



**THREE YEAR PLAN AND
EDUCATION RESULTS
REPORT
2012 TO 2014**

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Notre Dame Academy Three Year Plan

Message from Notre Dame Academy Principal: Mr. Robert Grisonich

It is with excitement, anticipation and enthusiasm that we embark on another school year. At Notre Dame our Catholic Faith defines who we are and we must bring the Gospel to life, to live by Jesus' example as we journey together through our school year. We believe in daily prayer, a commitment to learning and acting out the teachings of Christ. The permeation of this belief in all that we do is of utmost importance. We also will experience Christ's message of love and hope through participating in service projects and religious celebrations throughout the liturgical calendar year.

At Notre Dame we are proud of our student achievement and success, our excellent academic and sports programs and the delivery of effective instruction through the use of advanced technology, which enhances the quality of instruction and adds excitement to student learning and achievement. Our AISI goal on "Differentiated Instruction" is brand new to our school. Our goal as a school this year is to develop an understanding of what it means, implement some strategies to help us deliver a quality program to our students, and lead the way in to our next year of the project. We will continue to strive to improve academic programs as we progress throughout the year, through reflection of best practice and open communication. Our excellent Notre Dame Sports Academies and many extracurricular sports programs recognize and promote in students, the importance of balance between academics and sports in order to become successful students, athletes and citizens.

In addition, we offer many other programs such as a Fine Arts Program consisting of Band, Art and Music. We will continue to offer a modified introductory Music/Band program to all our Grade 6 students, encouraging improved participation in our Grade 7, 8 and 9 Band options. Innovative and unique Exploratory Programs range from courses like Robotics, Home Planning, Information and Communication Technologies, Rocketry, Leadership Projects, along with opportunities in Drama, Tourism, Cosmetology, College Avenue Publishers, Yearbook, and Industrial Arts. Our Industrial Arts program covers two areas: Woodworking and Welding. The College Avenue Publisher course looks at developing materials that students may use in the work force. These are being delivered in partnership with the Medicine Hat College. We look forward to developing other partnerships to help us deliver more hands on courses to our students.

With the grade reconfiguration changes a new approach has to be developed to meet the needs of our students from Grade 6 to 9. We are now faced with Provincial Achievement Tests in the Grade 6 and Grade 9 years. In order to facilitate a smooth transition, the communication channels between staff, administration, parents and students has to be a main goal. We have implemented Home Logic in our schools. Staff is aware that parents need to know how their child is doing prior to the reporting periods. Although embedded meeting time has been minimal, our "Success" team has been willing to meet every second Tuesday prior to the start of the school day. Their commitment to helping us improve our school is evident in their

dedication. We see many opportunities to improve collaborative time through our divisional professional development plan and our AISI project. The Community Coming Together (CCT) Project is a unique fusion of community resources that are help identified students in Grades 6 to 9 who need supports that typically have not been available in the school setting. Our school has led the way with new initiatives within the program. Our Spirit Coach, Ashley Day, has been instrumental in the success of the project.

A new program called **P.A.S.E** is in its second year at Notre Dame Academy. **P**ursue **A**chievement through **S**elf-Discipline and **E**ducation is used to provide students with positive, emotional/behavior skills and strategies to promote a safe and caring learning environment. These students may have anxiety issues or behavioral concerns. In this environment they can bring down their anxieties, or behaviors. This will be our second year within this program. We have sat down to set a major goal on communication this year. Our first year went well, but staff input indicated to us that there were some misunderstandings of what the program is all about.

Over the last five years, we have added many developments to Notre Dame such as a baseball diamond and soccer pitch. Our Parent Council has also supported our school by providing outside basketball hoops. One of the highlights for our school is our new School Sign purchased by the 2009 to 2010 parent council. It has been a great communication piece with our parents, and also highlights the front entrance of our school. In the 2010 to 2011 school year our Parent Council provided us with two new pieces of equipment. They purchased a Netbook Cart for our school, and a brand new pair of Barbeques. As a school community your support and patience working around these projects has been appreciated.

At Notre Dame our focus is student learning and well being attained by offering a variety of challenging academic and sports programs through the use of advanced technology. Please contact the school with any suggestions as well as any questions or concerns you may have to help improve the process of student learning. Thank you for enrolling your child at Notre Dame Academy. We appreciate your trust and support and look forward to working with you throughout our school year.

Sincerely yours,

Robert Grisonich
Principal of Notre Dame Academy

School Staff 2012 - 2013

Principal: Mr. Robert Grisonich
Counsellor: Mrs. Joan Quigley

Vice-Principal: Mr. Dwayne Unreiner
Academy Director: Mr. Dwayne Unreiner

Secretary: Mrs. Andrea Finlay
Secretary: Mrs. Cheryl Aasman

Custodian: Mr. Brian Welten
Custodian: Mrs. Sandra Sackman Custodian: Mr. Effran Respicio

Classroom Teachers

Mr. Rob Aberle	Mr. Chad Gans	Mr. Rob McDonnell
Mrs. Lynnette Copeland	Mr. Ron Pisoni	Mrs. Jodi Aberle
Mr. Boyd Block	Mr. Don Holyk	Mrs. Joan Quigley
Mr. Lon Bosch	Mrs. Monique Hosanee	Mr. Dwayne Unreiner
Mr. Benjamin Leer	Mrs. Margo Merkl	Mr. Doug Grimm
Mr. Wayne Deis	Mr. Greg Penney	Mr. Jeff Buckle
Mr. Scott Duchscherer	Mr. Guy Lanigan	Mrs. Sandra Vangen

Academy Instructional Staff

Mr. Rob McDonnell – Baseball (Grade 6 to 9)	Mr. Rob Aberle – Golf (Grade 6 and 7)
Mr. Boyd Block – Golf (Grade 8 and 9)	Mr. Lon Bosch – Hockey (Grade 6 to 9)
Mr. Chad Gans – Hockey (Grade 6 to 9)	Mr. Wayne Deis – Soccer (Grade 6 to 9)
Mr. Dwayne Unreiner (Academy Director)	

Para-professionals and Academy Instructional Staff

Mrs. Gabe Sas (Librarian)	Mrs. Megan Carrier (Learning Assistant)
Mrs. Kim Letkeman (PASE Program)	Mr. Glen Mackay (Storage Supervisor)
Ms. Barri Ann Haward (Baseball Instructor)	Ms Gay Dubeau (Skating Instructor)
Mr. Trevor Moore (Golf Instructor)	

Community Coming Together Staff

Facilitator: Mrs. Patty Wagman
Spirit Coach: Miss Ashley Day
Health Nurse: Mrs. Dawn Dyck

Counselor: Ms. Jenesse Chamberlin
AADAC Counselor: Mrs. Melanie Mawara

School Resource Officer

Constable Michelle Brunert

School Profile

Notre Dame Academy opened in 2004 as a middle school serving students from Grade 5 to Grade 8. The 2011 to 2012 school year changed the configuration to Grade 6 to Grade 9. We also offer the latest in technology to assist learning as well as offer innovative sports academy programs to improve skill, techniques and help motivate our students in preparation for learning.

Issues and Trends

- The enrolment at Notre Dame Academy has been affected by the transition of our school changing to a Grade 6 to 9 school. Some of our Academy numbers in the later grades have dropped. We are finding that a number of students return to the public system at this time. Some due to our inability to offer select courses.
- A new method of accepting students into our academy programs was developed prior to the 2011 to 2012 school year. This has been accomplished and will be continued.
- Academy and regular classrooms in some grade levels are above class size limits. As a result we may need to explore grade/classroom/school reconfiguration if this trend continues.
- The increasing number of students with special needs may lead us to evaluate how we deliver Special Educational programs at Notre Dame Academy in the future. The inclusion model will be one of our main areas of study.
- We are seeing an increase in the number of ESL students enrolling at Notre Dame Academy. More strategies will need to be developed in order to satisfy their needs.
- Identified Gifted students are offered classroom enrichment opportunities in language arts and math, and some will have access to acceleration and advance placements utilizing Cyber-School. Cyber-School is only available to students who have previously accessed it in the previous school year.
- Continue to monitor fiscal pressure on school and academy fees and to adjust fees to meet the rising costs of transportation, facility rentals, supplies and human resources.
- Develop new transition plans for those entering our school as Grade 6 students. Work in partnership with Monsignor McCoy High School staff to provide a smooth transition for our students going from Grade 9 to Grade 10.
- Work with Careers the Next Generation to talk to students about the “Trades” programs, and what education they need to be a successful candidate for a particular trade.
- Locker size and number of lockers available for students who are unable to store clothing, backpacks, lunch and school supplies and textbooks. Currently we are using storage bins in classrooms to address the need for storage.

