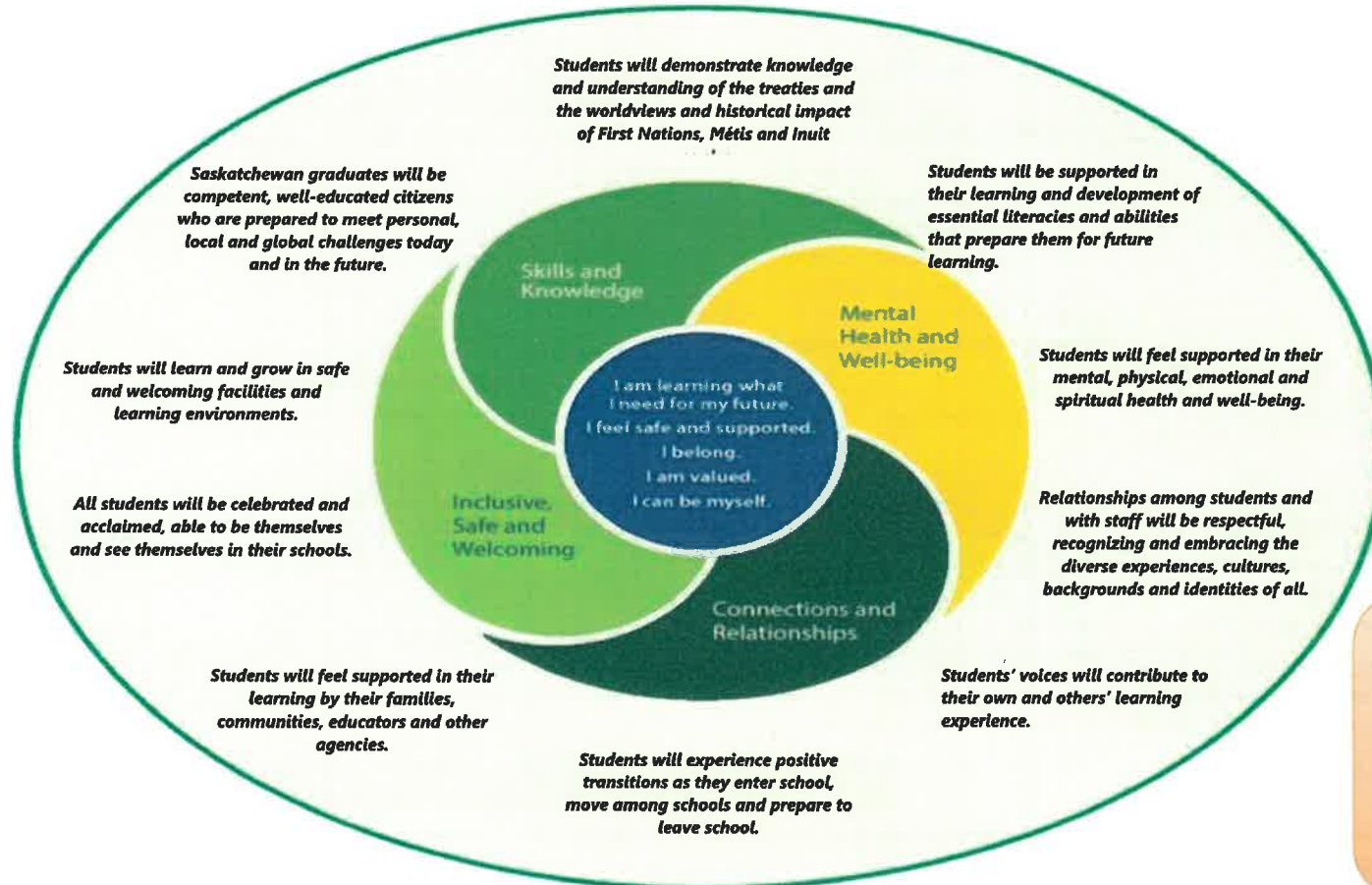




Road to Recovery: Re-Engagement 2022-2023+ Interim High School Strategic Plan

Our mission is to instill the value of knowledge, the dignity of effort, and the worth of the individual



SCC Support of Thom Strategic Plan

- Financial Support of School initiatives that are supporting Focus Areas
 - (ie. Welcome Week activities, Speakers, Ceremonies)
- Assistance in organizing and implementing school activities
 - (ie. Dances, Tournaments, Diversity Days)

STAFF GOALS - All staff members will create individual goals to align with the Strategic Plan.



