



Medicine Hat Catholic
Board of Education

Four-Year Education Plan

2023-2027



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 our new school building project.

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 educational 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

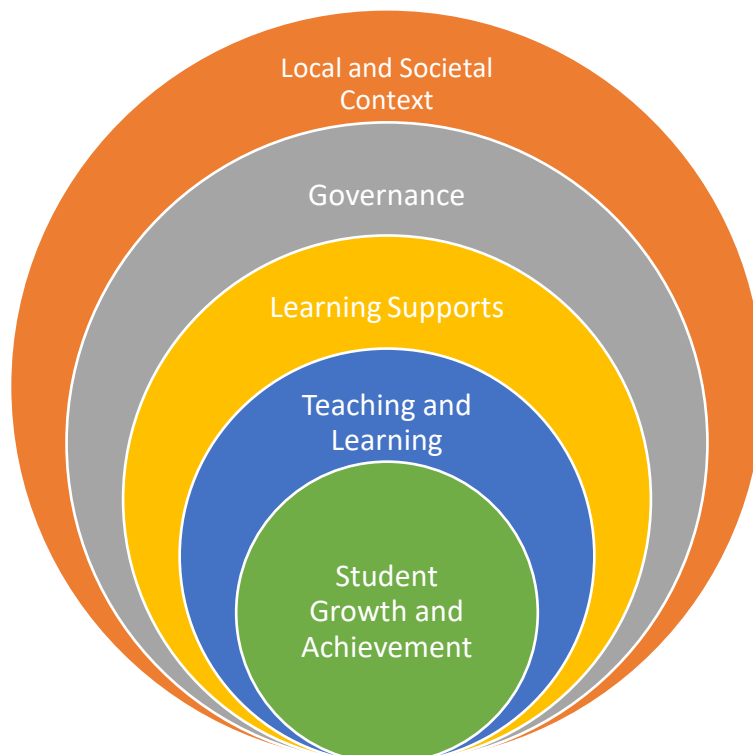
ASSURANCE

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

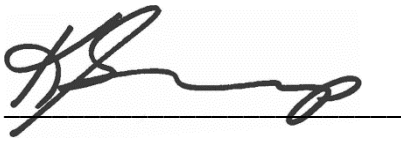
For the purposes of this document, a domain is an area of activity where education partners have specific responsibilities that they are accountable for and provide assurance about. Fundamentally, assurance is reflected in what the public understands, perceives and knows about student growth and achievement, 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:

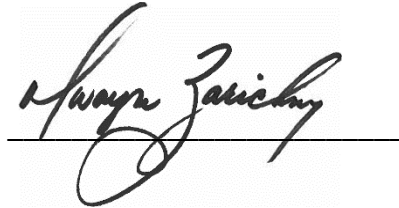


ACCOUNTABILITY STATEMENT

The Education Plan for Medicine Hat Catholic Board of Education commencing August 30, 2023 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 29, 2023.



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 2900 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