- This year we have two computer carts with laptops, and have reconfigured the library to house 24 computers.
- Gender distributions in classrooms will be assessed and recommendations to bring equality to classrooms will be made. Is it possible to look at Dance as a new program at Notre Dame Academy.
- Re-evaluate the Fine Arts Program at Notre Dame Academy. Band numbers are continuing a declining trend. Are we able to sustain it?

Enrolment Trends

Year	Grade 5	Grade 6	Grade 7	Grade 8	Total
2004-2005	97	115	102	81	395
2005-2006	97	109	115	101	422
2006-2007	102	104	104	109	419
2007-2008	100	106	107	102	415
2008-2009	100	113	102	100	415
2009-2010	90	109	112	101	412
Grade Reconfiguration Year					
Year	Grade 6	Grade 7	Grade 8	Grade 9	Total
2010 – 2011	96	104	106	85	391
2011 – 2012	98	89	99	97	383
2012 - 2013	94	111	98	83	386

Sports Academy Enrolment	Golf	Hockey	Baseball	Soccer	Total
2004-2005	58	53	52	NA	214
2005-2006	51	81	46	49	227
2006-2007	53	78	45	51	227
2007-2008	55	68	41	48	212
2008-2009	58	72	42	55	227
2009-2010	39	79	40	52	210
Grade Reconfiguration Year					
Year	Golf	Hockey	Baseball	Soccer	Total
2010 – 2011	52	65	37	25	179
2011 – 2012	48	66	29	40	183
2012 - 2013	46	73	27	37	183

New Initiatives

- ✦ Piloting of IEPT Program which replaces our IPP (Year two of program)
- ✦ Implementation of new AISI project on Differentiated Instruction.
- ✦ Implementation and partnership with Medicine Hat College in the area of Trades. Carpentry and Welding primary focus. This takes place at the Grade 9 level. College Avenue Publishers program offered at the Medicine Hat College for Grade 9 students. Medicine Hat College will be using our Foods Lab to deliver Adult Courses in the evening.
- ✦ Home Economics room at Notre Dame Academy. Course for first year will be for Grade 8 and 9 students.
- ✦ Continue to develop more Hands-On activities within our Option Programs.
- ✦ Development of PASE Program (Pursue Achievement through Self-Discipline and Education) at Notre Dame in conjunction with the Community Coming Together Initiative.

- ✦ Rocketry and Robotics Program at Notre Dame Academy.
- ✦ Further develop the "Inclusion" Model at Notre Dame Academy.
- ✦ NET Team at Notre Dame Academy (will be at school every Thursday Afternoon)
- ✦ Seek corporate and public funding to allow us to increase the levels of Options we have at Notre Dame.
- ✦ Hockey Academy program has added a Skating Treadmill.
- ✦ Notre Dame has constructed a room in the Common Area to house Robotics and Bicycle Repair.
- ✦ Our Sports Academies are constantly looking at changing the way they present their sport. Especially with the introduction of alternate activities. We are accessing community experts in the fitness and nutrition areas.

Foundation Statements

Medicine Hat Catholic Board of Education

Mission Statement

In partnership with family, Church, and community, we provide Catholic Education of the highest quality to our students empowering them to learn.

Our Vision

A Gospel-centered community committed to: Learning Excellence, Christian Service, and Living Christ.

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 (that each child is special)

Our Principles of Practice

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

- Model Christ
- Prayer
- Service
- Strive for Excellence
- Build Community

Our Motto

“Showing the face of Christ to All”



Notre Dame Academy

Showing the face of Christ to all ...



"working together to accomplish common goals"

Belief Statements

**Enhancing Student Learning through ...
school improvement and faith development**



Student/Staff Relations:

The Notre Dame community will foster positive relationships that are safe, caring, and enthusiastic.

Catholic Education:

Daily we strive to live the beliefs of our Catholic faith enhanced by prayer, celebrations and service.

Variety of Programs and Activities:

Notre Dame Academy will offer a wide variety of programs and activities for all students to enhance learning.

Excellence in Education:

Through the use of teamwork and technology students will be encouraged to strive for excellence in all learning activities and programs.

Teamwork Approach:

Students, staff, parents and community working together to build a positive and supportive learning environment.

School Motto: **"Get in the Game at Notre Dame"**

Priority Areas of Focus at Notre Dame Academy

1. Enhancement of Catholic Education (Division Wide)

As a Catholic Division our faith must be our cornerstone. We must follow the teachings of Christ and act these out in our daily lives. As a division and as individual schools, we must be consistent and reflect our mission, vision, values and goals. It is our faith that distinguishes our school division from others. The role of a Catholic teacher teaching in a Catholic School (as stated by Bishops of Alberta) is:

- i. a witness for Christ and His Church
- ii. to know Christ and His Church
- iii. is a model of faith in the Trinity
- iv. is an advocate for social justice
- v. is supported by the faith community

Over the next three years stakeholders (staff, students, parents and community) will enhance Catholicity through our daily prayer groups both for staff and students, daily teachings, service projects, focused professional development, (including district Faith Development days), and increased involvement of staff and students with parish initiatives such as Youth Ministry, Lunch with Father and parish councils. Our partnership with Holy Family Parish has grown throughout our years as a school. One of our goals is to continually be a link between our students, parents and church. A target we have is reaching more students through invitations to various members of the Parish Community. The Sacrament of Confirmation is one area that we can help. Invitations have been sent to Holy Family parish to come in and talk to our students of that age. Developing our faith is ongoing and teachers are integral to modeling the Catholic Faith to our students and community to promote all individuals to be the best they can be. Service projects will be another focus of our staff and students. We will challenge both groups to give of themselves. Not just through monetary means but through acts of kindness and the gift of time to others.

2. School Improvement/Student Achievement (Division Wide)

Alberta Initiative for School Improvements (AISI) has been foundational in ensuring that student achievement is central to our Division's function. Over the past years, our achievement has been strong in Provincial Achievement Test (PAT) results. This coming year we will be looking at a program review in our Sports Academies programming. A number of strategies will be implemented over the next three years throughout all Notre Dame grade levels, including a focus on assessment for learning and differentiated instruction (AISI Project), growing a school culture of high expectations for student success and building positive home school community relations to improve overall student achievement in the division. Some focus initiatives in various subjects and classrooms this year will be:

- Student led conferences
- Journaling in math and social
- Language Arts portfolios
- Grade 7, 8 and 9 final exam exemption policy
- Introduction of Grade 9 Midterm Exams to prepare us for our final exams and PAT
- Math intervention program
- MHC College Study Initiative for homework help on Tuesdays and Thursdays

- Offer unit review sheets, games, study guides
- Improve student motivation/effort by investigating ways to help student engagement
- Use of “Home Logic” to keep our parents informed of marks and attendance.
- Defined and well communicated opportunities for student help outside of the classroom. To individually and collectively commit to finding ways to help students who are not learning what we want them to know.
- Increased use of technology to help us reach those students who are not at Grade level in Math or Language Arts.
- Define our goals of Differentiated Instruction and develop strategies to help all of our students.
- Transition for new Administration Team for upcoming 2013 to 2014 school year.