LEADERSHIP FOCUS AREAS

- Diversity
- Truth & Reconciliation
- Parent Engagement

GRADE 9 - INCLUSIVE, SAFE & WELCOMING

Students will learn and grow in safe and welcoming facilities and learning environments.

All students will be celebrated and acclaimed, able to be themselves and see themselves in their schools.

Students will feel supported in their learning by their families, communities, educators and other agencies.

PROFESSIONAL DEVELOPMENT PLAN

- Staff took part in Diversity Training presentations in the spring as well as in August.
- Grade level discussions surrounding the results of OurSchool Survey with a focus on the sections on student safety.
- Staff will continue to support each other as well as their advisory families with regards to Edsby.

SCHOOL ACTION PLAN

STUDENT SAFETY

- Students will be surveyed on school trouble spots through both Advisory as well as the Our School Survey.
- Teachers will increase the focus on managing who is in/out of the classroom. Teachers will use both attendance (marking students absent) as well as Admin and Guidance as supports.

ESTABLISHING POSITIVE RELATIONSHIPS WITH STUDENTS

- Teachers will call students by their preferred names / pronouns
- Teachers will ensure that interactions with students are mostly positive (not always confrontational/adversarial.)

SCHOOL ACTION PLAN

GENDER & CULTURAL DIVERSITY

- Teachers will promote ACT Club, Prayer, Treaty 4 Rooms.
- Teachers will celebrate diversity with increased incorporation of both school Elders as well as other guest speakers into assemblies. *Thom is a diverse institution and that should be celebrated.*

CHANGING THE PERCEPTION

- Teachers will work hard to acknowledge what our students are doing well. For example: Honour Roll assemblies, Academic Achievement Awards, acknowledging Sports Teams during Advisory, promoting our Fine Arts Clubs.

SCHOOL ACTION PLAN

EDSBY

- Thom School Community will continue to work towards having all students and caregivers being able to access Edsby, with staff frequently updating their gradebooks in order to give stakeholders an accurate snapshot of their progress.

ESTABLISHING POSITIVE RELATIONSHIPS WITH FAMILIES.

- Teachers will have frequent communication with advisory families, while not always focusing on the negative. Taking the time to find ways to celebrate all of our students.

DATA/EVIDENCE

- Our School results showing that students are feeling both safe and well-represented.
- Staff participation in celebrating the many successes of Thom students. Accomplished through Advisory, school announcements, assemblies/pep rallies, and on social media.
- Staff engaged with families through Edsby/email. Good attendance at 3-way conferences.

STAFF GOALS: All staff members will create individual goals to align with their Achievement Team Pillar.



LEADERSHIP FOCUS AREAS

- Grad & Post Grad Plan
- Engagement
- Student Retention

GRADE 10 - CONNECTIONS & RELATIONSHIPS

Relationships among students and with staff will be respectful, recognizing and embracing the diverse experiences, cultures, backgrounds and identities of all.

Students' voices will contribute to their own and others' learning experience.

Students will experience positive transitions as they enter school, move among schools and prepare to leave school.

PROFESSIONAL DEVELOPMENT PLAN

- My Blueprint and Post Grad Planning PD and discussions with staff.
- Our School Survey & Feedback discussions
- Monthly Grade group meetings for student retention, relationship focus and engagement

SCHOOL ACTION PLAN

RELATIONSHIPS

- Teachers will work to build authentic relationships with our students in class, with a focus on TNT student and family relationships.
- Teachers will connect with students personally in classes and TNT with awareness of mental health and diversity.
- Teachers will contact families and discuss with students' academic and attendance concerns.

SCHOOL ACTION PLAN

STUDENT VOICE

- Teachers are encouraged to provide opportunities for students to give classroom feedback.
- Teachers and Staff will administer and develop action plans to respond to OurSchool Survey feedback.

SCHOOL ACTION PLAN

TRANSITIONS

- Teachers will work to have every Grade 10 start a Grad / Post-Grad Plan and use My BluePrint or other tools in TnT (monthly tasks) for future goals and success planning.
- Teachers will record observations in Edsby, MyBlueprint data, staff participation, Promotion Conferences on a regular basis.
- Thom will refer students to division based programming as needed.

