



2025-2029
**FOUR-YEAR
EDUCATION
PLAN** *Year Two*

*Our Lady of the Snows
Catholic Academy*



SCHOOL: 0594 OUR LADY OF THE SNOWS CATHOLIC ACADEMY

Contents

DIVISIONAL PRIORITIES	4
CATHOLIC FAITH.....	4
HEALTHY SCHOOLS.....	4
ACADEMIC EXCELLENCE	4
COMMITMENT TO ENGAGEMENT	4
LOCAL DOMAIN: CATHOLIC FAITH	5
PROVINCIAL DOMAIN: STUDENT GROWTH AND ACHIEVEMENT.....	8
PROVINCIAL DOMAIN: FIRST NATIONS, MÉTIS, AND INUIT STUDENT GROWTH AND ACHIEVEMENT	11
PROVINCIAL DOMAIN: TEACHING AND LEADING.....	13
PROVINCIAL DOMAIN: LEARNING SUPPORTS	15
PROVINCIAL DOMAIN: GOVERNANCE	18

2025-2029



CATHOLIC FAITH

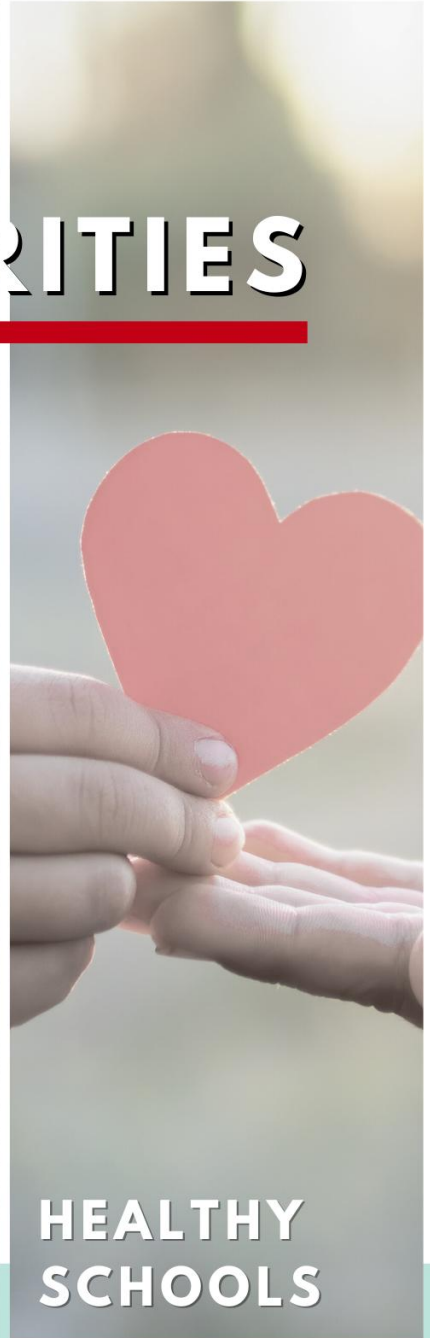
CTR permeates our Catholic faith in all that we do to recognize all of our students as created in the image of God. We welcome any student/family that desires a faith-based education.



OUR PRIORITIES

ACADEMIC EXCELLENCE

CTR schools have high academic results, outperforming the province on all assurance measures. We continually strive to further improve student learning experiences within our classrooms.



HEALTHY SCHOOLS

CTR nurtures Healthy Schools that support our students' intellectual, mental, social, emotional, spiritual, and physical wellbeing. In CTR, everyone is treated with love and respect.

DIVISIONAL PRIORITIES

CATHOLIC FAITH

Our Lady of the Snows Catholic Academy (OLS) will follow the division's new three-year faith theme of Synodality: Communion, Participation, and Mission. Together, these themes reinforce a coherent approach to faith formation—journeying together, discerning together, and being sent forth—ensuring that our schools continue to form missionary disciples and serve as vibrant communities of faith, encounter, and witness. Rooted in the Church's call to journey together, this framework reflects a deepening of our Catholic identity and aligns closely with the diocesan renewal. This first year will focus on communion, emphasizing belonging, unity, and shared identity in Christ within our school communities.

OLS's focus on faith formation includes priorities to help students take a deeper ownership of our liturgy, build a stronger connection with the Parish through visits to the shrine, and ongoing development of practicing the core teachings of Catholic Social Justice through justice and service activities. OLS is also continuing to enhance our delivery of the Religious Education curriculum and looks forward to building student faith and retreat experiences in the coming years.

