



ÉCOLE CAMILLE  
J. LEROUGE SCHOOL

**École Camille J. Lerouge School**

**2020-2021**

**SCHOOL IMPROVEMENT PLAN**

## Principles of Practice

- We honour our children.**
- We provide a safe and secure environment.**
- We live and proudly proclaim our Catholic Christian faith.**
- We provide quality education in a Catholic environment.**
- We pray as an educational community.**
- We practice servant-leadership.**
- We focus on our mission through clarity of purpose.**
- We value our staff.**

## Vision:

Laisse briller ta lumière

Let Your Light Shine

Guided by Christ, we inspire our students to let their light shine by becoming faith-filled, French learners who build connections and value their education.

## Mission:

École Camille J. Lerouge School is a Catholic, French Immersion community. We believe that Catholic education is guided by the light of Christ. By immersing children in a French environment, we inspire a love of learning while fostering meaningful connections and creating authentic classroom experiences. We empower our students to develop their unique gifts and talents so they may let their light shine throughout the world.

## School Profile:

École Camille J. Lerouge is a Kindergarten to Grade 9 French Immersion school. We also offer an English Pre- Kindergarten program. École Camille is Red Deer's only Catholic French Immersion school. French Immersion students are bused from all areas of the city and county and our current student population is at 700 students. Our school community lost close to 50 students due to the COVID-19 pandemic, with families relocating to other cities and in some cases families choosing English programming. Currently we also have approximately 70 students participating in the At Home Learning program, with online French language support being offered through our own school community. We have a vibrant parent population that work to support their children as they acquire an additional language and an active School Council.

There are four pillars which are the cornerstones to our vibrant French Immersion environment. Our school community is committed to the following pillars:

1. Being faith filled
2. Being French learners
3. We value learning

#### 4. We are connected

These four pillars are the root of all we do at École Camille J. Lerouge and we believe that by honouring these four pillars then we will continue to experience success.

École Camille offers a wide range of curricular, extracurricular and social justice opportunities. Along with the regular array of academic core subjects at a middle school level, a wide variety of Career and Life Skills courses are also offered. These CLS courses include Forensics, Sports Medicine, Construction Technology, Technical Theatre, Musical Theatre, Sports Medicine, Food Studies, Robotics, Coding, Drama, Caring for Community, Band, Outdoor Education, Fashions, Recreational Education and Art.

Extra-curricular activities include a wide range of competitive sports teams (Volleyball, Basketball, Ski Club, Track and Field, Badminton) and other after school activities such as EDGE, Camille Ambassador Leadership Disciples (CALD) Team, Rosary Club and Jazz Band. The Grade 9 French Immersion students plan an annual trip to Quebec, which is on hold this year due to travel constraints.

Our school based LIFT (Literacy, Inclusion, Faith and Technology) Team helps to support diverse learning needs and works in collaboration with classroom teachers to meet the needs of all students. We continue to promote our school as a vibrant French Immersion Centre.

Our staff continues to work diligently to help each student to reach their full potential. Guided in our faith by the teachings of Jesus Christ, we journey together learning through our everyday life experiences.

## Assurance Framework Report Card

Assurance Framework	Current Result	Prev Year Result	Prev 3 Year Average	Current Result (Alberta)	Prev Year Result (Alberta)	Prev 3 Year Average (Alberta)	Achievement	Improvement	Overall
Program of Studies	92.47%	92.06%	89.49%	82.42%	82.19%	81.99%	Very High	Maintained	Excellent
Education Quality	93.67%	91.73%	91.99%	90.31%	90.20%	90.12%	Very High	Maintained	Excellent
Citizenship	89.76%	91.53%	91.54%	83.27%	82.85%	83.17%	Very High	Maintained	Excellent
Life Long Learning	79.42%	76.92%	75.93%					Maintained	
Work Preparation	88.72%	79.03%	81.88%	84.10%	82.99%	82.72%	Very High	Improved	Excellent
Satisfaction with Program Access	85.53%	84.61%	79.48%					Improved	
Program of Studies - At Risk Students	93.10%	91.78%	89.68%					Improved	
Safe and Caring	94.72%	94.95%	93.97%	89.40%	89.01%	89.17%	Very High	Maintained	Excellent
Parental Involvement	88.01%	76.85%	78.41%	81.75%	81.31%	81.23%	Very High	Improved	Excellent
In-service jurisdiction Needs	93.33%	89.43%	86.56%					Improved	
School Improvement	91.90%	82.41%	84.79%	81.55%	81.04%	80.91%	Very High	Improved Significantly	Excellent

