

School Development - SME 2025-2026

Strategic Action Plan

School Vision Statement: St. Michael’s is committed to helping students grow together socially, emotionally, intellectually, physically, and spiritually, with respect for self and others thus, becoming responsible, caring citizens of an ever-changing world.

School Values: St. Michael’s values the commitment by students and staff members and what they bring to creating the most successful and collaborative learning environment.

Goal: To improve student and staff wellness through a more inclusive and supportive learning environment.

Strategic Issue: Wellness and Positive Relationships

Evidence used to identify strategic issue:

Previous years data (Fall 2024-2025) indicated the following areas of concern and areas for growth:

- 2.1 Positive school climate - Student – 39.7% positive**
- 2.4 School Safety - Student - 51.4% positive**

The current year's data (Fall 2025-2026), in comparison to Fall 2024-2025, indicated the following areas of concern, under their respective scales from collected data:

Family Survey Scale Analysis:

- **Family support results indicated 75% positive and 25% neutral. While there were no negative responses, this was lower in positive responses than schools of similar size (87% positive) and the provincial average (81.9%). It actually reflected a decrease in the 3 year trend, although a minimal decrease, it does**

indicate a need to refocus and try to reverse the decrease in trend data.

- School Climate results indicated 62.5% positive results, 25% neutral and 12.5% negative. In comparison to other schools and the province, we received less positive, more neutral and more negative responses. It indicated a 3 year trend decrease from 78.2% positive, to 62.5%. While this is also a minimal decrease, it does show a need to re-examine, closer, what initiatives are in place, in an effort to reduce that trend.
- School fit results also show a decrease in the 3 year trend; 60.7% positive down to 50% positive.
- School Safety, probably the most significant decrease in the 3 year trend from 66.3% positive down to 37.5% positive.

From a schools perspective, we need to do more to support families within our school context. These results clearly indicate a need to improve our students' wellness and positive relationships with our school community.

Actions	Person(s) Responsible	Timeframe (include start & end dates)	Evidence of Effectiveness (What progress is being made with the implementation of the action? Is the action being implemented as intended? How is the action having an impact on the strategic issue? What evidence has been collected to demonstrate impact?)
Continue with Student Engagement group through student leadership opportunities	Admin/ Program facilitators/ Guidance	Sept 2025 - June 2026	We have a student council created that meets regularly and plans activities for the school. They also run our Cafe and other student initiatives.
Continue to evolve our positive behavior program through celebrating Star Citizens each week	Admin, Guidance/ IRT	Sept 2025 - June 2026	We have continued to celebrate our Star Citizens each week. Student names are selected from our daily “tickets” we give students for being good citizens. Every Friday, we select 3 students who received tickets and announce the selections over our PA system. They get to choose a prize and get their photo taken. The photos are shared on our Facebook page with a positive caption about being a good citizen. This has been a big success as more students are given tickets each day. We have seen an improvement in Positive Behaviors in our school.
Continue with our monthly student awards and invite parents to celebrate with us.	Admin/ teachers	Sept 2025 - June 2026	We have continued to have these assemblies on the last Friday of the month. Over the past year, we have seen a significant increase in parents attending this celebration.
Expand our Student Leadership program to include activities that all students can be a part of.	Admin/facilitat ors/Staff/Com munity	Sept 2025 - June 2026	As part of our student council and Service Delivery Team, we plan activities and awareness initiatives that include all students. These are communicated to parents weekly and everyone takes part in these

	Groups		activities.
Create an active School Council	Admin	Sept 2025 - June 2026	We have been able to create an effective school council. We meet once per month to discuss issues at the school, community concerns and discuss financial initiatives. We currently have 7 members on our council.
Continue with CYN	Admin/ CYN Facilitator	Sept 2025 - June 2026	We have continued our CYN initiative. Sometimes it is a lunch time meeting once per month, and other times we have an after school hangout. We have a lot of our Grade 7 and 8 students involved in this initiative and we continue to offer it in partnership with CYN.
Create a school wide House Team program	Teachers/ Admin	Sept 2025 - June 2026	Our student council has created a school wide house team system. Every student is on a team and we have whole school activities for all students and teachers. This has also been a huge success creating a community in our school.
Improve communication with the community to improve engagement	Admin	Sept 2025 - June 2026	This has been one of our greatest improvements this year. Every Friday a memo is sent home with students that highlights the week to come. It includes upcoming dates and things that our school community need to be aware of. This memo is provided to the bus drivers as well. It is then emailed out and posted on our Facebook page as well for our school community. Regular communication through School messenger is also a part of this communication initiative. We have received a lot of positive feedback from our school community about this initiative.
Create a staff morale team	Admin/Staff	Sept 2025 - June 2026	We have created a staff moral team that places staff members on their own house teams for fun activities. Many of our activities have students involved as well. During each staff meeting we have a Staff Morale Challenge and all staff have bought in. All teachers, student assistants, secretaries and custodians are included in these teams and participate in activities.
Continue to expand our engagement with outside groups.	Admin/Staff	Sept 2025 - June 2026	We continue to seek opportunities to engage with outside groups. We have partnerships with CYN, NAWN, Elders and Youth, The Lions Club, the local Fire department, RCMP and other community businesses in many of our school initiatives.
Continue to offer our Life Cycle demonstration and expand this program.	Guidance/IRT/ Staff/Admin	Sept 2025 - June 2026	One of the highlights of this year has been our Life Cycle school program. We have raised chicks, ducks and 1 turkey. Students are engaged with candling the eggs as they develop and watch them hatch. We have writing