HEALTHY SCHOOLS

Healthy Schools remains as a priority as it centers our faith lived out to provide care and support for our OLS community. Healthy schools promote the spiritual, emotional, social, intellectual, and physical wellness of staff and students. Our Healthy Schools will continue to be an ongoing focus as we support students in becoming strong and resilient, meeting their fullest potential, reflective of the image and likeness of God.

ACADEMIC EXCELLENCE

Alberta Education requires that school divisions actively pursue continuous improvement to support ongoing strategic planning based on evidence informed decision-making. OLS utilizes collective professional learning through Catholic Learning Communities (CLCs) as a method to achieve continuous improvement. Every Friday, time is set aside for CLCs where teachers collaborate to improve student learning by examining evidence from the implementation of high-yielding instructional strategies. There is a focus on using research-proven pedagogy to set goals, implement strategies, and gather evidence of success. Efforts in our CLCs will focus on continuing to strengthen assessment practices, maintaining and enhancing our strong academic culture in the school, and responding to the needs of students as they arise.

COMMITMENT TO ENGAGEMENT

OLS will continue to have a focus on engaging with families, the parish, and broader community in the operation of the school and opportunities for dialogue. The development of this four-year education plan has involved input from School Council, teachers and teacher leaders, and the Shrine Church of Our Lady of the Rockies. We will continue to build engagement by enhancing dialogue related to school operations with our School Council, building community through parent events, ongoing collaboration with the Parish, and clear, consistent communication with all of our families and staff.

LOCAL DOMAIN: CATHOLIC FAITH	
OUTCOMES	
Long Term:	Perspective holders believe that students and staff are well-formed in the Catholic faith as a result of being a part of OLS.
Medium Term:	Perspective holders believe that OLS continues to have a significant impact in the formation of staff and students in the Catholic faith.
Short Term:	Perspective holders believe that OLS provides meaningful opportunities for the formation of staff and students in the Catholic faith.

MEASURES	2024-2025 RESULT	2026-2027 TARGET
% of students in Grades 5, 8 and 11 achieving an Acceptable Standard on assessment.	86, 75, 100%	92, 77, 100%
% of students in Grades 5, 8 and 11 achieving an Excellence Standard on assessment.	33, 26, 40%	40, 35, 42%
% of parents, students and teachers who indicate that they are satisfied with the relationship that exists between the school and the local parish.	90%	93%
% of parents, students, and teachers who indicate they are satisfied with the religious celebrations that are held at the school.	86%	90%
% of parents, students, and teachers who indicate they are satisfied with what is learned in religious education classes.	89%	91%
% of students, parents, and teachers who are satisfied with the level of Catholic faith formation of students in our schools.	88%	90%
% of teachers who are satisfied with the level of Catholic faith formation of staff in our schools.	100%	100%
% of students, parents, and teachers who are satisfied with efforts to live out Catholic Social Teaching in our schools.	87%	90%

NEW STRATEGIES	DESCRIPTION
Faith Formation Professional Development Resources	OLS will utilize divisional faith formation resources for delivery in Catholic Learning Communities sessions or through other formation opportunities.
Youth Faith Retreats	We will support student participation in faith retreats. We will provide staff with CLC time to develop capacity in building and planning retreats, with the goal of building a retreat tradition in specific grades as a significant event for students to look forward to as they move through the grades at OLS.
Faith Permeation	We will utilize divisional professional learning and support provided for faith permeation into additional subject areas, as well as supports for resource discernment. OLS teachers will spend some professional development time working with tools to plan for faith permeation and select resources for classes.
Implementation of New Religious Education Resources	Our teachers will be onboarded with the new grade 9 <i>Growing In Faith Growing In Christ</i> religious education resources. Teachers will also be onboarded with the new <i>Blessed and Beloved</i> family life resources starting with grade 1 in 2026. Additional grades to follow in subsequent years.
Bishop's Assurance Review	We will participate in the Bishop's Assurance Review as part of the program review process. This comprehensive examination of Catholic permeation in our school will generate meaningful feedback for growth at OLS, while also contributing to the

	provincial emphasis on collaborative mission between dioceses and Catholic school divisions in Catholic education.
--	--