Combined 2012 Accountability Pillar Overall Summary

Measure Category	Measure Category Evaluation	Measure	Notre Dame Academy				Alberta			Measure Evaluation		
			Current Result	Prev Year Result	Prev 3 Year Average		Current Result	Prev Year Result	Prev 3 Year Average	Achievement	Improvement	Overall
Safe and Caring Schools	Excellent	Safe and Caring	93.8	86.4	88.2		88.6	88.1	87.5	Very High	Improved	Excellent
		Program of Studies	74.6	74.8	82.4		80.7	80.9	80.6	Intermediate	Declined	Issue
		Education Quality	92.8	87.9	89.5		89.4	89.4	89.3	Very High	Maintained	Excellent
		Drop Out Rate	*	*	n/a		3.2	4.2	4.4	*	*	*
Student Learning Opportunities	n/a	High School Completion Rate (3 yr)	n/a	n/a	n/a		74.1	72.6	71.6	n/a	n/a	n/a
		PAT: Acceptable	92.7	96.4	95.2		79.1	79.3	78.9	Very High	Maintained	Excellent
		PAT: Excellence	31.5	29.2	26.2		20.9	19.6	19.1	Very High	Improved	Excellent
		Diploma: Acceptable	n/a	n/a	n/a		83.5	82.6	83.5	n/a	n/a	n/a
Student Learning Achievement (Grades 10-12)	n/a	Diploma: Excellence	n/a	n/a	n/a		18.6	18.7	18.7	n/a	n/a	n/a
		Diploma Exam Participation Rate (4+ Exams)	n/a	n/a	n/a		56.2	54.9	53.9	n/a	n/a	n/a
		Rutherford Scholarship Eligibility Rate (Revised)	n/a	n/a	n/a		61.5	59.6	58.0	n/a	n/a	n/a
		Transition Rate (6 yr)	n/a	n/a	n/a		58.4	59.3	59.5	n/a	n/a	n/a
Preparation for Lifelong Learning, World of Work, Citizenship	n/a	Work Preparation	87.2	71.7	78.8		79.7	80.1	79.9	Very High	Maintained	Excellent
		Citizenship	87.0	81.3	83.1		82.5	81.9	81.2	Very High	Maintained	Excellent
Parental Involvement	Good	Parental Involvement	81.1	83.6	84.7		79.7	79.9	80.0	High	Maintained	Good
Continuous Improvement	Excellent	School Improvement	95.1	86.0	86.1		80.0	80.1	79.8	Very High	Improved Significantly	Excellent

Measure Evaluation Reference

Achievement Evaluation

Achievement evaluation is based upon a comparison of Current Year data to a set of standards which remain consistent over time. The Standards are calculated by taking the 3 year average of baseline data for each measure across all school jurisdictions and calculating the 5th, 25th, 75th and 95th percentiles. Once calculated, these standards remain in place from year to year to allow for consistent planning and evaluation.

The table below shows the range of values defining the 5 achievement evaluation levels for each measure.

Measure	Very Low	Low	Intermediate	High	Very High
Safe and Caring	0.00 - 77.62	77.62 - 81.05	81.05 - 84.50	84.50 - 88.03	88.03 - 100.00
Program of Studies	0.00 - 66.31	66.31 - 72.65	72.65 - 78.43	78.43 - 81.59	81.59 - 100.00
Education Quality	0.00 - 80.94	80.94 - 84.23	84.23 - 87.23	87.23 - 89.60	89.60 - 100.00
Drop Out Rate	100.00 - 9.40	9.40 - 6.90	6.90 - 4.27	4.27 - 2.79	2.79 - 0.00
High School Completion Rate (3 yr)	0.00 - 57.03	57.03 - 62.36	62.36 - 73.88	73.88 - 81.79	81.79 - 100.00
PAT: Acceptable	0.00 - 65.53	65.53 - 78.44	78.44 - 85.13	85.13 - 89.49	89.49 - 100.00
PAT: Excellence	0.00 - 9.19	9.19 - 11.96	11.96 - 17.99	17.99 - 22.45	22.45 - 100.00
Diploma: Acceptable	0.00 - 74.42	74.42 - 83.58	83.58 - 88.03	88.03 - 92.35	92.35 - 100.00
Diploma: Excellence	0.00 - 10.31	10.31 - 15.67	15.67 - 20.27	20.27 - 23.77	23.77 - 100.00
Diploma Exam Participation Rate (4+ Exams)	0.00 - 31.10	31.10 - 44.11	44.11 - 55.78	55.78 - 65.99	65.99 - 100.00
Rutherford Scholarship Eligibility Rate (Revised)	0.00 - 43.18	43.18 - 49.83	49.83 - 59.41	59.41 - 70.55	70.55 - 100.00
Transition Rate (6 yr)	0.00 - 39.80	39.80 - 46.94	46.94 - 56.15	56.15 - 68.34	68.34 - 100.00
Work Preparation	0.00 - 66.92	66.92 - 72.78	72.78 - 77.78	77.78 - 86.13	86.13 - 100.00
Citizenship	0.00 - 66.30	66.30 - 71.63	71.63 - 77.50	77.50 - 81.08	81.08 - 100.00
Parental Involvement	0.00 - 70.76	70.76 - 74.58	74.58 - 78.50	78.50 - 82.30	82.30 - 100.00
School Improvement	0.00 - 65.25	65.25 - 70.85	70.85 - 76.28	76.28 - 80.41	80.41 - 100.00

Notes:

- 1) For all measures except Drop Out Rate: The range of values at each evaluation level is interpreted as greater than or equal to the lower value, and less than the higher value. For the Very High evaluation level, values range from greater than or equal to the lower value to 100%.
- 2) Drop Out Rate measure: As "Drop Out Rate" is inverse to most measures (i.e. lower values are "better"), the range of values at each evaluation level is interpreted as greater than the lower value and less than or equal to the higher value. For the Very High evaluation level, values range from 0% to less than or equal to the higher value.

Improvement Table

For each jurisdiction, improvement evaluation consists of comparing the Current Year result for each measure with the previous three-year average. A chi-square statistical test is used to determine the significance of the improvement. This test takes into account the size of the jurisdiction in the calculation to make improvement evaluation fair across jurisdictions of different sizes.

The table below shows the definition of the 5 improvement evaluation levels based upon the chi-square result.

Evaluation Category	Chi-Square Range
Declined Significantly	3.84 + (current < previous 3-year average)
Declined	1.00 - 3.83 (current < previous 3-year average)
Maintained	less than 1.00
Improved	1.00 - 3.83 (current > previous 3-year average)
Improved Significantly	3.84 + (current > previous 3-year average)

Overall Evaluation Table

The overall evaluation combines the Achievement Evaluation and the Improvement Evaluation. The table below illustrates how the Achievement and Improvement evaluations are combined to get the overall evaluation.

Improvement	Achievement				
	Very High	High	Intermediate	Low	Very Low
Improved Significantly	Excellent	Good	Good	Good	Acceptable
Improved	Excellent	Good	Good	Acceptable	Issue
Maintained	Excellent	Good	Acceptable	Issue	Concern
Declined	Good	Acceptable	Issue	Issue	Concern
Declined Significantly	Acceptable	Issue	Issue	Concern	Concern

Category Evaluation

The category evaluation is an average of the Overall Evaluation of the measures that make up the category. For the purpose of the calculation, consider an Overall Evaluation of Excellent to be 2, Good to be 1, Acceptable to be 0, Issue to be -1, and Concern to be -2. The simple average (mean) of these values rounded to the nearest integer produces the Category Evaluation value. This is converted back to a colour using the same scale above (e.g. 2=Excellent, 1=Good, 0=Intermediate, -1=Issue, -2=Concern)

Goal One: Success for Every Student

Outcome: Students demonstrate proficiency in literacy and numeracy.

Performance Measure	Results (in percentages)					Target ¹	Evaluation			Targets ²		
	2008	2009	2010	2011	2012	2012	Achievement	Improvement	Overall	2013	2014	2015
Overall percentage of students in Grades 3, 6 and 9 who achieved the acceptable standard on Provincial Achievement Tests (overall cohort results).	95.2	95.1	94.1	96.4	92.7	96.0	Very High	Maintained	Excellent	93.0		
Overall percentage of students in Grades 3, 6 and 9 who achieved the standard of excellence on Provincial Achievement Tests (overall cohort results).	39.0	28.6	20.9	29.2	31.5	29.0	Very High	Improved	Excellent	32.0		

Comment on Results

- Our results show fairly strong. The majority of this year's success is attributed to our Grade 6 results. We need to bring this level of success up to our Grade 9 students.
- We achieved our goal in the Standard of Excellence category, but missed it at the Acceptable Standard.

Strategies

- We need to re-evaluate the area of second chances within our school. What are we seeing?
- Also how can the use of "differentiated instruction" help us to improve our marks, but more importantly the success of our students in the Core subjects.
- Maintain the use of Test Bank for our students. We have now opened this up to all Grades.
- Increase the amount of reading time within the subject areas.
- Continue to minimize the number of core teachers in each grade as related to Core Subjects.

Outcome: Students develop competencies for success as engaged thinkers and ethical citizens with an entrepreneurial spirit.

