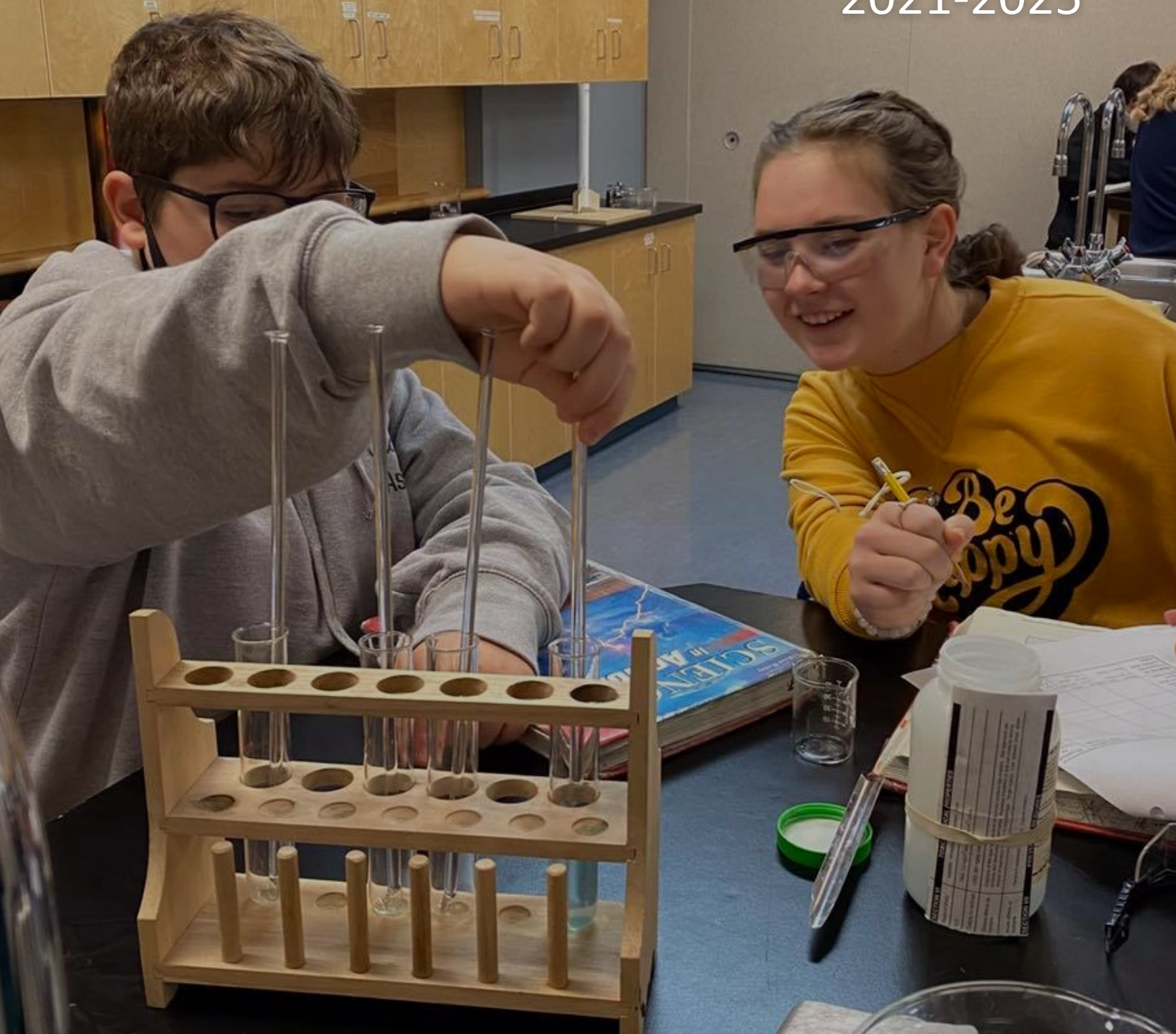




Medicine Hat Catholic  
Board of Education

# *Four-Year Education Plan*

2021-2025



## INTRODUCTION

During this past year of the COVID-19 pandemic our division has made many changes to adapt to a new way of teaching and learning. We continue to put emphasis on the AERR results to inform our decision making but have also put a lot of time and effort into communicating with our stakeholders to receive their feedback. As a board we have taken that feedback, results from the AERR as well as our core values as a Catholic school division and narrowed our priorities down to three. Striving for excellence in all that we do we will be focusing on three core areas in the next four years: Catholicity, Health and Wellness as well as Quality Teaching and Learning. Our faith is the foundation of our division and we want to show our Catholicity through the 5 Marks of Catholic Education each and every day. Health and Wellness is a very important piece to all of our stakeholders and has moved to the forefront due to all the difficulties the pandemic has caused. Quality Teaching and Learning has always been our number one goal to strive for and we will continue to provide an excellent education for our students by completing goals in this area.

## MESSAGE FROM THE BOARD CHAIR

I am privileged to serve as the chairperson of the Medicine Hat Catholic Board of Education. Our Catholic Schools are schools of hope committed to meeting the needs of all students. In our mission of “Showing the Face of Christ to All” we work closely in partnership with our families, schools and parishes. This partnership which serves to build community is at the cornerstone of why we exist.

The Board of Trustees is very proud of the work that is done each and every day in our schools. Our Four-Year Education Plan serves as a tool to communicate our goals and strategies to our stakeholders.

On behalf of the Board of Trustees I welcome you to our faith community, one committed to excellence, where each child is valued loved and within a safe and caring environment.



*Mr. Dick Mastel, Board Chair*

## ACCOUNTABILITY STATEMENT

The Education Plan for Medicine Hat Catholic Board of Education commencing August 30, 2021 was prepared under the direction of the Board of Directors in accordance with the responsibilities under the Education Act and the Fiscal Planning and Transparency Act. This plan was developed in the context of the provincial government's business and fiscal plans. The Board has used its performance results to develop the plan and is committed to implementing the strategies contained within the plan to improve student learning and results. The Board approved the Education Plan for 4 years on May 26, 2021.