EXISTING ESSENTIAL STRATEGIES	DESCRIPTION
Sharing of Faith Formation with Broader Community	OLS will share faith content from the Division and school in our newsletters. This content will be focused on faith formation and correspond to the season or significant religious celebration in each month of the year.
Working Group for Divisional Religious Education Assessments	Teachers will be supported by grade-level team leaders (teachers) regarding the refinement of standardized assessments administered annually in targeted grades (5, 8 and 11). OLS will continue to focus scheduling on having consistent teachers year over year in religious education.
Many and One School Implementation	We will continue to implement plans to support our Catholic Social Teaching, and continue to connect social justice activities within the school to Catholic Social Teaching
Faith Days	OLS Teachers and administrators will attend Faith Days, a two-day event hosted by the division focusing on faith formation.
Faith Leaders	Our Faith Leader, under the supervision of the division and in collaboration with our administrators, will plan and set direction for religious events, teacher faith formation, and related initiatives.
Sacred Space	OLS will explore and implement opportunities to generate student accessible sacred space within the school facility and at Our Lady of the Rockies Shrine.
Liturgical Participation	OLS will continue to enhance opportunities for each class to be involved in the preparation or leadership of school liturgies.
Activities Related to Authentic Catholic Education	<p>Our school will participate in spiritual practices, diocesan relationships, advocacy, and celebration as part of our communal faith and responsibility to uphold Catholic education. These activities include:</p> <ul style="list-style-type: none"> • Student faith retreats • Eucharistic adoration • Principal attendance at the Bishop’s Luncheon with priests, trustees, and senior administration • Principal participation in “Marked By God” CCSSA provincial conference. • Masses and liturgies corresponding to the liturgical calendar <p>Catholic Education Sunday and Catholic Education Week celebrations</p>

PROVINCIAL DOMAIN: STUDENT GROWTH AND ACHIEVEMENT

OUTCOMES

Long Term:	Students will leave school with high academic engagement and achievement, while also being prepared with literacy levels and math skills to enable post-secondary admission or success as they enter the workforce.
Medium Term:	Student performance will be in the “very high” category as measured by aggregate pass and excellence rates on Provincial Achievement Tests and Diploma Exams, and with a continued increase of the three-year average of high school completion rates.
Short Term:	Student performance will be in the “very high” category as measured by aggregate acceptable and excellence rates on Provincial Achievement Tests and Diploma Exams. Additionally, our focus on high school mathematics and science courses will result in increased diploma examination acceptable and excellence rates.

MEASURES	2024-2025 RESULT	2026-2027 TARGET
Provincial Achievement Test Acceptable Standard Overall percentage of students in Grades 6 and 9 who achieved the acceptable standard on the test.	N/A, 87.6%	93, 92%
Provincial Achievement Test Excellence Standard Overall percentage of students in Grades 6 and 9 who achieved the standard of excellence on the test.	N/A, 37.3%	55, 38%
Diploma Acceptable Standard Overall percentage of students who achieved the acceptable standard on examinations.	92.4%	96%
Diploma Excellence Standard Overall percentage of students who achieved the standard of excellence on examinations.	25%	32%
High School Completion Rate Percentage of students who completed high school within three years of entering Grade 10.	95.4%	98%
Active Citizenship: Percentage of teachers, parents, and students who agree that students model the characteristics of active citizenship.	91.7%	93%
Student Learning Engagement Percentage of teachers, parents, and students who agree that students are engaged in their learning at school.	90.3%	92%
Catholic Learning Communities Percentage of teachers who believe CLCs are leading to improved student learning.	94.4%	96%

Strategies used to improve rates of PAT and Diploma, High School Completion, Active Citizenship, and Academic Engagement

NEW STRATEGIES	DESCRIPTION
Assessment for Mastery	As an extension of our Catholic faith, OLS will participate in assessment practices which allow students to achieve their academic potential. Under the guidance of the division, we will continue to implement and improve assessment practices that allow for ongoing feedback and opportunities for redemonstration of learning. This initiative will help teachers tailor their approaches to better meet the diverse needs

	of all students, enhancing student understanding and outcomes, with special attention given to vertical progression of assessment practices across divisions.
Expanded Literacy and Numeracy Screening	We will support the expansion of literacy and numeracy screening and targeted interventions into Grades 4 and 5, aligning with upcoming provincial screening expectations beginning in 2026–27.
Active and Outdoor Learning Opportunities	Through partnerships with local resources such as the Biosphere Institute of the Bow Valley and The Wim and Nancy Pauw Foundation, we will provide rich opportunities for our students to learn in and about our natural environment. This will include expanded off-campus opportunities, the implementation of outdoor loose-parts play, and expanded course offerings in outdoor learning.