			stations, displays and have integrated technology to support this initiative. We have also partnered with the farms that provide the eggs and we return them to the farm once hatched and ready to go back.
Regular data review of Review 360	All staff	Sept 2025 - June 2026	We review 360 data during staff meetings and Student Assistant meetings.
Increase opportunities for Team Building activities in our school	All staff	Sept 2025 - June 2026	We continue to explore opportunities to continue and expand this.
Create an updated and informative school website	Admin/Staff	Sept 2025 - June 2026	Our website has been created and ready to release to the community.
Create opportunities for students to collaborate with each other	All staff	Sept 2025 - June 2026	We have a Big-Little buddies program that pairs our older students with younger ones for learning opportunities. We have also taken them on a field trip as well.
Continue to offer a daily breakfast program and a school cafe	All staff	Sept 2025 - June 2026	Our breakfast program runs every day. All students in our school avail of the breakfast program every day. We have a few dedicated volunteers, but also have been able to get a few more volunteers to help out as well. We have also partnered with NL Hydro for an Energy Breakfast Activity, have received many donations from the community and have tremendous support from Kids Eat Smart. We are hoping to get more volunteers for next year as well.
Create a weekly craft club for students	Guidance	Jan 2026 - June 2026	Our school was selected to receive a Safe and caring Schools grant for our craft club. Our club runs twice every cycle and is facilitated by our Guidance counsellor. We will continue to offer and expand our craft club. This club is open to any students from Grade 4-8.
Host a family literacy day	All staff	Oct 2025	We have hosted our first Family Literacy Day. It was a great success! We will continue to celebrate this day and expand it on a go forward basis.
Revive the Roots of Empathy Program	Guidance/Admin	Sept 2026	We attempted to get this program up and running, but were unable to do so for this school year. We will be looking to establish this for the next school year.
School Counselling classroom education sessions	Guidance	Sept 2025 - June 2026	Our school counsellor has scheduled regular sessions with all grades for learning activities. These activities are a part of the regular daily schedule and provide the tools and strategies for students to deal with daily struggles and issues. It has been a great area of growth and students feel as though they have a good relationship with our school counsellor.

Support Plan			
Professional Learning Time Required		Financial Support Required	
No PL time required		No financial requirements outside of school funds. This would be primarily for prizes for students, certificates and purchasing items for our breakfast program.	
Year-End Summary			
Progress on strategic issue		Next Steps	
It has been a very positive and progressive year at St. Michael's Elementary school. While we won't have the opportunity to examine the School development Data until the fall in 2026, we can certainly see more community engagement and student happiness on a daily basis. We are seeing more parents involved in attending our monthly awards assemblies. We have received a lot of positive feedback from our community in regards to improving communication efforts and opening up the doors for more families to get involved in school. We routinely examine data from review 360, and while the number of incidents are high, it speaks to our abilities to be present and involved with students. We have strategically created opportunities for students to feel welcomed, safe, comfortable and connected to their school. Our activities are enjoyed by all students and parents are invited to attend and participate whenever possible. We have seen an increase in the number of local businesses supporting our school in many ways, from our lunch time Indigenous activities, businesses supporting our school breakfast program, increased volunteers from outside community organizations and attendance at school functions. This year saw us create our first “St. Mike’s Merry Market.” This initiative brought the community into our school through donations, volunteer support and it fostered a more meaningful connection with our school community members.		As we continue to grow as a school, our next steps are quite simple. We want to continue what we are doing and expand on our efforts to increase more community involvement with our school. We have taken the necessary first steps, and as indicated in the progress and evidence of effectiveness, our efforts have been rewarded. Our school has become an environment where all students feel safe and welcome. Our community has begun to feel the same and we want to continue this. One area in which we will look to expand is our connection with community partners. We have a supportive community, and we are seeing this relationship begin to grow and develop. We will examine our new school development data in the fall of 2026 and hope for positive results in the areas we identified as areas for growth.	