Performance Measure	Results (in percentages)					Target 2012	Evaluation			Targets		
	2008	2009	2010	2011	2012		Achievement	Improvement	Overall	2013	2014	2015
Percentage of teachers, parents and students who are satisfied that students model the characteristics of active citizenship.	84.4	86.1	81.9	81.3	87.0	82.0	Very High	Maintained	Excellent	87.5		
Percentage of teachers and parents who agree that students are taught attitudes and behaviours that will make them successful at work when they finish school.	84.6	82.5	82.1	71.7	87.2	75.0	Very High	Maintained	Excellent	88.0		

Comment on Results

- We have seen a successful climb in our numbers in this area. Our staff has gone out to the community to offer services to aid them in a variety of tasks.
- Maintained our model of active citizenship through the use of clubs, CCT program, and fundraising activities to aid our community.
- Students have been active in the offering of their time to help out neighbors. (Good Sam's and people living in the area)
- Students are now entering the workforce with the experience they have gained at Notre Dame.

Strategies

- As we do these projects we must still inform the people around our community and city of the work we are doing at Notre Dame to develop a better citizen attitude within our student population. We have contacted our local media to celebrate our achievements and will continue to do so.
- Options developed that will bring students to off site areas. Medicine Hat College for woodworking, welding and office technology.
- Our students are entering the work force with the experience they have gained in the Bicycle repair option. Continue to explore more work areas for our students.
- Bring in Trades people to talk to our students about careers after school, and the importance of getting a high school diploma.

Goal Two: High Quality Education through Collaboration and Innovation

Outcome: *Effective learning and teaching within caring, respectful, safe and healthy environments.*

Performance Measure	Results (in percentages)					Target	Evaluation			Targets		
	2008	2009	2010	2011	2012		Achievement	Improvement	Overall	2013	2014	2015
Percentage of teachers, parents and students satisfied with the opportunity for students to receive a broad program of studies including fine arts, career, technology, and health and physical education.	81.8	86.5	86.1	74.8	74.6	80.0	Intermediate	Declined	Issue	77.0		
Percentage of teachers, parents and students satisfied with the overall quality of basic education.	91.1	92.5	88.2	87.9	92.8	89.0	Very High	Maintained	Excellent	93.0		
Percentage of teacher, parent and student agreement that: students are safe at school, are learning the importance of caring for others, are learning respect for others and are treated fairly in school.	91.3	91.1	87.3	86.4	93.8	87.0	Very High	Improved	Excellent	94.0		

Comment on Results

- We have met two out of our three targets.
- We made more of an effort to reach out to parents to discuss the programs we are offering at Notre Dame.

Strategies

- Need to inform our parents and students about the "new" opportunities that we have at Notre Dame. More effort is needed from our Administration team to show people in our community what we are offering. We are developing brochures to hand out to people to indicate all the work we are doing in this area.
- Use media to also highlight what is happening at Notre Dame.

Outcome: The education system demonstrates leadership and collaboration.

Performance Measure	Results (in percentages)					Target 2012	Evaluation			Targets		
	2008	2009	2010	2011	2012		Achievement	Improvement	Overall	2013	2014	2015
Percentage of teachers and parents satisfied with parental involvement in decisions about their child's education.	77.9	87.8	82.8	83.6	81.1	85.0	High	Maintained	Good	83.0		
Percentage of teachers, parents and students indicating that their school and schools in their jurisdiction have improved or stayed the same the last three years.	89.5	91.7	80.6	86.0	95.1	87.0	Very High	Improved Significantly	Excellent	95.3		

Comment on Results

- We are happy with our results. However, we still need to figure out a way to get more parents into the school to see what we are offering.

Strategies

- Continue to encourage parents coming into the school.
- Invite parents to see the programs in action.
- Continue to have meetings with the various stakeholders in the school. Parent Council, Academy Parents and Band Parents.

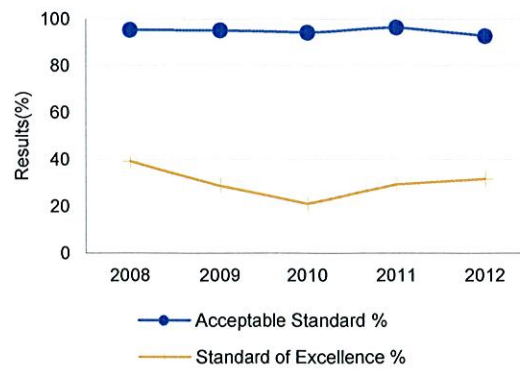
Provincial Achievement Test Results – Measure Details

PAT Course by Course Results by Number Enrolled.

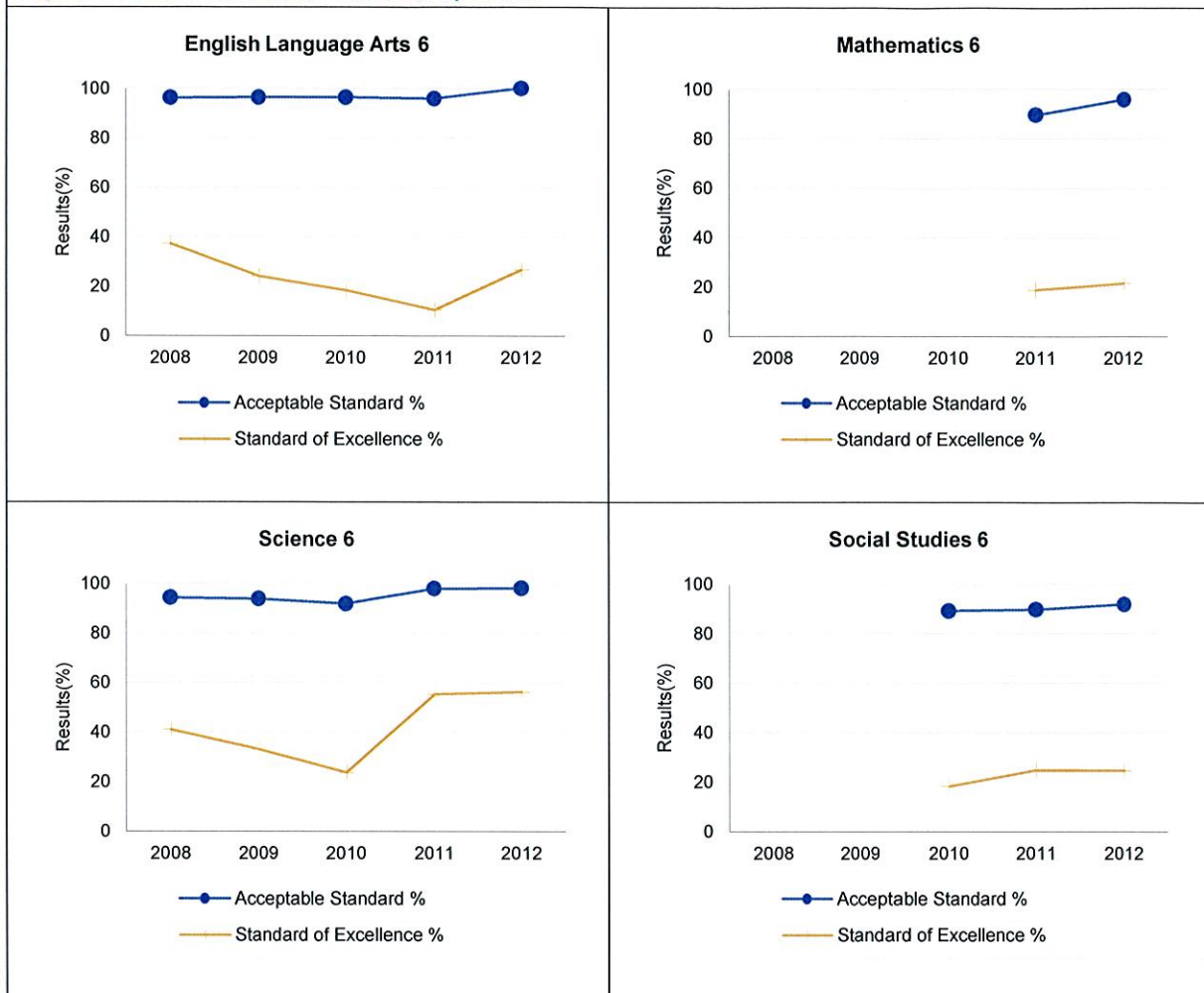
		Results (in percentages)										Target	
		2008		2009		2010		2011		2012		2013	
		A	E	A	E	A	E	A	E	A	E	A	E
English Language Arts 6	School	96.2	37.1	96.4	24.1	96.4	18.2	95.9	10.3	100.0	26.5	100.0	27.0
	Authority	90.1	23.5	90.1	19.8	90.9	17.0	94.0	15.2	94.4	17.3		
	Province	81.1	21.0	81.8	18.9	83.3	18.9	83.0	18.5	82.7	17.8		
Mathematics 6	School	n/a	n/a	n/a	n/a	n/a	n/a	89.7	18.6	95.9	21.4	100.0	22.0
	Authority	n/a	n/a	n/a	n/a	n/a	n/a	85.2	21.2	81.1	17.9		
	Province	n/a	n/a	n/a	n/a	n/a	n/a	73.7	17.8	74.7	16.6		
Science 6	School	94.3	41.0	93.8	33.0	91.8	23.6	97.9	55.2	98.0	56.1	100.0	50.0
	Authority	85.2	25.9	88.1	28.1	83.4	19.1	90.4	36.9	82.7	37.8		
	Province	74.8	24.1	76.5	24.8	76.8	26.4	76.2	25.0	77.8	28.2		
Social Studies 6	School	n/a	n/a	n/a	n/a	89.1	18.2	89.7	24.7	91.8	24.5	100.0	24.0
	Authority	n/a	n/a	n/a	n/a	75.9	13.3	81.2	21.2	77.0	18.9		
	Province	n/a	n/a	n/a	n/a	71.0	16.4	71.1	18.5	73.2	19.5		
English Language Arts 9	School	n/a	n/a	n/a	n/a	n/a	n/a	97.6	29.4	90.4	19.1	100.0	20.0
	Authority	88.0	13.0	81.7	17.8	93.0	15.7	91.8	22.1	85.9	16.5		
	Province	76.5	14.8	78.7	14.7	79.3	15.0	79.1	16.3	77.4	16.4		
Mathematics 9	School	n/a	n/a	n/a	n/a	n/a	n/a	82.4	12.9	68.1	6.4	100.0	15.0
	Authority	n/a	n/a	n/a	n/a	n/a	n/a	70.8	9.7	70.9	9.2		
	Province	n/a	n/a	n/a	n/a	n/a	n/a	66.1	17.3	66.5	17.8		
Science 9	School	n/a	n/a	n/a	n/a	n/a	n/a	94.1	21.2	81.9	23.4	100.0	24.0
	Authority	71.2	8.4	72.9	20.6	80.7	16.0	84.1	19.0	82.0	18.4		
	Province	69.3	13.0	72.2	15.8	73.6	17.7	74.9	20.8	74.2	22.4		
Social Studies 9	School	n/a	n/a	n/a	n/a	n/a	n/a	85.9	30.6	68.1	13.8	100.0	15.0
	Authority	n/a	n/a	n/a	n/a	82.9	18.7	84.6	27.7	72.3	14.6		
	Province	n/a	n/a	n/a	n/a	68.9	18.8	67.2	19.0	68.9	19.1		

