



Medicine Hat Catholic
Board of Education

Four-Year Education Plan

2022-2026



INTRODUCTION

Medicine Hat Catholic Board of Education (MHCBE) continues to put emphasis on our Annual Education Results Report (AERR) as well as stakeholder feedback to inform our decision making. As a board we have taken feedback from our stakeholders, results from the AERR as well as our core values as a Catholic school division and narrowed our priorities down to four. Striving for excellence in all that we do, we will continue to focus on these core areas in the next four years: Catholicity, Health and Wellness, Quality Teaching and Learning as well as the Sisters of Charity of St. Louis Centre (SCSL Centre).

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 topic for 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 priority and we will continue to provide excellent education opportunities for our students by completing goals in this area. Building up our fine arts and physical literacy opportunities within our division is the final area we are focusing on in this 4-year plan.

MESSAGE FROM THE BOARD CHAIR

I am privileged and humbled to serve as the chairperson of the Medicine Hat Catholic Board of Education. Our school division is committed to meeting the needs of all students through quality teaching and learning. Focusing on spiritual, mental and physical health and wellness are priorities of Medicine Hat Catholic. Catholic faith and values are present in our hallways, in our classrooms and nurture our students by permeating these gospel values in every aspect of curricular and extra-curricular areas of our schools.

The Board of Trustees is very proud of the work that is accomplished each and every day in our schools. This is a tribute to God always, and also to the amazing team He has assembled who guide and facilitate the learning of our students from ELP to Grade 12. Those who work in Catholic Education are called to a vocation and that is seen in the results each and every year.

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



Ms. Kathy Glasgo, Board Chair

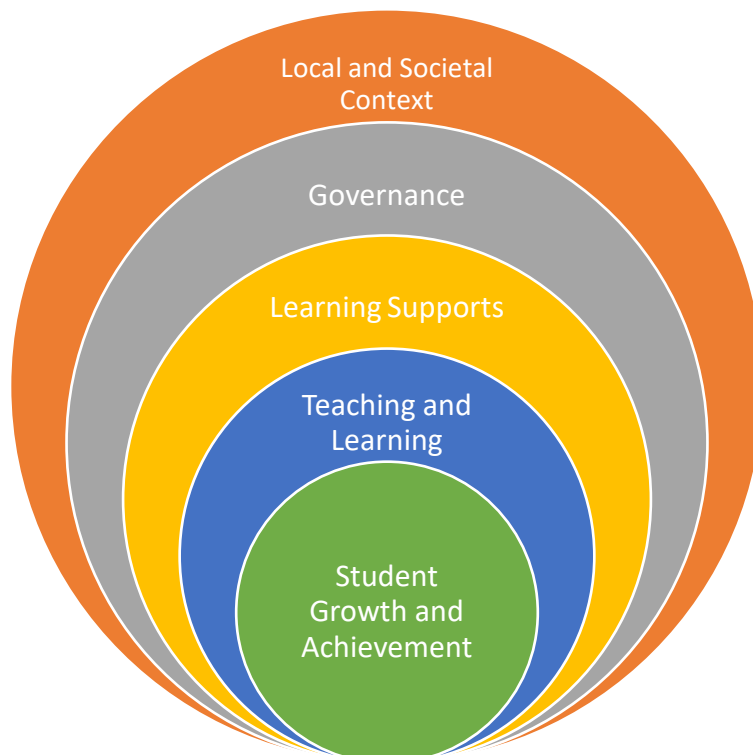
ASSURANCE

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:

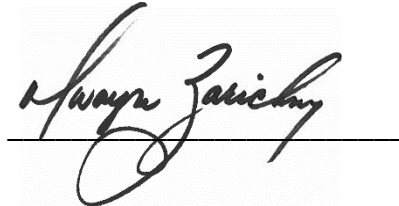


ACCOUNTABILITY STATEMENT

The Education Plan for Medicine Hat Catholic Board of Education commencing August 30, 2022 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 30, 2022.



Ms. Kathy Glasgo
Board Chair



Dr. Dwayne Zarichny
Superintendent of Schools

ABOUT

Medicine Hat Catholic Board of Education is a publicly funded school division with over 2700 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 a community 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 division offers quality Catholic education with a focus on academic achievement and success for all students.