Our School Council has been a wonderful addition, something that was not in place for many years. This council has been an important connection with our school community and this has helped us grow tremendously.

Our first Family Literacy Day was a great success which saw a number of our students' parents come to school to participate in literacy activities with our students. We hope to expand on this initiative going forward.

Our school student council has been very active in meeting regularly and organizing activities for all members of our school. This has not only provided leadership opportunities for our students, but also improved student involvement in meaningful activities and celebrations of diversity and respect.

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School Values: St. Michael’s values the commitment by students and staff members and what they bring to creating the most successful and collaborative learning environment.

Goal: To promote and create optimal learning environments whereby students can excel, thrive and be successful.

Strategic Issue: Optimal Learning Environments.

Evidence used to identify strategic issue:
Fall Data (2024-2025) indicated the following area for concern and growth:
3.1 School Engagement - Student 41.2% positive

After data collection and collation, the current Fall data (2025-2026) indicated the following, under the following scale:
Student Survey Scale Analysis:

- **School Climate** - 3 year trend average of 50.3% positive to a current Fall 2025-2026 positive of 35.7%. This clearly indicates that students do not see a school climate that is positive and engaging.
- **Self-efficacy** - 3 year trend average was 22.2%, positive responses (very low) - Fall 2025-2026 indicated a positive response rate of 28.6%. Although this is a move in a positive direction, it still represents a need to focus on skills in this area - the results inherently represent the need to improve. Students and families have indicated that there needs to be a focus on creating meaningful learning opportunities, teaching the skills needed for students to be confident in their abilities, be more intricately connected to the curriculum and provide an opportunity for students to engage in meaningful and valuable learning opportunities. We need to make students realize the importance of what they are learning and how these skills will be applied to the world outside the classroom.

- **Valuing of School** - 3 year trend data indicate a 46.7% positive response rate, to a current Fall (2025-2026) 34.1% positive response rate. This clearly indicates that students and families have not seen the value in school. We need to focus on this area as well and look for ways to engage students in a valuable, effective and meaningful way.

Actions	Person(s) Responsible	Timeframe (include start & end dates)	Evidence of Effectiveness (What progress is being made with the implementation of the action? Is the action being implemented as intended? How is the action having an impact on the strategic issue? What evidence has been collected to demonstrate impact?)
Revisit and implement the RTL process	Teachers/ Admin	Sept 2025 - June 2026	We have put significant efforts into organising and implementing this initiative. We have regularly scheduled meetings and teachers are encouraged to collect data and report back to the team to plan for student interventions. While it has been a successful year, we have much work to do.
Implement TLT meetings to provide more student support in their learning and socioemotional development	Admin/IRT/ Reading Specialist	Sept 2025 - June 2026	This is regularly scheduled and continues for all grades as needed. We will continue to improve this process and move forward.
Reincorporate our LRT and LLC to support student learning and opportunities	Admin/Staff	Sept 2025 - June 2026	This is one area where more work is yet to be done. We have been awarded a Love of Reading Grant, and this will certainly help to improve our focus on improving student literacy opportunities.
Incorporate more technology use in daily teaching and learning.	Teachers/ Admin	Sept 2025 - June 2026	We have continued to incorporate technology in daily teaching and learning. All classes from grade 4-8 have class sets of chromebooks, and we have also been engaged in Coding and Digital innovation for all grades from K-6. More to come on this.
Scheduling to provide maximum support for students.	Admin	Sept 2025 - June 2026	We have continued to maximize scheduling opportunities for student support and will continue to revise as needed.
Develop daily learning activities that students value and see the significance in.	Teachers/ Admin	Sept 2025 - June 2026	Our teachers have continued to find meaningful ways to engage students in their learning. This is an ongoing process and we are committed to continuing to grow in this area.
Use school based PL to maximize learning opportunities for teachers.	Admin	Sept 2025 - June 2026	As a school we have maximized PL opportunities for teachers. We have strategically used school PL time for teachers to learn new and innovative skills which are shared during staff meetings and school

