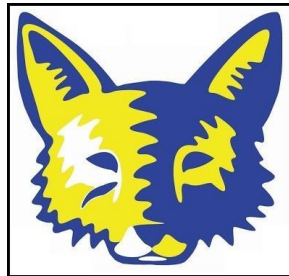


**2020-2021**  
**Annual School Development Report**

**White Hills Academy  
School**



**Strategic Issue/Goal: To improve academic achievement for all learners across subjects and grade levels within an inclusive environment**

**Objective: To increase literacy and numeracy abilities of all students across grade levels.**

**How did you know this was a Strategic Issue/Objective? What evidence did you have?**

- Part of NLESD Strategic Plan for Schools
- Main objective for School Development of WHA (always areas where we can improve)
- Improvement in literacy and numeracy strategies can only enhance student achievement at all levels.
- Final Grades in Math 3201 indicate trending lower than provincial in 3 of the last 4 years.
- Chemistry 3202, English 3201, Physics 3214, Math 3200, World Geography 3202 at or slightly above provincial average.
- Overall WHA Graduate rates are better than similar schools and provinces. (PMF Data).

**Year end Summary of Progress. What evidence do you have to support this progress?**

Avail of LRT (Learning Resource Teacher) support in the library as required/needed or where possible.

- Teachers worked together with LRT to schedule time slots during the 14 day cycle where classes visit to partake in Literacy based activities.

Mentorship/leadership of young teachers (give them lots of support for success).

- Meetings held with new staff twice this year to discuss professional learning plans. Observations were complete with teachers. Encouraged all staff to ask questions or share professional dialogue.

Students who are struggling should be provided the opportunity to avail of tutoring for tuition programs.

- Students who were at risk (<60% average) were identified after each term. Parental/Guardian contact was made via letter and phone calls to discuss interventions including tutoring. Guidance Counselor coordinated Tutoring for tuition program.
- Homework Haven drop in sessions were allotted two times a week for students who wanted to stay after school to complete homework. A teacher supervisor was provided as well to help with questions or re-teaching/understanding of material.

Encourage use of manipulatives and technology to reinforce math and literacy skills across all grade levels.

- After the first term teachers planned lessons that focused on the use of hands on manipulatives in Math and Language through team meetings.
- Primary started to use google classroom as a way to enhance their writing skills through technology.

Utilize the Library more so students have more to do at lunch times. (ex. lego wall, maker spaces, etc.)

- “Library Days” calendar was set up for classrooms. Students were given a choice of centers and provocations to explore.
- Began ‘LEGO’ Wall preparations for center in library commons.
- Hosted Literacy Days several times this year with fun activities for the whole school and families(Dr. Seuss, Christmas, Education Week, etc. themes).

Ideas to improve student engagement in classrooms

- Teachers used open ended concepts in all subject areas.
- Teachers went “outside the classroom” to entice learning (especially outdoors).
- Discussed ‘Literacy Shakespeare’ Activities for High School.
- Field Trip to Grenfell Campus with English 3201 class to see performance of “Hamlet” and tour campus.
- Laptop and Ipads were updated.

Primary

- Working Together To Support Student Achievement (WTSSA) will continue to be implemented.
- LLI kit will continue to be used for intervention of small/intense groups WTTSA.
- Ensure that pre-referral/ Primary WTSSA profiles are in place for struggling students who are not reading at grade level.
- Schedule Math and Literacy Days.
  - Buddy Reading.

Elementary

- Schedule Math Day and Literacy Days to bring emphasis and fun to math and literacy .
  - Buddy Reading.

### 7-12 (ELA-SS)

- Focus on providing students with opportunities to read and write non-fiction texts across all grade levels and in all areas when possible.

### 7-12 (Math-Science)

- Specific Courses (eg. Biology 3201, Math 3201). Look into ways to improve sub data results.

### Admin/Other

Guidance Counselor teach students about problem solving skills and recognizing and dealing with anxious feelings. This should be reinforced using the PATHS program.

- Guidance counselors held peer and individual counseling with students throughout the year.
- Provided classroom presentations at all grade levels on dealing with stress and test preparation.

Clarification of assessment and evaluation policy for staff, parents, guardians and students such that there is consistent school wide implementation.

- Updated policy given to staff and posted to the website in the first week of school. Went through changes and main concepts in the beginning staff meeting. Meetings with individual staff members to discuss the Escalating Levels of Interventions (ELI) process.

Identify areas of meaningful professional learning from staff

- Approved staff to attend MineCraft Education seminars.
- In staff meetings discussed visual learning topics.

Increase frequency of professional coaching through designated walk throughs and opportunities to give teacher feedback.

### **Next Steps...**

- Transitioning to a New School Development Model. Looking to focus on 1-2 determinants next year to begin this process.
- Given the data that was collected it has been decided to alter this goal for the 2021-22 school year and focus more on engaging students in authentic learning experiences.

