

Kapawe'no First Nation School (KFN School) Level Strategies, by Goal and Outcome

Goal 1: Success for Every Student by June 2023

Goal 1: Success for Every Student

Outcome 1.1 Students demonstrate proficiency in literacy and numeracy.

- By June, 2024 there will be an increase of 3% in the number of students achieve the standard of excellence in grade 6 and 9 Provincial Achievement Tests for English Language Arts.
- 90% of students at grade level will achieve acceptable standard in mathematics in June 2023 achievement tests.
- 80% of the grade 9 students in KFN School will meet the acceptable standards in math as measured on the PAT.
- KFN School will set English Language Arts Reading and Writing targets for percent of students achieving the Acceptable Standard on Provincial Achievement Tests. These targets will be set at:
 - 85% of students in grade 6 by June 2024
 - 75% of students at grade 9 by June 2024
- 90% of non-coded students will read at grade level by June 2023.
- 90% of non-coded students will meet their Math grade level outcomes by June 2023.
- All students within the school will increase at least one grade level in reading as per reading assessments and records, completed in September or beginning of the school year, and re-evaluated in June or at the end of the school year.
- 90% of students will be able to demonstrate numeracy skills in accordance with Learner outcomes at each grade level.
- By June 2023, at risk students in KFN School will achieve 80% of their IPP goals within the classroom with the use of assessment for learning tools.
- 90% of students in KFN School will be able to demonstrate numeracy skills in accordance with Outcomes as determined in IPP's.
- By June 2022, at risk students in KFN School will achieve 80% of their IPP goals within the classroom with the use of assessment for, and of, learning tools.
- All students on IPP's will increase their reading level according to their IPP goals. Some school's departments or grade groups set goals relative to identified student learning outcomes, such as these:
 - Junior high math teachers will help prepare students for successful high school completion by adopting strategies and measures that focus on individual achievement.
 - The junior high English Language Arts students will increase their individual competence in inference skills when encountering a variety of texts.

- Senior high math students will be able to identify learning skills specific to mathematics and know which skills need to be addressed to improve their own learning.
- Junior and Senior High CTS students at KFN School will experience real life trade/industry events in our community or other within the year.
- During KFN School year 2022-23 the PE department will offer a variety of new activities to increase participation and interest in the Junior High and High School PE program (eg. lacrosse, indoor soccer, archery)
- By Jan 31, 2022 90% of all students, in kindergarten through grade nine will achieve 80% or higher on all assignments and tests dealing with concepts involving place value and counting.
- By Jan 31, 2022 100 % of all students, in kindergarten through grade nine will demonstrate an appropriate level of understanding of concepts in counting and place value. NB: A baseline will be established by completing these tasks prior to the end of May 2022, based on a school developed Math test.
- During the 2022-23 School year, students will be able to describe and represent numbers with accordance to the learner outcomes at each grade level. Teachers will make use key understandings that relate to place value from a focused Math Program and relate this to the Program of Studies and I Can Statements made previously at each grade level. Measurement will take place by use of diagnostic assessment and appropriate instruction at students' developmental phase.

During the 2022-2023 KFN School year, KFN School will focus on the development of formative assessment practices that will be integrated into a School Wide Literacy Program:

- Create information sessions for parents by the end of September, 2022.
- Participate in school based workshops on Literacy by the end of November, 2021
- Research, development, and implementation an in-school peer tutoring program at the junior high level by October 30, 2021.
- Convert "I Can" statements to assignment bullets that parents can understand by November 1, 2022.
- The Literacy Program of KFN School will include daily Cree Language and Cultural Programming

Strategies to impact achievement in literacy and mathematics:

- During the 2022-2020 KFN School year, teachers at KFN School will focus on increasing students' mathematical vocabulary.
 - Make a word wall in each classroom that focuses on math vocabulary.
 - Continue collaboration with teachers to further develop the use of differentiated learning activities within the mathematics curriculum
 - By September 30, 2022 create a Mathematics Intervention Plan for a minimum of two students per grade.