Medicine Hat Catholic 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.

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 families and our staff. Medicine Hat Catholic Schools warmly welcome children from all faiths and from neighbouring communities. Are all welcome to Catholic Education!

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

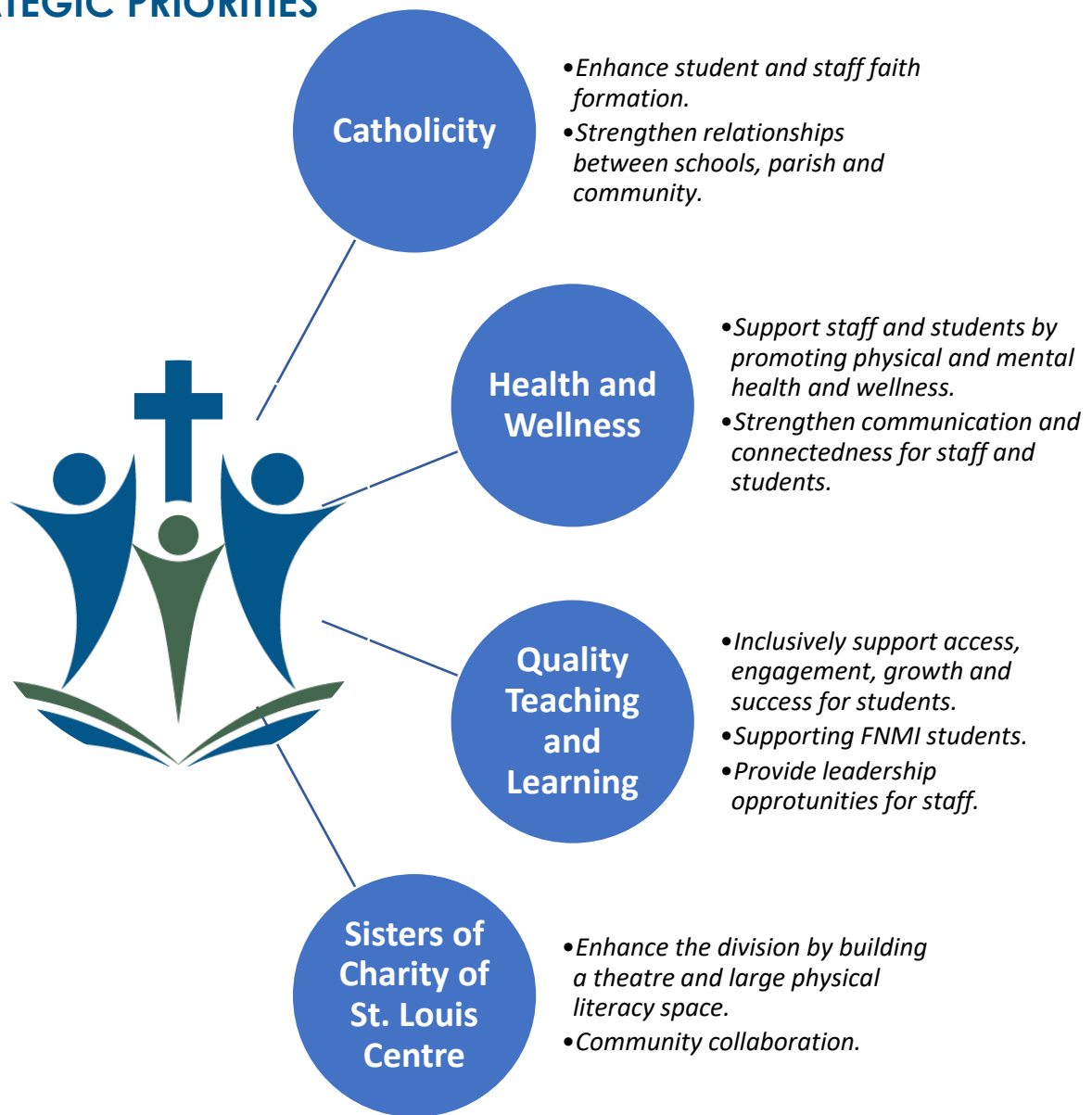
We believe that Catholic education is a ministry that is at the heart of the church.