"A" = Acceptable; "E" = Excellence

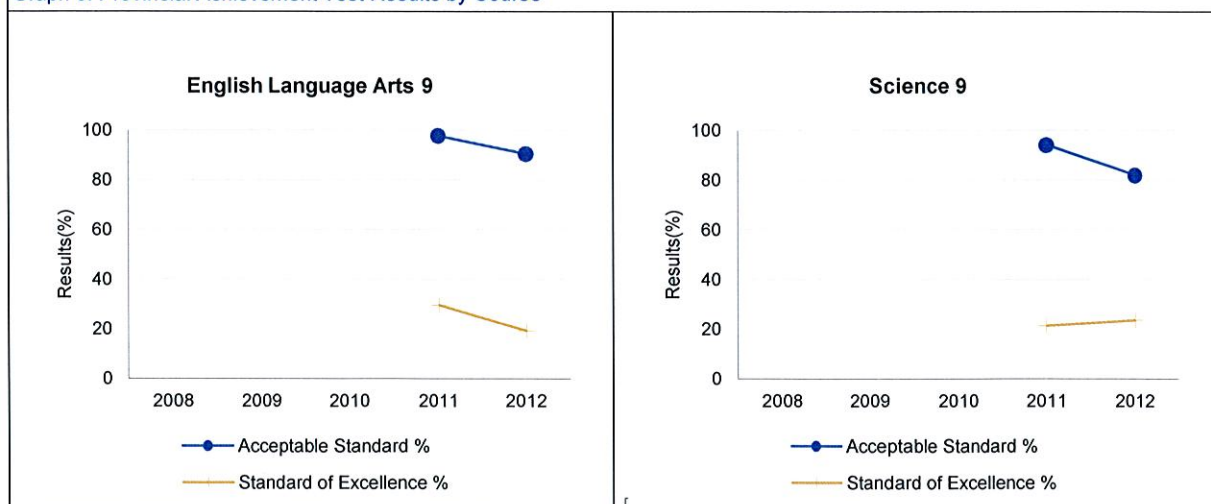
Graph of Overall Provincial Achievement Test Results

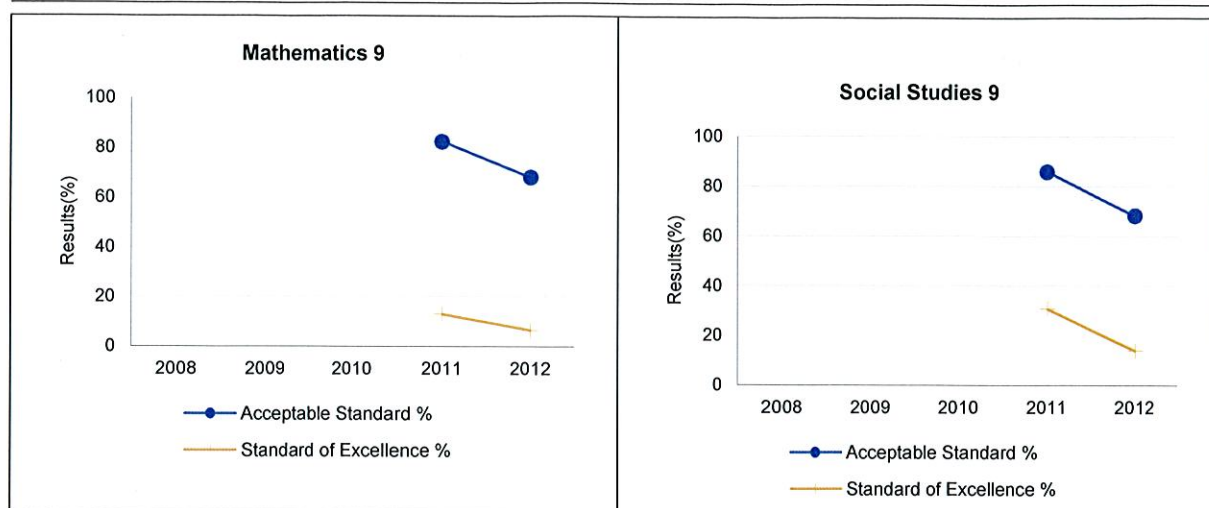


Graph of Provincial Achievement Test Results by Course



Graph of Provincial Achievement Test Results by Course





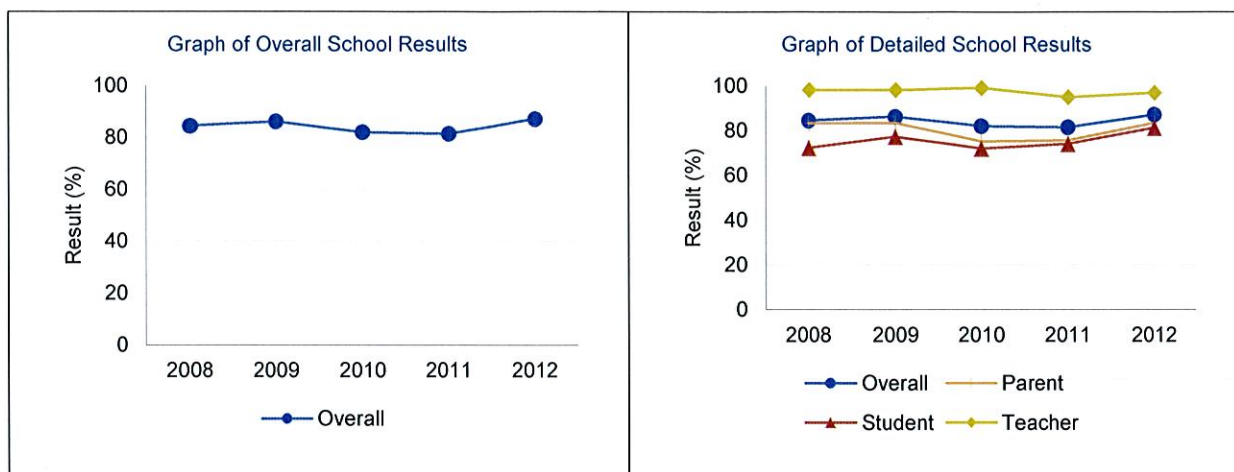
PAT Results Course By Course Summary By Enrolled With Measure Evaluation