- Teachers will utilize a form of Math Assessment as a screening tool for early identification of learning difficulties in mathematics and using the program to support student learning.
 - Before the November, 2022 Demonstrations of Learning and goal-setting meeting, all the students at KFN School will have been assessed using a Math assessment. At the November 2021, Demonstrations of Learning and goal-setting meeting; the parent, student and teacher will identify an appropriate individual math goal.
 - We will implement First Steps in Math or another appropriate math teaching strategy and blend it in with other high-yield strategies by the end of April, 2022.
 - Teacher Assistants will be trained in Math strategies so that they can support teachers in their work with individual students.
- By September, 2022 KFN School staff will provide literacy assistance sessions...
 - Scheduled after school for grades 6, 7, 8 and 9.
 - Scheduled at noon hour and after school.
 - We will support tutors in school, such as older grade 6 students supporting younger students.
 - Provide tutorial time for students. (In some cases scheduled and mandatory).
- KFN School will organize instructional time to develop opportunities for cross-grade collaborations in literacy where possible, such as grouping students in gym for literacy games.
- KFN School will increase literacy instructional time in the schedule.
- Teachers will share with one another how they give feedback to students.
- Collaboration among teachers, and attendance at workshops will be encouraged and supported with Teacher Assistance and Teacher Substitute coverage.

Strategies to impact achievement in reading:

- Increased time will be assigned to English instruction where and when possible.
- KFN School will provide time for Division One and Two students to practice daily reading or being read to for at least 20 minutes of each day.
- Use the Precision Reading Program or similar reading programs to improve comprehension.
- KFN School will introduce a school wide daily silent reading time, modeled by adults and teachers by the end of November, 2021.
- School will participate in a daily Read program (an/or other reading programs and contests) and read for a minimum of 15 minutes per day after each lunch recess by the end of November, 2021.
- Staff in KFN School will continue learning and implementing the ideas and concepts of Assessment for, and of, Learning as it pertains to English Language Arts instruction
- School Administration will provide resources and support for guided reading programming throughout KFN School.

- English teachers will employ strategies such as modelling, questioning, student exemplars, and discussion as a way to help students to demonstrate inference.

Numeracy and Literacy.....

- KFN School will have all students in a grade complete an activity the results of which will then be used as the discussion topic during PLC meetings with the intent to promote further understanding /communication with numeracy and literacy.
- Staff at KFN School will learn about and implement the First Steps in Math or similar program as a diagnostic assessment tool in all mathematics learning.
- Staff at KFN School will continue learning and implementing the ideas and concepts of Assessment for, and of, Learning in classrooms as applicable to numeracy and literacy.
- Staff will develop a KFN School Read program to help students in KFN School improve their reading skill to better understand math word problems.
- KFN School administration will continue to ‘look for’ student understanding in specific literacy Program of Studies strands during “Walk-Throughs” and provide feedback to teachers to support their growth.
- KFN School will acquire literacy and math resources for teachers to study and use.

English Language Arts & Writing...

- Each teacher at KFN School will commit to...
 - selecting one new unit in one subject area as a special focus for developing formative assessment strategies, including the effective use of assessment rubrics;
 - attending related ELA workshops;
 - Participating in collaborative sharing; access available in-class coaching from peers and Literacy coaches.
- KFN School uses a variety of strategies and programs designed to provide students with the opportunities for success and to overcome academic difficulties. (Literacy blocks, Balanced Literacy, school wide reading time, paired reading, mentors, 6+1 Writing Traits etc).
- Staff will learn about Assessment for, and of, Learning in School Specific PD sessions.
- KFN School will continue to develop specific and unique assessment and learning ‘objects’ to assist with formative assessment. Examples include: problem-solving rubrics, reading level portfolios, narrative writing portfolios, etc
- KFN School continue to have an elementary-wide daily silent reading time, modeled by adults and teachers.
- KFN School will group students from different age levels to draw on the peer teaching and learning capacities, to practice reading comprehension, to practice math skills, etc.
- KFN School will create instructional time in their timetables focused on specific teaching strategies. (For example 6+1 Writing traits, Language Arts READ, First Steps in Math).

- By June 2022, staff will use Precision Reading to help students in KFN School improve their reading skill to better understand math word problems.
- KFN School will model unit, mid-term, and final exams after PATs and Diploma Exams to increase familiarity with questions and structure and students have an opportunity to review/discuss questions from previous PATs and Diploma Exams.