DATA/EVIDENCE

- Students will start a Post Grad Plan in Grade 10.
- Students will complete monthly tasks for MyBlueprint. Teachers will look at completion numbers for Advisory.
- TNT and Teacher Feedback on Advisory and school engagement / relationships.
- Learning Council will follow up with the Ministry 'Lost List'

STAFF GOALS: All staff members will create individual goals to align with their Achievement Team Pillar.



LEADERSHIP FOCUS AREAS

- Triple 8
- Assessment & Evaluation

GRADE 11 - SKILLS & KNOWLEDGE

Saskatchewan graduates will be competent, well-educated citizens who are prepared to meet personal, local and global challenges today and in the future.

Students will demonstrate knowledge and understanding of the treaties and the worldviews and historical impact of First Nations, Métis and Inuit peoples.

Students will be supported in their learning and development of essential literacies and abilities that prepare them for future learning.

PROFESSIONAL DEVELOPMENT PLAN

- Support colleagues in implementing assessment strategies leading to improved student credit attainment.
- Utilize resources and staff including Elders, Indigenous Advocate, Guidance, and others to implement TRC teachings in the classroom and school.

SCHOOL ACTION PLAN

Triple 8 Goal

- Staff will work towards a goal of 83% of grade 10s (71% FNMI), 83% of grade 11s (71% FNMI), and 93% of grade 12s being on track to graduate
- Staff will work with FNMI students to achieve a 75% on track graduation rate.

SCHOOL ACTION PLAN

Reconciliation

- Staff will support teacher and student journeys towards Reconciliation through meaningful integration of Indigenous content and implementation of local Indigenous resources.
- Staff will work towards learning more about Indigenous protocols ex. Sage Picking, a Medicine Garden, etc.
- Students will be invited to share their experiences in the new Land Based Program with Staff.

SCHOOL ACTION PLAN

Assessment

- Teachers will continue to use varied assessment strategies to determine the gaps that need to be filled and bridges that need to be built in student learning.
- Teachers will document these formative and summative strategies in Edsby, ensuring proper communication with staff, home, and students.
- Teachers will follow the Assessment and Evaluation handbook with 4 formative / summative assessments per reporting period.

DATA/EVIDENCE

- Thom will see an increase in credit attainment at the end of each semester.
- Staff will increase their understanding of the TRC Calls to Action and their authentic implementation in the classroom.
- Teachers will successfully use formative and summative assessments to communicate student achievement through Edsby.

STAFF GOALS: All staff members will create individual goals to align with their Achievement Team Pillar.



LEADERSHIP FOCUS AREAS

- Our School
- Student Achievement Committee

GRADE 12 - MENTAL HEALTH & WELL-BEING

Teachers will support students' mental, physical, emotional, and spiritual health and well-being.

Teachers will focus on building authentic relationships to ensure that students feel supported.

Teachers will provide positive experiences for students as they enter school, move among schools and prepare to leave school.

PROFESSIONAL DEVELOPMENT PLAN

- Staff: "I'm Not Myself Today"
- Building resilience in individual staff and team support.
- TRC/Diversity Training
- Promoting Work/Life Balance

SCHOOL ACTION PLAN

Wellness

- Teachers will implement the following strategies at least once a month in Advisory:
 - Wellness Wednesdays
 - Mental Health Presentations
 - Videos
- Learning Council will email teachers on a regular basis providing them with new resources.

SCHOOL ACTION PLAN

Graduation Progress

- Learning Leaders and Guidance will assist grade 12 Advisory teachers monthly to ensure the following is completed:
 - My Blueprint updates
 - Credit checks
 - Post-grad resources
 - Graduation information
 - Occupational Spotlights

SCHOOL ACTION PLAN

Mental Health

- Staff will regularly focus on the learning environment to foster inclusivity.
- Staff will develop relationships with students throughout the school year to ensure a sense of belonging.
- Staff will communicate regularly with students to see they have the supports they need to deal with Mental Health issues.

DATA/EVIDENCE

- Our School Survey
- Triple 8 data - Credit checks
- Guidance updates
- Staff Feedback and Discussion

STAFF GOALS: All staff members will create individual goals to align with their Achievement Team Pillar.