		Notre Dame Academy							Alberta			
		Achievement	Improvement	Overall	2012		Prev 3 Yr Avg		2012		Prev 3 Yr Avg	
Course	Measure				N	%	N	%	N	%	N	%
English Language Arts 6	Acceptable Standard	Very High	Improved	Excellent	98	100.0	106	96.2	43,170	82.7	43,453	82.7
	Standard of Excellence	Very High	Improved	Excellent	98	26.5	106	17.5	43,170	17.8	43,453	18.8
Mathematics 6	Acceptable Standard	n/a	Improved	n/a	98	95.9	97	89.7	43,170	74.7	43,539	73.7
	Standard of Excellence	n/a	Maintained	n/a	98	21.4	97	18.6	43,170	16.6	43,539	17.8
Science 6	Acceptable Standard	Very High	Improved	Excellent	98	98.0	106	94.5	43,073	77.8	43,389	76.5
	Standard of Excellence	Very High	Improved Significantly	Excellent	98	56.1	106	37.3	43,073	28.2	43,389	25.4
Social Studies 6	Acceptable Standard	n/a	Maintained	n/a	98	91.8	104	89.4	43,170	73.2	43,569	71.1
	Standard of Excellence	n/a	Maintained	n/a	98	24.5	104	21.5	43,170	19.5	43,569	17.5
English Language Arts 9	Acceptable Standard	Very High	Declined Significantly	Acceptable	94	90.4	85	97.6	42,309	77.4	43,450	79.0
	Standard of Excellence	High	Declined	Acceptable	94	19.1	85	29.4	42,309	16.4	43,450	15.3
Mathematics 9	Acceptable Standard	n/a	Declined Significantly	n/a	94	68.1	85	82.4	41,909	66.5	42,538	66.1
	Standard of Excellence	n/a	Declined	n/a	94	6.4	85	12.9	41,909	17.8	42,538	17.3
Science 9	Acceptable Standard	Very High	Declined Significantly	Acceptable	94	81.9	85	94.1	42,307	74.2	43,288	73.6
	Standard of Excellence	Very High	Maintained	Excellent	94	23.4	85	21.2	42,307	22.4	43,288	18.1
Social Studies 9	Acceptable Standard	n/a	Declined Significantly	n/a	94	68.1	85	85.9	42,429	68.9	43,449	68.1
	Standard of Excellence	n/a	Declined Significantly	n/a	94	13.8	85	30.6	42,429	19.1	43,449	18.9

Citizenship – Measure Details

Percentage of teachers, parents and students who are satisfied that students model the characteristics of active citizenship.

	School					Authority					Province				
	2008	2009	2010	2011	2012	2008	2009	2010	2011	2012	2008	2009	2010	2011	2012
Overall	84.4	86.1	81.9	81.3	87.0	79.4	81.0	85.1	84.0	85.1	77.9	80.3	81.4	81.9	82.5
Teacher	98.0	98.0	98.9	94.7	96.7	92.4	95.3	97.2	95.1	96.1	90.6	91.8	93.0	92.7	93.1
Parent	83.1	83.3	75.0	75.4	83.3	81.0	77.4	81.9	80.2	80.8	74.7	77.4	78.5	78.6	79.4
Student	72.1	77.1	71.8	73.8	81.1	64.7	70.3	76.1	76.5	78.2	68.5	71.8	72.7	74.5	75.0

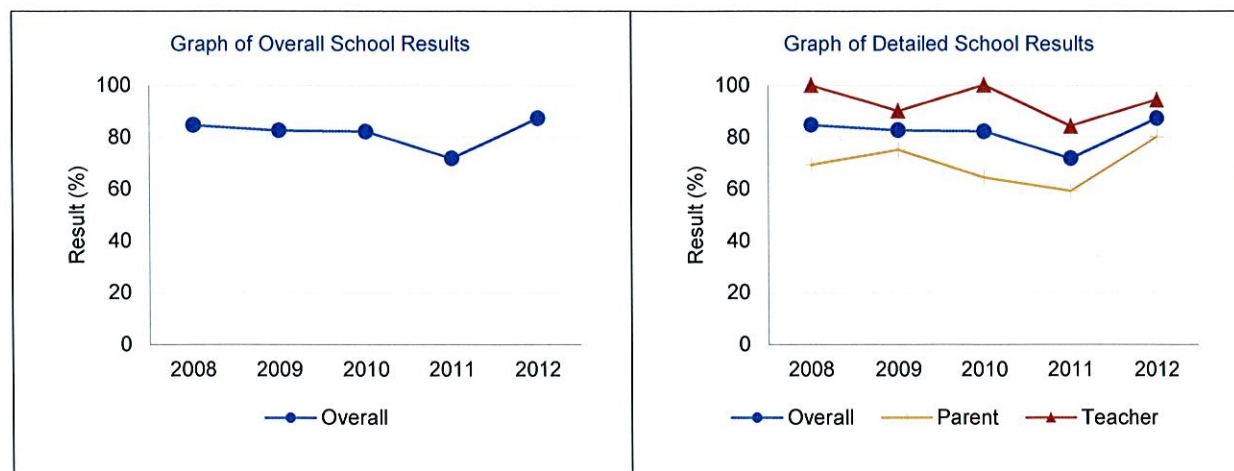


Note: Data values have been suppressed where the number of respondents is less than 6. Suppression is marked with an asterisk (*).

Work Preparation – Measure Details

Percentage of teachers and parents who agree that students are taught attitudes and behaviours that will make them successful at work when they finish school.

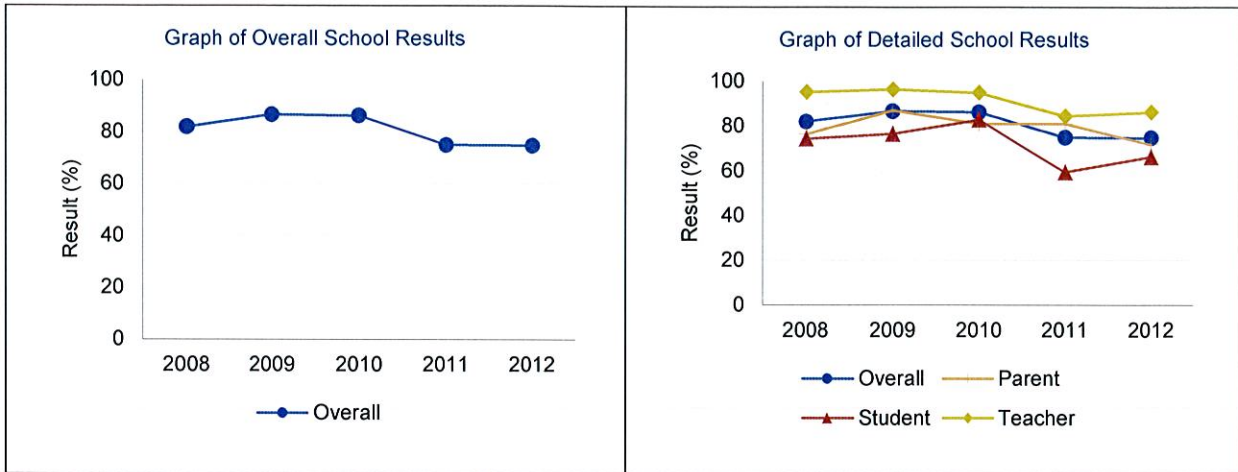
	School					Authority					Province				
	2008	2009	2010	2011	2012	2008	2009	2010	2011	2012	2008	2009	2010	2011	2012
Overall	84.6	82.5	82.1	71.7	87.2	84.5	77.1	82.8	80.7	83.3	80.1	79.6	79.9	80.1	79.7
Teacher	100.0	90.0	100.0	84.2	94.4	96.2	91.6	96.7	92.7	93.7	89.3	88.9	90.0	89.6	89.5
Parent	69.2	75.0	64.3	59.1	80.0	72.8	62.6	68.9	68.7	72.8	70.9	70.2	69.8	70.6	69.9



Program of Studies – Measure Details

Percentage of teachers, parents and students satisfied with the opportunity for students to receive a broad program of studies including fine arts, career, technology, and health and physical education.