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Mr. Dick Mastel  
Board Chair



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Mr. Dwayne Zarichny  
Superintendent of Schools

## ABOUT

Medicine Hat Catholic Board of Education is a publicly funded school division with over 2600 students in 9 schools: 6 elementary schools, 2 junior high schools and 1 high school.

Medicine Hat is located in Southeastern Alberta and is known as communities of choice. Also known as the sunniest city in Canada, Medicine Hat offers a low cost of living, many amenities and is an ideal place to raise a family.

Our school division ensures the integrity and enhancement of Catholic education. We are a faith-based community that strives to inspire and prepare our students to pray, to learn, to work, to live fully and serve God in one another. Our schools are immersed in faith, offering liturgies, masses, and many celebrations throughout the school year including "Faith Development Days" that enrich the lives of students, our parents and our staff.

Our division offers quality Catholic education with a focus on academic achievement and success for all students.

Our schools operate as professional learning communities through school success teams that promote effective schools in safe and caring environments. We offer strong core academic programming, diverse and inclusive fine arts programming, French immersion, comprehensive co-curricular programming and academy programming in fine arts and sports.

## MISSION, VISION AND VALUES

### Our Mission

In partnership with family, church and community, we provide Catholic education of the highest quality to our students.

### Our Vision

A gospel-centered community committed to learning excellence, Christian service, living Christ.

### Our Motto

“Showing the Face of Christ to All”

### Our Principles of Practice

In our ministry we are called, always and everywhere, to:

- Model Christ
- Prayer
- Service
- Strive for Excellence

### Our Values

We believe that Catholic education is a ministry that is at the heart of the church.

In our ministry, we value and celebrate:

- Teaching and living our Catholic faith.
- Our Catholic traditions.
- Our ability to offer a full range of educational programs for all students.
- The uniqueness of each child.

