



Theory of Action	Division	If Medicine Hat Public School Division focuses system learning around a model of collaborative response, then we will see improved measurable outcomes because students are at the center of professional conversations focused on student learning, evidence based best practice, and continuously improving pedagogy.
	School	If Vincent Massey staff commits to: regular classroom observations and feedback, embedding the Collaborative Response Model, the Optimal Learning Environment, comprehensive communication, and effective Literacy support into the fabric of the school's practices and beliefs, then Vincent Massey will experience enhanced instruction/differentiation, learner growth and achievement, and sense of belonging.



Vincent Massey School

901 Hargrave Way NW T1A 6Y8
Principal: Andrew McFetridge
Acting Vice-Principal: Stacey McBain
Vice-Principal: Lindsay Steiner

2019-20 SCHOOL GOALS <i>(What are priorities for learning at our school?)</i>	SUPPORTING EVIDENCE <i>(Evidence indicating that this goal is a priority)</i>	STRATEGIES & MEASURES <i>(How we will meet our goal and know we have achieved it)</i>	2018-19 Celebrations																																																																																																																																																																																												
<p>1. Enhance Differentiated and Inclusive teaching practices in classrooms. (Purposeful Class observations leading to ongoing feedback conversations) <i>In what ways can regular classroom observations and feedback conversations strengthen teachers' instructional practice to further meet the learning needs of all students at Vincent Massey School?</i></p> <p>2. Comprehensive school-wide feedback and communication to students, staff, parents/guardians in regards to instruction and learning. Intent- to increase sense of belonging and growth as learners (staff and students)</p>	<p>Data from Accountability Pillar Surveys, Our School Survey, PAT results, one on one entry conversations with incoming principal, New TQS document, MHPSD District-wide goals and priorities, STAR and MIPI data</p>	<p>1. *Admin class visits and feedback conversations with teachers *Teacher PD around instructional practice from admin/OLC during PD Fridays *Regular CTM and PTM meetings *Use of school-wide Continuum of Supports *Continue with school wide teacher collaboration times and encourage collaboration with other teachers in MHPSD *Observing other teachers teaching *Support from OLC in classroom instruction</p> <p>2. *Students: Formative and continual feedback to students on their learning, Goal Setting Conferences, Student-led Conferences, new MHPSD reporting format *Staff: Weekly staff update newsletters, Remind texts, lesson observation feedback conversations with teachers, re-start EA monthly update meetings *Parents: Class newsletters to parents/guardians/Admin each month, Start of Year info email from Principal, Remind texts, emails from</p>	<p>-Our School Survey Spring 2019: Staff perceptions in all areas above MHPSD average</p> <p>-Accountability Pillar Survey results:</p> <div style="text-align: right; font-size: small;">  </div> <table border="1" style="font-size: x-small; width: 100%;"> <caption>Accountability Pillar Overall Summary Annual Education Results Reports - Oct 2019 School: 8556 Vincent Massey School</caption> <thead> <tr> <th>Measure Category</th> <th>Measure</th> <th>Current Score</th> <th>Peer Year Score</th> <th>Peer 2 Year Average</th> <th>Current Score</th> <th>Peer Year Score</th> <th>Peer 2 Year Average</th> <th>Achievement</th> <th>Improvement</th> <th>Overall</th> </tr> </thead> <tbody> <tr> <td rowspan="3">Safe and Caring Schools</td> <td>Safety Culture</td> <td>87.8</td> <td>84.0</td> <td>82.3</td> <td>88.8</td> <td>85.0</td> <td>82.3</td> <td>High</td> <td>Steady</td> <td>Excellent</td> </tr> <tr> <td>Engagement of Staff</td> <td>88.3</td> <td>88.7</td> <td>88.4</td> <td>82.2</td> <td>81.8</td> <td>81.9</td> <td>Very High</td> <td>Excellent</td> <td>Excellent</td> </tr> <tr> <td>Education Quality</td> <td>88.0</td> <td>82.3</td> <td>81.0</td> <td>86.2</td> <td>85.0</td> <td>85.1</td> <td>Very High</td> <td>Excellent</td> <td>Excellent</td> </tr> <tr> <td rowspan="2">Student Learning Opportunities</td> <td>Time On Task</td> <td>N/A</td> <td>N/A</td> <td>N/A</td> <td>28</td> <td>22</td> <td>23</td> <td>N/A</td> <td>N/A</td> <td>N/A</td> </tr> <tr> <td>2018 Student