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.



STRATEGIC PRIORITIES



Outcomes for each of these priorities were developed to plan for the successful achievement of each priority. Specific performance measures and initiatives have been put into place for each of the outcomes.

All nine of our schools will once again take the strategic priorities and division outcomes/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 outcomes/goals and strategies based on their specific needs.

MHCBE 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 OUTCOMES AND PERFORMANCE MEASURES



Outcome #1: Enhanced relationships between school, parish and community.

Performance Measures:

- The Religious Education Committee which consists of the Religious Education Coordinator, a trustee, senior administration, staff representatives and student (Gr. 5-12) representatives will meet for a minimum of three full days throughout the 2022-2023 school year.
- Student led faith focused projects will be done in every school (supported by staff).
- The School Parish Relations Committee (senior administration and parish representatives) will have a minimum of two meetings during the 2022-2023 school year.
- School administration and clergy from both parishes will meet in June 2023 to schedule the dates of the religious celebrations for the following school year.
- Each school will host a school sponsored Sunday mass in the parish during the 2022-2023 school year. Students and staff will participate in various ministries.
- Clergy members will participate in classroom visits with all grade 5 classes.
- Grade 1 classes will visit the churches to take part in a church tour and other activities.
- The Religious Education Coordinator and the parish Sacramental Preparation Coordinator will host Grade 5 and Grade 6 retreats.
- All division staff will participate in a March faith day that will include a morning mass and an afternoon of service projects in the community.
- School staff will work with the parishes to support and promote Sacramental Preparation.
- The Religious Education Coordinator and members of the Knights of Columbus will work together to co-host the "Created in the Image of God" art-show at Holy Family Parish.

Outcome #2: Enhanced faith formation of staff.

Performance Measures:

- The Religious Education Committee will create a division faith plan for the 2022-2023 school year that will be based on the recommendations from the Religion Review.
- The Religious Education Coordinator will promote faith formation opportunities offered through Newman College and St. Mary's College, as well as faith-based conferences such as SPICE/Blueprints and the Religious Education Congress.
- New teachers will participate in four half day faith formation sessions.
- The Religious Education Coordinator will send out daily Advent and Lenten reflections to all division staff.
- All division staff will participate in our opening faith formation day on August 25th.
- Junior High and high school staff members will be trained in the fall of 2022 on the Pastoral Guide to Supporting Students in the Understanding and Development of their Sexuality.

- The Religious Education Coordinator, in conjunction with the Religious Education Committee will explore the type of faith formation activities that staff members are interested in and work to increase these opportunities.
- Religion teachers will have access to release time to work collaboratively on religion curriculum planning.

Outcome #3: Enhanced student faith formation through permeated Catholicity in our schools (instruction, celebrations and activities).

Performance Measures:

- The Religious Education Coordinator will provide training on the effective integration of our Catholic faith across content areas.
- Teachers will be able to access release time to create lessons outside of the religion curriculum that permeate our faith.
- Students and staff will develop a school prayer for each school in the division.
- The Religious Education Committee will develop a division prayer.
- The Religious Education Coordinator and the Communications Coordinator will create opportunities for the faith theme and accompanying artwork to be shared both digitally and in person throughout the division and community.
- Students will participate in a monthly liturgy or Religious celebration in conjunction with the liturgical year.
- Face to Face Retreat Team will be hired to visit five schools in the 2022-2023 school year.

What do Medicine Hat Catholic schools represent?



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

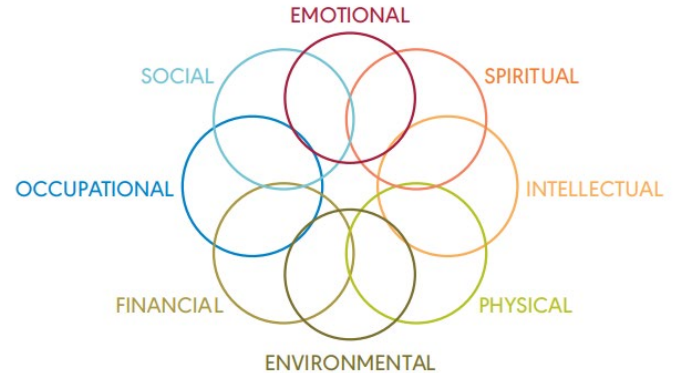


Health and Wellness

Outcome #1: A healthy staff and workplace culture. Increased communication, connectedness and wellness opportunities for staff.