## What do Medicine Hat Catholic schools represent?



Staff, students and families working together,  
under our faith, with quality education as our foundation.

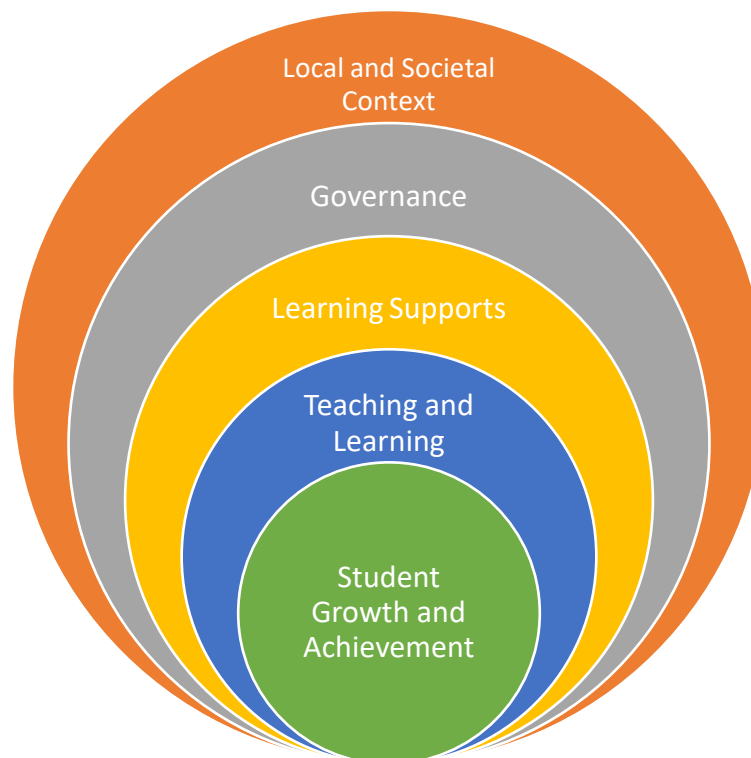
## ASSURANCE

Assurance in the education system happens when community members, system stakeholders and education partners engage across five domains:

1. Student Growth and Achievement
2. Teaching and Leading
3. Learning Supports
4. Governance
5. Local and Societal Context

For the purposes of this document, a domain is an area of activity where education partners have specific responsibilities that they are accountable for and provide assurance about. Fundamentally, assurance is reflected in what the public understands, perceives and knows about student growth and achievement, where the quality of the daily interaction between teacher and student is paramount. Assuring the public that the education system is successfully supporting student growth and achievement requires engagement and thoughtful action across all five domains.