EXISTING ESSENTIAL STRATEGIES	DESCRIPTION
New Elementary Social Studies Curriculum Implementation	Our teachers will utilize the divisional support received for the new Grades 4-6 Social Studies curriculum implementation through professional development and Curriculum Support Documents.
Elementary Literacy	<p>Teachers are supported with CTR’s literacy framework which blends the Science of Reading, Layers of Literacy, and an effective enhanced reading intervention structure with the engagement and authenticity of the Readers’ and Writers’ Workshop. This ensures students master foundational skills—phonemic awareness, phonics, fluency, vocabulary, and comprehension—while also developing identity, choice, engagement, stamina, and purpose as readers and writers. OSL will continue to support:</p> <ul style="list-style-type: none"> • Structured early reading interventions (ERI) in K–2 • Enhanced Reading and Precision Reading for students grade 3 and above • Regular opportunities for authentic reading, writing, conferring, and feedback <p>This balance ensures students learn both how reading works and why reading matters, leading to stronger outcomes and more equitable progress across classrooms.</p>
Elementary Numeracy	<p>Our teachers are supported by CTR’s balanced mathematics model which emphasizes:</p> <ul style="list-style-type: none"> • Conceptual understanding (building meaning before memorization) • Foundational skills and fluency (accuracy, flexibility, deliberate practice) • Problem solving and reasoning (multi-step thinking, perseverance, communication). <p>We will continue to strengthen:</p> <ul style="list-style-type: none"> • Consistent numeracy workshop structures that blend direct instruction with guided exploration • Rich problem-solving experiences that demand reasoning and justification • Division-wide use of screening tools to target interventions and enrichment • Opportunities for students to re-demonstrate learning and reflect on their understanding. <p>This approach ensures that students build deep number sense while also developing the confidence and independence needed to apply mathematics flexibly across contexts.</p>
Elementary Teacher Professional Learning	Our teachers are supported through targeted professional learning focused on curriculum implementation, PAT preparation in new curriculum areas, and assessment for mastery practices. The three key priorities identified were: strengthening balanced numeracy to address student learning gaps and improve PAT outcomes, tightening K–2 literacy foundations to reduce the number of

	students behind by Grade 3, and supporting fluency, vocabulary development, and implementation of the new K–6 curriculum. Teachers will utilize resources provided by the division including practical toolkits—ready-to-use agendas, slides, and instructional routines—to support learning.
Divisional Teams	Teachers will be supported by CTR lead teachers who will work to collaboratively focus on high-yielding instructional and assessment strategies which positively impact student learning.
Catholic Learning Communities (CLCs)	Every Friday, time is set aside for CLCs where teachers collaborate to improve student learning by examining evidence from the implementation of high-yielding instructional strategies. CLCs answer the following questions: 1) What do we want our students to learn? 2) How do we ensure they learn it? 3) What evidence shows that student learning has improved as a result of the CLC focus? There is a focus on using research-proven pedagogy to attain these goals. OLS’s CLCs will include continual improvement of assessment practices, maintaining and enhancing our school’s academic culture, and responding to the needs of our current students as they arise and develop.
Student Preparation for Digital Provincial Assessments	We will continue to prepare students for digital provincial assessments, including digital PATs and diploma exams. Teachers and students will be encouraged to use digital practice tests and field tests within the provincial digital assessment platform to build familiarity with the format, tools, and question types, helping ensure successful administration and increased student readiness for provincial assessments. Students will have opportunities to learn relevant computer skills such as typing and word processing. Our teachers will continue to receive onboarding through professional development and online support from the division’s learning department.
Readers’ and Writers’ Workshop	An additional cohort of teachers will receive professional development in Readers’ and Writers’ Workshop and follow-up classroom visits to support implementation.
Mathematics Support	Support will be provided at all levels of mathematics instruction, including: high-yield instructional practices, professional learning opportunities, assessment strategies, resources, and number sense routines.
Career Exploration and Dual Credit	We will prioritize career exploration, work experience, post-secondary transitions, and dual credit opportunities to support student success in high school, post-secondary education, and in the workforce.
Artificial Intelligence	Teachers are utilizing Google Gems as supported by the division to enhance instruction and deepen student learning.
Coding	Teachers at OLS will continue to leverage resources to allow students to engage with computational thinking through coding and robotics. Secondary options in coding and computer science will be available for students.