Performance Measures:

- Health and wellness will become a standing item for Division Leadership Team meetings.
- All staff will be encouraged to participate in health and wellness professional development.
- Schools will have health and wellness as a standing item for staff meetings.
- Schools will create a health and wellness plan for their staff. The plan will include professional development, communication and opportunities for connection.
- The Division will allocate \$40.00 per staff member for health and wellness. This money will be placed in school budgets to be used to support health and wellness for all staff. School health and wellness teams, in collaboration with school staffs will create plans to access the funds available.



Outcome #2: A health and wellness committee led by wellness champions across the division.

Performance Measures:

- The Health and Wellness Committee will meet quarterly. This committee includes wellness champions from each school as well as senior administration representation.
- The Health and Wellness Committee members will have the opportunity to participate in professional development to support leadership in this area.
- The committee will organize a health and wellness professional development day for all staff on November 7, 2022.
- 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.

Outcome #3: A 3-year Health and Wellness Plan created by the division Health and Wellness Committee.

Performance Measures:

- 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.



Quality Teaching and Learning

Outcome #1: Staff has explored and expanded their repertoire of effective and responsive planning, instruction, and assessment practices that inclusively support access, engagement, growth, and success for all K-12 students.

Performance Measures:

- Intensive Support Programs (ISP) strategies template will be aligned with Universal Design Learning (UDL) strategies for teachers to utilize and problem solve for students.
- Schools have participated in the learning loss program assessing literacy and numeracy skills and will plan for intervention support for those at-risk or significantly behind due to COVID.
- Videos will be created for staff around the new ISP system and how it relates to UDL strategies.
- Two professional development sessions with each elementary school staff will be held around the ISP and UDL guidelines. These sessions will look at identifying barriers, responsive planning and instruction to allow for access to curriculum for all. (Inclusive Curriculum).
- Professional development will be held for the Division Leadership Team to increase leaders' understanding of UDL guidelines, including UDL Look-Fors.
- Monthly emergency response discussions will be held at Division Leadership Team meetings.
- Students are supported in a variety of ways to achieve individual success.
- Students feel supported in their learning and achievement by their teachers, support staff, administration and other support workers in the division.

Outcome #2: Children entering grade 1 have experienced opportunities for emotional, social, intellectual, and physical growth as a result of participation in inclusive, accessible, developmentally appropriate early learning programming.

Performance Measures:

- A Child Development Check-up Day will be held in the spring for young children entering Early Learning Programming or Kindergarten.
- On-going screening will continue within our school and community-based programs in order to identify children requiring early intervention.
- Collaboration will continue with early learning teams regarding providing further universal support in developing skills in the areas of communication, regulation, gross and fine motor skill development.
- Professional development opportunities have been and will continue to be provided for all new Alberta Education curriculum.

Outcome #3: Leadership opportunities are provided for division leaders, those serving in formal leadership positions as well as those teachers striving to improve leadership potential.

Performance Measures:

- Interested teachers will be given opportunities to become new mentor teachers.
- The division will provide monthly professional development opportunities for formal division leaders.
- A Leadership Enhancement Program will be established for teachers not in formal leadership positions. The program will allow teachers to enhance leadership skills around Catholicity, as well as the Leadership Quality Standards.
 - Interested teachers will meet quarterly.
 - Sessions will include:
 - ✓ Faith Leadership
 - ✓ Instructional Leadership
 - ✓ Fostering Effective Relationships
 - ✓ Modeling Commitment to Professional Learning
 - ✓ Embodying Visionary Leadership
 - ✓ Leading a Learning Community
 - ✓ Supporting the Application of Foundational Knowledge of FNMI
 - ✓ Developing Leadership Capacity

Outcome #4: First Nations, Métis, Inuit NMI students are supported in the division and students and staff are educated about truth and reconciliation.