	School					Authority					Province				
	2008	2009	2010	2011	2012	2008	2009	2010	2011	2012	2008	2009	2010	2011	2012
Overall	81.8	86.5	86.1	74.8	74.6	79.5	83.2	86.3	81.4	82.2	79.4	80.3	80.5	80.9	80.7
Teacher	95.0	96.2	94.7	84.2	86.0	90.4	92.8	91.7	87.7	88.5	86.4	86.8	87.7	87.6	87.3
Parent	76.2	86.8	80.9	80.8	71.6	81.8	82.5	83.0	81.5	79.0	77.6	78.7	78.0	78.3	78.1
Student	74.2	76.4	82.7	59.3	66.1	66.2	74.4	84.0	75.0	79.3	74.1	75.3	75.9	76.9	76.9

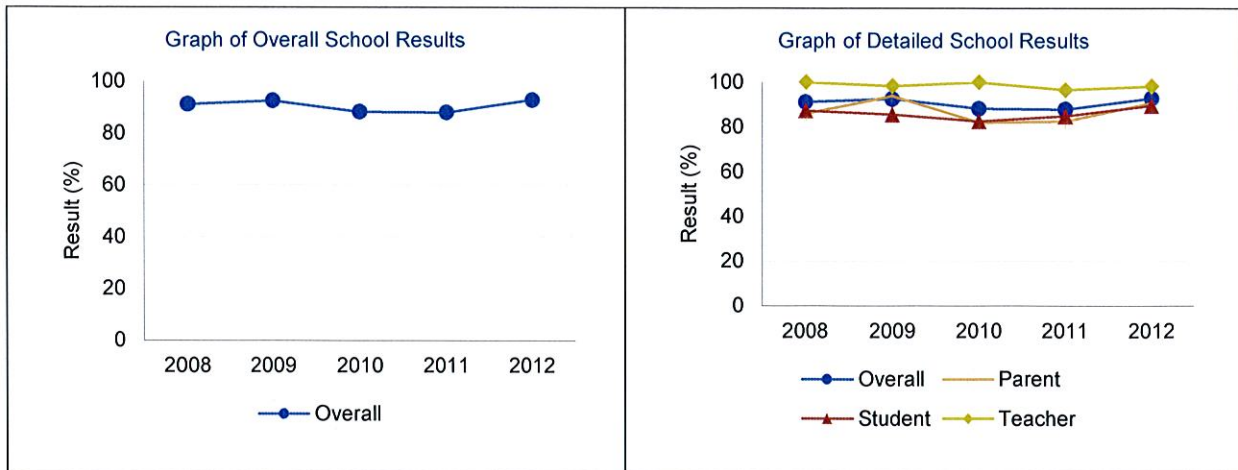


Note: Data values have been suppressed where the number of respondents is less than 6. Suppression is marked with an asterisk (*).

Education Quality – Measure Details

Percentage of teachers, parents and students satisfied with the overall quality of basic education.

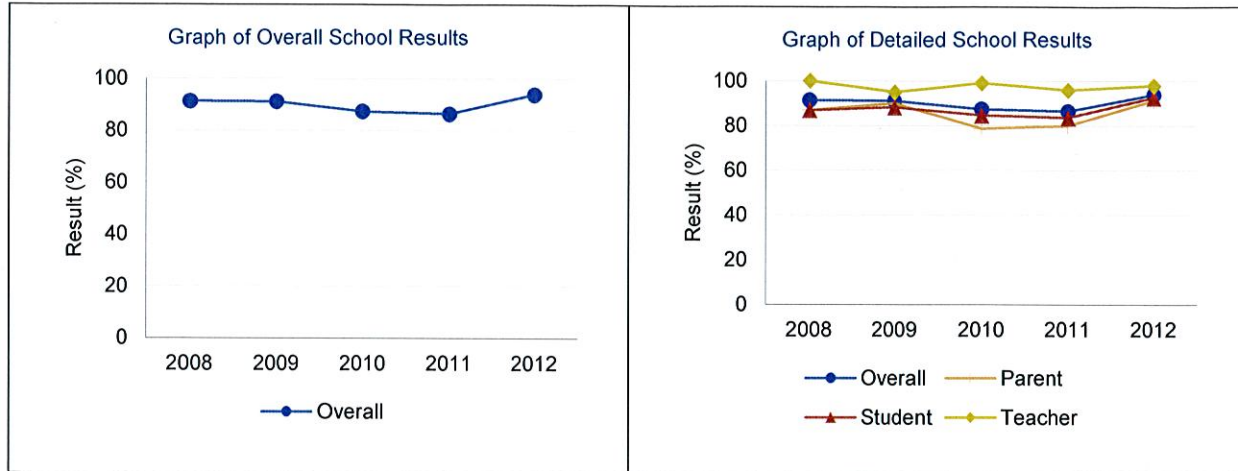
	School					Authority					Province				
	2008	2009	2010	2011	2012	2008	2009	2010	2011	2012	2008	2009	2010	2011	2012
Overall	91.1	92.5	88.2	87.9	92.8	89.5	88.9	92.6	91.3	91.8	88.2	89.3	89.2	89.4	89.4
Teacher	100.0	98.3	100.0	96.5	98.1	97.1	97.3	99.2	96.6	97.3	94.9	95.3	95.6	95.5	95.4
Parent	85.9	93.8	82.0	82.4	90.7	87.4	83.4	88.0	86.6	87.9	83.0	84.4	83.9	84.2	84.2
Student	87.3	85.5	82.6	84.8	89.5	84.1	86.1	90.6	90.6	90.1	86.6	88.3	88.2	88.5	88.6



Safe and Caring – Measure Details

Percentage of teacher, parent and student agreement that: students are safe at school, are learning the importance of caring for others, are learning respect for others and are treated fairly in school.

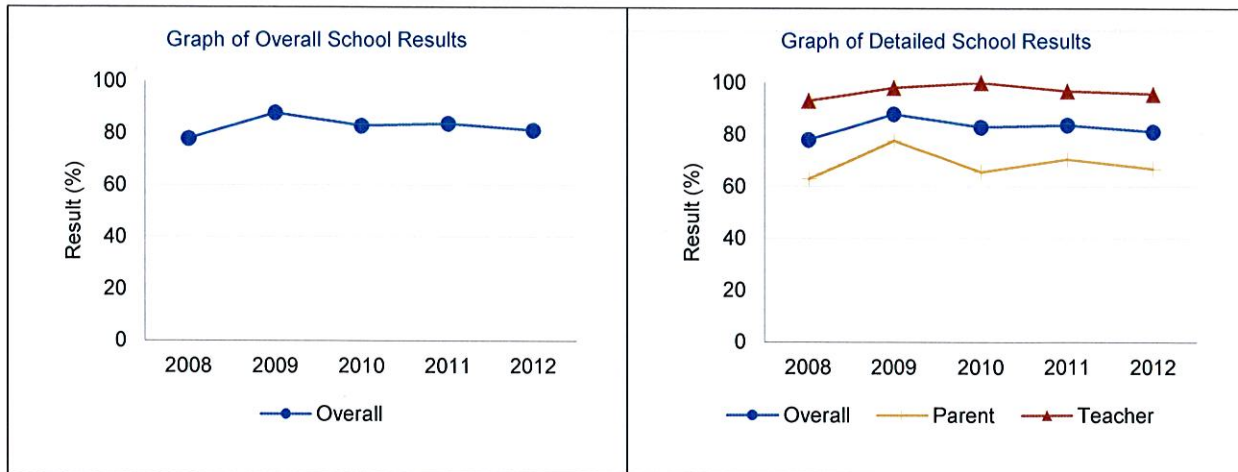
	School					Authority					Province				
	2008	2009	2010	2011	2012	2008	2009	2010	2011	2012	2008	2009	2010	2011	2012
Overall	91.3	91.1	87.3	86.4	93.8	86.8	87.0	90.7	90.2	90.6	85.1	86.9	87.6	88.1	88.6
Teacher	100.0	94.9	98.9	95.8	97.8	95.0	94.9	96.7	95.1	96.6	93.1	93.8	94.4	94.5	94.8
Parent	86.9	90.0	78.5	79.8	91.1	88.2	85.1	89.4	89.5	88.9	83.2	85.3	86.1	86.6	87.4
Student	86.9	88.2	84.5	83.5	92.5	77.3	81.1	86.0	86.0	86.4	79.1	81.7	82.2	83.3	83.7



Parental Involvement - Measure Details

Percentage of teachers and parents satisfied with parental involvement in decisions about their child's education.

