

Area 6 – St. Joseph **Improvement and Equity Plan: 2021 – 2022**

Principal Name: David Comacchio

Date of SIEP consultation with CSPC: March 2nd, 2022.

Our Board and School Improvement and Equity Plans are rooted in the themes of our Pastoral Plan. “Walking with Christ: with eyes of faith and hope, with hearts of kindness and love and with minds of justice and peace” reminds us that we are called to continue to strengthen our sense of belonging to God and one another, and to work to achieve our goals as people on a common mission. We are called to service as caring, responsible, compassionate members of our community, exemplifying love of God, neighbour and self, through our efforts to increase equity, inclusion and care for each other. “Walking with Christ” inspires all of us, as we focus together on the sanctity of life in connection with student success, mental health and well-being, and with our interconnectedness with God and each other.

Board Improvement and Equity Plan Priority: Achievement (Instructional Equity)

All students, including those communities of students who - historically and currently - are underserved, will be given the tools to succeed academically and in life. Instructional strategies, in all subject areas and/or curricula, consider all learning styles and needs, and allow students to reach their full potential in recognizing their God-given gifts.

School Growth Goal	Evidence/Monitoring strategies to support School Growth Goal	Resources and Supports for Staff/School Community
By June 2022, students in grades 1 – 8 will demonstrate learning in Number Sense and Numeration with regular engagement with at least one online resource (Knowledgehook, Zorbits, IXL).	<ul style="list-style-type: none">• Regular check in with staff• Review of inventory/resources• Student work samples• Data collected from online platforms (Knowledgehook, Zorbits, IXL)• Technology needs in relation to implementation of mathematics curriculum	<ul style="list-style-type: none">• Divisional meetings: opportunity for alignment of planning – when possible• Curriculum Expectation Consult with TCDSB mathematics resource teachers

	<ul style="list-style-type: none"> Increased use of various resources by staff (Knowledgehook, Edwin, MATHUp) Data collected from Impact Challenges 	<ul style="list-style-type: none"> Admin and Staff contact with Numeracy Facilitator Admin and Staff contact with Literacy & Numeracy Coach.
--	---	--

Board Improvement and Equity Plan Priority: **Human Rights and Equity**

Created in the image and likeness of God, every person possesses an intrinsic dignity which must always be respected. (Institute of Catholic Education (ICE), 2019)

All students will have an equal opportunity to succeed, thrive, and reach their God-given full potential. This requires boards to address systemic discrimination and eliminate disparities in educational experiences for students who are underserved by the education system, revealed by the collection and analysis of demographic data.

School Growth Goal	Evidence/Monitoring strategies to support School Growth Goal/Action Plan	Resources and Supports for Staff/School Community
<ul style="list-style-type: none"> Initiate an EDI committee with the parent council starting January 2022. To incorporate monthly themed initiatives that support equity and inclusion in school. (Ex. September focus on Indigenous Issues, February African Canadian Heritage/Black History, Angelman Syndrome Day, World Autism Awareness Day, World Down Syndrome Day/Pride Day) Junior and Intermediate teachers to audit current 	<ul style="list-style-type: none"> School wide initiatives to support education and awareness: (Indigenous issues – Orange Shirt Day, World Autism Awareness Day, World Down Syndrome Day, Pink Shirt Day, Pride Day) Staff provided with new resources for their class with a focus on equitability and inclusion February curriculum focus in Social Studies/History for Junior/Intermediate February African Canadian Heritage/Black History School / CSPC collaboration with new initiatives (purchase new novel studies for students). 	<ul style="list-style-type: none"> Regular communication with parent community via School Messenger Daily announcements to inform staff and students of various school initiatives EDI – standing agenda item for CSPC meetings Provide resources for staff and students (literature with an equitable lens) Scheduled time for staff to review resources for class use (novels, storybooks, TED Talks etc.)

novel studies and resources to ensure a more diverse selection of authors, stories is available for students.	<ul style="list-style-type: none"> Alignment with community needs and school and Board goals. 	<ul style="list-style-type: none"> Review the board Equity Action Plan with staff
---	--	--

Board Improvement and Equity Plan Priority: **Mental Health, Well-Being and Engagement (Faith and Wellness)**

Catholic education encourages an understanding of human life as an integration of body, mind and spirit and fosters the search for meaning as a lifelong spiritual and academic quest. Health, wholeness and well-being contribute to students' ability to learn to be life-long learners and live healthy, Faith-filled active lives. (Institute of Catholic Education (ICE), 2020).

All students will be supported to improve mental health, well-being and engagement, which requires boards to foster a sense of belonging and a positive school environment that provides students with appropriate, timely and quality school-based mental health supports, using a tiered approach to intervention.