PROVINCIAL DOMAIN: FIRST NATIONS, MÉTIS, AND INUIT STUDENT GROWTH AND ACHIEVEMENT

OUTCOMES	
Long Term:	OLS First Nations, Métis, and Inuit students experience achievement increases of 15% or more.
Medium Term:	OLS First Nations, Métis, and Inuit students experience achievement increases of 10% or more.
Short Term:	OLS First Nations, Métis, and Inuit students experience achievement increases of 5-10%.

MEASURES	2024-2025 RESULT	2026-2027 TARGET
Provincial Achievement Test Acceptable Standard Overall percentage of First Nations, Métis, and Inuit students in Grades 6 and 9 who achieved the acceptable standard on the test.	N/A	90%
Provincial Achievement Test Excellence Standard Overall percentage of First Nations, Métis, and Inuit students in Grades 6 and 9 who achieved the standard of excellence on the test.	N/A	35%
Diploma Acceptable Standard Overall percentage of First Nations, Métis, and Inuit students who achieved the acceptable standard on examinations.	N/A	90%
Diploma Excellence Standard Overall percentage of First Nations, Métis, and Inuit students who achieved the standard of excellence on examinations.	N/A	40%
High School Completion Rate Percentage of First Nations, Métis, and Inuit students who completed high school within three years of entering Grade 10.	N/A	98%
Active Citizenship Percentage of teachers, parents, and students who agree that students model the characteristics of active citizenship.	N/A	91%
Academic Engagement Percentage of teachers, parents, and students who agree that students are engaged in their learning at school.	N/A	88%

Programs, services, strategies, and local measures/data to demonstrate that First Nations, Métis, and Inuit students have access to a continuum of supports and services, including inclusive education.	
NEW ESSENTIAL STRATEGIES	DESCRIPTION
Strengthened Local Relationships	OLS will work with the Biosphere Institute of the Bow Valley, local elders and knowledge keepers, and other organizations such as Star 6 Ranch to continue to build our relationships with the neighboring Stoney Nakoda nation and other local Indigenous peoples.

EXISTING ESSENTIAL STRATEGIES	DESCRIPTION
Implementation of Rupertsland Institute Partnership Resources	Rupertsland resources will be incorporated into classroom lessons, support for Indigenous students, and teacher foundational learning. Opportunities to have Rupertsland host an event at the school with Knowledge Keepers and Elders will also be considered.
Implementation of K to 6 Social Studies Curriculum Support Documents (CSDs)	Teachers will be supported by Curriculum Support Documents prepared by the division for the new social studies curriculum that include First Nations, Métis, and Inuit outcomes, foundational knowledge, and perspectives. These documents have been created in collaboration with Elders, Knowledge Keepers, and Indigenous Educators.
Division Administrators' Professional Development	Administrators will grow their knowledge and understanding of Foundational Knowledge through professional development at administrators' meetings.
Indigenous Student Support	There will be a review of the continuum of supports provided for all Indigenous students with an emphasis on individual students.
Success of First Nation, Métis and Inuit Students	There will be a segregated analysis of all data available for our Indigenous students on a yearly basis to ensure access to appropriate supports are in place.
School Representative	Our school has a First Nations, Métis, and Inuit teacher representative who is responsible for attending divisional Indigenous meetings. They will share resources and attend professional development opportunities, in addition to leading the school in building awareness and action related to First Nations, Métis, and Inuit perspectives.
Foundational Knowledge Professional Development	Professional development is available for our staff through webinars, First Nations, Métis, and Inuit Lead Teacher sessions, Alberta Professional Learning Consortium sessions, cultural awareness events, and CTR's Intranet.
<u>Success in Schools (SIS) for Youth in Care Meetings Regarding Indigenous Students</u>	All Indigenous youth in care have their cases reviewed a minimum of two times per year.

PROVINCIAL DOMAIN: TEACHING AND LEADING	
OUTCOMES	
Long Term:	Education Quality surveys measuring satisfaction with the quality of teaching will indicate a perspective holder satisfaction rate of 95% or higher and the surveys measuring satisfaction with School Improvement will indicate a satisfaction rate of 90% or higher.
Medium Term:	Education Quality surveys measuring satisfaction with the quality of teaching will indicate a perspective holder satisfaction rate of 95% or higher and the surveys measuring satisfaction with School Improvement will indicate a satisfaction rate of 90% or higher.
Short Term:	Education Quality surveys measuring satisfaction with the quality of teaching will indicate a perspective holder satisfaction rate of 95% or higher and the surveys measuring satisfaction with School Improvement will indicate a satisfaction rate of 90% or higher.