Satisfaction (Scale 1-5)</td> <td>N/A</td> <td>N/A</td> <td>N/A</td> <td>78.1</td> <td>78.0</td> <td>77.0</td> <td>N/A</td> <td>N/A</td> <td>N/A</td> </tr> <tr> <td rowspan="3">Student Learning Achievement (Grades K-6)</td> <td>ESL Achievement</td> <td>88.1</td> <td>85.1</td> <td>88.8</td> <td>73.8</td> <td>73.8</td> <td>73.8</td> <td>High</td> <td>Excellent</td> <td>Good</td> </tr> <tr> <td>ESL Learning</td> <td>23.3</td> <td>18.7</td> <td>17.7</td> <td>26.6</td> <td>18.9</td> <td>18.6</td> <td>High</td> <td>Excellent</td> <td>Good</td> </tr> <tr> <td>Student Achievement</td> <td>N/A</td> <td>N/A</td> <td>N/A</td> <td>83.6</td> <td>83.7</td> <td>83.1</td> <td>N/A</td> <td>N/A</td> <td>N/A</td> </tr> <tr> <td rowspan="3">Student Learning Achievement (Grades 7-12)</td> <td>Student Achievement</td> <td>N/A</td> <td>N/A</td> <td>N/A</td> <td>24.0</td> <td>24.2</td> <td>23.0</td> <td>N/A</td> <td>N/A</td> <td>N/A</td> </tr> <tr> <td>Student Learning Achievement (Scale 1-5)</td> <td>N/A</td> <td>N/A</td> <td>N/A</td> <td>88.3</td> <td>88.7</td> <td>88.1</td> <td>N/A</td> <td>N/A</td> <td>N/A</td> </tr> <tr> <td>Student Satisfaction (Scale 1-5)</td> <td>N/A</td> <td>N/A</td> <td>N/A</td> <td>84.8</td> <td>82.4</td> <td>82.2</td> <td>N/A</td> <td>N/A</td> <td>N/A</td> </tr> <tr> <td rowspan="2">Preparation for Learning, World of Work</td> <td>Student Preparation</td> <td>N/A</td> <td>N/A</td> <td>N/A</td> <td>58.0</td> <td>58.7</td> <td>58.7</td> <td>N/A</td> <td>N/A</td> <td>N/A</td> </tr> <tr> <td>Student Preparation</td> <td>88.0</td> <td>88.2</td> <td>78.3</td> <td>83.0</td> <td>82.4</td> <td>82.6</td> <td>Very High</td> <td>Excellent</td> <td>Excellent</td> </tr> <tr> <td rowspan="2">Parental Involvement</td> <td>Parental Involvement</td> <td>88.0</td> <td>88.4</td> <td>87.0</td> <td>82.0</td> <td>82.0</td> <td>82.0</td> <td>Very High</td> <td>Excellent</td> <td>Excellent</td> </tr> <tr> <td>Parental Involvement</td> <td>88.3</td> <td>88.0</td> <td>88.1</td> <td>83.3</td> <td>83.2</td> <td>83.1</td> <td>Very High</td> <td>Excellent</td> <td>Excellent</td> </tr> <tr> <td rowspan="2">Continuous Improvement</td> <td>Continuous Improvement</td> <td>84.3</td> <td>88.2</td> <td>84.5</td> <td>81.0</td> <td>80.3</td> <td>81.0</td> <td>Very High</td> <td>Excellent</td> <td>Excellent</td> </tr> <tr> <td>Continuous Improvement</td> <td>84.3</td> <td>88.2</td> <td>84.5</td> <td>81.0</td> <td>80.3</td> <td>81.0</td> <td>Very High</td> <td>Excellent</td> <td>Excellent</td> </tr> </tbody> </table>	Measure Category	Measure	Current Score	Peer Year Score	Peer 2 Year Average	Current Score	Peer Year Score	Peer 2 Year Average	Achievement	Improvement	Overall	Safe and Caring Schools	Safety Culture	87.8	84.0	82.3	88.8	85.0	82.3	High	Steady	Excellent	Engagement of Staff	88.3	88.7	88.4	82.2	81.8	81.9	Very High	Excellent	Excellent	Education Quality	88.0	82.3	81.0	86.2	85.0	85.1	Very High	Excellent	Excellent	Student Learning Opportunities	Time On Task	N/A	N/A	N/A	28	22	23	N/A	N/A	N/A	2018 Student Satisfaction (Scale 1-5)	N/A	N/A	N/A	78.1	78.0	77.0	N/A	N/A	N/A	Student Learning Achievement (Grades K-6)	ESL Achievement	88.1	85.1	88.8	73.8	73.8	73.8	High	Excellent	Good	ESL Learning	23.3	18.7	17.7	26.6	18.9	18.6	High	Excellent	Good	Student Achievement	N/A	N/A	N/A	83.6	83.7	83.1	N/A	N/A	N/A	Student Learning Achievement (Grades 7-12)	Student Achievement	N/A	N/A	N/A	24.0	24.2	23.0	N/A	N/A	N/A	Student Learning Achievement (Scale 1-5)	N/A	N/A	N/A	88.3	88.7	88.1	N/A	N/A	N/A	Student Satisfaction (Scale 1-5)	N/A	N/A	N/A	84.8	82.4	82.2	N/A	N/A	N/A	Preparation for Learning, World of Work	Student Preparation	N/A	N/A	N/A	58.0	58.7	58.7	N/A	N/A	N/A	Student Preparation	88.0	88.2	78.3	83.0	82.4	82.6	Very High	Excellent	Excellent	Parental Involvement	Parental Involvement	88.0	88.4	87.0	82.0	82.0	82.0	Very High	Excellent	Excellent	Parental Involvement	88.3	88.0	88.1	83.3	83.2	83.1	Very High	Excellent	Excellent	Continuous Improvement	Continuous Improvement	84.3	88.2	84.5	81.0	80.3	81.0	Very High	Excellent	Excellent	Continuous Improvement	84.3	88.2	84.5	81.0	80.3	81.0	Very High	Excellent	Excellent
Measure Category	Measure	Current Score	Peer Year Score	Peer 2 Year Average	Current Score	Peer Year Score	Peer 2 Year Average	Achievement	Improvement	Overall																																																																																																																																																																																					