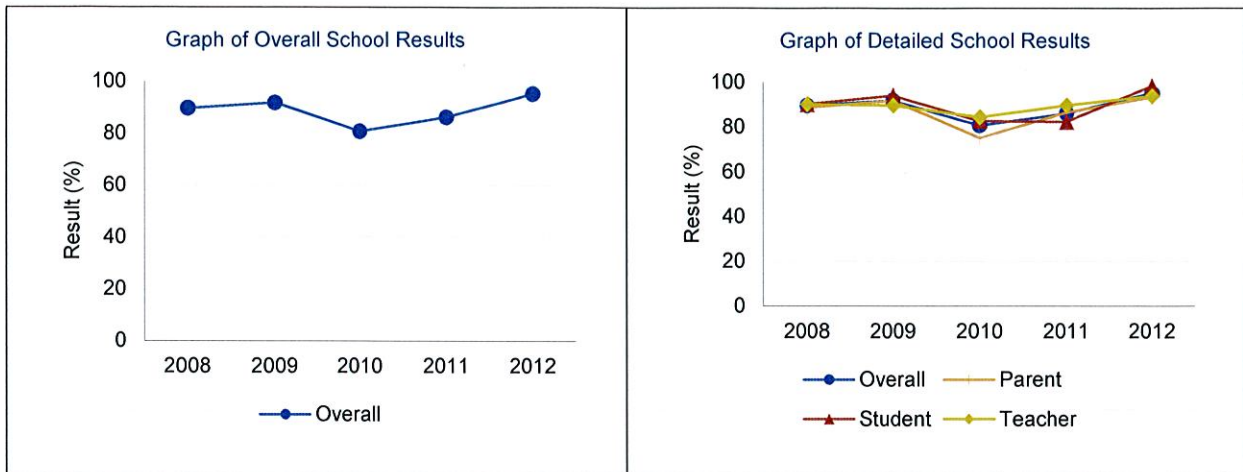
	School					Authority					Province				
	2008	2009	2010	2011	2012	2008	2009	2010	2011	2012	2008	2009	2010	2011	2012
Overall	77.9	87.8	82.8	83.6	81.1	83.4	79.4	85.4	85.1	82.8	78.2	80.1	80.0	79.9	79.7
Teacher	93.0	98.0	100.0	96.8	95.6	89.6	91.0	94.8	93.1	93.9	87.5	88.0	88.6	88.1	88.0
Parent	62.8	77.5	65.5	70.4	66.7	77.1	67.8	75.9	77.0	71.7	69.0	72.2	71.3	71.7	71.4



School Improvement - Measure Details

Percentage of teachers, parents and students indicating that their school and schools in their jurisdiction have improved or stayed the same the last three years.

	School					Authority					Province				
	2008	2009	2010	2011	2012	2008	2009	2010	2011	2012	2008	2009	2010	2011	2012
Overall	89.5	91.7	80.6	86.0	95.1	75.9	81.2	86.6	86.1	86.0	77.0	79.4	79.9	80.1	80.0
Teacher	90.0	89.5	84.2	89.5	93.8	70.1	85.1	91.7	90.0	89.7	75.6	78.2	80.8	80.1	81.1
Parent	88.5	91.7	75.0	86.4	93.3	80.2	75.9	80.2	82.8	79.8	75.9	78.1	77.0	77.3	76.2
Student	90.1	93.9	82.6	82.2	98.2	77.3	82.6	88.0	85.5	88.6	79.5	81.8	81.8	82.9	82.7



Note: Data values have been suppressed where the number of respondents is less than 6. Suppression is marked with an asterisk (*).

Professional Development Plan 2011- 2012

Notre Dame Academy 2012 to 2013 Professional Development Plan			
NDA Staff Meeting in Black		NDA School PD in Blue	Divisional PD in Red
DATE	NDA Staff Meeting 8:15 a.m. to 10:00 a.m.	NDA PD in PLC groups 10:30 a.m. – 12:00 noon	<i>DIVISION PLAN 1:00 p.m.– 3:00 p.m. and DLT Meeting</i>
August 28	NDA School Teacher Handbook, Student Handbook, ND PD plan, First Day (week) of School prep, LRP and PGP schedule		
September 24	<u>Faith Formation Day</u> 8:30 to 10:00 a.m. at Holy Family Parish 10:00 to end of day at Southside Event Center		
October 5	NDA school PD and PLC time Presentation on Anaphylaxis, use of Epi Pen		<i>Division PLC DLT Meeting</i>
October 22	<i>Division PLC – Introduction to AISI project on Differentiated Instruction</i>		
November 12	NDA School PD on Differentiated Instruction – what is our mission statement? Where are we now? Eucharistic Ministry		<i>Division PLC and DLT Meeting</i>
December 21	NDA school PD and PLC time: Reaching our Troubled Youth. Review of Differentiated Instruction.		<i>Division PLC and DLT Meeting</i>
March 15	NDA School PD and PLC Time: Transitional Planning for 2013 to 2014		<i>Division PLC and DLT Meeting</i>
April 19	NDA school PD and PLC Time: Timetabling? New ideas for next year.		<i>Division PLC and DLT Meeting</i>
May 17	NDA school PD and PLC Time: Three Year Plan Ideas for next School Year? Review Targets		<i>Division PLC and DLT Meeting</i>
June 14	NDA school - What did we miss this year?		

All PD days have School based staff meetings from 8:15 a.m. to 10:00 a.m.

Notre Dame School Based PD ideas by Grade level teams for 2012 - 2013 school year

- Technology applications for the classroom
 - Utilizing Senteo and Smartboard
 - Discovery Streaming
 - Nightfyre – school website for classrooms
 - Mathletics for students who are struggling with the course, or for use with ESL students. Program can be adapted to where the individual should start.
 - Exam Bank
- First aid training
- Developing bank for Individual Program Plans (IEPT) and NDA IEPT writing workshop
- Enhancing student writing across the curriculum
- AISI connections
 - Differentiated Instruction
 - Goal of new AISI Project
 - Tackle Math and Language Arts in year 1 of project.
- Strategies to develop better connections with parishes
- Parent – School Communication
- Building parent/community volunteer base
- Time Management Strategies
- Connecting with ESL students
- Strategies to motivate and engage at risk students (Tools for tough students)
- Sharing Professional Growth Plans (PGP) with each other
- Success Team Meetings to develop communication between administration, teachers and support staff
- Utilization of PASE, CCT, Spirit Coaches
- Development of firm Assessment Policy on Second Chances

Staffing groups will be our focus when choosing topics to present throughout the school year. Availability of PD leaders in these areas will also have an impact on when certain PD opportunities are selected.

Selected topics listed above will be implemented during School Level PD times during designated monthly PD days throughout the year. Other arrangements may be made for implementation inside or outside of the school day, supported through School-based PD or if the topics meet criteria for other Divisional PD supports such as new curriculum implementation, faith development or AISI.

School Council Involvement in Three Year School Plan Development

School Council has been reported to during regular monthly meetings on the developments of the work done on our Three Year School Plan. Work done in May and June 2010 was forwarded and discussed at School Council meetings. A brief draft copy of our school goals was presented, discussed and opened for feedback at our September meeting. A formal presentation of a draft school plan will take place at the October meeting seeking parent feedback.

Contact Information

The staff and parents of Notre Dame Academy School are committed to providing quality education to the students entrusted in our care.

We thank you for your interest in this document.

Should you require additional information about our Three Year School Plan please contact:

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T1B 4X3
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E-mail: robert.grisonich@mhcbe.ab.ca

Please see our website for the 2010 - 2013 Three Year Education Plan for Notre Dame Academy.

<http://www.notredameacademy.ca/>