



Gud ad higan.gulxa - Working Together - Travailler Ensemble

SCHOOL GROWTH PLAN

2016-2017

Sk'aadgaa Naay Elementary School

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Skidegate, BC

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Sk'aadga Naay Elementary School Goal

Goal #1

To focus on staff collaboration practises in order to increase student engagement, improve student academics and promote healthy lifestyles.

Mission Statement

To provide a caring and stimulating learning environment that challenges all students to achieve their personal best in a multi-cultural and ever-changing world. To achieve this in a manner that honours the past and the enduring tenure of the people of Haida Gwaii.



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School Motto

Be Safe
Be Respectful
Be Responsible
Be Ready to Learn

School Community Background

"Sk'aadga Naay" is a Haida phrase meaning "House of Learning." Sk'aadga Naay Elementary School opened its doors in September of 1999. The School is a Provincial Public Elementary School located on the reserve of Skidegate, a member village of the Haida Nation.

Students live in the Village of Skidegate and nearby Village of Queen Charlotte, with a few others travelling from the northern communities of Tlell, Lawn Hill, and Miller Creek. Sk'aadga Naay Elementary School relies on two school buses to deliver approximately 75 students to and from Skidegate. The district has hired Far West Bus based in Vancouver, BC, to provide bus services.

Our school represents the diversity of cultures on Haida Gwaii. This year we will have a total of eight classrooms, one of which will be a French Immersion classroom. The entire student body is comprised of approximately 140 students.

School Community Context

	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17
Number of Students	172	185	195	175	162	150	150	146	146
Aboriginal Students	120	124	130	125	110	100	100	95	95
Principal	1.0 FTE	1.0 FTE	1.0 FTE	1.0 FTE	1.0 FTE	1.0 FTE	1.0 FTE	1.0 FTE	1.0 FTE
Vice Principal	1.0 FTE	1.0 FTE	0.4 FTE	1.0 FTE	1.0 FTE	0.2 FTE	0	0	0
English Teachers	8.0 FTE	9.0 FTE	8.0 FTE	7.0 FTE	7.0 FTE	7.0 FTE	6.9 FTE	7.7 FTE	7.0 FTE
French Teachers	1.0 FTE	1.0 FTE	1.0 FTE	2.0 FTE	1.0 FTE	2.0 FTE	1.8 FTE	1.0 FTE	1.0 FTE
Haida Language Teachers	0.8 FTE	0.8 FTE	0.6 FTE	0.8 FTE	0.8 FTE	1.0 FTE	1.0 FTE	1.0 FTE	1.0 FTE
LRT	1.0 FTE	1.0 FTE	1.0 FTE	1.0 FTE	1.0 FTE	1.0 FTE	1.0 FTE	1.0 FTE	1.0 FTE
TOTAL FTE	12.8	13.8 FTE	12.0 FTE	12.8 FTE	11.8 FTE	12.2 FTE	11.7 FTE	11.7 FTE	11.0 FTE
Clerical	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0
EA	3.37	3.76	5.49	3.77	3.77	3.14	3.08	3.08	3.08
Noon Hour	.71	.57	.57	.84	.70	.57	Rolled into EA time	Rolled into EA time	Rolled into EA time
Library	.43	.43	.28	.28	.28	.28	.14	.14	.14
FNRW/HSC	1.29	1.14	1.36	1.36	1.25	FNRW.79	FNRW.79	FNRW.79	FNRW.79
Food Coordinator							.57	.57	.57
School Counsellor								.4	.4
TOTAL Support Staff	238.01 hrs/wk	241.51 hrs/wk	248.99 hrs/wk	295.0 hrs/wk	246.0 hrs/wk	230.0 hrs/wk	192.0 hrs/wk	192.0 hrs/wk	192.0 hrs/wk

Professional Development Initiatives for 2016/2017

For the 2016/2017 school year, our staff will be participating in two more curriculum implementation days. The new curriculum will be used next year throughout all grades. The district has once again, set common Pro D days, which will be an excellent way to collaborate with other teachers and staff members throughout the district. More staff members will have the opportunity to take part in Professional Development that is relevant to them and their teaching assignment. Here is a list of topics, which we are looking at for the coming year:

- Assessment Practises for Reading with Faye Brownlee (continued)
- Collaboration strategies through the School Based Team – Class Review Process
- Inquiry Based Pro D/ Staff Book Club/Action Research
- New Curriculum Implementation (two days)
- Mathematics teaching strategies and assessment – possibly Carol Fullerton
- Writing strategies and assessment
- Technology in the Classroom
- CR4YR

Parents and Community Partners

Parents and community partners are an important and positive aspect of life at Sk'aadgaa Naay Elementary School. The Parent Advisory Council (PAC) has participants from all feeder communities (Skidegate, Queen Charlotte, Miller Creek, Lawn Hill, and Tlell).

