6 I believe our students are empowered with a 'missionary spirit' to be transformational in our society.	88.7%	93% (2 Yr)

AERR Comments

Our staff and students focused on the task of Celebrating. During Advent and Lent, morning announcements were used to teach prayers from the mass, which translated into a larger portion of our student body being able to participate in the mass. We also built community through "Mass, Movie and a Meal," which encouraged our families to attend mass and then come to the school for a meal and a movie.

Strategies:	Evidence:	Next Steps:
<ul style="list-style-type: none"> Promote knowledge and build common language around Task 5: Living in Community. 	<ul style="list-style-type: none"> The school and community have gathered and prayed together during mass at St. Stephen's Parish on several occasions: August 29th, September 13th, and October 11th, 2017. 	<ul style="list-style-type: none"> Future masses are planned for November 15th, December 20th, February 14th, April 11th, May 23rd, and June 20th, 2018. Community members from CWL have volunteered to build rosaries

	<ul style="list-style-type: none"> • St. Stephen's Parish office staff organized and ran a booth for families during our Parent Information Night on September 13th, 2017. • School staff and students volunteered for the annual Turkey Supper hosted at St. Stephen's Parish on October 23rd. • Holy Trinity's Community option class has given their time and energy to contribute to the Olds community by visiting the Sunrise Home on October 24th, and visiting the Olds Cemetery to clean the headstones on November 2nd, 2017. • 33 school staff attended Catholic Education Sunday at St. Stephen's Parish, on November 5th, 2017. The school staff provided all ministries for the mass. The mass featured a short speech by our school's Trustee. • FIAT Choir sang at Holy Trinity's school Remembrance Day ceremony on November 8th, 2017. • 11/22 staff members included serving the parish and community at large in their Professional Growth Plans. 	<p>with our elementary classes, to distribute to third-world countries.</p> <ul style="list-style-type: none"> • Faith Coach and administration will meet on November 15th to review the school faith plan and develop next steps in team. • The FIAT Choir is planning to share their talents at Sunday mass, as well as at the Olds Carol Fest at St. Stephen's Parish on December 3rd. • Administration will review success and growth of faith goals during Professional Growth Plan meetings in spring 2018.
<ul style="list-style-type: none"> • Holy Trinity will continue to enhance the school family by aligning ourselves to service. 	<ul style="list-style-type: none"> • Holy Trinity's principal addressed the parish community, highlighting the great things happening at the school, at Sunday mass at St. Stephen's Parish on September 10th. • In recognition of Remembrance Day, a group of grade 3-8 students visited the Olds Cemetery on November 3rd to participate in the No Stone Left Alone Ceremony. After the ceremony students laid poppies and flags on veteran graves. • One administrator and two teachers are in the process of obtaining their Masters degrees from Newman Theological College. • Monday morning staff meeting is led in prayer by one of our staff 	<ul style="list-style-type: none"> • Administration and our Faith Coach will continue to work with St. Stephen's Parish on a monthly basis to strengthen our relationship and build future opportunities for us to work in team. • Plans are underway to publish Father Adam's homily on our school website. • With the cooperation of the Catholic Women's League, plans are underway in spring 2018 to build Rosaries to share with underdeveloped countries.

	<p>members. A schedule was created to allow all staff to take a turn in leading. Intentions are offered for the community, and the world.</p> <ul style="list-style-type: none"> • Holy Trinity's Rosary Club prays the Rosary with our students on a weekly basis. 	
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Division Outcome D2: All of our school communities are authentically Catholic.

Performance Measures:	Current Results	Average
D.2.1 I believe that I am a child of God and seek Him in my life.	89.7%	93% (2 Yr)
D.2.2 I believe the Catholic Faith provides a framework for life and learning.	90.7%	94% (2 Yr)
D.2.3 I believe the Catholic Faith is permeated into our curriculum so that contemporary culture is critically evaluated in light of 'the truth'.	80.3%	83% (2 Yr)
D.2.4 I believe the staff of RDCRS witness to others a life lived in relationship with Jesus Christ.	92.3%	92% (2 Yr)
D.2.5 I believe our students, staff, and parents are honored as distinct and unique but brought together in a spirit of communion.	93.7%	96% (2 Yr)

AERR Comments

During professional development, staff indicated that they were not ready to move beyond the "inform" stage of understanding the 5 Marks of an Authentically Catholic School. We focused on building our chosen tasks as a school community instead.