**Strategic Issue/ Goal: To continue to build a safe, caring and healthy school environment for all stakeholders.**

**Objective: To increase the safe and secure feeling while at school for staff, students, parents, and other stakeholders**

**How did you know this was a Strategic Issue/Objective? What evidence did you have?**

- School Safety ranked 6th in negative responses at 7-12 levels.
- Students Experiencing Safe and Inclusive vs Similar Schools (Safe and Caring Indicators) was slightly lower in all areas.
- Despite data, WHA data indicated a 12% increase from last year's PMF Data.
- As well, Data from the amount of Major Behaviors improved by 69% from previous year.

**Year end Summary of Progress. What evidence do you have to support this progress?**

An educational session for students (including Kinderstart) on the bus regarding bus safety, procedures, behavior expectations

- School wide bus evacuations complete in fall.
- School Bus Safety videos shown to all students during homeroom periods

To ensure that LGTBQ community is acknowledged and the students and staff feel safe and secure while at school

- Professional Learning for all staff (including caretakers/bus drivers) around LGBTQ persons.

To revisit PBIS and discuss future implementation

- Policy given to all teachers during the initial staff meeting and updates posted to Teacher Drive.

Make the school inclusive in that we acknowledge students who may be a part of the LGBTQ2 and consider their needs.

- Displays of inclusivity and acceptance placed around school. For example flags, bulletin boards concerning LGBTQ in high school, flags in offices to show safe places to discuss these issues, staff directed to call students by preferred pronoun and name.
- Gay Straight Alliance (GSA) group started who meet on regular basis.
- Inclusion of some LGBTQ text in courses in High School Courses.

## Primary

- To continue with the implementation of the PATHS program for K-6
  - PATHS program initiated in Primary Elementary Level.
  - Teachers developed schedules to teach specific behaviors at these levels.

## Admin/Other

To plan and implement activities for Bullying awareness week in November

- Bully Awareness Day completed in November.
- Kindness Week Challenge done in January
- With help of LG Health Violence Prevention Committee designed activities throughout the year for all students to participate.
- Pink Shirt Day held in February

To develop a policy/handbook for new students, teachers, and substitutes

- New folder for teachers to access policies in Teachers Drive.

To have a training session on First Aid/CPR (including AED training), CPI and/or mental health first aid.

- Some teachers and all Student Assistants participated in CPI training.
- First Aid Training completed by bus drivers.
- Request made to include teachers in First Aid Training for next year.

To look at establishing a welcoming committee for new staff orientation.

Update, review, and communicate the protocols for secure schools and lockdown procedures and evacuation

- Completed with all teachers during the first week of school.

To address concerns raised by families and students surrounding substance use/abuse

- Added materials to a website concerning vaping.
- RCMP provided presentations on various topics (including drug abuse, safe relationships, etc.)

Bus drivers inform the Administration on incidents.

- Met with bus drivers to review responsibilities and protocols for reporting serious and chronic incidents.

**Next Steps:**

- Transitioning to a New School Development Model. Looking to focus on 1-2 determinants next year to begin this process.
- Given the data that was collected it has been decided to continue to work on this goal for the 2021-22 school year and add a positivity strand to the objective.

**Strategic Issue/ Goal:**To continue to build a safe, caring and healthy school environment for all stakeholders.

**Objective:** Focus on developing a sense of school community and spirit among all stakeholders?

**How did you know this was a Strategic Issue/Objective? What evidence did you have?**

- School Climate was in the top 3 negative responses at all grade levels in PMF Data.
- Compared to the province, School Climate was the biggest differential in PMF Data.

**Year end Summary of Progress. What evidence do you have to support this progress?**

Schedule Teacher-Student Games on a regular basis

- Student teacher competitions were held a few times this year.

Change format of PBIS days

- Teachers developed and conducted PBIS activities as a group for all students.

Have Pep rallies for sports teams who travel.

- Teams who traveled for competitions were acknowledged over the PA.
- Introduced our new Mascot for the first time.

- Pep rallies done for teams who traveled.

Create a space (like kindergarten) for storage of Ski-Doo helmets and clothing by stairs

- Not actioned due to the length of the school year.

Focus group with students to get their input on what can be done to make our school better.

- Not actioned due to the length of the school year.

Recognize and celebrate special or important events happening in the world that relate to literacy (Dr. Suess's birthday for example) and have activities planned around that theme. Or author of the month activities set up in the library, or classrooms.

- WHA hosted a Dr. Suess Week with activities in library commons (including cake, picture booth, buddy reading, decorations, etc.)

Organize a social committee to organize staff 'social events' on a bi-weekly basis (potluck, social events, lottery, etc.)

- Some social events took place throughout the year.

Investigate how we can use/display art in public spaces/classrooms/gymnasium to make the environment more visually appealing

- Thus far reorganization of bulletin boards, display cases, etc. have been accomplished.
- As well hallway monitors were fixed and student pictures were posted on a bimonthly basis to display school activities
- Teachers are actively displaying student material in classrooms, gym, etc.