Strategies to improve achievement, in general:

- Staff in KFN School will work on goal setting with at-risk students and their parents.
- During the goal setting at beginning of year, staff will pay particular attention to At-Risk students and seek ways to engage parents, such as regular phone calls regarding substandard homework and achievement, as well as suggested math activities to enhance and support learning needs.
- KFN School will model unit, mid-term, and final exams after provincial achievement tests to increase familiarity with questions and structure, and students have an opportunity to review/discuss questions from previous achievement tests.
- KFN School will identify at risk students and use individualized approaches to engage learners.
- KFN School will partner with Indio Network 2018 Inc (Indio) to use the Indio distributed learning programs for all aspects of school virtual programming.
- KFN School uses many strategies such as: agendas, girls' group, one on one instruction, small groups, and picture cues, breaking down expectations, praise and connectedness to the real world; all in order to increase the level of students' engagement in school.

Strategies to impact behaviours and work habits:

- By June, 2022, there will be a 5% reduction in the number of periods missed by students in this school.
- KFN School and teachers will contact parents regarding absenteeism.
- Staff in KFN School will work on goal setting with at-risk students and their parents.
- KFN School will identify at risk students and use individualized approaches to engage learners.
- KFN School will model unit, mid-term, and final exams after PATs and Diploma Exams to increase familiarity with questions and structure and students have an opportunity to review/discuss questions from previous PATs and Diploma Exams.
- KFN School will open communication with students and parents to make sure that they do not get in over their heads by enrolling in grade 12 courses before they are mature enough to do so.
- KFN School will provide tutorial time for students. (In some cases scheduled and mandatory such as the pullout sessions in junior high.).
- KFN School will re-organize instructional time to develop opportunities for cross-grade collaborations.

Goal 1: Success for Every Student

Outcome 1.2 Students achieve educational outcomes.

KFN School will continue to perform actions that demonstrate the high priority the staff places on caring for students at risk. Staff will participate in the Collaborative Response Model Training and initiate same by the end of November 2021.

100 % of teachers at KFN School will have evidence that they have used formative assessment in each of the core subjects which they teach by June, 2022. (May include things such as: use of criteria/rubrics, performance assessment tasks, sharing of learning outcomes with students' parents, examples of work which has changed and been revised over times based on feedback from teacher and/or peer self-evaluation, or the use of diagnostic tasks to inform planning, in addition to test, quizzes or other forms of summative evaluation).

- Division 3 and 4 Progress Reports in KFN School will contain "I can" statements for each of the core subjects by June, 2023.
- By the end of the 2022 school year, 90% of students in grade 7-12 will have successfully completed their courses of study that they registered for during KFN School year.

Learn to read, then read to learn. The purpose of our first smart goal at KFN School is to help students learn to read. We believe this is a cornerstone to learning. When a student can read, they can change their future. If they can't read, they limit their future possibilities.

Students in grades 6 to 12 who take CTS and CTR course offerings in KFN School will experience real life trade/industry events.

90% of KFN School staff will be aware of at risk students and strategies for meeting their needs.

90% of student identified as At-Risk will have a current and signed IPP with learning supports addressing individual needs by November 15, 2021.

During this school year, we will focus on the development of formative assessment practices that will be integrated into the Literacy Program.

- Create an information session for parents by the end of October, 2021.
- Participate in a school based workshop on Report design before October 31, 2021

KFN SCHOOL recognizes the Alberta Education High School Completion Strategic Framework as a valuable resource for supporting jurisdiction strategies for increasing High School Completion.

Strategy 1: Personalized Learning: "Whether through technology, distance learning, infusing culture or language into courses, land based teachings, or more flexible programming, the key is to be more responsive to the needs of individual students."

- Staff will work with administration to achieve proper programming selections of students to give all the students the best chance to optimize their achievement and

increase number of students achieving standard of excellence, as measured by performance on diploma exams and PAT exams.

- KFN School will implement a “Goal Setting Initiative” for the October, 2022 Parent/Teacher/Student interview / goal setting where appropriate learning targets and strategies will be established.
 - By June 27, 2022 80% of students in KFN School will achieve their individual goal as identified in the November, 2019 Demonstrations of Learning – Goal Setting meeting.
- KFN School will assign the responsibility to review and oversee IPP development to a specific staff member as the lead teacher for special education programming by September 2022.
- By the end of each semester, every program assistant at KFN School will support student IPP’s with strategies to achieve specific goals which contributes to high school completion.
- By June, 2022 at risk students at KFN School will achieve 90% of their IPP goals within the classroom with the use of assessment for learning tools.
- We will support ongoing and intervention Reading Comprehension activities for At-Risk students.
- KFN School will promote and use the K&E program as a tool for successful high school Certificate of Achievement completion.
- KFN School facilitate more cultural awareness to KFN School surrounding First Nation through Elders, guest speakers, field trips to First Nation capacity building workshops and campouts, and possible classes on beading, leather work, etc...