**Faith Outcome FO.1: Nourished by grace and a personal relationship with Jesus Christ, we joyfully embrace, live, and teach the Gospel spirit.**

<b>Nourished by grace and a personal relationship with Jesus Christ, we joyfully embrace, live, and teach the Gospel spirit.</b>	<b>2019/20</b>	<b>2018/19</b>	<b>2017/18</b>	<b>3 Year Average</b>
I learn about the Catholic Faith at my school.	99.75%	99.28%	100.00%	99.67%
Prayer helps me feel closer to God.	95.98%	94.73%	91.45%	94.05%
I believe that God created me.	95.71%	95.78%	91.60%	94.36%
I believe that the Catholic Faith teaches me a good way to live.	96.70%	97.84%	96.60%	97.05%
I learn about God in all my classes.	89.72%	93.98%	93.89%	92.53%
(Grade 4) My teachers show me what it is like to be friends with Jesus.	98.29%	94.56%	95.56%	96.14%
(Grade 7&10) My teachers show me what it is like to develop a relationship with Jesus.	97.88%	91.07%	92.59%	93.85%
We pray regularly at my school.	98.99%			98.99%
I learn about the 3 persons of God - God the Father, God the Son and God the Holy Spirit.	97.99%			97.99%
At my school, staff and students talk about God.	95.98%			95.98%
I believe that I should use my knowledge (what I learn) to serve others and help those in need.	99.75%			99.75%
My teacher explains how our faith connects with the topics I am learning in my classes.	95.45%			95.45%
I believe that God created the world and He wants us to explore His creation.	90.91%			90.91%

The final 6 survey questions are not longitudinal, these are revised each year to measure current themes and as a result there is no previous years' data.

<b>AERR Comments</b>
<p>École Camille J. Lerouge has once again demonstrated that it is an inclusive, faith based and welcoming school environment where moral formation is the centre of what we do. Staff, students and parents are extremely satisfied with how we teach students about the Catholic Faith and how our relationship with God deepens through prayer. The efforts we have made to create an awareness of Sacramental life have been beneficial, as shown through the results. As a school community we also recognize the areas where we can continue to grow - namely we will continue to highlight the importance for continued permeation in all classes, so students will identify learning about God in all classes. Our focus on social justice projects has continued to help our school community develop a greater understanding of how we can make an impact in the world. Before COVID-19, our</p>

school community worked directly with the Ronald McDonald House, the Mustard Seed, Sacred Heart Parish, the Red Deer Food Banks, the Salvation Army and Chalis, to name a few.

Overall our results, according to the questions asked in the Schollie survey, continue to be strong. It is evident to our students, staff and parent community that our school community permeates our Catholic Christian faith in all we do. Specifically, our teachers foundational knowledge of 'Rationality & Spirituality' increased through professional development learning offered by our Faith Coach. 28/31 classrooms had at least 2 presentations from our Faith Coach to increase their understanding of the Division theme, 'Lord, Light the path and I will lead others' and on the topics of social justice, Rationality & Spirituality. Overall, our satisfaction rate by teachers on all Schollie questions, pertaining to faith was at 100%.

When we look at our student results for the Schollie surveys we can see that all areas either increased or stayed the same, with no area below 90%, with the exception of 'I learn about God in all of my classes' which decreased from 86% to 69%. However, 100% of your parent feedback indicated that they believe that the Catholic faith is integrated into our curriculum. We will again make targeted adjustments in the 2020-2021 school year to improve this specific measure and are confident that we will see growth.

#### **Comment on School Goals**

As we delve further into the Eight Characteristics of Catholic Identity we will look for ways that we cannot only deepen our understanding of Hospitality & Justice but continue to learn more about all of the characteristics. As a faith community we will focus on intentionally permeating the Characteristics so not only staff but students as well can see the importance of how faith is the root of all we do.