MEASURES	2024-2025 RESULT	2026-2027 TARGET
Education Quality: Percentage of teachers, parents, and students satisfied with the overall quality of basic education.	93.6%	95%
School Improvement: Percent of teachers, parents and students indicating that their school and schools in their jurisdiction have improved or stayed the same the last three years.	89.6	91%

Supervision and Evaluation (processes, strategies, and local measures/data) to demonstrate that OLS supports teaching and leadership quality through professional learning, supervision, and evaluation processes.	
NEW ESSENTIAL STRATEGIES	DESCRIPTION
School Visioning	In conjunction with celebrating 25 years of Catholic Education at OLS, our staff will participate in a renewal of our school vision to ensure new and long-time staff continue to work in a unified manner towards the overarching goal of excellence in our school culture, academics, and the wider community of Catholic education in Canmore.

EXISTING ESSENTIAL STRATEGIES	DESCRIPTION
Recruitment Initiatives	Significant, ongoing efforts from division office will continue to support the recruitment of teachers in our community. These efforts include pre-hiring opportunities, staff referrals, Human Resources team participation in hiring fairs, incentives for teachers involved in rural communities, proactive assignments and scheduling for new teachers, a New Teacher Orientation and mentorship program, and ongoing support and development for new teachers through the evaluation process.
Retention Efforts	Employee retention continues to be a priority in reducing teacher vacancies. Ongoing divisional efforts include accommodating teacher transfers where possible, providing administrative support for teaching assignments, and offering sustained professional development and support for staff.
Teacher Leader Alignment	Our administrators will work with senior administration to promote the alignment of team leader application criteria with the Teaching Quality Standard and the

	Leadership Quality Standard and will engage team leads in ongoing professional development focused on strengthening the leadership capacity of all team leads.
Aspiring Leaders Program	Teachers who aspire to school-based administration or other leadership roles within the division can participate in Aspiring Leaders , a cohort-based program. The program includes full-day, in-person sessions facilitated by senior administration and site-based leaders. Participants engage in learning aligned to the following leadership themes: <ul style="list-style-type: none"> - Embodying Catholic Leadership - Fostering Effective Relationships - Modelling Commitment to Professional Learning - Embodying Visionary Leadership - Leading a Learning Community - Supporting the Application of Foundational Knowledge about First Nations, Métis, and Inuit - Providing Instructional Leadership - Developing Leadership Capacity - Managing School Operations and Resources
Staff Wellness Supports	Our VP will attend professional development sessions conducted by CTR’s Human Resources Department on staff health and well-being. Our VP will facilitate interactive sessions with our faculty and staff members. Our administration will demonstrate a commitment to staff health and wellness by incorporating <i>The 13 Factors for Psychological Health and Safety in the Workplace</i> as part of leadership decisions. Monthly newsletters prepared by the division, highlighting the internal and external supports available are also shared with staff.
Leadership Support, Mentorship, and Networking	Our administrators will continue to participate in leadership matchmaking sessions incorporated into monthly administrators’ meetings. Any new administrators will also attend regular mentorship sessions hosted by CTR senior administration with a focus on the Leadership Quality Standard.
Teacher Supervision, Growth and Evaluation and Enhanced Supervision	Our principal will be supported by senior administration as they evaluate new teachers with the Teacher Supervision, Growth, and Evaluation process. In addition, on a four-year cycle, each teacher and administrator with a continuous contract participates in <i>Enhanced Supervision</i> with their principal or superintendent. These processes will be calibrated with standardized timelines and suggested reflection questions that connect teaching and learning to the Four-Year Education Plan.
New Teacher Orientation	New teachers will attend New Teacher Orientation Sessions. Sessions will align with CTR’s focus on continuous improvement, including professional development on Catholic education, assessment, differentiation, and student regulation.
Education Council	Teacher leaders at OLS will meet with administration on a regular basis to inform operational and pedagogical practices at OLS, with a student-centered mindset.
Leadership Capacity Development	Administration at OLS will actively seek and generate opportunities for teachers to develop their leadership capacity through professional development, actions and committees within the school, and distributed leadership practices where appropriate.
CLC Evaluation	Teachers, Education Council, and Administrators at OLS will collaborate in ongoing evaluation of CLC effectiveness and current school needs to ensure ongoing and incremental improvement in teaching and assessment practices.