Strategies:	Evidence:	Next Steps:
<ul style="list-style-type: none"> • Our school will permeate our Catholic faith to our students through word and action. 	<ul style="list-style-type: none"> • At the September 21st Administrators Meeting, school administrators received instruction on intentional permeation with the Eight Characteristics of Catholic Identity. • 5/9 of our new teachers demonstrated intentional permeation during administrative evaluations from September through October. • During Fall LIFT, 20/20 teachers received permeation and instruction in the Eight Characteristics of 	<ul style="list-style-type: none"> • Faith Coach will work with staff on permeation of the Eight Characteristics of Catholic Identity into a lesson on our December 8th Professional Development day. All teaching staff will be given time to collaborate and build permeation strategies for their classrooms. • Administration will continue to intentionally ask 9/9 new teachers to demonstrate intentional permeation during evaluative lessons. • Our Faith Coach has booked blocks to work with 7 teaching staff in

	Catholic Identity.	October and November on the new permeation model in the classrooms.
<ul style="list-style-type: none"> • We will strive to make Christ known to the children and families of Holy Trinity School by following the 5 Marks of an Authentically Catholic School. 	<ul style="list-style-type: none"> • On September 13th, the community celebrated the official opening of the new playground, with Father Adam blessing it in the presence of the school community, including our School Trustee. • Jesse Manibusan enlightened and entertained the Holy Trinity School community with his music and humour on September 18th, 2017. • Our grade 4 classes attended the Division Bible Celebration on October 4th. Each student received a Bible which gets used in class on a regular basis. • School administration attended Marked by God: Leadership in Alberta Catholic Schools, on October 12th and 13th, 2017. 	<ul style="list-style-type: none"> • Lectio Divina will be included as part of each of our Professional Development days. • As the year progresses, encourage staff to share their gifts at ROAR Awards assemblies. The next two ROAR Awards Assemblies are planned for December 7th and January 11th, 2018.

Outcome 1: Alberta's students are successful

Performance Measure	Results (in percentages)							
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	2013	2014	2015	2016	2017	Achievement	Improvement	Overall
Overall percentage of students in Grades 6 and 9 who achieved the acceptable standard on Provincial Achievement Tests (overall cohort results).	70.5%	81.3%	80%	71.9%	84.7%	Very High	Maintained	Excellent
Overall percentage of students in Grades 6 and 9 who achieved the standard of excellence on Provincial Achievement Tests (overall cohort results).	0%	15.6%	16.7%	3.1%	22.2%	High	Maintained	Good

Performance Measure	Results (in percentages)							
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	2012	2013	2014	2015	2016	Achievement	Improvement	Overall
High School Completion Rate - Percentage of students who completed high school within three years of entering Grade 10.	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Drop Out Rate - annual dropout rate of students aged 14 to 18	n/a	n/a	*	*	*	*	*	*
High school to post-secondary transition rate of students within six years of entering Grade 10.	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Percentage of Grade 12 students eligible for a Rutherford Scholarship.	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Percentage of students writing four or more diploma exams within three years of entering Grade 10.	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a

Performance Measure	Results (in percentages)							
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	2013	2014	2015	2016	2017	Achievement	Improvement	Overall
Percentage of teachers, parents and students who are satisfied that students model the characteristics of active citizenship.	78.4%	77.2%	83.6%	87.2%	82.3%	Very High	Maintained	Excellent
Percentage of teachers and parents who agree that students are taught attitudes and behaviours that will make them successful at work when they finish school.	56.5%	76.6%	71.3%	79.2%	63.9%	Very Low	Declined	Concern

AERR Comments

Holy Trinity started a school wide initiative for Levelled Literacy Intervention for our most vulnerable readers. By the midpoint of the school year, targeted reading intervention groups were being held in every classroom. Students showed an improvement of between 2 and 7 Fountas and Pinnell reading levels. Due to low results in this area, we are developing plans to expose our students to more career paths and to inform parents on what we are doing at the school to prepare their children to be successful when they finish school.