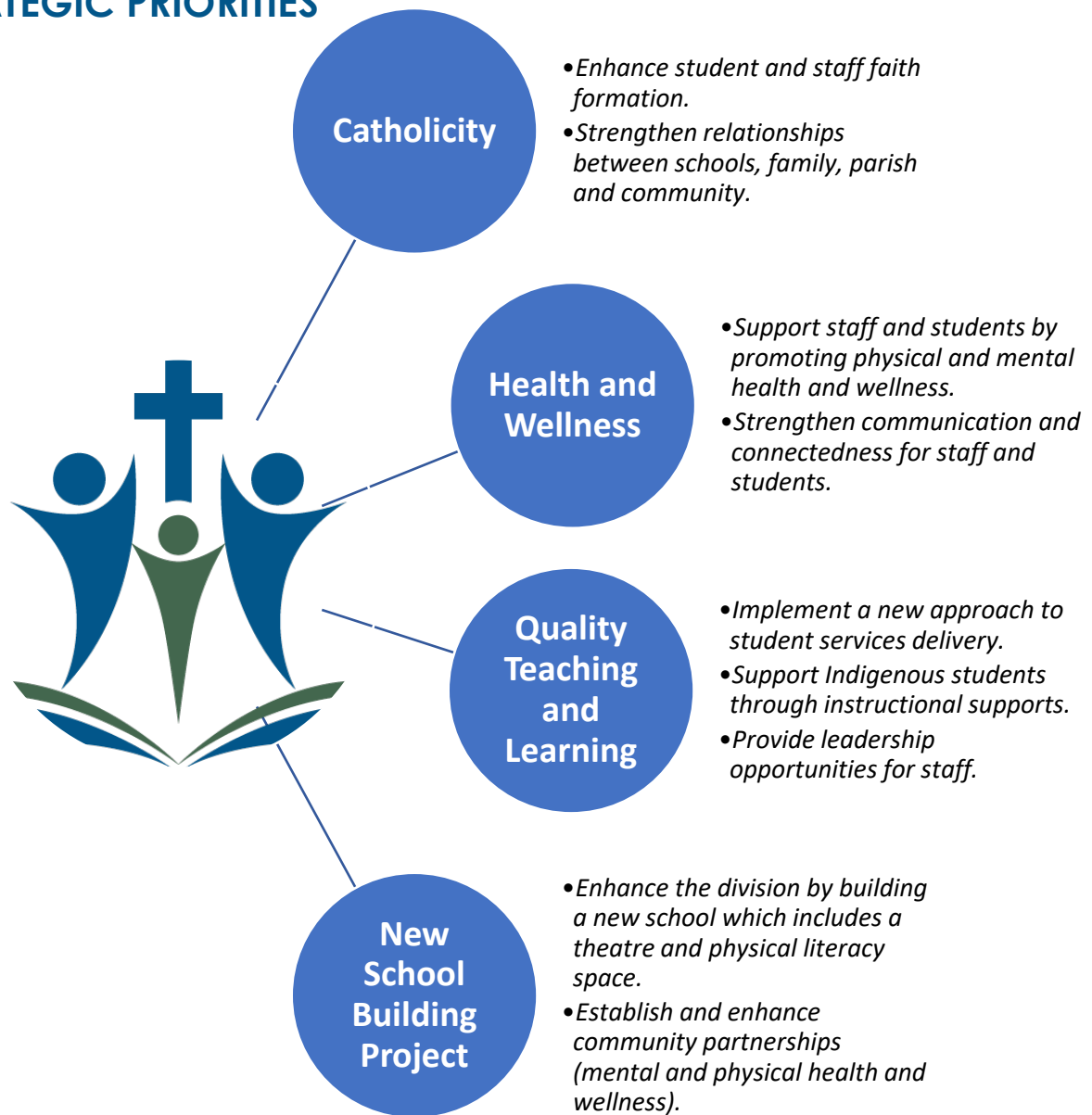
We believe that Catholic education is a ministry that is at the heart of the church.

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 on the division's goals and priorities.

DIVISION OUTCOMES AND PERFORMANCE MEASURES



Outcome #1: Being a Church of Encounter and Witness: Providing opportunities for staff and students to encounter Jesus in areas such as liturgies, retreats, and curriculum.

Performance Measures:

- The division chaplain will provide classroom presentations and host a high school bible study group.
- All grade levels will have access to religious retreats.
- Teachers will have the opportunity to attend optional staff faith enrichment sessions where staff members share their faith stories.
- Schools will celebrate various liturgies and faith experiences such as consecrations, adoration of the blessed sacrament, living rosaries etc.

Outcome #2: Forming Missionary Disciples: Providing faith formation opportunities for staff members to grow in their knowledge and understanding of the Catholic faith.

Performance Measures:

- Administrators will participate in faith professional development at Division Leadership Team – Professional Development meetings.
- Each school staff meeting will include a faith component.
- Teachers will have opportunities to participate in faith permeation professional development.
- Teachers will have the opportunity to work collaboratively to plan common projects and common assessments in the religion program.

Outcome #3: Strengthening Parish, Community and Family Life: Creating intentional opportunities for connection between school, parish, family and community.

Performance Measures:

- Continuation of the School Parish Relations Committee. This committee will meet a minimum of three times per year.
- Continuation of Student Faith Leadership Committee. This committee will meet a minimum of four times per year.
- Establishment of a local GrACE (Grateful Advocates for Catholic Education) Group. This committee will meet a minimum of three times per year.
- Clergy visits will be scheduled for all schools throughout the year.