Safe and Caring Schools	Safety Culture	87.8	84.0	82.3	88.8	85.0	82.3	High	Steady	Excellent																																																																																																																																																																																					
	Engagement of Staff	88.3	88.7	88.4	82.2	81.8	81.9	Very High	Excellent	Excellent																																																																																																																																																																																					
	Education Quality	88.0	82.3	81.0	86.2	85.0	85.1	Very High	Excellent	Excellent																																																																																																																																																																																					
Student Learning Opportunities	Time On Task	N/A	N/A	N/A	28	22	23	N/A	N/A	N/A																																																																																																																																																																																					
	2018 Student Satisfaction (Scale 1-5)	N/A	N/A	N/A	78.1	78.0	77.0	N/A	N/A	N/A																																																																																																																																																																																					
Student Learning Achievement (Grades K-6)	ESL Achievement	88.1	85.1	88.8	73.8	73.8	73.8	High	Excellent	Good																																																																																																																																																																																					
	ESL Learning	23.3	18.7	17.7	26.6	18.9	18.6	High	Excellent	Good																																																																																																																																																																																					
	Student Achievement	N/A	N/A	N/A	83.6	83.7	83.1	N/A	N/A	N/A																																																																																																																																																																																					
Student Learning Achievement (Grades 7-12)	Student Achievement	N/A	N/A	N/A	24.0	24.2	23.0	N/A	N/A	N/A																																																																																																																																																																																					
	Student Learning Achievement (Scale 1-5)	N/A	N/A	N/A	88.3	88.7	88.1	N/A	N/A	N/A																																																																																																																																																																																					
	Student Satisfaction (Scale 1-5)	N/A	N/A	N/A	84.8	82.4	82.2	N/A	N/A	N/A																																																																																																																																																																																					
Preparation for Learning, World of Work	Student Preparation	N/A	N/A	N/A	58.0	58.7	58.7	N/A	N/A	N/A																																																																																																																																																																																					
	Student Preparation	88.0	88.2	78.3	83.0	82.4	82.6	Very High	Excellent	Excellent																																																																																																																																																																																					
Parental Involvement	Parental Involvement	88.0	88.4	87.0	82.0	82.0	82.0	Very High	Excellent	Excellent																																																																																																																																																																																					
	Parental Involvement	88.3	88.0	88.1	83.3	83.2	83.1	Very High	Excellent	Excellent																																																																																																																																																																																					
Continuous Improvement	Continuous Improvement	84.3	88.2	84.5	81.0	80.3	81.0	Very High	Excellent	Excellent																																																																																																																																																																																					
	Continuous Improvement	84.3	88.2	84.5	81.0	80.3	81.0	Very High	Excellent	Excellent																																																																																																																																																																																					