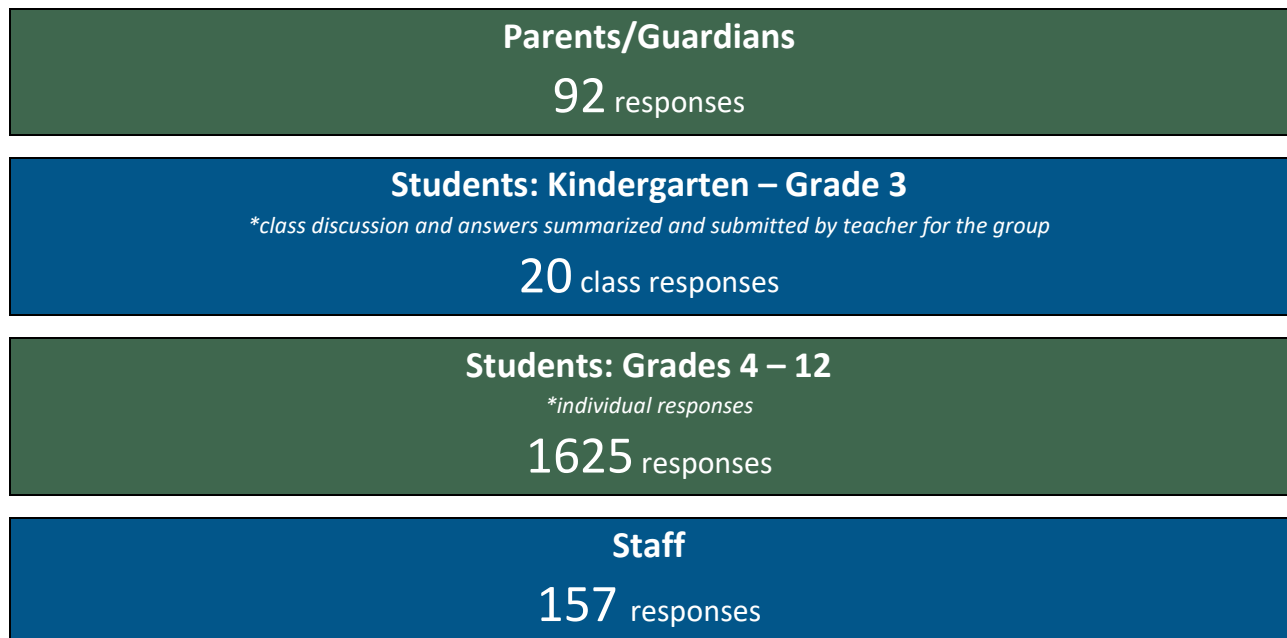
Student growth and achievement is the primary purpose of the education system and is the core outcome domain for the assurance framework. The domains of Teaching and Leading, Learning Supports and Governance support and enable Student Growth and Achievement. Local and Societal Context while a separate domain, operates across and is integrated into the others. For the purposes of description, the domains are considered discrete and separate. However, in practice, they overlap and are interconnected and interdependent, as depicted in the graphic below:



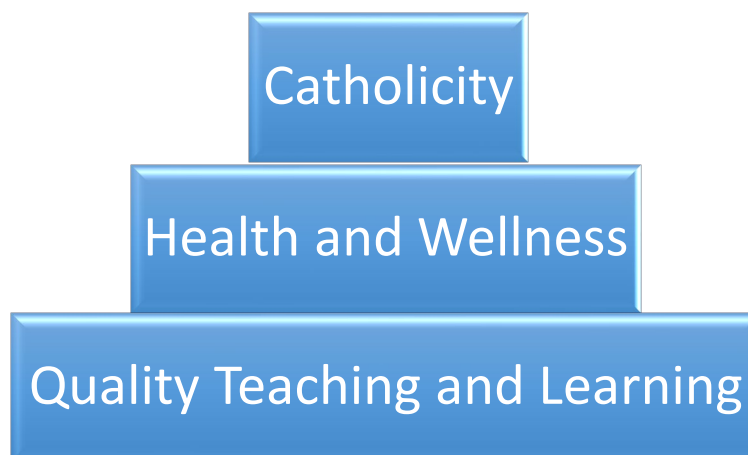
## ENGAGEMENT

Each school prepares a plan annually which is presented to their stakeholders for feedback. School plans can be found on our division website: [MHCBE School Plans](#)

Division surveys were shared with stakeholders in February 2021. Surveys were developed for staff, students and parents/guardians. These surveys included open ended questions regarding feedback on where each stakeholder group would like to see the Medicine Hat Catholic Board of Education in the next few years as well as what they felt should be the division's top priorities. Our response rate was as follows:



All feedback was compiled and presented to the Board of Trustees for review. After analyzing the survey responses the Board narrowed down all the feedback to three top priorities that the division will focus on for the next 4 years:



## STRATEGIC PRIORITIES



Goals for each of these priorities were developed to plan for the successful achievement of each priority. From these goals specific plans and initiatives have been put into place.

Each of our 9 schools will take the strategic priorities and division goals and apply them to their own school. All school plans will be tailored to their individual building. Each school will strive to achieve the division goals and strategies based on their specific needs.

The Medicine Hat Catholic Board of Education will continue to use surveys, meetings, engagement sessions as well as other forms of stakeholder communication to gather feedback and focus the division's goals and priorities.

