



2022 – 2026 STRATEGIC PLAN REPORT – YEAR ONE

Priorities



Improving our students' learning



Strengthening our workforce



Bolstering our infrastructure



Connecting with our community



Improving Our Students' Learning

Rocky View Schools (RVS) students have many opportunities to learn and grow both in and out of the classroom, in diverse settings that focus on numeracy and literacy. They will also be prepared to soar after graduation, with many dual credit, work experience or trades opportunities available in high school.

RVS' instructional practices and supports are data driven: RVS uses data from assessments to gain better information about student learning needs to drive instruction.

Increased access to mental health educators, information and supports such as presentations and interactive sessions help to make RVS a safe and supportive environment for students and staff to flourish.

Goals

- Deliver excellent instruction with a focus on numeracy and literacy.
- Provide student-centered education that is inclusive, safe, and supportive.
- Offer diverse learning opportunities for students.

Outcomes

- Improved student achievement.
- Increased student engagement.
- Increased sense of belonging.
- Parents/Guardians feel students are learning the skills needed to be successful.

Performance Measures

Standardized Assessment Tools	2022/23
Benchmark Assessment System (BAS)	Grade 166%
The Benchmark Assessment System is a tool that is used individually with students to determine their reading skills. The student reads a short book (about 100 words) out loud to the teacher who makes notes of any errors or challenges that the student makes. It can allow teachers to better understand the child's reading skills and behaviors and allow for follow up to take place.	Grade 260%
	Grade 361%
	Grade 466%
	Average63%

RVS Reflections

These results indicate reading at grade level expectations are within reach for many of our students. Some students will require further supports and practice before reaching grade level expectations.

Standardized Assessment Tools	2022/23
<p>Math Intervention/Programming Instrument (MIPI) The Math Intervention/Programming Instrument is a math assessment students take each fall to determine their math strengths and challenges. Students write the assessment as a class and individual results are used to help with math instruction and intervention. It was developed by Edmonton Public Schools and is based on grade level expectations from the Alberta Program of Studies.</p> <p><i>RVS Reflections</i> This assessment indicates that many students started the year with math skills that were below what is expected at their grade level.</p>	Grade 2 64% Grade 3 40% Grade 4 29% Grade 5 24% Grade 6 32% Grade 7 27% Grade 8 18% Grade 9 17% Average . . 31.4%
<p>Letter Name-Sound (LeNS) The LeNS is used with individual Grade 1 and 2 students to find out more about the letters and sounds of the alphabet they are familiar with. The LeNS assessments help teachers plan to ensure all students know all of the letters and sounds by the end of Grade 2 to support their early reading skills.</p> <p><i>RVS Reflections</i> Grade 1 and 2 students' skills in identifying letters and their sounds are evident.</p>	Grade 1 80% Grade 2 83% Average . . 81.5%
<p>Castles and Coltheart 3 (CC3) The CC3 is used with individual students in Grades 2 and 3 to determine how many words they know in three different categories. This allows teachers to plan instruction to increase the number of words students know and to develop early reading skills.</p> <p><i>RVS Reflections</i> Many students in Grades 2 and 3 are demonstrating grade appropriate knowledge of regular words, irregular words and nonsense words.</p>	Grade 2 84% Grade 3 78% Average 81%
<p>Alberta Numeracy Assessment Students demonstrate their understanding of their math skills based on the new Alberta math curriculum. Students complete the assessment as a class and teachers can use the results to understand student math needs, planning their instruction to support missing skills.</p> <p><i>RVS Reflections</i> End of year numeracy results indicate growth in math skills for students in each of these grades.</p>	Grade 1 60% Grade 2 80% Grade 3 81% Grade 4 90% Average 84%

Improving Our Students' Learning – Continued

Other Important Measures	2022/23
Number of in class presentations/work from Education Centre staff regarding student mental health*:	1,207
Number of schools implementing Positive Behavioral Interventions and Supports (PBIS) at 80 per cent fidelity on tiered survey:	10
Percentage of teachers, parents and students who agree their learning environments are welcoming, caring, respectful and safe on the Alberta Education Assurance Measures (AEAM) survey:	85%
Number of students engaged in unique school opportunities/divisional programs*:	469
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 on AEAM survey:	81%
Number of students engaging in dual credit/work experience/registered apprenticeship program*:	653

* Due to the nature of these measures, participants may have been counted more than once if participating in more than one opportunity.



Strengthening Our Workforce

RVS has prioritized actions to strengthen our workforce, including introducing a leadership development program to enhance the leadership skills of staff in the Education Centre, hosting the inaugural division-wide staff virtual meeting, and championing workplace wellness. Our existing staff continue to be strong candidates to fill our leadership positions.

In January a new pool hiring process was implemented to assist in the hiring of qualified teachers. Data for this measure is incomplete in 2022/23 as it was implemented mid-way through the year.

Data is also unavailable for the wellness plan and actions undertaken as this is slated for 2023/24.

We are proud of RVS staff across the division who continue to learn, grow and build with us.

Goals

- Develop and implement strategies to retain and attract a skilled and diverse workforce.
- Support professional learning opportunities that build expertise, increase capacity, and enhance leadership development.
- Foster an organizational culture supportive of workplace wellbeing.
- Cultivate a collaborative and inclusive team environment throughout RVS.

Outcomes

- A positive and healthy workplace where staff can contribute, feel valued and belong.
- Highly skilled and competent staff ready to meet the Division's needs.
- A diverse staff reflective of our communities.
- Internal candidates ready to fill leadership needs.
- High performing team.