Strategies:	Evidence:	Next Steps:
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<ul style="list-style-type: none"> • Holy Trinity will have a reading intervention program that scales from grades 1 to 8, targeting our highest need students. 	<ul style="list-style-type: none"> • In October, teachers completed Fountas & Pinnell (F&P) data testing on all students in grades 1-5. • In September, teachers completed the Standardized Test for the Assessment of Reading (STAR) on all students in grades 6-8. • During our September 22nd Professional Development day, staff worked with the Division literacy leads to revisit common school practices in literacy. • In October, teachers met in collaborative grade teams with their Literacy Coach to develop levelled groups for guided reading and Levelled Literacy Intervention (LLI) in grades 4-8. Levelled Literacy Intervention groups for the first round of intervention are focused on students who are just below grade level in their reading. Levelled Literacy Intervention and guided reading groups began in grades 4-8. • In October, individual Levelled Literacy Intervention training was provided to new teachers that did not receive training last year. The training was conducted by our veteran Levelled Literacy Intervention teachers. 	<ul style="list-style-type: none"> • By November 17th, in conjunction with our classroom teachers and Literacy Coach, targeted Levelled Literacy Intervention groups will be set for grades 1-3. • By November 20th Levelled Literacy Intervention and guided reading will begin in grades 1-3. • Between November 24th and December 15th, the administration team will check for common literacy practices in all language arts classrooms via walkthroughs. • As students progress through Levelled Literacy Intervention lessons they will be Fountas & Pinnell tested every 10 lessons to track their progress. Groups will be adjusted based on this data.
<ul style="list-style-type: none"> • Holy Trinity will build capacity within our staff, and parents, to implement common and effective numeracy strategies for all students in Pre-Kindergarten to grade 8. 	<ul style="list-style-type: none"> • During our initial staff meeting in August, our school commitment to numeracy everyday (number talks and numeracy games) was revisited with all staff members. • 3 classroom teachers have been witnessed by administration during walkthroughs using open-ended questioning techniques and parallel tasks to encourage students to participate actively in discussions and activities. This has also been witnessed by administration during weekly collaboration meetings. The math leads have provided resources and coaching to facilitate this change 	<ul style="list-style-type: none"> • Between November 24th and December 15th, the administration team will continue to conduct quick walkthroughs to check for number talks, parallel tasks and open ended questions in all math classrooms. • Professional Development to identify essential learning outcomes is scheduled for December 8th, 2017. • LIFT minutes related to math will continue to target and address the diverse levels of understanding in our classrooms. • Math parent nights with Division Math Lead Teachers will be booked for winter 2018.

	<p>in mindset.</p> <ul style="list-style-type: none"> • During collaboration time on September 11th, our Numeracy Lead Teacher showcased a tiered math program, Leaps and Bounds, that will allow our teachers to select a pathway for each student based on need. We then asked our 10 math teachers in grades 1-8 to commit to using Leaps and Bounds as an intervention program in mathematics. • In mid-September, school math leads administered the Math Intervention/Programming Instrument (MIPI) to all students in grades 2-8. • On our September 22nd Professional Development day, classroom teachers worked with Division Math Lead Teachers and the St. Marguerite School staff on effective numeracy strategies. • During the month of October, our math lead teachers helped our teaching staff create fluid groupings according to need for differing curriculum objectives. • In late October, an Equals Math program was sourced to target our tier 3 math learners. • A division Math Lead Teacher joined our numeracy team on November 1st to discuss next steps in our numeracy journey. 	<ul style="list-style-type: none"> • Leaps and Bounds will be used by the Math Lead Teacher and classroom teachers to identify growth and refine student groupings. This will be done at the beginning of each math unit. • Our fluid groupings analysis practice will be ongoing. • The Equals Math program will be used with our tier 3 students for whom the Knowledge and Employability math curriculum is too high.
<ul style="list-style-type: none"> • Holy Trinity will clearly communicate our school stories to all families, and will seek feedback on the progress of our school. 	<ul style="list-style-type: none"> • Holy Trinity administration collaborated on the results of our Annual Education Results Report, and determined next steps, on October 18, 2017. 	<ul style="list-style-type: none"> • At Holy Trinity's November 24 Professional Development day, administration will share the results of the survey with staff, and seek input on next steps. • During November 27 collaboration time, the administration team will identify opportunities that are occurring in the school that address identified areas of parent concern. These will be highlighted and sent to all parents in January 2018.