Strategy 2: Successful Transitions: “Off-campus education models, dual credits that allow students to participate in apprenticeship training and college courses, career-based opportunities and distributed learning environments are just a few of the options that will be explored to make school more relevant and accessible to students.”

- KFN School will have grade to grade transition meetings for special needs students transitioning to a different school within the authority and provide transition meetings for grade 6 & 9 students as they move from one school to another.
- We will create a transition plan for grade five/six student transition to Junior High
- KFN School will begin to offer off campus work experience programs using community agencies and businesses.
- KFN School will have grade transition meetings for special needs students transitioning to a different school within the school authority.

Strategy 3: Collaborative Partnerships: “Providing access to a menu of activities and services in a safe environment helps improve student attainment, self- confidence, motivation and attendance. Examples of activities may be the provision of study support, sport, music, art, special interest clubs, volunteering, and business activities.”

- KFN School will partner with Indio Network’s on line Virtual High School serving Alberta Education approved curriculum to access alternative delivery systems as an option for local students to complete high school requirements and/or use the Success Maker, Team Teaching, Khan Academy of Math programs and engage in the Distributed Learning Strategy where and when possible.
- KFN School will provide career counseling for students through partnerships with town schools.
- KFN School will launch the Everactive School’s student mentorship program by the end of October, 2021.
- Administration and staff of KFN School will provide support to students to build effective study/review practices: Address test anxiety, Study skill, Test taking strategies, Time management/prioritizing, and Exam and assessment vocabulary.
- KFN School will facilitate student involvement in community programs that set the stage for social justice projects or to become more aware of social issues as lifelong learners. (music, computer, community service projects, refereeing, shared reading, mentoring of students, and recycling projects).
- KFN School will use many strategies such as: agendas, social clubs (cooking, Student Chief and Council (September 2023), archery club, Spirit committee etc.), homework clubs, homework books, one on one instruction, small groups, picture cues, breaking down expectations, praise and connectedness to the real world; all in order to increase the level if students’ engagement in school.
- KFN School will host monthly parent group meetings focused on the issues involved in mentoring children, discipline etc., in partnerships with Kapawe’no First Nation Health Services (Health Services).
- KFN School will facilitate partnerships with community to enable the following:
 - Students will experience real life trade/industry events in our community within the 2022-2020 school year.
 - KFN School will encourage and support student participation in Career Fairs and similar events (eg Edmonton Northlands Career Fair, Grande Prairie College, NAIT, Etc).
 - KFN School will facilitate and/or host career fair events before June, 2022.
 - KFN School will engage guest speakers to discuss career opportunities

Strategy 4: Positive Connections: “Student Mentorship programs, career counselling, student engagement projects, and teachers who move with students from grades 10–12 are just a few examples of actions that could be explored through Alberta’s High School Completion Framework.”

- KFN School will focus on the development of the “Whole” student by increasing student engagement in academic and non-academic pursuits by growth in one subject area or participation in one school activity or afterschool program offered by ‘the local community wellness group of agencies supporting the school (understanding that our strategies support high school completion, students at risk, student engagement, formative assessment practices, a respectful – Safe and Caring Environment, and guidance and career counselling). Non Academic programming will include language and cultural programming during school time and after school.
- KFN School will explicitly address the needs of LGBTQ+ students and GSAs by June 2024.
- KFN School will use many strategies such as: agendas, one on one instruction, small groups, breaking down expectations, praise and connectedness to the real world; all in order to increase the level if students’ engagement in school.
- KFN School will employ programs focused on anti-bullying and positive decision making programs that help students learn to make positive behaviour decisions.