Performance Measures

	2022/23
Percentage of teaching positions filled using pool hiring process:	66%
Percentage of staff who complete an exit interview:	64%
Number of actions undertaken as a direct result of exit interview results:	15
Percentage of staff who complete employee survey:	61%
Number of actions undertaken as a direct result of survey results:	8
Number of administrators who complete diversity training:	104

Strengthening Our Workforce – Continued

	2022/23
Percentage of positions with job description updated within the last three years and posted on myRVS:	100%
Percentage of staff who remain in RVS from previous year:	89%
Number of changes to employment practices:	12
Number of participants in Administrative Leadership Pool (ALP) 1, 2, 3, 4:	ALP 1 44 ALP 2 18 ALP 3 6 ALP 4 8
Number of participants in Education Centre Leadership Development and Support Program:	35
Number of leadership positions filled by internal candidates:	Education Centre positions . . 3 Principal positions 10 Assistant Principal positions . 9 Total 22
Number of focused capacity building opportunities for school leaders:	35
Number of participants in the Learning Support Teacher Development Program:	32
Number of professional learning offerings:	187
Number of participants in Learning Department professional learning sessions*:	4,360

* Due to the nature of these measures, participants may have been counted more than once if participating in more than one opportunity.

	2022/23
Percentage of exit slips at centrally organized professional learning who found capacity building value in the session:	90%
Number of meetings throughout the year of the wellness working group:	4
Creation of wellness plan and number of actions undertaken as a direct result of plan:	Unavailable
Number of leaders who attended wellness training session:	85
Number of superintendent, Board letters/messages to all staff per school year:	11
Number of visits by executive members to schools per school year:	334
Percentage of readership of RVS staff newsletters (The Narrative):	53%
Number of executive team virtual staff meetings held per school year:	1
Number of attendees participating in executive team virtual staff meetings:	Live attendees 145 Watched the recording within two weeks 198
Number of meetings between Education Centre leaders with ATA representatives or support staff representatives per school year:	24



Bolstering Our Infrastructure

RVS student spaces have not kept up with our [astronomical student growth](#). With no new schools currently approved for construction, we have focused on repurposing other student spaces to temporarily meet our learning space needs. While we are proud of the well-maintained, innovative spaces we offer, RVS needs new schools and modular classrooms as temporary solutions are not sustainable.

Clean, functional spaces remain a priority for RVS and we will continue to monitor infrastructure maintenance needs as well as facility service requests to maintain our high standards.

RVS technological infrastructure requests and needs are growing, and a new service request system was implemented mid-way through the year. The system allows for more staff to self-assist and enables tracking and reporting. Data is unavailable for 2022/23.

Goals

- Provide and plan for appropriate spaces to learn and work.
- Operate well-maintained schools and facilities where students and staff can thrive.
- Deliver a robust technological infrastructure responsive to the changing needs of students and staff.

Outcomes

- Innovative and well-maintained environments that support staff and students.
- Structures and systems meet the demands of enrolment growth.
- New schools and modernizations that support enrolment growth.
- Students, staff and RVS will have their technological needs met.

Performance Measures

	2022/23
Number of new schools requested in the Capital Plan:	15
Number of new schools approved for construction by government:	0
Number of modular units requested:	New Units . . 32 Relocations . . 2
Number of modular units approved:	New Units . . 10 Relocations . . 2
Number of innovative spaces created to support learning:	5
Number of renovations to modernize school facilities (over \$200,000 projects excluding roof replacements):	4
Number of spaces re-designed to maximize flexibility of learning spaces:	2
Number of facility service requests completed annually:	5,784
Percentage of facility service requests resolved within one week:	33.5%
Percentage of infrastructure maintenance and renewal (IMR) allocation spent annually:	94%
Percentage of IMR dollars spent on high priority deferred maintenance projects:	59%
Percentage of facilities meeting RVS' building cleanliness standard when audited:	98%
Annual uptime for internet service, student information system, financial/HR enterprise system, telephones:	100%



Connecting With Our Community

RVS trustees, staff, schools and students fostered and strengthened many community relationships in 2022/23, from hundreds of new partnerships to many well-attended community engagement sessions. We collaborated with our communities, enhanced learning opportunities for students, and continued to build a strong educational network across the division.

In an effort to engage more stakeholders, RVS launched [RVSEngage](#) in fall 2022. This online community feedback platform ensures RVS is transparent in its engagement practices while providing opportunities for all stakeholders to have a voice in decisions that impact their children, students and broader community.

Goals

- Foster new partnerships and strengthen existing relationships that enhance learning.
- Engage and communicate actively to build relationships.

Outcomes

- Increased access to specialized expertise and skills.
- Enhanced learning opportunities.
- Greater allyship with stakeholders.
- Enhanced transparency and public trust.
- Strengthened reputation and brand.

Performance Measures

	2022/23
Number of schools involved in dual credit programs:	8
Number of students participating in dual credit programs:	85
Number of opportunities schools make available for students to engage/attend programs offered by/at post-secondary institutions:	70
Percentage of teachers who had local businesses, organizations or individuals from the community contribute to student learning:	54%
Number of new partnerships established to enhance student learning:	356
Number of events trustees participate in such as school council meetings, community consultations, public meetings, etc.:	543
Number of trustee social media posts/reposts highlighting events happening in RVS schools:	332
Number of community use events that took place, helping to make the public more connected to schools in their community:	3,257
Number of formal Board-sponsored engagements with the community and number of responses from stakeholders:	Engagements 5 Responses 2,268