PROVINCIAL DOMAIN: LEARNING SUPPORTS

OUTCOMES

Long Term:	OLS will provide students with strong universal supports that allow for classroom and school-based intervention, with triaging to divisional supports as needed. Satisfaction will remain or increase in safe and caring, inclusive environments, where students have appropriate access to supports and services. School based data will refine areas of support and need.
Medium Term:	OLS will provide students with strong universal supports that allow for classroom and school-based intervention, with triaging to divisional supports as needed. Satisfaction will remain or increase in safe and caring, inclusive environments, where students have appropriate access to supports and services. School based data will be established to understand areas of support and need.
Short Term:	OLS will provide students with strong universal supports that allow for classroom and school-based intervention, with triaging to divisional supports as needed. Satisfaction will remain or increase in safe and caring, inclusive environments, where students have appropriate access to supports and services.

MEASURES	2024-2025 RESULT	2026-2027 TARGET
Safe and Caring: Percentage of teachers, parents, and students who agree that their learning environments are welcoming, caring, respectful, and safe.	93.4%	95%
Access to Supports and Services: Percentage of teachers, parents, and students who agree that students have access to the appropriate supports and services at schools, including inclusive education.	89.6%	91%

Programs, services, strategies, and local measures/data used to demonstrate that the school authority is improving First Nations, Métis, and Inuit student success and ensuring all students, teachers, and school leaders learn about First Nations, Métis, and Inuit perspectives and experiences, treaties, agreements, and the history and legacy of residential schools.

Programs, services, strategies, and local measures/data used to demonstrate that all students have access to a continuum of supports and services, including specialized supports and services, consistent with the principles of inclusive education.

NEW STRATEGIES	DESCRIPTION
Data Collection and Referral Processes	Division-level data collection and referral processes will be defined and implemented to ensure structures and supports are cohesive and equitable across all CTR schools including OLS.
English as an Additional Language Professional Development	A Multilingual Guide outlines the intake process, assessment practices, coding, and record-keeping procedures for multilingual learners. This document will be implemented through PD and used by teachers to provide clear best practices that ensure consistent identification and support.
Learning Support Teacher Review	The division will review and explore responsibilities, professional learning needs, and leadership expectations among Learning Support Teachers to ensure cohesive and appropriate resources are provided to teachers to address diverse student needs. Our school will also ensure our Learning Support Teacher practices align with the division's direction.
Implementation of Continuum of Supports and Student Services	Continued refinement and support will be provided to our school to: <ul style="list-style-type: none"> • Implement CTR's Framework for Inclusive Education

	<ul style="list-style-type: none"> • Implement an administrative procedure outlining structures, processes, and access to resources • Provide professional development for teachers and educational assistants, and targeted professional development for Learning Support and English as an Additional Language (EAL) teachers, as well as Family School Liaison and Connections workers. This will equip staff with the tools to better meet the needs of all learners • Implement a toolkit to support schools in their work with complex needs students, including universal, targeted, and individual supports • Support school-based processes that include student intervention meetings, communication between classroom, learning support, EAL, FSLW/Connections workers, pathways for information and communication prior to and after meetings, and a representation of each school's continuum of support and services • Review division level processes and data and ensure data kept and shared between the schools and division are consistent (e.g. wait lists, caseloads)
Community Supports	We will work with community partners to create services for early learners and families within our school settings, including before and after school care, and pre-kindergarten services.
Learning Support Enhancement	Through scheduling and staffing actions OLS will increase the amount of qualified teacher time available to provide targeted learning support.
Classroom Size and Complexity Resources	OLS will leverage newly available classroom size and complexity resources to increase our capacity to support student learning in all grades.

EXISTING ESSENTIAL STRATEGIES	DESCRIPTION
#Relationships in a Digital Age	<p>The #Relationships in a Digital Age materials have been updated to reflect changes to technology and related resources. To assist teachers' understanding of the changes, the division will share the resources to elevate their utility in educating students toward building positive relationships, developing a capacity for sustained attention, being conscious of the impacts of screens on mental health, and responsible decision making around screen time. Lessons reflect current trends and issues that are relevant to student responsible use of screens and positioned within the lens of our Catholic faith.</p> <p>OLS will use divisionally provided resources to support parent engagement on #Relationships in a Digital Age, including the promotion of Unplugged Canada, a parent-led group striving to raise parent awareness and encourage actions to build healthy digital habits.</p>
SIVA Training	Staff who work with students who display challenging behaviours and complex needs will be trained in <i>Supporting Individuals through Valued Attachments</i> (SIVA). It emphasizes a holistic, relationship-based approach that focuses on collaboration, goal direction, self-management, and healthy empowerment to strengthen relationships and create safety for students.
Accessing Community Resources	Establish connections and communications to enable family access to community resources which provide targeted supports to students and families, for needs that exist outside the scope of education or school hours. Partnerships with Bow Valley Settlement Services and Family Connections Centre also enhance what available to families both in the school setting.