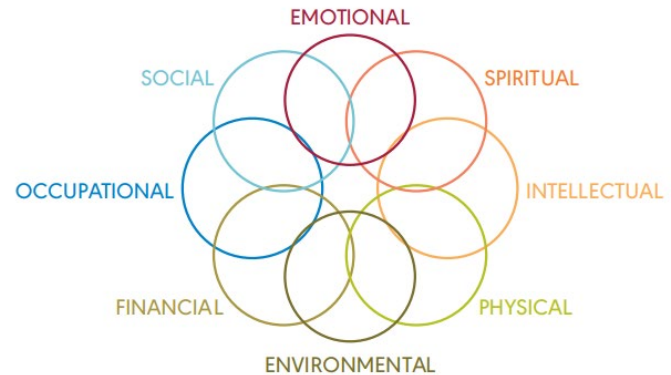


Health and Wellness

Outcome #1: The creation of a culture of healthy staff and workplace through communication, connectedness, and by providing wellness opportunities for all division staff.

Performance Measures:

- Schools will create a health and wellness plan for their staff by the end of September 2023. 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: The continuation of a Health and Wellness Committee led by wellness champions representing each MHCBE school and the Catholic Education Centre.

Performance Measures:

- The Health and Wellness Committee will meet 5 times throughout the year. This committee includes wellness champions from each school as well as senior administration representatives.
- Health and wellness will be a standing item on all school staff meeting agendas.
- The committee will organize a health and wellness professional development day for all staff in November 2023.
- The Health and Wellness Committee members will have the opportunity to participate in professional development to support leadership in this area.
- 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: An increased awareness of division health and wellness services.

Performance Measures:

- Professional development will be provided to school administrators and health and wellness champions on ASEBP's services available through Inkblot (Employee and Family Assistance Program).
- The division will encourage staff to increase their access to ASEBP's services.



Quality Teaching and Learning

Outcome #1: Teachers having access to a wide repertoire of resources and opportunities to enhance their instructional practice.

Performance Measures:

- All new teachers will take Supporting Individuals through Valued Attachments (SIVA) training.
- The division will be providing professional development for new curriculum implementation as well as +collaborative planning time.
 - 5 professional development days will include new curriculum as the focus.
- There will be increased engagement with student teachers and mentor teachers. 50% of teaching staff will have student teachers.
- 20% of teachers will have accessed Southern Alberta Professional Development Consortium (SAPDC) for professional development purposes by June 30, 2024.

Outcome #2: Ensuring quality school leadership by providing leadership opportunities for division staff – those serving in formal leadership positions as well as those teachers striving to improve leadership potential.

Performance Measures:

- Bi-monthly professional development opportunities will be provided to all division administrators.
- 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.
 - 10 teachers will begin this program in 2023-2024.
 - Sessions will include:
 - ✓ Faith Leadership
 - ✓ Instructional Leadership
 - ✓ Fostering Effective Relationships
 - ✓ Modeling Commitment to Professional Learning
 - ✓ Embodying Visionary Leadership
 - ✓ Leading a Learning Community
 - ✓ Indigenous Relations
 - ✓ Developing Leadership Capacity
- A woman in leadership cohort will be developed and implemented in the division.



Outcome #3: Implementation of a new approach to student services delivery.

Performance Measures:

- A continuity of supports and services from ELP – Grade 12 will be implemented. This will result in common therapy services across all grades, common forms and a common point of contact.
- Each school will have a Learning Support Teacher which will provide expertise at each school. The Learning Support Teachers will be providing English as a Second Language support, Early Learning Support (elementary schools), Level B testing and supporting teachers within the school.
- A division psychologist will provide support in all schools.
- School Liaison Counsellors will have increased time at all schools.
- The division will have a Physical Education and Wellness Support Teacher to work with all 6 elementary schools.

WHAT'S NEW IN LEARNING SERVICES
starting in the 2023/2024 school year

COMMON SUPPORTS AND SERVICES FOR ELP THROUGH GRADE 12
A stable team supporting your child through their schooling and ensuring what is being worked on year-to-year gets carried forward.