		<ul style="list-style-type: none"> • School administration will create and send a Google form to the Holy Trinity parent community, asking for feedback on a number of school-related topics. • Beginning in December, a "Did You Know..." section will be added to the Week At A Glance parent newsletter. Using language directly from the Annual Education Results Report, the administration team will highlight what opportunities students have in the school to address parent concerns. • Grade 7 students are targeted to attend the annual Career Expo at Red Deer College in April 2018. • Grade 8 students are targeted to attend the Skills Alberta Canada event in Edmonton in May 2018. • Staff will investigate the potential for a Career Fair in spring 2018.
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Outcome 2: The systemic education achievement gap between First Nations, Metis and Inuit students and all other students is eliminated.

No Data Available

AERR Comments

Our goal was to continue to build First Nations Metis and Inuit culture into our school community. We developed cross graded spirit teams based on First Nations spirit animals. These spirit groups were used during school activities and to go to mass and provided students with multiple opportunities to feel part of a larger family.

Strategies:	Evidence:	Next Steps:
<ul style="list-style-type: none"> • Holy Trinity School will recognize and acknowledge the story of the First Nations people in Canadian history. 	<ul style="list-style-type: none"> • A First Nations Metis and Inuit team was established in Holy Trinity in September, building plans for the school. The team features three teaching staff, one Educational Assistant, and one administrator. The team has met on a monthly basis. • School Spirit teams were re-established using the sacred animals from the First Nations perspective. These multi grade teams are used for each school assembly and school masses. • The school acknowledged the issues associated with the residential school system and honoured survivors by wearing orange on September 29th. An elder from the Olds community spoke to the students and staff. • Grade 2 teachers shared the history of wampum belts of First Nations people by creating wampum belts in the math patterning unit on October 2nd and 3rd. • Grade 5 students experienced prayer in First Nations spirituality by participating in a smudging on October 19th. • The grade seven and eight classes participated in the Blanket Exercise, highlighting the struggles of our First Nations people through the 	<ul style="list-style-type: none"> • With the leadership of our First Nations, Metis and Inuit team and our Professional Development committee, we will investigate opportunities to provide First Nations, Metis and/or Inuit sessions into our staff Professional Development. • Grade 7 students will be learning about the importance of a 'talking circle' in government on Monday, November 13th. • The Holy Trinity First Nations, Metis and Inuit Team will support each grade and classroom to supplement curricular activities throughout the year. The team's next meeting is scheduled for November 28th. • Holy Trinity School will be included in Indigenous Day celebrations with the town of Olds, on June 21st, 2018.

	<p>generations, on October 24th.</p> <ul style="list-style-type: none"> • A First Nations, Metis or Inuit student acknowledges the land prior to any school celebration or assembly. A grade 6 child read it at Orange Shirt Day on September 29th and at our Remembrance Day ceremony on November 8th. 	
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Outcome 3: Alberta’s education system is inclusive

Performance Measure	Results (in percentages)					Achievement	Improvement	Overall
	2013	2014	2015	2016	2017			
Percentage of teacher, parent and student agreement that: students are safe at school, are learning the importance of caring for others, are learning respect for others and are treated fairly in school.	82.5%	86.2%	90.4%	89.7%	84.8%	High	Maintained	Good

AERR Comments

Our counseling team, including our Family School Enhancement Counselor, put together a very comprehensive mental health plan. Students received school wide lessons on the Zones of Regulation (a self-regulation strategy program) and universal mental health strategies (Kids Have Stress and Stepping Up) in their classrooms. Targeted groups were also created by the counselors to address areas of need in our school.

Strategies:	Evidence:	Next Steps:
<ul style="list-style-type: none"> • Holy Trinity School will highlight the gifts and talents of all members of the community. 	<ul style="list-style-type: none"> • The Virtue of the Month is highlighted at our monthly ROAR Awards assemblies. Students are encouraged to 'Share their Gifts' at these assemblies as well. The ROAR assemblies have occurred on September 1st, October 13th, and November 2nd. • Holy Trinity's school choir, known as FIAT (Faith in Action Team), was formed to sing at school celebrations and masses. The choir sang at our Remembrance Day ceremony on November 8th. 	<ul style="list-style-type: none"> • The Faith In Action Team choir is planning to attend the Olds Choir Fest, held at St. Stephen's Parish, on Sunday, December 3rd. • We will investigate opportunities to have the Faith In Action Team choir sing at selected Sunday masses at St. Stephen's Parish.
<ul style="list-style-type: none"> • Holy Trinity School will be a safe and caring atmosphere for all members of our school community, 	<ul style="list-style-type: none"> • In August, school counselors used a Red Deer Catholic Education Foundation Grant to purchase equipment and furniture to outfit a 	<ul style="list-style-type: none"> • Plans are in development to train an additional 10 staff members in Handle with Care protocol during winter, 2018.