School Growth Goal	Evidence/Monitoring strategies to support School Growth Goal/Action Plan	Resources and Supports for Staff/School Community
Support student mental health through cross-curricular integration of the social-emotional learning skills/processes by June of 2022. Measured through the Safe and Caring Catholic School Climate surveys.	<ul style="list-style-type: none"> Check lists Monthly check ins with teachers Regular communication with Student, staff and parent community Bell Let's Talk focus day Daily announcements to promote Catholic Graduate Expectations 	<ul style="list-style-type: none"> Stress Lessons Toolkit Individual class units in Health Education – "Chill Fair" presentations by grade 8 students Building confidence through differentiated instruction Spirit days/week TCDSB support team: guidance, social worker, psychologist TCDSB Mental Health and Well-Being Strategy Hello Hope Presentation...Battling Loneliness + Isolation Before,

		During, and After COVID19 Parent/Guardian Presentation
--	--	---

Board Improvement and Equity Plan Priority: **Pathways and Transitions**

In the discovery of our gifts, we discern who we have been called to be. (Institute of Catholic Education (ICE), 2020)

All students will have the skills, knowledge, and confidence they need to succeed in the future, as they transition from elementary to secondary school and to their postsecondary pathway: apprenticeship, college, community living, university or the workplace.

School Growth Goal	Evidence/Monitoring strategies to support School Growth Goal/Action Plan	Resources and Supports for Staff/School Community
To support student awareness and appreciation for the various pathways and transitions with a particular focus on our identified students.	<ul style="list-style-type: none"> • myBlueprint and All About Me (gr 1 to 8) • Exchange of information with secondary schools for grade 8 students • Consider making connections with Guidance staff at TDSB schools for grade 8 students attending TDSB high schools in September 2022. • Presentations from guidance counselor for specific classes (high school application process / Skills Canada etc) • Welcome to Kindergarten evening • Utilize Ontario Catholic Graduate Expectations as a framework to support school and community initiatives • Encourage parents to attend TCDSB sponsored information nights for students going to grade 9 in September 2022. 	<ul style="list-style-type: none"> • myBlueprint • All About Me • Guidance counselor • Transition Guide for Parents • After 8 Transition Guide • Autism Support Team to support Grade 8 students with ASD transitioning to high school

Resource Chart to support School Improvement and Equity Plan: 2022

	Suggestions
Perceptual Data	<ul style="list-style-type: none"> • Safe and Caring Catholic School Climate Survey (All Grade 6 and 8 Students) • Student Transition Survey (Sample of Grade 9 Students) • My School My Voice Survey (Sample of Grade 10 and 12 Students) • Safe Schools Survey (Sample of Grade 9 to 12 Students) • Student Transition: Your Move to High School (Grade 9 students from Fall 2021)
Instructional Leadership Strategies and Tools	<ul style="list-style-type: none"> • <u>Literacy K-8</u> • <u>Literacy 7-12</u> • <u>Numeracy K-8</u> • <u>High Impact Instruction - Math</u> (TCDSB) • <u>High Impact Instructional Practices – Mathematics</u> • <u>The Ark: Equity, Diversity, and Indigenous Education</u> • <u>Mental Health and Well-Being Strategy</u> • <u>Creating Pathways to Success</u> • <u>Ontario Catholic School Graduate Expectations</u> Aligned with the <u>21C neXt Lesson</u>
Achievement Data and Monitoring Tools	<ul style="list-style-type: none"> • Zorbits (elementary) • KnowledgeHook • Report Card Data • EQAO data • Student work • <u>Data Integration Platform</u>
Additional Resources and Supports	<ul style="list-style-type: none"> • Work with central resource support staff (name specific subject area) • Co-planning and co-teaching with school's assigned math facilitator or literacy/numeracy coach • Thinking Classroom workshops and book study • 2020 Elementary Math Curriculum • 2021 Grade 9 Math Curriculum • Equity Walk – connect through Community Relations Officer (CRO)

	<ul style="list-style-type: none"> ○ Areas 1 & 2 – Everton Lewis ○ Areas 3 & 4 – David Letra ○ Areas 5 & 6 – Ericka Aguilera ○ Areas 7 & 8 – Jody Huang ● <u>TCDSB Equity Action Plan</u> ● <u>School Mental Health Ontario</u> ● <u>Student Mental Health Action Kit</u> ● <u>TCDSB Pastoral Plan: Walking with Christ</u> ● <u>Monograph #2: Supporting Students who identify as Transgender in Our Catholic Schools</u> ● <u>Monograph #5: Well-Being from a Catholic Perspective</u> ● <u>Institute for Catholic Education: Ontario Catholic School Graduate Expectations</u>
--	--

Next Steps and Timelines: January 2022 – June 2022

Date	Actions
January	<ul style="list-style-type: none"> ● SIEP discussion with Area SO (prior to January submission) ● Share the SIEP with CSPC. ● Provide an opportunity for CSPC to give input and feedback on SIEP. ● SIEP Submit SIEP through the online form by January 31st, 2022 (form to be sent out the week of January 24th).
February - March	<ul style="list-style-type: none"> ● Post SIEP on the school website. ● Continued implementation of school growth goals. ● Meeting with Area SO to discuss progress.
April – May	<ul style="list-style-type: none"> ● Continued implementation of school growth goals. ● Meeting with Area SO to discuss progress. ● SIEP report-back to Area SO.
End of May - June	<ul style="list-style-type: none"> ● Submit SIEP year-end review through online form.