**School Improvement Plan**

**2023-2024**

**Vincent Massey Elementary**



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**Our Mission**

Our mission as a school community is to provide challenging learning experiences for all which promote collaboration, creativity and develop critical thinking skills. We do this by creating a safe supportive learning environment where learners can take risks. We do this so that we all become responsible for our own learning and feel valued.

**Our Vision**

Share, Grow, Succeed

**We Value …**

diversity, inclusion (UDL), teaming, community and parent involvement, child centered support, collaboration, student leadership, nutrition, knowing everyone, team meetings, peer helping, peer tutoring, homework lunch, volunteers, SMART Class, enrichment, technology, drama , chess, Home & School Committee , students, partnerships (Sunbury Shores, Kingsbrae, Library, Huntsman, Kiwanis , SJDA), recognition assemblies, supportive colleagues, PE every day, our playground and more….

 **Our Absolute VMES Commitments (developed through our PLC’s)**

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| **Commitments** | **Strategies** |
| 1. *We will be guided by our mission statement.*
 | * Our mission statement and vision will be revisited at every staff meeting.
* We will ensure support/intervention for all students with the resources available. We will recognize and build upon students’ strengths and provide support for learning challenges.
* We will develop a skill set for each student to work cooperatively and independently on- the 5 success skills, WITS and NB 6 Global competencies.
* To ensure a safe environment there must be an awareness of all the medical concerns in the school.
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| 1. *We will follow our norms to ensure productive team meetings.*
 | * Meetings start and end on time.
* Meetings are guided by our agenda.
* We will come prepared.
* Board in staff room provides a medium for communication. An agenda that includes team meeting place will be sent out in advance.
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| 1. *Learning targets will be communicated to students and parents.*
 | * Math & Literacy Learning outcomes are included monthly parent calendars and in teacher lesson plans.
* Daily learning goals are written on the board and referred to throughout the lesson.
* Learning is summarized at the end of each lesson.
* Regular communication with parents including, for example, weekly information letters, regular Talk Mails
* Weekly check up
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| 1. *Clear and consistent expectations for student behavior.*
 | * Our SMART Motto, Playground Expectations, Hallway & Cafeteria Expectations, Communication Binder, and Pyramid of intervention for behavior are communicated to our parents and students. Goal is to review as needed.
* Supply teachers will not be asked to supervise students during unstructured times.
* A consistent playground and cafeteria supervisor is the norm.
* Playground Pals will assist with ensuring playground and cafeteria expectations are met.
* Positive Office referrals will be distributed as frequently as possible.
* Individual classroom norm goals will be collaboratively developed, posted and revisited on a regular basis.
* SMART Behaviour matrix is being implemented through monthly themes.
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| 1. *We will use data to guide our collaborative decision making.*
 | * Follow-up discussion and intervention strategies based upon the results will be discussed at team meetings.
* Progress monitoring will be embedded and discussed at team meetings.
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| 1. *We will provide enrichment opportunities for our students.*
 | * SJDA/VMES partnerships, Project Based Learning opportunities, SMART Class, Sunbury Shores, Sports: cross-country, track and field, curling, baseball, Go for 42, Announcements, Chess, Student lead clubs, Literacy & Math Flexible Groupings, Enrichment Clusters, etc….
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| 1. *Homework expectations are clear. A support system for students is established.*
 | * Homework policy is detailed in the agenda.
* Homework policy is followed by all teachers.
* Homework expectations, including instructions, are detailed on each home assignment.
* For classes using monthly homework there will be mid-month or weekly check-ins
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| 1. *We will develop leadership qualities and opportunities for our students.*
 | * K Kids, OWLS, SMART Class/Enrichment Groups
* WITS
* Zones of Regulation
* Student Led Clubs
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**School Improvement Plan Goals**

1. **Goal:** We will create a schoolwide framework for teaching, modelling, and reinforcing social emotional learning (self-awareness, self-control and interpersonal skills).