	<p>new counseling room. This room allows students a safe space to learn and practice social skills.</p> <ul style="list-style-type: none"> • 12 members of Holy Trinity School were trained in Handle With Care Crisis Intervention and Behaviour Management training, on September 22nd. • Holy Trinity has conducted fire drills on September 26th, September 29th, and October 11th. We also conducted a lockdown practice, with the cooperation of Olds RCMP, on October 20th. • The traffic and parking patterns in front of our school have changed, including one-way angled parking. No Parking areas and a crosswalk were painted in front of the school on October 18th. • Administration, counselors, and teaching staff are creating behaviour plans to set our high-risk students up for success. We currently have two Behaviour Plans signed by parents, with six more in development. • Our school's Family School Enhancement Counselor provides weekly lunch meetings with any middle school boy or girl that wishes to attend. The "Pink Ponies", who meet Tuesdays, and "Blue Bronies", who meet Wednesdays, allow our students the freedom to discuss sensitive topics from a Catholic perspective in a safe, nonjudgmental way. • Whole-class Universal Mental Health programming, taught by our Counseling team, focuses specifically on pro-social skills in grades 1-3, and positive communication, problem solving, emotional management and healthy relationships in grades 4-8. These programs are offered on a weekly basis for approximately 5 months per grade. 	<ul style="list-style-type: none"> • The school has scheduled an On-Alert drill on November 22nd and Hold and Secure drill on November 29th. • Professional Development will occur on our behaviour plans and common language surrounding them on November 24th, 2017. These plans will be periodically reviewed and modified in team collaborative meetings, as needed. • Through consultation with the Transportation and Maintenance departments, future plans are in the works in spring 2018 for additional parking for parents and a 'stop and drop' area in front of the school for parents to drop off and pick up their children safely. • Administration will continue to analyze Educational Assistant timetables on a monthly basis to ensure their time is being used fully to assist the students that need it most. Administration will meet next on Monday, November 12th.
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	<ul style="list-style-type: none">• Administration is analyzing Educational Assistant timetables to best meet the needs of our most vulnerable students. In September, two Educational Assistants have had their job duties modified to better make use of their time as their student arrive and leave at non-traditional hours. One Educational Assistant's timetable was modified on October 24th to allow for her to assist in the grade 6 classroom for 24/42 periods in the timetable and remain in the grade 3 classroom the remainder of the time.	
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Outcome 4: Alberta has excellent teachers, and school and school authority leaders

No Data Available

Performance Measure	Results (in percentages)							
	2013	2014	2015	2016	2017	Achievement	Improvement	Overall
Percentage of teachers, parents and students satisfied with the opportunity for students to receive a broad program of studies including fine arts, career, technology, and health and physical education.	72.7%	75.2%	61.9%	88.8%	76%	Intermediate	Maintained	Acceptable

AERR Comments

Our school worked hard last year to implement strong data collection strategies that enabled staff to know their learners and plan for them accordingly. Common meeting time was also used to discuss students in team with grade partners, counselors, LIFT members and administration.

Strategies:	Evidence:	Next Steps:
<ul style="list-style-type: none"> Each student will receive programming to meet a wide variety of interests and skills. 	<ul style="list-style-type: none"> In early September, Middle School teachers planned their option classes around the Career and Technology Framework, allowing students to link their interests to potential career paths. Holy Trinity staff are delivering a variety of fine arts exploratory courses, including band, dance, art, animation and fashion studies. All grade 6-8 students travelled via bicycle to the Botanical Gardens at Olds College on September 29. Health Champions exploratory class is currently offered to grade 6, 7 and 8 students. The 9 Health Champions attended the Healthy Active School Symposium workshop in Red Deer on October 25. Holy Trinity elementary students are participating in swimming lessons at Olds Aquatic Centre during the months of October and November. Completing students will receive a Red Cross Water Safety badge. 	<ul style="list-style-type: none"> In mid-November, Middle School teachers and administrators will continue to collaborate and finalize planning for term 2 and 3 options classes around the Career and Technology Framework. Discussions are underway with School Council to provide ice times at the Olds Arena for every grade during winter 2018. Staff will work with School Council to investigate the potential for a drama troupe to come into the school for a multi-day workshop in the spring of 2018.
<ul style="list-style-type: none"> School staff will collect and analyze student data, and formulate plans for student success. 	<ul style="list-style-type: none"> Grade teachers have one block of collaborative meeting time to discuss student needs and concerns each 	<ul style="list-style-type: none"> School administration will investigate inviting the Division Literacy and Numeracy Lead