Identify ways to improve teacher student relationships.

- Topics for discussion at staff professional learning and meetings.

Admin/Other

Ensure that spirit/activity days are planned in a way that focuses on time-management and inclusivity and participation of all students



- Spirit and activity days from school council were approved by admin

Devise School wellness committee to enhance school cohesiveness and spirit (academic or activity based-buddy reading).

- Activities were approved by the admin.

Using the hallway screens to announce accomplishments (sports teams, individual students, etc.), and any other things happening in the school that deserve recognition.

- Hallway monitors displayed pictures of school spirit days, student pictures, etc. on a bimonthly basis.

Design Birthday Wall to show monthly birthdays.

- Not actioned.

Continue to grow and develop a GSA group for students

- GSA was started with a guidance counselor.
- Professional development was completed by some staff and students on LGBTQ issues.

Investigate ways to build school-community relationships

- School council meetings with town committees whenever necessary.
- Reached out to the Town of St. Anthony Recreation department to partner with some activities (Eg. Walk to breakfast, gym close outs, soccer pitch, etc.)
- Kindness Tree activities -
  - Kindness Tree Painted on Lobby Wall. Passed out hearts and filled them in with kind things students have done in school. Draw prizes were given out.
  - CARES award given to the student who displayed most kindness and helpfulness. Awarded at assembly.
  - Partnered with LG Health Violence Prevention for many of these activities.
- Investigate ways to enable students to take ownership of improving school climate and culture
  - Held a few roundtable discussions with students on this topic.
  - Choose three students to speak at principals meetings (via skype).
  - Try and find ways to incorporate ideas into the school environment. Discussed suggestions with teachers at staff meetings.
- Discuss option of implementation of first and second tier 'interventions' for whole school PBIS.

- Not actioned due to the length of the school year.

### **Next Steps:**

- Transitioning to a New School Development Model. Looking to focus on 1-2 determinants next year to begin this process.
- It has been decided to integrate building school community and spirit into the strategic issue of building a safe, caring, healthy and positive school environment for the 2021-22 school year.

**Strategic Issue/ Goal:**To continue to improve communication among all stakeholders.

**Objective:** : Staff members continue to learn and use various modes of communication.

### **How did you know this was a Strategic Issue/Objective? What evidence did you have?**

- Main objective for School Development at White Hills Academy
- Students and parents want access to more course material online to keep up with deadlines and assigned work.
- Teachers need to improve proficiency in Google Suite.

### **Year end Summary of Progress. What evidence do you have to support this progress?**

#### **ALL**

To become more efficient in using all components of G-Suite (especially google classroom)

- G Suite administrators met with staff to give overview of components and give introduction to google classroom.

#### **Admin/Other**

To provide staff members opportunities to become familiar with technology and communication resources (websites, email, power school, G-Suite, grade book, etc.)

- Share training videos, materials with staff as they become available.

Use hallway monitors to communicate school events and accomplishments (through Google Slides).

- Submitted IT help ticket to fix hallway monitors
- Set up a powerpoint to display school/student events/accomplishments.

To create an information booklet containing pertinent classroom information, such as passwords for login to computers, powerschool, fire drills and lock-down procedures, medical protocols, and general school policies.

- A binder was created for substitute teachers to review essential protocols of the school.

**Next Steps:**

- Transitioning to a New School Development Model. Looking to focus on 1-2 determinants next year to begin this process.
- Staff members are aware of modes of communication and utilize them.

**Strategic Issue/ Goal:**To continue to improve communication among all stakeholders.

**Objective:** To use the various modes of communication with parents/guardians/community.

**How did you know this was a Strategic Issue/Objective? What evidence did you have?**

- Main objective for School Development at White Hills Academy
- Students and parents want access to more course material online to keep up with deadlines and assigned work.
- Teachers need to improve proficiency in Google Suite.

**Year end Summary of Progress. What evidence do you have to support this progress?**

ALL

For teachers to use performance reports (including notes when appropriate to check PowerSchool).

- Teachers are encouraged to use performance reports as necessary.
- New report created and available to teachers to use.

## Admin/Other

Administration provides an opportunity for parents/guardians to log into Powerschool and ask questions during the November reporting period regarding PowerSchool.

- Admin helped parents troubleshoot Powerschool issues as necessary.
- Memo containing 'how to' information sent home via memo and posted on webpage for parent viewing.

To ensure all information (email, mailing address, phone numbers) is updated on PowerSchool and information is current by end of September, with teachers making contact home for missing information.

- Demographic sheets sent home twice during the year.
- Follow up with the secretary whenever necessary with parents/guardians.

To explore the possibility of establishing a WHA Twitter account to communicate school events, activities, and successes.

- Twitter account developed and active.

## Next Steps:

- Transitioning to a New School Development Model. Looking to focus on 1-2 determinants next year to begin this process.
- Communication to parents/guardians/stakeholders has been implemented.