## DIVISION GOALS AND PROVINCIAL OUTCOMES



### **Goal #1**

To engage in a Religious Education review of our junior and senior high schools led by a consultant which will be completed in the fall of 2021.

### **Goal #2**

To pursue goals and direction for the Chaplaincy for its return to the schools by analyzing the religious education review and engaging with stakeholders. The final decision on the direction of the program will be made by late fall of 2021.

### **Goal #3**

To focus on Mark 1 of the 5 Marks of a Catholic School: *“Created in the Image of God”* by supporting and enhancing the spiritual development of staff and students through faith development and student retreats by the end of June 2022.

### **Implementation Specifics:**

- Continuing to follow the 5 Marks of Catholic Education:
  - Mark 1 - Created in the Image of God
  - Mark 2 - Catholic Worldview
  - Mark 3 - Faith Permeation
  - Mark 4 - Witness
  - Mark 5 - Community
- Faith permeation ideas will be shared with teachers in all schools, K-12.
- Faith formation sessions will be held for all new teachers.
- The re-consecration of the division and its schools to the Immaculate Heart of Mary will be done annually.
- Faith based posts will be shared with our stakeholders on school websites and social media.
- Division “witness” stories will be shared with parishioners on Catholic Education Sunday at our two parishes.
- Two faith development days will be held during the school year.

### **Outcomes:**

1. *Medicine Hat Catholic Board of Education students are successful.*





## Health and Wellness

**Goal #1**

To create a culture of healthy staff and workplace through communication, connectedness, and by providing wellness opportunities for all division staff.

**Goal #2**

Establish a Health and Wellness Committee led by wellness champions representing each MHCBE school and the Catholic Education Center that meets quarterly.

**Goal #3**

The division Health and Wellness Committee will collaborate to create a 3 year implementation plan by June 2022.

**Implementation Specifics:**

- Continuation of the Communities Coming Together Program.
- SIVA training will continue to be offered for staff.
- The division will take part in and support days such as Bell Let's Talk Day, Random Acts of Kindness Day and Pink Shirt Day.
- Mental health resources will be shared with students, parents/guardians and displayed prominently on the division website.
- The division will continue to provide a continuum of support through school teams consisting of: School Liaison Counsellors, CCT Wellness Facilitators, teachers trained in mental health literacy, Learning Services Facilitators, Behaviour Associates and Administrators.
- All schools will take part in Orange Shirt Day to raise awareness of residential schools.
- The Health and Wellness Committee will communicate information each month to inform all employees of best practices on health and wellness topics including, but not limited to, spiritual wellness, physical wellness, social wellness, financial wellness, occupational wellness, work life balance.
- The MHCBE website will have a dedicated health and wellness link.
- The Health and Wellness Committee will plan a health and wellness PD day to be held on November 8, 2021.
- In collaboration with administration, each MHCBE building's health and wellness champion will organize a minimum of four voluntary activities for the school staff to participate in to increase the level of connectedness on staff and increase the general health and wellness of individuals.