	<p>Day A in every 6 day rotation. Administrators are present during these periods. Teachers are using this meeting time to discuss student data and needs in team with LIFT members, Math leads and administration. Minutes are kept of these meetings.</p> <ul style="list-style-type: none"> • In late September and early October teachers collected data with a variety of assessment tools: Mathematics Intervention Programming Instrument (MIPI), Fountas and Pinnell (F&P), Standardized Testing and Reporting in Reading (STAR). In collaboration, teachers, LIFT members and Math leads used collected data to group students according to their needs in numeracy and literacy. 	<p>Teachers to join the table and share insight at our collaboration meetings in January 2018.</p> <ul style="list-style-type: none"> • LIFT members, Math leads and classroom teachers will plan meeting time during our Professional Development Days on December 8th, February 9th, and May 16th to monitor student progress and re-evaluate student groupings. Academic data in literacy and numeracy collected will drive these meetings.
<ul style="list-style-type: none"> • Teachers will be provided with professional development (PD) that is flexible, targeted and offers them voice and choice. 	<ul style="list-style-type: none"> • A professional development committee was created in early September to utilize the talents of school members. This committee is teacher-led, and includes one Educational Assistant (EA) to ensure that the voice of our EAs is present when planning sessions. • On September 11th, the Professional Development committee met to plan our first full day Professional Development session on September 29th. On October 16th, our Professional Development committee met to plan our second full day Professional Development session, held on October 24th. • On October 16th, our Professional Development committee lead sent a survey to staff to ensure that their voice and choice is heard for planning Professional Development. • On October 30th the Professional Development committee solidified our Professional Development plan to the end of 2017. 	<ul style="list-style-type: none"> • Our Professional Development team will continue to meet regularly to plan and fine-tune our school's full day sessions. The committee meets within two weeks prior to each Professional Development Day. Our scheduled Professional Development Days are November 24th, December 8th, February 9th, May 4th, May 18th, and June 8th. • In January 2018, the committee will meet again to set direction for the rest of the 2017-18 school year.

Outcome 5: Alberta's education system is well governed and managed.

Performance Measure	Results (in percentages)							
	2013	2014	2015	2016	2017	Achievement	Improvement	Overall
Percentage of teachers, parents and students indicating that their school and schools in their jurisdiction have improved or stayed the same the last three years.	40.1%	74.6%	85.5%	87.9%	82.2%	Very High	Maintained	Excellent
Percentage of teachers and parents satisfied with parental involvement in decisions about their child's education.	76.2%	82.6%	80.7%	89.8%	81.1%	High	Maintained	Good
Percentage of teachers, parents and students satisfied with the overall quality of basic education.	87.3%	88.6%	87.5%	90%	85.1%	Intermediate	Maintained	Acceptable

AERR Comments

Our School Council grew in numbers and effectiveness last year. School Council members attended the Division Joint School Council Meeting and brought back many strong ideas that they worked to implement over the year. Their largest project, an addition to our playground, was completed in June.