Performance Measures:

- Students and staff will take part in educational activities to honour The National Day of Truth and Reconciliation as well as additional activities throughout the school year.
- September 30 (National Day of Truth and Reconciliation/Orange Shirt Day) will be dedicated as an instructional day for the schools to develop and provide specific instruction and activities for reconciliation related to Residential Schools.
- The division will recognize Indigenous People’s Day in June 2023.
- Division staff will participate in First Nations, Métis and Inuit professional development opportunities such as the Blanket Exercise.
- The division will hire a 1.0 FTE Indigenous Support Teacher to provide educational materials, activities and opportunities to all staff and students across the division.





Sisters of Charity of St. Louis (SCSL) Centre

Outcome #1: A document containing stakeholder input about the programming and infrastructure needs in a new school development at the Monsignor McCoy/St. Francis Xavier School site.

Performance Measures:

- Feedback from engagement with staff will be collected and put into a report.
- A request for proposals for an Owner Representative will be completed.
- The Owner Representative will provide the division with expertise in cost management, construction methods, project management and project completion among other duties.

Outcome #2: A plan outlining the public consultation opportunities on the SCSL project (should Alberta Education provide funds for design development, value scoping and/or visioning).

Performance Measures:

- All stakeholders (students, staff, parents/guardians) will be asked to engage in a division visioning process.
 - Surveys
 - Townhall/engagement sessions
 - Discussion meetings
- Meet with the City of Medicine Hat about:
 - Possible partnerships with the City involving the SCSL Centre.
 - The process that the division will need to through to bring a new development to the Monsignor McCoy/St. Francis Xavier School site.



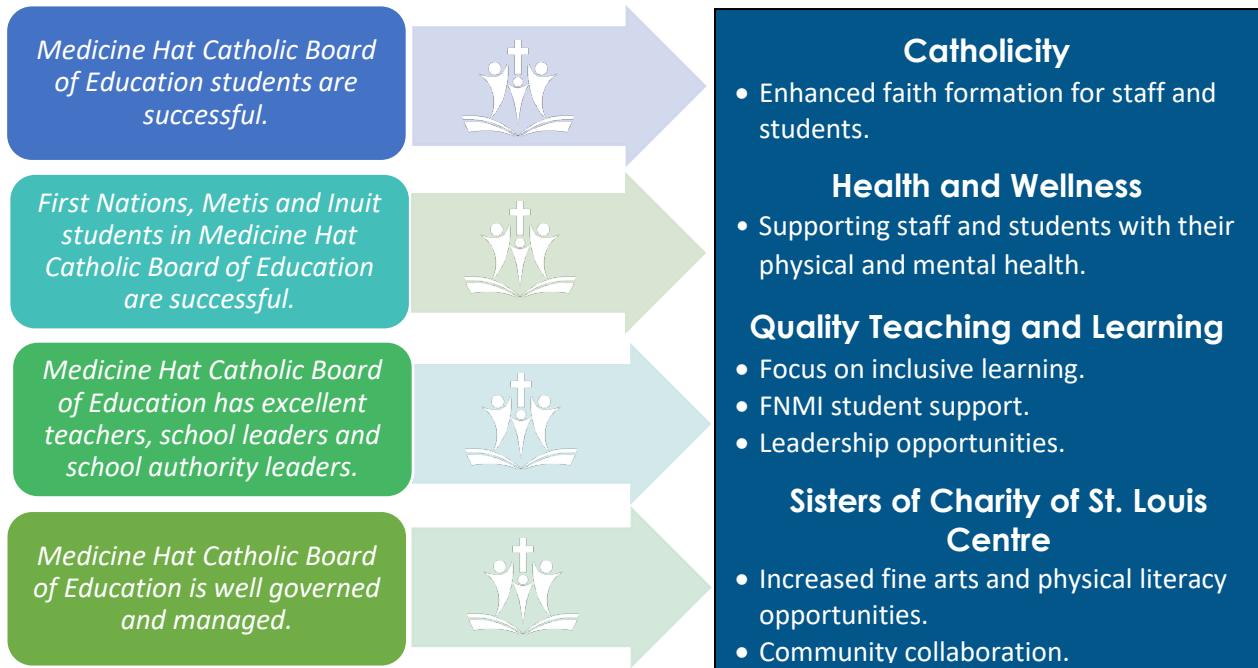
Physical Literacy
Space



Performing Arts
Theatre



Provincial Outcomes and Division Goals



ANNUAL EDUCATION RESULTS REPORT (AERR)