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| **Strategies** | **Professional Learning** |
| Common school language using 5 success skills- Empathy, Self-control, Embracing Diversity, Integrity, Grit. Song, skits, puppet shows. Monthly themes & assemblies & smart tickets for reinforcement- Self Control for October. New mural, stuffies, stickers for motivation and reinforcement. Each homeroom will have a bin with books on each skill. Bee Me Kids weekly sessionsSmall targeted social emotional student groupsTeach behavioral expectations in all settings (hallway, playground, class norms, café) All classes will have at least 3 lessons on gender stereotypes (lots of new books).ESST meets biweekly to discuss how to further support staff and students and capitalize upon our service partners.Tattling vs. telling instruction and reinforcementSocial Skills GroupsZones of Regulation language will be used by all. PSSC Recommendations- Family night where the students teach the parents the dive into five skills. Share theme with parents on monthly calendar , parents memo on the 5 success skills.  |  | Continue to work with Tom Hoerr on the use of Formative 5 as schoolwide SEL FrameworkSept. 22 – EECD Positive Behaviour Support PL  Oct. 13- Staff brainstorming and Pl session on how to implement school-wide framework. All staff have professional goals to have completed by Dec. 22 on this topic that will be supported. Monthly staff meeting topic\*SIP grant of $1000 to be spent solely on this goal.  |
| **Progress SEL in 22-23** | **Strategy** | **Assessment Tool** | **Technology/Resources**  |
| 95% of student feel that teachers care about them.76% feel they belong at their school.20% have a choice about when and how to do their schoolwork.46% need for autonomy highly satisfied93% need for competence highly satisfied93% need for relatedness highly satisfied | EducationPromotionStudent Leadership | Student wellness surveyPositive office referralsStudent involvement in clubs |  |

1. **Goal:** We will improve student learning and engagement by embedding research-based practices through the Holistic Curriculum.

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| **Strategies** | **Professional Learning** |
| Utilization of Science of Reading strategies schoolwide Reinstatement of ELF literacy program revised to continue to be in person and flexible to volunteer needs. Reinstate schoolwide literacy intervention and enrichment.Reflect on data collected from phonological awareness and phonics screener.Daily targeted personalized instruction. Volunteers reading with students.  | EECD Literacy modulesEGLA pilot schoolBiweekly team meetings with literacy PL District coach requests for support |
| **Progress Literacy** | **Strategy** | **Assessment Tool** | **Technology/Resources**  |
| **Nov2023 May 2024**  **Oct. 2023-Grade 3-4** 14 students have been identified and are receiving literacy support. | Whole class instructionSmall group instructionPersonalized instruction based on individual progress.Targeted Intervention Groups ELF /volunteer supportHome communication that includes specific skills to practice. | EGLA EECD Formative Assessment Tool | UFLI Resources purchased.Decodable booksHaggerty Resources purchased for K-2.Sound bins & walls |

1. **Goal**: **We will increase opportunities for second language learning for both students and staff.**

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| **Strategies** |  **Professional Learning** |
| LLO prototype schoolFLORA Pilot SchoolPSSC support for French programming.Student survey on feeling comfortable speaking French outside of school.Student Assistant from France 20 hours a week. French everyday for all students with increased 60 minutes of French for all grades each week through French café.  PSSC – communication home on what we offer in second language learning.  | Further language training for current teachers to build capacity for teaching French within the school.Continued monthly staff meeting themes and PL by LLO TeamStaff reinforced for using French.  |
| **Progress French 5** | **Strategy** | **Assessment Tool** | **Technology/Resources**  |
| **November 2023**  Unratable- Novice- Basic- Basic Plus- Intermediate-  |  Whole class instructionSmall group instructionPersonalized instruction based on individual progress.Targeted Intervention Groups France Assistant small groupsHome communication that includes specific skills to practice. | OPI Formative Assessment Tool- in person interview | Ipad aps Cordless mics |