#### **Division Goals**

Enrich our division Catholicity by focusing on the two chosen characteristics of Catholic identity. (2020-2021 - Hospitality and Justice)

Lessons are permeated in process or content to teach students how to develop their worldview by mastering provincial outcomes in a Catholic context.

#### **School Goals**

Staff will develop a deeper awareness and understanding of Hospitality and Justice.

**Outcome 1: Alberta's students are successful.**

Alberta's students are successful.	Current Result	Prev Year Result	Prev 3 Year Average	Current Result (Alberta)	Prev Year Result (Alberta)	Prev 3 Year Average (Alberta)	Achievement	Improvement	Overall
<b>PAT Exam Measures</b>									
PAT: Acceptable	**	**	**	**	**	**	**	**	**
PAT: Excellence	**	**	**	**	**	**	**	**	**
<b>Assurance Framework</b>									
Citizenship	89.76%	91.53%	91.54%	83.27%	82.85%	83.17%	Very High	Maintained	Excellent

\*\* Due to the cancelling of PAT and Diploma Exams in the 2019-2020 school year, current exam results are unavailable.

<b>AERR Comments</b>
As a school community, we are pleased with our continued growth in this area. In reflection to previous years, our Provincial Achievement Test scores increased in Grades 6 and 9 and the efforts made by teachers to incorporate new teaching strategies were effective. Although we were not monitored by testing data this year we saw success in our student growth through informal assessment measures. We will strive to maintain these results by continuing to provide tiered support in our response to intervention programs, but also by incorporating more authentic learning and language experiences. Our teachers are committed to ensuring that all students experience success. Our results also show that our community is satisfied with how students model active citizenship however we will continue to look for ways to enhance the skills of collaboration, inquiry and being an engaged thinker with an entrepreneurial spirit as a key to future learning and success.

<b>Comment on School Goals</b>
A continued effort to increase the French language spoken in our school environment is critical to student success. Beginning in Kindergarten it is imperative that students are exposed to as much oral language as possible. As students develop and become excellent French language speakers, their ability to read and write in French will also improve. The acquisition and understanding of academic vocabulary in French will also ensure that students are better prepared for achieving success in all subject areas at school.

<b>Division Goals</b>
Create and maintain optimal student learning experiences
Utilize timely, targeted, and flexible formative and summative assessment to enhance student learning

**School Goals**

Create and maintain an optimal student learning environment for French language acquisition, fluency, expression and comprehension.



**Outcome 2: First Nations, Métis, and Inuit students in Alberta are successful.**

First Nations, Métis, and Inuit students in Alberta are successful.	Current Result	Prev Year Result	Prev 3 Year Average	Current Result (Alberta)	Prev Year Result (Alberta)	Prev 3 Year Average (Alberta)	Achievement	Improvement	Overall
<b>PAT Exam Measures (FNMI)</b>									
PAT: Acceptable (FNMI)	**	**	**	**	**	**	**	**	**
PAT: Excellence (FNMI)	**	**	**	**	**	**	**	**	**

\*\* Due to the cancelling of PAT and Diploma Exams in the 2019-2020 school year, current exam results are unavailable.

<b>AERR Comments</b>
<p>École Camille J. Lerouge celebrated our First Nations, Métis and Inuit culture and heritage this past year with great enthusiasm. Our First Nations, Métis and Inuit Support Team came on several occasions for classroom visits and staff PD, prior to COVID learning. Staff and students advanced their learning as we moved through the third year of the Seven Sacred teachings. We continued to infuse the First Nations, Métis and Inuit culture into art, literacy, music, faith celebrations and PE activities.</p> <p>Staff had the opportunity to participate in at least one talking circle during a PD session with an Indigenous Elder as well as professional development on, smudging and appropriate First Nations, Métis and Inuit resources for the classroom. Having our Division First Nations, Métis and Inuit Support Team in our school frequently has been important and valuable for both staff and students.</p> <p>Our Grade 3 students visited St. Thomas Aquinas School to participate in a Tipi teachings session and further understand how Indigenous ways relate to our Gospel values. Teachers have indicated that ongoing professional development and access to a support team who have in-depth knowledge in the area of First Nations culture has assisted them to grow, allowing them to better inform and teach their students in this area. By March 2020, half of our middle school and 70% of elementary classes had used a talking circle within their classroom to build relationships. Administration further made use of talking circles as a way of creating an environment of restorative justice during conflict resolution and found this practice to be successful in honoring our student's voice.</p> <p>Our elementary school community continues to enhance our recognition programs to reflect a deeper connection to the Seven Sacred Teachings. It was our hope to move this practice into middle school year end awards in June 2020 but this will be postponed until the next school year. While we were unable to visit the Sacred Heart Church of the First Peoples in Edmonton in June, we will also plan to offer this opportunity to our students in the future. There were also plans for an Indigenous outdoor games day in June and a trip for Grade 5 students to the Church of the First Peoples in Edmonton planned, but were interrupted with the COVID-19 restrictions.</p>