Regarding Counselling:

- KFN School is committed to the development and maintenance of a comprehensive counselling plan that supports high school completion, students at risk, student engagement, formative assessment practices, a respectful – Safe and Caring Environment, and guidance and career counselling.
 - KFN School will work with Sturgeon Lake Cree Nation Health Services to support counselling services within the school
 - Students will have the opportunity to use the “my pass” program to track their school course completions. KFN School will also have students use MY Blueprint to help with their Career Planning.
 - KFN School will identify students at risk and support them with an “Adopt a Student” program.
- Teacher assistants meet regularly with teachers, and maintain a daily log book of interactions with students to provide anecdotal evidence of student work completion for the purpose of monitoring IPP goal achievement
- We will work with our community wellness group workers to monitor, track when needed and support At-Risk students. Partnering with community groups to develop and deliver programs for youth of school age to learn about cultural, resilience, mental and physical health will be undertaken. As such, KFN School will continue to welcome outside agencies as a support for its students within KFN School. Such

agencies include but are not limited to: Everactive Schools, Mental Health, Alberta Health Services Addiction Counsellors, RCMP, Children's Services.

Strategy 5: Tracking Progress: "Identify barriers and success factors related to high school completion."

- The principal of KFN School will read all report cards.
- KFN School will continue to keep running records of student major and minor misbehaviours through log entries on PowerAdministrator.com by September 2022.
- Monthly tailgate meetings for Occupational, Health, Safety and Security (OHS & S) will commence and continue over the next three years. An OHS Committee will be formed with an OHS Chair to coordinate and ensure safety within the school and on the school grounds.
- Monthly 'students of concern' CRM-RTI meetings will commence in the Fall of 2021. Students experiencing difficulty in literacy will be supported with tutoring support and course assignments will be modified, adapted, differentiated, as needed. Should IPPs change as a result of any intervention placed within the scope of the child's IPP parents will be notified and these will be signed off by the parent and educational stakeholders.

Regarding Attendance:

- KFN School will closely monitor attendance patterns; recognize and award excellent attendance.
- KFN School will ensure staff call home when a child has missed 2 days of school without a valid absence reason. Parents will communicate with parents all the reasons that a child can be excused, such as; Bereavement, Traditional Hunting, Medical, Vacation, etc.. Upon 3 days of absence the First Nation Liaison worker will make a home visit. Upon 5 days of absence the Administrator will make contact through text, Facebook, phone, or letter home. All attempts at contact will be documented.
- Parents and students in KFN School will be informed of the attendance policy and it will be followed. Examples...
 - There will be a reduction in the number of student lates by 75% for the year as compared to the last school year.
 - By April 1, 2024, there will be a 25% reduction in the number of periods missed by students in KFN School.
 - KFN School Principal will closely monitor attendance patterns; recognize and award excellent attendance and academic improvement.
 - KFN School will send letters home to the parents and guardians after the 3rd and 5th unexcused absence (this usually means after missing 3, or 5 days of classes without parental excuse for same)

Assessment for Learning Strategies:

- **The teachers will learn and use Differentiated Strategies for Assessment. The teachers will learn and use Assessment for learning strategies described as listed under Outcome 1.4. Classroom assessment is balanced between assessment for learning and assessment of learning, below...**

Strategies to improve student success in math:

- KFN School Math teachers will develop utilize First Steps in Math or other Math Program and its diagnostic math assessments for each grade or division.
- A teacher directed counselling plan will be implemented to assist high school students in their course choices and achievement in their classes.
- KFN School will ensure daily practice in Mathematics up to Grade 9,
- Students at KFN School in Grades 4 to Grade 7 will practice math facts daily.
- KFN staff will work to implement cross – curricular subject specific word wall / vocabulary building, anchor charts, logic models, critical thinking plans, and Venn Diagrams within their math classes.

Goal 1: Success for Every Student

Outcome 1.3 Students are prepared for the 21st century. (To be Developed with staff)

- By January 2022, students at KFN School will use Direct Communication techniques, ie., “I feel ...when you ...because ...I need you to...!” as evidenced by the way they speak to one another and to school staff
- By June 2023, 90% of students will be reading and writing at grade level as evidenced by diagnostic assessments in reading and writing.
- By September 2022, KFN School will have 1 to 1 laptop computing for all its students.
- By June 2023, two anti-bullying workshops will have been provided to the students of KFN School.
- By June, 2022 KFN students will engage in higher order thinking exercises in Literacy and Numeracy as evidenced by locally developed assessments.
- By June 2023 KFN School will have provided at least two parenting workshops to members of the Kapawe’no First Nation Community.
- By September 2022, KFN School will have a democratically elected Student Chief and Council involving students from Grades 6 and up.
- By June 2022, Grade 6 to 12 students will have attended at least two career fairs with a focus on informing students of the jobs available to them.