Sk'aadgaa Naay Elementary School partners include the following:

- Parent Advisory Council (PAC)
- Skidegate Band Council (SBC)
- Council of the Haida Nation (CHN)
- Skidegate Health Centre
- Skidegate Haida Immersion Program (SHIP)
- Ministry of Child and Family Development
- Child Care Resource and Referral (CCRR)
- Haida Gwaii Museum
- Haida Heritage Centre at Kaay Llnagaay
- Northern Savings Credit Union
- RCMP – Dare Program, WITS program, and Bike Rodeo
- One to One Reading Program (community volunteers)

- Role Models (all communities)
- Farm to School Program (Local Farmers)
- Haida Gwaii Recreation / Afterschool Initiative
- Community members (ie. Greenhouse, Music/Drama, Yoga, Rugby)
- Gwaii Trust Society
- Mount Moresby Adventure Camp

Parent Advisory Council (PAC)

All parents and guardians of students attending Sk'aadga Naay Elementary School are members of the PAC. The PAC meets approximately once per month.

New Initiatives planned for 2016 – 2017

We expect that many activities and initiatives from 2015 – 2016 will be continued in 2016 – 2017. We may add new activities such as the following:

1. **Fenced area** around the greenhouse for berry bushes.
2. **Longhouse Covered Area** – on lower playground (funding required)
3. **Totem Pole** – at the entrance of the longhouse (funding required)
4. **New Sign at Entrance** of the building (funding required)
5. **TLC room** – community room to involve SHIP in the school
6. **School wide healthy activities** which promote movement, physical fitness and outdoor education.

Goal #1

To focus on staff collaboration practises in order to increase student engagement, improve student academics and promote healthy lifestyles.

Objective #1 To change the process for our school based team meetings to a more collaborative approach.							
Description	In-service/ Training Needs	Resources Needed	Person(s) Responsible	Target Dates		Costs	Indicators of Success
				Start	End		
Strategy 1 Establish new guidelines and design of the current school based team (SBT) meetings. The SBT is an on-site problem-solving group which meets once per week.	None	School Based Team handout	Principal LRT Counsellor FNRW Teachers EAS Other specialists	September 2016	June 2017	\$0	Guidelines Established
Strategy 2 Conduct class reviews two times per year or more if needed.	None	Class Review power point	Principal LRT Teachers	September 2016	June 2017	\$0	Class reviews filed for every class two times per year.
Strategy 3 Focus on early interventions to support teachers in addressing any student issues.	Case by case analysis.	Various RTI (Response to Intervention)	All Staff	September 2016	June 2017 continuing	\$0	- data collection for reading, writing and math. - attendance - discipline referrals
Evaluation Plan Staff surveys and feedback sheets. Analyse the data collected.							
Communication Plan Continually connecting through staff meetings, emails, communication book, and SBT meetings.							

Objective #2

To schedule classes with a collaborative approach in mind.

Description	In-service/ Training Needs	Resources Needed	Person(s) Responsible	Target Dates		Costs	Indicators of Success
				Start	End		
Strategy 1 Establish new schedules with collaboration times build in.	None	Feedback from staff	Principal All Staff	September 2016	June 2017	\$0	Positive feedback from staff.
Strategy 2 Survey staff on their personal expertise and needs within the school.	None	Survey developed	Principal LRT Teachers	September 2016	June 2017	\$0	Check in at the end of October and end of February and make changes in the schedule if necessary.
Evaluation Plan Staff surveys and feedback sheets. Student surveys.							
Communication Plan Continually connecting through staff meetings, emails, communication book, and SBT meetings.							

Objective #3

To schedule school wide events which promote healthy, active participation from the entire student body on a weekly basis.

Description	In-service/ Training Needs	Resources Needed	Person(s) Responsible	Target Dates		Costs	Indicators of Success
				Start	End		
Strategy 1 Form a committee to plan the activities for the year.	None	Outdoor Ed Books	Principal Committee members	Beginning September 2016	End of September 2016	\$500	List of events planned for the year.
Strategy 2 Survey staff on their ideas for school wide activities which promote body movement on a regular basis.	None		All Staff	Beginning September 2016	End September 2016	\$0	- data on number of events, outdoor field trips, movement activities. - discipline referrals
Evaluation Plan Feedback from the students and staff in the form of a survey or feedback sheet.							
Communication Plan Continually connecting through staff meetings, emails, communication book, and SBT meetings.							

Conclusion

We will continue to modify and improve staff collaboration as the year unfolds. It is important to note that in the first year of a new goal, processes and schedules will be changed on a regular basis until our entire staff is satisfied with the new guidelines and strategies which have been established.

A key to improved learning is to meet the needs of every student in the school through effective intervention, support and enrichment. In order to achieve our goal of increased collaboration, we will support teachers with professional development opportunities, as well as professional learning and shared experiences. We will encourage everyone to participate in the collaboration process, including parents and students and members of the community.

Baseline data will be collected this year from staff and student surveys and we will develop a process in order to track our progress. Other types of data that will be considered for use would be student attendance, behaviour tracking sheets, report card marks, satisfaction surveys, DART, Math assessment (to be established), writing samples, anecdotal comments, and tracking of events.

We will continue this goal for at least one more year so that we can see if the collaboration of staff members makes a difference in the engagement of students, the increase of academic performance and the promotion of health active children.

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Signatures

Vicki Ives
Principal

V. Ives

Signature

June 1/16

Date

Angus Wilson
Superintendent

Signature

Date

Elizabeth Condrotte
Board of Trustees Chair

Signature

Date