school, increase Facebook role, Agenda use, pride and praise slips sent home, Fresh Grade, "Ray of Sunshine" postcards sent home

A.4 Education Quality: Percentage of teachers, parents and students satisfied with overall quality of basic education

2015		2016		2017		2018		2019	
Location	%	N	%	N	%	N	%	N	%
ALBERTA	81.3	118,841	81.9	207,304	81.9	178,907	81.8	181,848	82.2
MHPSD	86.3	1,604	84.8	1,480	81.9	1,776	85.0	1,954	89.0
SCHOOL	70	89.2	79	84.8	81	89.9	100	92.3	100

A.6 Citizenship Measure History: Percentage of teachers, parents and students who are satisfied that students model the characteristics of active citizenship

2015		2016		2017		2018		2019	
Location	%	N	%	N	%	N	%	N	%
ALBERTA	83.5	184,921	83.9	299,972	83.7	251,727	83.0	245,844	82.9
MHPSD	85.1	2,306	80.9	2,289	79.3	2,844	79.7	3,084	77.4
SCHOOL	70	91.8	79	84.8	81	81.3	100	89.4	100

A.7 Lifelong Learning Measure History: Percentage of teacher and parent satisfaction that students demonstrate the knowledge, skills and attitudes necessary for lifelong learning

2015		2016		2017		2018		2019	
Location	%	N	%	N	%	N	%	N	%
ALBERTA	70.0	62,329	70.7	62,589	71.0	66,144	70.9	66,843	71.4
MHPSD	67.4	886	67.6	609	64.9	748	70.6	754	67.3
SCHOOL	58	78.8	80	80.8	80	80.8	84	79.8	80

A.8 Work Preparation Measure History: 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

2015		2016		2017		2018		2019	
Location	%	N	%	N	%	N	%	N	%
ALBERTA	82.0	61,412	82.6	61,674	82.7	65,186	82.4	66,088	83.0
PSD	83.7	677	81.6	595	79.9	734	80.1	741	78.1
SCHOOL	75	84.5	79	89.2	86	89.5	91	80.2	87

B.2 Satisfaction with Program Access Measure History: Percentage of teacher, parent and student satisfaction with the accessibility, effectiveness and efficiency of programs and services for students in their community

2015		2016		2017		2018		2019	
Location	%	N	%	N	%	N	%	N	%
ALBERTA	71.7	157,921	72.7	159,543	73.2	151,836	72.8	163,978	73.1
MHPSD	73.8	2,285	72.9	2,274	69.7	2,816	73.3	3,045	74.4
SCHOOL	70	72.8	78	88.8	80	83.7	102	81.6	152

B.3 Program of Studies – At Risk Students Measure History: Percentage of teacher, parent and student agreement that programs for children at risk are easy to access and timely