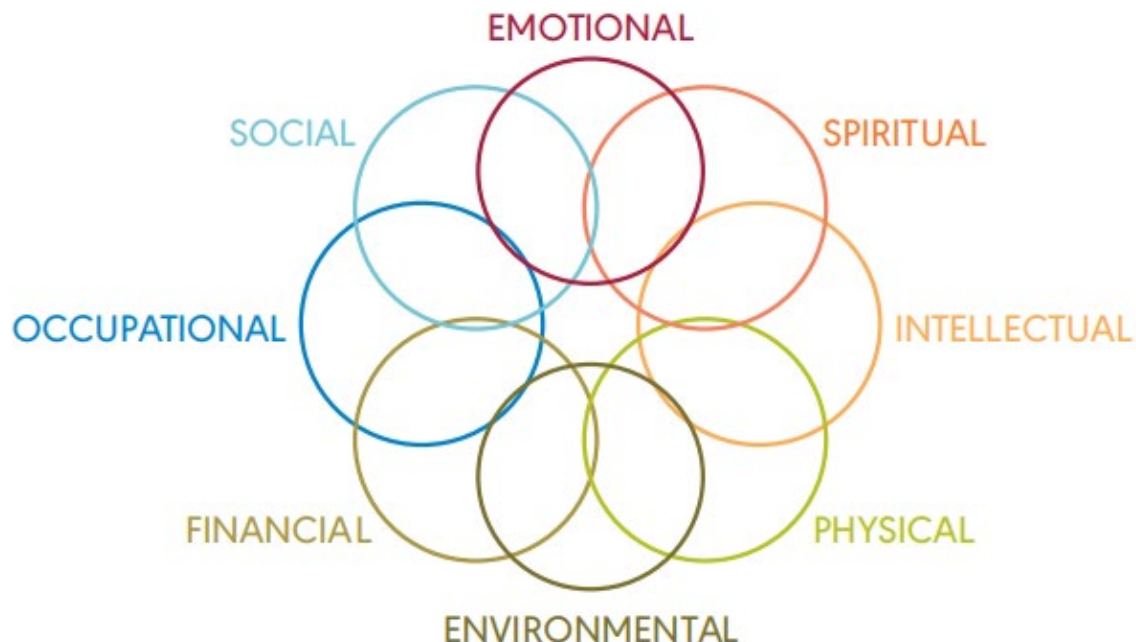
### Implementation Specifics Continued:

- Administrators will add a health and wellness portion to monthly staff meetings to be led by health and wellness champions. Information shared during the staff meeting will be communicated to all staff members.
- The plan will include a monthly calendar of events, health and wellness information/tips, ASEBP benefit updates and usage tips. All information will be shared with staff in monthly division-wide email communications.

### Outcomes:

1. *Medicine Hat Catholic Board of Education students are successful.*
2. *First Nations, Metis and Inuit students in Medicine Hat Catholic Board of Education are successful.*
3. *Medicine Hat Catholic Board of Education has excellent teachers, school leaders and school authority leaders.*

## Health and Wellness Components





## Quality Teaching and Learning

### **Goal #1**

By the end of the 2021-22 school year develop structures and indicators that will support staff to explore and expand their repertoire of effective and responsive planning, instruction, and assessment practices that inclusively support access, engagement, growth, and success for all K-12 students.

### **Goal #2**

To ensure that children have experienced opportunities for emotional, social, intellectual, and physical growth as a result of participation in inclusive, accessible, developmentally appropriate early learning programming by June 2022.

### **Goal #3**

To ensure quality school leadership by providing leadership opportunities for division leaders, those serving in formal leadership positions as well as those teachers striving to improve leadership potential.

### **Implementation Specifics:**

- The division will provide monthly professional development opportunities for formal division leaders.
- The division will provide division, school and personal professional development opportunities to teachers to enhance their ability to provide presence for students (Google meets, Google hangouts, Google classroom, etc.)
- Individual Support Plan (ISPs) will be updated for K-12. Template A and B - Template A to align with UDL and Template B to intentionally plan inclusive learning for students who face more complex barriers to classroom and curriculum learning.
- The focus of Collaborative Planning Circles (CPCs) will be expanded to include instructional strategies align to ISP and UDL principles.
- The Learning Service Facilitator Role and Inclusive Learning Consultant Role will be refocused to encourage and support both the universal level and individualized level.
- UDL professional development will be incorporated into school-based professional learning.
- Indicators for access, engagement, growth and success will be developed.
- The division will continue to organize and promote child development check-ups to allow parents to access information and available support within our schools and community in order to address developmental concerns.
- The division will expand focus of professional development for early learning teams to include a more comprehensive understanding of child development and its impact on early learning.