**Comment on School Goals**

Over the last three years the community of Ecole Camille J. Lerouge has increased awareness of Indigenous culture and practices. During the 2020-2021 school year we continue to seek ways to continue this growth. Our primary focus this year will be the continuation of Talking Circles as a means of communication as well as building a culture of restorative justice and reconciliation. As we increase our understanding of all three, as a school community will seek ways to ensure that each member of our school community appreciates how the shared virtues of forgiveness and reconciliation are shared in both Indigenous and Catholic traditions.

Instructionally, we continue to seek ways to use dialogue circles to aid in curriculum delivery, build capacity within staff to help facilitate various activities such as Smudging, Blanket teachings, Wampum Belt creation and Buffalo teachings to help build student empowerment. We have also celebrated the Indigenous culture with a stunning mural in our front entry way, painted by a local artist and rebranding our elementary awards to link faith and Indigenous spirituality with the Esprit de L'aigle (Spirit of the Eagle) award.

**Division Goals**

Develop and provide authentic, professional learning opportunities connected to local Indigenous stakeholders to build foundational knowledge about First Nations, Métis and Inuit for the benefit of all students.

Initiate programs designed to support Indigenous ways of knowing that include cultural perspectives, student connection, Indigenous community connection and building capacity in schools.

**School Goals**

Staff will develop a deeper understanding of cultural diversity, pride, Reconciliation and share Indigenous cultural teachings in a faith permeated environment.

**Outcome 3: Alberta has excellent teachers, school leaders, and school authority leaders.**

Alberta has excellent teachers, school leaders, and school authority leaders.	Current Result	Prev Year Result	Prev 3 Year Average	Current Result (Alberta)	Prev Year Result (Alberta)	Prev 3 Year Average (Alberta)	Achievement	Improvement	Overall
Assurance Framework									
Program of Studies	92.47%	92.06%	89.49%	82.42%	82.19%	81.99%	Very High	Maintained	Excellent

AERR Comments
<p>The development of formative assessment practices continued to be a priority for our Administrative team and our school community. Continued conversations surrounding the differentiating of instruction and assessment practices occur on an ongoing basis. Our community has worked with Division lead teachers on the creation of Learning Maps to help our teachers in their understanding of meeting students at their level in the areas of curriculum. We have also dedicated learning time to support our teachers in the creation of Learning progressions to ensure that all students are being supported in their learning and assessment. Overall our scores were quite high in this area which helped us to recognize that teachers have a strong understanding of the curriculum they teach.</p> <p>The COVID-19 crisis assisted our school community in learning about a variety of formative assessment practices which have continued to support student learning in a timely and targeted way. We have continued to meet with Tier II and Tier III students via distance learning opportunities and have continued to differentiate the instruction and assessment. This enhanced understanding of formative assessment will become a priority as we move into the 2020-2021 school year to ensure that we are continuing to use best practices and a balance of summative and formative assessment for all students.</p>

Comment on School Goals
<p>Relationship, connection and support continues to be a priority for our school community. Many efforts were made to build trust, welcome open and honest dialogue and enhance our community. Although these still remain a priority for our school community, within comes the increased focus on Instructional leadership. By working alongside teachers to further their pedagogy, enhance their collaborative skills and use data to drive instruction we will continue to see an increase in student achievement.</p> <p>Building the collective leadership in our school community continues to be a priority as we showcase our school as a strong French Immersion learning environment. Instructional walkthroughs, providing feedback and having teachers support each other will be critical to our success. The establishment of shared subject teams at a middle school level has created opportunities for collaboration and the sharing of best practices. The support of all members of the Administrative team in these collaboration meetings and using data to drive decisions will also continue to move our entire learning community forward.</p>