2015		2016		2017		2018		2019	
Location	%	N	%	N	%	N	%	N	%
ALBERTA	84.2	159,115	84.6	160,757	84.9	155,515	84.2	165,362	84.7
MHPSD	83.3	2,305	84.8	2,286	83.7	2,843	83.4	3,063	84.8
SCHOOL	70	91.3	79	82.5	81	84.0	103	88.3	100

B.4 Safe and Caring Measure History: 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

2015		2016		2017		2018		2019	
Location	%	N	%	N	%	N	%	N	%
ALBERTA	89.2	284,589	89.5	299,627	89.5	253,494	89.0	265,382	89.0
MHPSD	88.7	2,306	87.2	2,285	86.0	2,843	88.4	3,061	86.5
SCHOOL	70	82.8	79	89.9	81	82.9	103	84.0	104

C.1 Parental Involvement Measure History: Percentage of teachers and parents satisfied with parental involvement in decisions about their child's education

2015		2016		2017		2018		2019	
Location	%	N	%	N	%	N	%	N	%
ALBERTA	80.7	63,739	80.9	63,905	81.2	67,509	81.2	68,116	81.3
MHPSD	80.8	708	82.3	624	79.5	765	81.4	768	78.6
SCHOOL	75	88.7	82	83.8	86	79.4	84	82.0	80

D.6 In-Service Jurisdiction Needs Measure History: Percentage of teachers reporting that in the past 3-5 years the professional development and in-servicing received from the school authority has been focused, systematic and contributed significantly to their ongoing professional growth

2015		2016		2017		2018		2019	
Location	%	N	%	N	%	N	%	N	%
ALBERTA	82.4	30,287	83.9	31,288	84.3	32,428	84.3	33,074	85.2
PSD	91.1	339	88.1	323	87.6	387	84.9	378	83.7
SCHOOL	78	88.9	87	86.3	87	80.5	86	79.2	82

E.2 School Improvement Measure History: 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

2015		2016		2017		2018		2019	
Location	%	N	%	N	%	N	%	N	%
ALBERTA	79.6	282,880	81.2	297,632	81.4	251,246	80.3	263,364	81.0
MHPSD	82.7	2,293	82.2	2,269	81.3	2,812	81.5	3,041	79.6
SCHOOL	89	88.0	87	85.0	81	82.0	101	86.2	101

3. Effective and supportive literacy and reading strategies/intervention to improve student learning and achievement

Data from Accountability Pillar Surveys, Our School Survey, PAT results, one on one entry conversations with incoming principal, New TQS document, MHPSD District-wide goals and priorities, STAR and MIPI data

- *Having students use their literacy strategies in all of their work not just during "reading/literacy time".
- *School wide prioritization of Literacy across all areas
- *School-wide literacy block each day
- *Continue with Guided Reading groups
- *Purposeful instruction of reading strategies
- *Use of different genres of literature to teach comprehension
- *Focus on high level questioning and application of knowledge
- *Continue to track and benchmark student reading levels
- *Sally, Heather, Tricia Literacy support
- *Home reading programs
- *Raz Kids
- *Flexible groupings across grade levels/Learning Hubs focusing on specific Literacy skills

- 2019 Provincial Achievement Test Data:**
- VM participation rates in terms of number of Grade 6 students writing Provincial Achievement Tests were higher than the provincial average by approx 5%
 - VM participation rates in terms of number of Grade 6 students writing Provincial Achievement Tests were higher than the MHPSD average by approx 0.75%
 - VM outperformed the Provincial average in terms of Acceptable Standard performance in: ELA 6, Science 6, Social 6
 - VM outperformed the Provincial average in term of Standard of Excellence performance in: ELA 6, Science 6

			*Early Literacy Framework (ELF) to support students with literacy gaps		<ul style="list-style-type: none"> • VM has seen 1 year school growth in terms of Acceptable Standard in: ELA 6, Social 6 • VM has seen 1 year school growth in terms of Standard of Excellence in: ELA 6, Math 6, Science 6, Social 6
Resources		Data Sources	Data from Accountability Pillar Surveys, Our School Survey, PAT results, one on one entry conversations with incoming principal, New TQS document, MHPSD District-wide goals and priorities, STAR and MIPI data	Gaps	