Strategies:	Evidence:	Next Steps:
<ul style="list-style-type: none"> Holy Trinity School will continue to enable our staff to meet the needs of the 21st century learner. 	<ul style="list-style-type: none"> School staff were inserviced on growth vs fixed mindset on August 29th. Administration leads a biweekly mentorship program every second Monday from 3:30-4:30 for our 6 first year teachers. Topics for discussion have included classroom management, student engagement, permeation strategies, parent relations, and emerging topics to keep our new teachers ahead of the curve. Four first year teachers attended the Alberta Teachers' Association Beginning Teachers' Conference on September 28th and 29th, 2017. Holy Trinity had two teachers attend the Project-Based Learning 101 session on November 2nd, 3rd, and 6th. We currently have 6 teachers trained in Project-Based Learning. 	<ul style="list-style-type: none"> First year mentorship sessions will continue throughout the school year: November 13th and 27th, December 11th, January 8th and 22nd, February 5th, March 3rd and 19th, April 9th and 30th, May 14th and 28th and June 11th, 2018. Holy Trinity School will have 10 teachers trained in Project-Based Learning by the end of March, 2018. Administration has set up biweekly meetings with our second year teachers for mentorship. These meetings are scheduled individually and will focus on topics specific to the teacher's individual needs. A future Growth Mindset session is planned for our teaching staff on November 24th. A bulletin board with Growth Mindset statements will be on display in the staff room. Mindsets will be presented to all Holy Trinity students at our January 11th ROAR Awards ceremony.
<ul style="list-style-type: none"> Holy Trinity School will strengthen its relationship with the parent community. 	<ul style="list-style-type: none"> The school's revamped Parent Information night, held on September 13th, 2017, allowed 	<ul style="list-style-type: none"> Feedback will be sought from families by administration on the efficiency and accuracy of

	<p>families to browse through a number of valuable stations, including fine arts, powerschool and St. Stephen's Parish. A meal for the families was funded by our School Council, and was prepared by the Knights of Columbus.</p> <ul style="list-style-type: none"> • Working in team, the school principal and school secretary have created a "Week at a Glance" document. This document is sent to every household on the final day of each week, from the first week of September on to the rest of the school year. One document is created for families and one for staff. • Holy Trinity's School Council is growing. At our October 16th Annual General Meeting we had fourteen parents and our new trustee, Sharla Heistad, attend. • Holy Trinity School Council bylaws were created in October with collaboration between school administrator and School Council representation. • Staff received professional development on SwiftReach, a Power School communication component, on October 6th, 2017 and is currently being utilized by staff. • Holy Trinity School has enjoyed a greatly improved social media presence. We now have 307 likes on Facebook- more than the population of the school! • On November 6th, the display in the Gathering Area became operational. It displays student pictures, video, and important school announcements. 	<p>communication distributed. The Google Form will be shared with all families via Week at a Glance, Facebook, and on our website, on November 30th.</p> <ul style="list-style-type: none"> • School Council minutes will be published in our Parent Week at a Glance document immediately following each meeting. • The School Council bylaws are scheduled to be ratified at the December 4th School Council Meeting. • Holy Trinity will look to increase parent volunteer involvement in the classes by advertising on Week at a Glance, Facebook and our school website, beginning November 16th. • Images and announcements on our Gathering Area display will be updated on a weekly basis throughout the remainder of the school year. • Plans are underway for a family movie night and second Parent Information Night on February 6th, 2018.
<ul style="list-style-type: none"> • Holy Trinity School will continue to build its relationship with the Olds community. 	<ul style="list-style-type: none"> • A school community member is volunteering her time to assist one of our students in cooking for the Breakfast Club. They cook goodies for the school's Breakfast Club once every 6 days. 	<ul style="list-style-type: none"> • The Elks Club of Olds is scheduled to come and do a presentation to our school community on December 7th, 2017. The presentation is on Tabs for Tots, a program that raised funds for community needs through the

	<ul style="list-style-type: none"> • The Knights of Columbus cooked hot dogs for our school community during the Parent Information Night on September 13th, 2017. • The Knights of Columbus joined our Community Option on September 26th and October 11th to begin building community gardens next to the school. • On October 24th, our Community option visited seniors in the Sunrise Home to decorate walkers for Halloween. • The grade 5 class visited the Olds Hospital for a Halloween Parade on October 31, 2017. They then traveled to the seniors lodge to visit with seniors. • On November 2nd, our Community option class travelled to the Olds Cemetery to clean the headstones on all veterans graves. • On November 3rd, a group of students in grades 3-8 travelled to the cemetery to participate in the No Stone Left Alone ceremony. 	<p>collection of pop tabs.</p> <ul style="list-style-type: none"> • The Knights of Columbus will continue to work with the school community in the completion of the three garden boxes next to our school in the spring of 2018. • School administration will continue to seek opportunities to have our presence felt in the Olds community.
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