LEARNING SUPPORT TEACHERS AT ALL SCHOOLS
Working with classroom teachers, administrators and related service providers to co-create classroom and school environments that are responsive to all students including English language learners and students in Early Learning Programs.

ENHANCED MENTAL HEALTH SUPPORTS
Enhanced supports include a division psychologist, physical education and wellness support teacher, and increased school liaison counsellor time.

To better support your child

Medicine Hat Catholic Board of Education

Outcome #4: Indigenous students are supported in the division and students and staff are educated about truth and reconciliation.

Performance Measures:

- September 29, 2023 will be dedicated as National Day of Truth and Reconciliation/Orange Shirt Day for the division. All students will participate in activities related to truth and reconciliation and attend presentations by Indigenous speakers from across Alberta.
- The division will recognize Indigenous People’s Day in June 2024.
- Division staff will continue to participate in Indigenous professional development opportunities such as the Blanket Exercise.
- The division Indigenous Support Worker (1.0 FTE) will continue to provide educational materials, activities and opportunities to all staff and students across the division.
- The division Indigenous Support Worker will work with self-identified Indigenous students and support them through their education journey by:
 - helping them reconnect to their language (i.e. Cree).
 - helping them to connect to their culture.
 - provide mental health and wellness supports through an Indigenous lens.
- The division Indigenous Support Worker will connect Indigenous students to supports in the community.



New School Building Project

Outcome #1: Engagement in fundraising to support construction and equipment for the new school building project.

Performance Measures:

- A professional fundraiser was hired to complete a feasibility study in early 2023.
- Upon the completion of the feasibility study in June 2023 the Board of Trustees will determine whether to move forward with the fundraising project.
- Fundraising dollars will be used to enhance the new school building project: theatre, physical literacy space, larger gym space, etc.

Outcome #2: The design process of the new school building project to be completed by fall 2023.

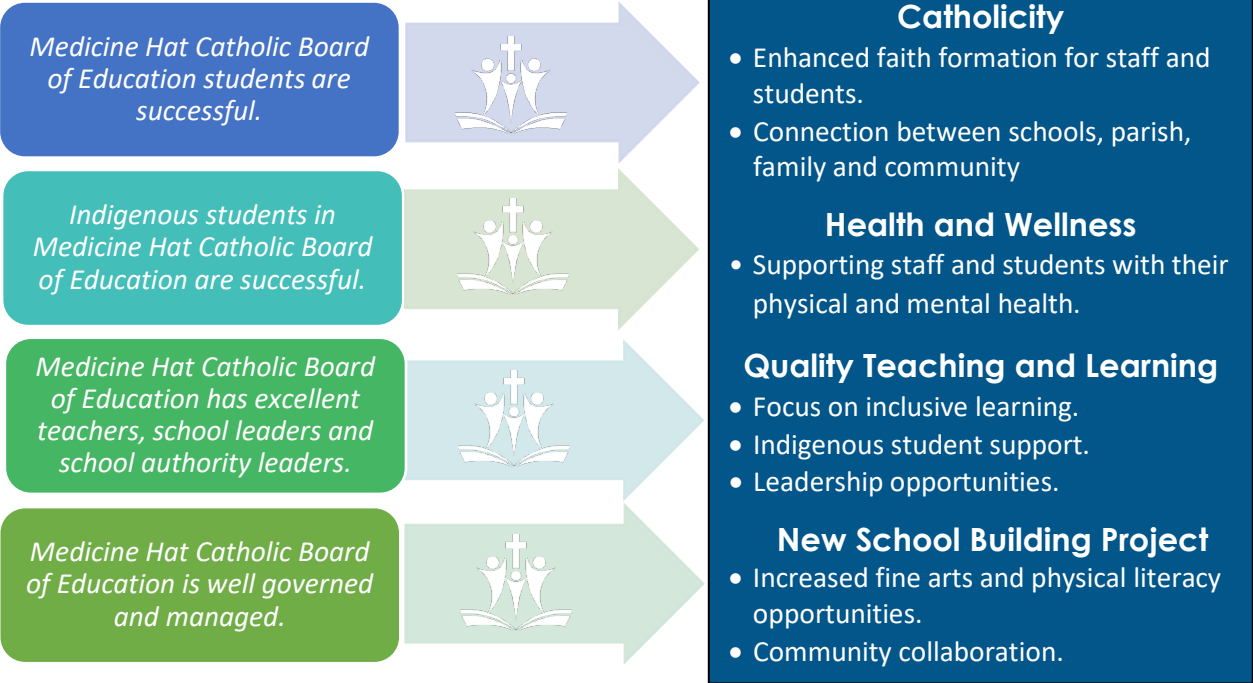
Performance Measures:

- A small team will meet with Alberta Infrastructure to begin the design process in June 2023.
- A committee of representatives from senior administration, Board, school principals, teachers and parents will meet regarding the new school building process. This feedback will be shared with the team that meets with Alberta Infrastructure.
- Stakeholders (students, staff, parents/guardians) will be asked to engage in feedback about the new school building.
 - Surveys
 - Townhall/engagement sessions
 - Discussion meetings
- Continue to meet with groups within the community about possible partnership opportunities within the new school building:
 - Mental Health and Wellness groups
 - Catholic Social Services
 - Medicine Hat Immigration
 - Adaptive Sport



 *MHCBE Engaging to Learn* 

Provincial Outcomes and Division Goals



ANNUAL EDUCATION RESULTS REPORT (AERR)

In all measurement categories Medicine Hat Catholic Board of Education outperformed the provincial average. We are especially proud of the increase in the 3-year High School Completion rate which has improved to 93.3% and is in the category of “excellent”. This is due to the efforts of staff, students, and parents. 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 jurisdiction 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. Health school communities exist where positive relationships are established with parents, educators, and students. It is when we are working together that 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 honored and respected.

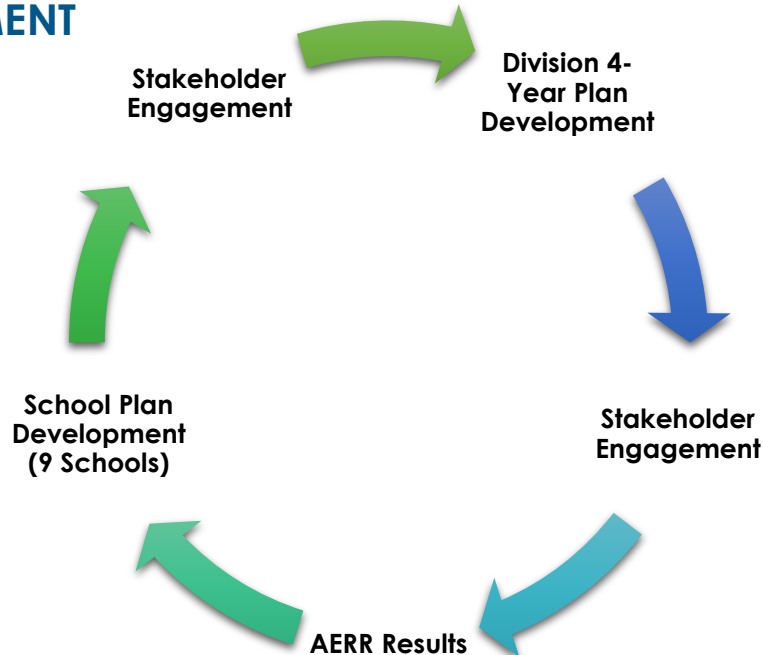
COMMUNICATION

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.



ENGAGEMENT



Each school prepares a plan annually that reflects the strategic priorities and goals of the division but is specific to their school. Plans are presented to parents/guardians at school council meetings as well as shared digitally with other stakeholders in the community. Stakeholder engagement from staff, students and families is essential for developing these plans. One form of engagement that our division uses to get feedback from our stakeholders (staff, parents/guardians, students and community members) is surveys. Feedback from stakeholders helps inform our division 4-year plan and all school plans. School plans can be found on our division website: [MHCBE School Plans](#)

BUDGET

The Medicine Hat Catholic Board of Education 2023-2024 Budget was approved by the Board of Trustees on May 29, 2023 and can be found on our division website at: [Budget 2023-2024](#)

INFORMATION DOCUMENTS

[2021-2022 Annual Education Results Report](#)

[2021-2022 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"

