



Growth Plan 2026-2027

Goal 1: Collective Efficacy

Current Reality

- We discuss collective expectations, but do not consistently model or follow through on them.
- Some staff feel fatigued when they carry expectations and consistency is uneven across the school.
- Communication pathways are unclear in many areas.
- Student attendance and engagement can be affected when students work with many substitute teachers.
- We need to identify the few issues that matter most and focus our energy there, rather than trying to address everything at once.

Goals

- **Build consistency** in the small, everyday practices that shape school culture.
- **Clarify roles and responsibilities** so teachers understand and consistently carry them out.
- **Use the office as a last resort**, relying on classroom-based support and restorative responses whenever appropriate.
- **Establish shared follow-through** on school-wide non-negotiables.
- **Support teacher wellness** and greater job satisfaction.

Shared Non-Negotiables

Shared practice	Expectation
Hallways and classrooms	No hoods up in hallways or classroom.
Leaving the classroom	One person leaves the classroom at a time with a hallpass.
Student engagement	No one leaves class the first 15 min or the last 15 min
Cellphones	Cellphones and headphones are kept in lockers.
Respect	All language used is appropriate.

Strategies and Supports

1. **Relationships** - First Names by the end of september.
2. Students will learn other studnet's names.
3. **Model and reinforce.** Teachers model and reinforce the agreed rules and routines in their own classrooms.
4. **Clarify roles and responsibilities.** Communicate teacher roles and responsibilities so expectations are understood across the school.
5. **Strengthen communication.** Improve communication pathways in areas where staff need greater clarity.
6. **Use office referrals thoughtfully.** Treat the office as a last resort rather than the default response.
7. **Protect teacher wellness.** Reduce avoidable friction, improve consistency, and support greater job satisfaction.

Evidence of Success

- **Focused attention:** Staff attention shifts from repeated minor issues toward larger instructional, behavioural, and student-support priorities.
- **Consistent culture:** The school culture demonstrates greater consistency across classrooms and common areas.
- **Clearer practice:** Staff experience clearer expectations, communication, and follow-through.

- **Shared responsibility:** Teachers report stronger job satisfaction and a greater sense of shared responsibility.
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Implementation Focus

Use this plan to keep implementation focused, consistent, and constructive.

- ☐ Prioritize the few issues that matter most, rather than addressing everything at once.
- ☐ Model and reinforce the shared rules and routines in classrooms and common areas.
- ☐ Clarify teacher roles, responsibilities, and communication pathways where expectations are unclear.
- ☐ Use classroom-based support and restorative responses whenever appropriate, with office referrals as a last resort.
- ☐ Review the evidence of success to sustain consistency, strengthen shared responsibility, and support teacher wellness.



Growth Plan 2026-2027

Goal 2 : Belonging and School Community

Current reality

- School-wide events currently show low engagement.
 - Some students may not yet feel that our school is a caring and connected community.
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Goal

- Students want to engage in school activities.
 - Students feel invested in and connected to our community.
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Strategies and actions

1. **Welcome families** — Invite parents and caregivers to the meet-and-greet to strengthen relationships from the beginning of the year.
 2. **Prioritize attendance** — Use attendance as an important indicator of connection, engagement, and belonging.
 3. **Make staff visible** — Create a staff information wall at the start of the year with staff photographs, room numbers, and fun facts so students can learn staff names and identities.
 4. **Share identity** — Use “Me in a Bag” activities as inclusive icebreakers that help students share who they are.
 5. **Make space for every voice** — Hold circle meetings where everyone has an opportunity to be heard.
 6. **Celebrate differences and cultures** — Provide meaningful learning opportunities, including possible guest speakers and recognition of Black History, Pride, Juneteenth, and Hanukkah. Try to celebrate all cultures.
 7. **Build relationships** — Learn students’ names and backgrounds.
 8. **Develop student leadership** — Share responsibility with a wider range of students, while giving frequent natural leaders opportunities to step back and recharge.
 9. **Strengthen school spirit** — Provide well-run intramural events that encourage participation, connection, and school spirit.
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Evidence of success

Look for progress through:

- Higher student attendance.
- Fewer behaviour concerns.
- More student initiative and participation.
- Higher student and parent engagement.

Improvement in culture survey results.

Resources

Resource	Examples and supports
Volunteers and community sponsors	Coaches for sports, Career Day, Guest Speakers, Fundraising dollars.
Community resources and partnerships	Including Seniors, Nawican, St. Mark's, and Networks.

Implementation focus

- ☐ Make belonging visible in everyday interactions, routines, activities, and celebrations.
- ☐ Build connection through names, stories, voice, shared responsibility, and meaningful participation.
- ☐ Review progress using attendance, behaviour, engagement, and culture survey information to guide next steps.
- ☐ Strengthen partnerships with families and community organizations to support student well-being.