Crisis Response Focus	Our school is supported by crisis response protocols at the division and school levels, which ensure proactive and responsive measures are taken. Periodic crisis response training ensures all staff well equipped to respond during emergent events.
FireSmart Protocols	OLS works with divisional facilities personnel to ensure compliance with FireSmart recommendations.
Family School Liaison Workers (FSLWs) and Connections Workers	Our school continues to have access to services provided by FSLWs .
Universal Mental Health Supports	Universal mental health continues to be a focus and teachers will be supported to build upon the mental health strategies they have previously implemented.
Sensory Rooms	Students continue to access sensory rooms on both a scheduled and as-needed basis. Professional learning and equipping of spaces will continue to ensure cohesive approaches.
Welcome to Kindergarten	All Kindergarten students are invited to join our learning support department, administration, and Kindergarten teachers for a Welcome to Kindergarten evening. Through gathered games and activities, OLS staff can assess the social interactions, behaviors, and skills of our new students to assist in focusing resources for the upcoming school year.
Screening and Early Intervention	All Kindergarten students are invited to participate in a screening and early intervention process , this initiative aims to identify students who may benefit from early support services, particularly in the areas of occupational therapy and speech-language development. Students identified through this screening will be considered for early intervention programs designed to enhance their academic readiness and overall developmental progress.
Speech Language Pathology, Occupational Therapy, Physical Therapy, Behaviour Analysis, and Low Incidence	We continue to have access to specialized support services , including speech language pathology, occupational therapy, physical therapy, low incidence, and behavior supports from Student Services.
Behavioral Supports and Professional Learning	We will enable supports and services for students needing targeted support by offering increased professional development for teachers, administrators, and educational assistants.
*See First Nations, Métis, and Inuit Student Growth and Achievement Domain for more strategies.	

PROVINCIAL DOMAIN: GOVERNANCE	
OUTCOMES	
Long Term:	Perspective holders view OLS as strong in the areas of faith, learning, creating safe and caring schools, and stewardship, and feel valued and heard through engagement processes.
Medium Term:	Engagement initiatives communicate OLS' successes and seek input about areas to improve. School Council will provide regular and meaningful dialogue and feedback regarding the operation of the school.
Short Term:	New Four-Year Education Plan development is increasingly reflective of input from various perspective holders.

MEASURES	2024-2025 RESULT	2026-2027 TARGET
Parental Involvement: Percentage of teachers and parents satisfied with parental involvement in decisions about their child's education.	83.5%	90%

- **Processes, strategies, and local measures/data to demonstrate that the school authority has effectively managed its resources including collaboration with other school authorities, municipalities, and community agencies.**
- **Processes, strategies, and local measures/data to demonstrate that perspective holders were engaged to develop priorities and share progress and results, including how the school board met its obligations under the School Councils Regulation, Section 12.**

STRATEGIES	DESCRIPTION
Telling Our Stories	We will continue to focus on Telling Our Stories through social and local media.
Ward Meetings	We will participate in ward meetings which include engagement sessions with the superintendent, principals, parents, staff, students, and parish priests.
School Council Meetings	Our School Council will develop an increased focus on supporting the parent community through building connections with families and providing meaningful opportunities for dialogue, learning, and feedback.
Superchats	Our staff will attend an engagement with the Superintendents (called Superchats), joined by the local trustee. At these conversations, superintendents share existing priorities and plans and gather feedback on new needs arising in our schools. These conversations influence the division's Four-Year Education Plan.
Four-Year Education Plan Input	Administrators, teachers, school staff, parents, and students are provided with opportunities for input regarding the goals and strategies within the upcoming Four-Year Education Plan, with input requested annually to refine goals and strategies.
Municipal Collaboration	OLS will continue to work with the Town of Canmore with groups such as the TOC Public Safety Committee, Protective Services, and Town Recreation.
Council of School Councils Meetings	Our school council chair (or alternate) will attend Council of School Councils meetings, in which parents are provided information and the opportunity to engage on various topics essential to the Four-Year Education Plan and other emergent areas requiring parental feedback.
Parish Connection	OLS will continue to collaborate with the local Parish to enhance students' experiences and opportunities to grow in their faith in the broader Catholic community.

This Plan has been posted on our school website and can be found on the homepage by clicking on the banner titled "Education Plan + Results".