- By September 2022, all KFN classrooms will house a 60 inch Smart TV linked to the schools Intranet and Internet systems.
- By February 2022, KFN School will have a variety of literature resources available to them through the internet.
- By March 2023, students will be involved in school decision making processes and be supported by staff for any projects, programs they wish to bring forward.
- By November 2022 100% of staff will have engaged in a G.A.F.E. (Google Applications For Education) workshop
- By September 2023, 100% of KFN students from the Nation will talk and identify as being Kapawe’no First Nation People as evidenced through discussions with staff.
- By September 2024, 100% of high school students will do 100 hours of service within the school community prior to graduating from Grade 12.
- By September 2024, Division three and four students will have participated in at least one video conference with a sister school somewhere in Canada.
- By November 30th 2022, KFN grade 8 to 10 students will be engaged in Everactive Schools Programming
- By September 2024, a full life skills program will be offered at the jr and high school level for students who are having difficulty with completing the goals of their educational plans.
- By September 2024, KFN School will offer a fully funded and serviced Special Needs Program for Code 42 and 44 students requiring Behavior Programming.
- By January, 2022 Work Experience Opportunities will be sourced for all high school students desiring to participate in the program.
- By January 2022 a fully funded Elder’s Program involving male and female Elders will be in place at KFN School.
- By September 2022 the Seven Directions teachings and Spiritual teachings will be an integral part of the Elder Program.
- By September 2024 KFN School will have a fully funded Robotics Program and be participating in Provincial Competitions at the high school level.
- By January 2024, all students in High School at KFN School will be instructed in Articulate Storyline 3 development and be working towards building SCORM and TIN CAN workforce training modules for the Kapawe’no First Nation.

Goal 1: Success for Every Student

Outcome 1.4 Classroom assessment is balanced between assessment for learning and assessment of learning.

- By December, 2022 100 % of teachers in KFN School will have evidence that they have used formative assessment in each of the core subjects which they teach. (May

include things such as: use of criteria/rubrics, performance assessment tasks, sharing of learning outcomes with students' parents, examples of work which has changed and been revised over times based on feedback from teacher and/or peer self-evaluation, or the use of diagnostic tasks to inform planning, in addition to test, quizzes or other forms of summative evaluation).

- By February, 2023, every teacher in KFN School will implement formative assessment strategies in at least one new subject area in order for students to be more engaged in their learning.
- By June, 2023 teachers in KFN School will have significantly increased the frequency and consistency of their applications of Assessment for learning strategies.
- KFN School teachers will increase by 5 the number of Assessment Rubrics used in the classroom each year
- Grades 6 to 12 in KFN School will use constructed rubrics on a monthly basis for a particular unit of study in any subject.
- Throughout the 2022-23 school year, all teachers at KFN School will be able to demonstrate that they are continuing to balance formative and summative assessment strategies in order for students to be more engaged in their learning.
- Teachers will be able to demonstrate balanced literacy, First Steps in Math, differentiated instruction and assessment for learning practices in classrooms.

KFN SCHOOL has identified strategies in their education plans that are key to impacting this outcome. Some of these strategies are very school specific; others are utilized by several schools. These include the following:

General

- Each teacher in KFN School will commit to: select at least one new unit in one subject area as a special focus for developing formative assessment strategies, including the effective use of assessment rubrics; attend related school authority workshops; participate in collaborative sharing; access available in-class coaching from peers

Regarding Professional Learning Communities...

- The development of Assessment for learning strategies will continue to be a focus for KFN School's Professional Learning Community discussions.
- One PLC meeting per term in KFN School will be dedicated to the development of "I can" statements in the 2022-23 school year.
- Staff will increasingly use a common vocabulary related to formative and summative assessment.

Collaborations and Professional Development...

- Developing regular progress report access using Eagle Eye Software will be a focus to provide parents with information regarding their child's academic progress.
- Personal Professional Growth Plans and Year Plans:

- All core-subject long-range plans in will be closely aligned with the Program of Studies and will include an assessment plan clearly outlining the use of both formative and summative assessment.
- Staff personal professional growth plans will focus on the implementation and support of the use of Formative Assessment strategies.
- The Principal will continue to use Walk-Throughs to support teacher growth.
- Collaborating with peers:
 - Teachers will collaborate with other schools/teachers to develop common assessment tools. (PD days, inter-school visits)
 - Teachers will communicate and share assessment tools and student performance using those tools; e.g. Kindergarten assessments such as EYE, DRA word recognition screening, etc.
 - Substitute time will be made available for collaboration between staff members
 - Teachers will be encouraged to visit and observe other teachers in action.
 - Teachers in KFN School will model teaching strategies for each other.
 - The Principal will supply internal coverage within KFN School to support teaching staff to go and observe promising teaching and assessment practices within KFN School.
- For personal Professional Development, teachers will:
 - Attend professional development on the assessment performance tasks.
 - Have opportunity to attend the Alberta Regional Assessment Consortium workshops and events.
 - Address formative assessment in their professional growth plans by September 2022.
 - access appropriate video conferences and workshop training to enhance literacy within the school
- Each teacher will commit to:
 - continue to develop formative assessment strategies, including the effective use of assessment rubrics;
 - attend related school authority workshops;
 - participate in collaborative sharing;
 - explore more shared resources and programs

Classroom Activities and Learning Objects...

- All core-subject long-range plans in KFN School will be closely aligned with the Alberta Program of Studies and will include an assessment plan clearly outlining the use of both formative and summative assessment.

- KFN School will begin to enhance teacher understanding and practices of formative assessment in the distributed learning environment.
- Teachers will...
 - use assessment for learning practices daily
 - use targets, proofs, and exemplars with students
 - collaborate to develop an exemplar bank in the core subjects
 - complete assessments contained in the assessment folder at regular intervals
 - prepare and share with students and parents I Can/target statements for each core subject unit in the 2022-23 school year

Goal 2: Success for First Nations, Métis and Inuit (FIRST NATION) Students

Goal 2: Success for First Nations, Métis and Inuit (FIRST NATION) Students

Outcome 3.1 FIRST NATION students are engaged in learning.

KFN SCHOOL has identified strategies in their education plan that are key to impacting this outcome. Some of these strategies are very school specific. These include the following:

KFN School SMART Goals

By September, 2022, 100% of KFN students will receive daily Cree Language and Cultural Programming.

By June, 2022, 90% of students will improve achievement by one grade level as determined by a December 2021 assessment and then compared to the June 2022 achievement test.

By June, 2022 90% of students at grade level will achieve acceptable standard in mathematics in June achievement tests.

By June, 2024 there will be at least five cultural events or activities performed at KFN School that create awareness of First Nation traditions and cultural understandings. KFN School

work closely with the Native Liaison and Health Center workers to track and support at-risk students.

By April 1, 2024 the Administrative team of KFN School will lead and host 4 Sacred Pipe or Sharing Circle Ceremonies for students in Grade 1 to 9.

Staff will explore resources and become involved within community to build a better understanding of issues related to the Kapawe'no First Nation community.

KFN School is committed to the development and maintenance of a contextually and culturally appropriate, comprehensive counselling plan that supports First Nation students' At-Risk, First Nation student engagement, formative assessment practices, a respectful – Safe and Caring Environment, and guidance and career counselling.

- KFN School will work closely with KFN SCHOOL's Social Workers and Health Center workers to track and support at-risk students.
- Students, teachers and parents in KFN School will work together to support At-Risk First Nation students and set goals during November's Parent - Teacher interviews.
- In alignment with Goal Setting Initiative, two assessment portfolios will be created and maintained. One will be for student information on their learning and progress, while the other will be teachers' assessment on student achievement.
- We will create a transition plan for grade six First Nation transition to grade 7 and Junior High.
- KFN School will actively seek First Nation speakers etc. to highlight aspects of this culture.
- Social Studies curriculum is designed to provide awareness of aboriginal perspective and history
- Program assistants will continue to offer support at lunch time and during class activities
- Accommodations will continue to be implemented to ensure First Nation success in classes.
- KFN School will actively seek First Nation cultural activities to highlight various aspects of First Nations cultures
- Look into incorporating Cree Teachings (also goes with the 15 teepee poles teachings) along with our Virtues
- KFN School facilitate more cultural awareness to KFN School surrounding First Nation through guest speakers, possible classes on beading, leather work, etc., and by using First Nation Agencies to help bring more of these resources into KFN School.
- KFN School will have Elders come into KFN School to give staff a presentation of First Nation students and how we can better understand them.
- KFN School will purchase Aboriginal books to put into KFN School's library to raise cultural awareness within KFN School.
- School will celebrate Aboriginal day in June 2022 by sharing cultural toys, stories, cultural performances, etc.