### Implementation Specifics Continued:

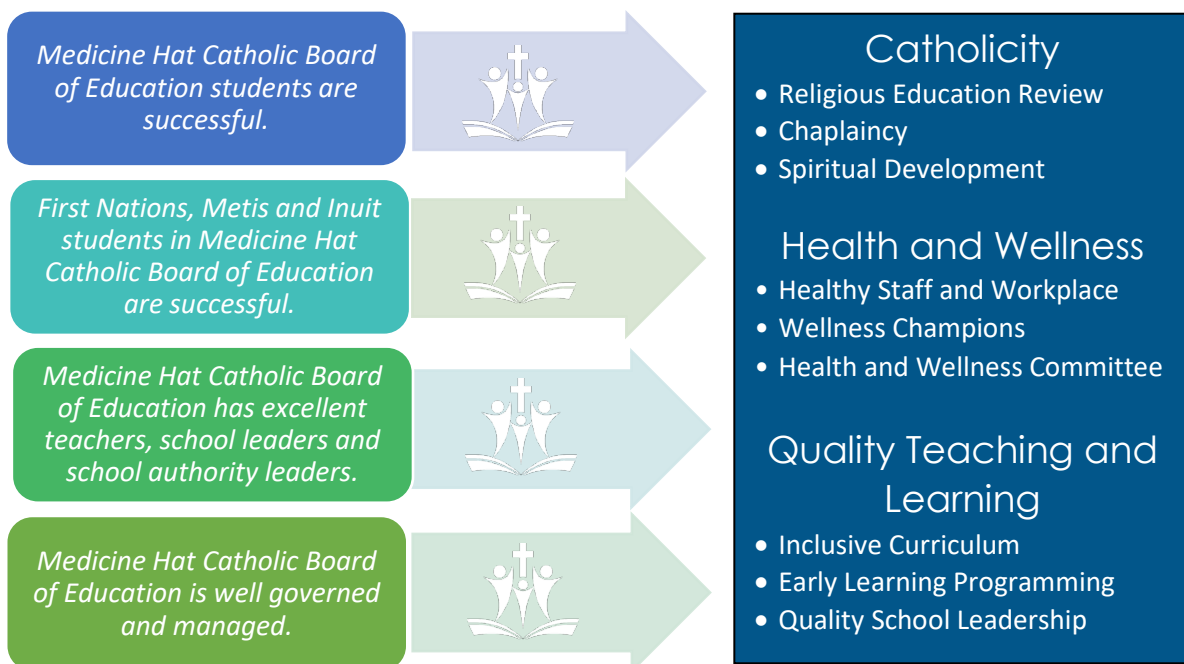
- The division will enhance partnerships and collaboration between school and family through offering shared activities and resources.
- The division will implement a Leadership Enhancement Program for teachers not in formal leadership positions.
- Interested teachers will be given opportunities to become new mentor teachers.
- The division will celebrate orange shirt day and Metis awareness week. The division FNMI teacher will assist staff in preparing ways to celebrate indigenous cultural awareness activities.
- All teaching staff will have access to the division FNMI teacher to collaborate on integrating FNMI material into core subject areas. The division FNMI teacher will be available to present to individual classes on indigenous topics.

### Outcomes:

1. *Medicine Hat Catholic Board of Education students are successful.*
2. *First Nations, Metis and Inuit students in Medicine Hat Catholic Board of Education are successful.*
3. *Medicine Hat Catholic Board of Education has excellent teachers, school leaders and school authority leaders.*
4. *Medicine Hat Catholic Board of Education is well governed and managed.*



## Relationship of Provincial Outcomes and Division Goals



## COMMUNICATION

Stakeholders are communicated with in a variety of ways through our division:



## BUDGET

The Medicine Hat Catholic Board of Education 2021-2022 Budget was approved by the Board on May 26, 2021 and can be found on our division website at: [Budget 2021-2022](#)

## INFORMATION DOCUMENTS

[2020-2023 Annual Education Results Report](#)

[3-Year and 10-Year Capital Plan](#)

## CONTACT US

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MEDICINE HAT CATHOLIC SCHOOLS  
*"Showing the Face of Christ to all"*