Medicine Hat Catholic Board of Education outperformed the provincial average in all 8 measurement categories in the Alberta Annual Education Results Report (AERR). This is due to the efforts of our stakeholders: staff, students and parents/guardians. We are truly blessed to have such a tremendously effective relationship between these groups. By setting high expectations and then having a commitment to exceed those expectations, our division continues to lead the province in all areas. We will continue to focus on the differentiation of instruction, parental engagement and student connections to support our continued success in this area.

Our schools continue to improve in the “safe and caring” category. This is extremely important as it is a high priority for our division. The focus of Catholic schools is to educate the “whole child.” Thus, the social and emotional needs of the students we serve are at the forefront of the decisions we make and the choices in programming and supports that we provide. Healthy school communities exist where positive relationships are established with parents, educators and students. It is when we are working together, we can achieve these amazing results where healthy and respectful relationships are built and fostered and students feel that adults care for them both as a student body and as individuals. Together, we will continue to promote a positive approach to supporting mental health, where student’s values, rights and responsibilities are honoured and respected.

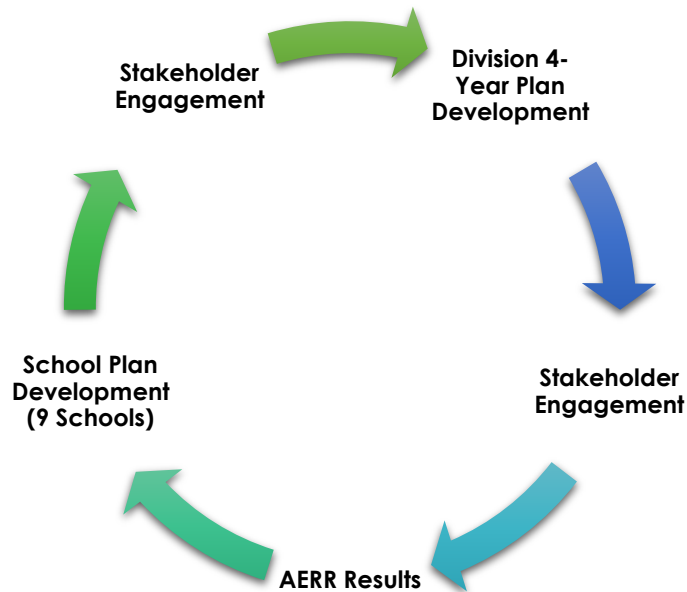
COMMUNICATION AND ENGAGEMENT

Stakeholders are communicated with in a variety of ways through our division. Families are regularly sent emails from the division as well as their individual school to keep them updated on information/changes. Parents/guardians are encouraged to discuss any questions or concerns with their child's teacher or principal and are also invited to have a discussion with the appropriate senior administration personnel for larger concerns.

Feedback from students, families and staff is regularly discussed at the school and board level. MHCBE is committed to responding to feedback and making necessary changes to move forward in a positive way in our division.



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](#)



In the spring of 2022 a consultant was hired to conduct surveys, interviews and observations about our division. Surveys were sent to all division parents as well as staff and students in our junior high and high schools. Interviews were held with various stakeholders (parents, administration, staff and students) and the consultant toured and spent time at three division schools. Findings of these surveys and interviews will be shared with the Board in the coming months and processing of feedback along with implementation of the findings will begin in fall 2022.

BUDGET

The Medicine Hat Catholic Board of Education 2022-2023 Budget was approved by the Board on May 30, 2022 and can be found on our division website at: [Budget 2022-2023](#)

INFORMATION DOCUMENTS

[2020-2021 Annual Education Results Report](#)

[2020-2021 AERR Summary](#)

[3-Year Capital Plan \(2023-2026\)](#)

CONTACT US

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