<b>Division Goals</b>
Enhance instructional leadership practices through the implementation of the Four Pillars of Instructional Leadership

<b>School Goals</b>
Enhance instructional leadership practices through the implementation of the four pillars

**Outcome 4: Alberta's education system is well governed and managed.**

Alberta's education system is well governed and managed.	Current Result	Prev Year Result	Prev 3 Year Average	Current Result (Alberta)	Prev Year Result (Alberta)	Prev 3 Year Average (Alberta)	Achievement	Improvement	Overall
<b>Assurance Framework</b>									
Education Quality	93.67%	91.73%	91.99%	90.31%	90.20%	90.12%	Very High	Maintained	Excellent
Life Long Learning	79.42%	76.92%	75.93%					Maintained	
Work Preparation	88.72%	79.03%	81.88%	84.10%	82.99%	82.72%	Very High	Improved	Excellent
Safe and Caring	94.72%	94.95%	93.97%	89.40%	89.01%	89.17%	Very High	Maintained	Excellent
Parental Involvement	88.01%	76.85%	78.41%	81.75%	81.31%	81.23%	Very High	Improved	Excellent
School Improvement	91.90%	82.41%	84.79%	81.55%	81.04%	80.91%	Very High	Improved Significantly	Excellent

<b>AERR Comments</b>
<p>At École Camille J. Lerouge we have committed to dedicating time, energy and effort in fostering connections with our stakeholders as well providing the tools that are necessary so each student can experience success. In order to foster a stronger sense of community, we created a line of Camille clothing to enhance school pride and spirit. Our school staff community enjoyed biweekly, "Soup for the Soul" lunches, and in February, 100% of our staff participated in, "Gifts from the Heart", as a way to build community and connection among our Camille staff. With the support of FSEC (Family School Enhancement Counsellor), we have been working with the family unit in a team setting.</p> <p>Our goals have been to provide parenting strategies, strategies to support their children at home with mental health issues, as well as strategies for our students at school to develop resilience and self-confidence. Our students and families have access to numerous mental health supports in school as well with our outside professional agencies. A concerted effort was made to involve parents in all aspects of our school community. A monthly newsletter was sent to all parents to keep them informed of the important happenings at Camille. Our School Council increased its membership from 4 to 14 new parents who were involved in meetings, committees and/or planning various school events and fundraisers.</p> <p>Our major fundraiser, a new, school-wide Read-a-thon raised \$24 000 compared to \$17 000 the previous year. We increased the number of events that parents can attend, for example a Christmas sing-a-long and a family movie matinée created opportunities for families to connect. In April, a survey was sent out to parents as a way to provide feedback to teachers in order to improve on our efforts to provide online French Immersion programming during the COVID-19 crisis and had over 160 families respond.</p>

**Comment on School Goals**

Our school community will endeavour to deepen our understanding of life long learning and work preparation of all students again this year. We will host a virtual Career Week in January which will allow students to explore future careers, learn about the skills and education that they will need to access these careers and to provide authentic experiences.

When the shift to online learning with Grades 7-9 occurred in December, we reflected on the changes to Career and Life Skills course structure. Students in Grade 6 were able to access modified course work during the 3 weeks that our older students moved online which has been a positive experience.

In alignment with our Division priorities our school community will also focus on the mental health and emotional well being of our staff and students. Managing stress, creating a safe and caring workplace and fostering an environment of safety and well being will continue to be permeated into everything we do. As we continue to journey a difficult year, we reflect on the need to make this a priority.

**Division Goals**

Know, understand and respond to students' individual learning, through authentic, developmentally appropriate programming.

Create opportunities for relevant stakeholders to provide input and collaborate into how well the school and/or school division is governed and managed.

Develop an understanding of mental wellness and create the capacity to respond to identified needs.

**School Goals**

Enhance the educational and learning opportunities for students at Ecole Camille J. Lerouge which focus on creating a safe and healthy learning environment which will benefit them now and in the future.

Knowing and supporting the social emotional wellness and mental health of staff & students.