			closeout days. We will continue to offer these opportunities for teachers.
Work with IT to ensure that all technology available to students is working and appropriate for their learning needs.	Admin	Sept 2025 - June 2026	We continue to work with IT to ensure technology is working and functional.
Appropriate spending and allocation of instructional budget to support teacher requests and student learning.	Admin	Ongoing	We have continued to explore ways to purchase resources for student learning. It has been something that we have done very well and will continue to find ways to support this.
Teachers attend PL opportunities that they value and can use to help them with their work each day.	Admin	Sept 2025 - June 2026	Teachers are given the opportunity to attend PL sessions that are valuable and beneficial for students. We will continue to allocate this resource as needed,
Reading Specialist and IRT Schedules are used to maximize student support.	Admin/ Lead IRT	Sept 2025 - June 2026	This has been something that we have spent a lot of time focusing on. The scheduling is completed to maximize student support from both the IRT and reading Specialist as it pertains to student support.
Teacher feedback/classroom visits as much as possible	Admin	Sept 2025 - June 2026	The admin team has made a commitment to engage more intently with teachers and classes to provide useful and meaningful feedback to teachers. This is something we will continue to offer this year and moving into next year as well.
Engage with district staff around student learning and teacher professional learning.	Admin	Sept 2025 - June 2026	We have invited and welcomed any and all district staff to our school. Teachers have had the opportunity to meet and work with district support to implement teaching practices to students.
Engage our older students with our younger students for learning opportunities.	Admin/IRT	Sept 2025 - June 2026	Our BIG/Little buddies program has continued to flourish and grow. This is such an important initiative for us and we will continue this initiative.
Continue to implement the Safe and caring Schools policy	Admin/Staff	Sept 2025 - June 2026	We have received a grant to expand our efforts in this area. Our guidance counsellor is actively engaged in this initiative and it spans a lunch time craft club to scheduled learning sessions for students around student issues.
Support Plan			
Professional Learning Time Required		Financial Support Required	
School based discretionary time to be used for PL opportunities.		No support required; however, multiple grants have been secured to help support these initiatives.	

Year-End Summary	
Progress on strategic issue	Next Steps
During the 2025-2026 school years we have significantly invested in the RTL process at our school. We have regularly scheduled TLT meetings, once every 14 school days for each grade. This has been something that we have recognized as important to provide much needed support for our students. We have seen a significant improvement in student reading levels and our ability to address learning needs. While this process has been moving in the right direction, we continue to see ways in which we need to continue to refine this process. Our next steps include creating a database for student reading levels and incorporating a method to track student writing levels. We also need to look closer at how SEL interventions are providing support for students when it comes to emotional regulation and behavior management. One area in which we will see significant growth in the next few years is our literacy resources. We have been awarded a “Love of Reading Grant” from Indigo/Chapters that will help us purchase more resources for our library and provide opportunities to refine this learning space. This is an investment in literacy support for students over the next 3 years, and this will incorporate more active involvement from our LRT and an expansion to our LLC. This will in turn provide more literacy support for our students. As a part of ensuring student engagement, we have put tremendous effort in incorporating technology into our daily teaching and learning. All classes from grades 4-8 have classroom chromebooks. We have also been involved in Coding and digital innovation for our Kindergarten to grade 4 class as well. With IT support, we have been able to ensure that needed technology is working, usable and deployed appropriately for our students. This school year, we have really focussed on ensuring that daily scheduling is appropriate to maximize support for students. Our reading specialist has been strategically scheduled to support needed students with intensive interventions. We have also scheduled IRT support as well to ensure appropriate and approved supports are provided for students.	We have put a tremendous amount of work in trying to create the most effective learning environments we can for our students. Through our partnerships with outside groups, awarded grants and a refocussing on the implementation of the RTL process, will allow us to continue to grow as a school. We are seeing more positive feedback from community members around school engagement and the sense of community we are trying to build. We will continue our established initiatives and look to expand them to include more students. We would also like to build on our relationship with the community around us.

In terms of Professional Learning for staff, this year we have used our school allocations, as well as district directed Professional learning opportunities in order to support our students and teachers. Teachers have been able to avail of opportunities in AI, Coding, Literacy Assessment and Writing strategies that have been incorporated into daily teaching and learning. These best practices have been shared during staff meetings and school directed PL days. We will continue to examine these opportunities, while looking closely into student report cards, TLT meetings and ROIs to ensure we are providing the most optimal opportunities for our students.

Through appropriate instructional purchasing, we have been able to secure needed resources required for teaching and learning. Each teacher has had the opportunity to purchase resources for their classrooms. We will continue to provide this opportunity for our teachers to ensure needed materials are available.

School administrators are visible and available for teachers and make a conscious effort to get into classes and speak to students and teachers about what they are learning. This is an opportunity for teacher feedback on a regular basis. The next step is to reach out and see what types of feedback teachers are interested in getting.

One of our biggest accomplishments is our Big/Little buddies program. This allows us to pair our older students with younger students for learning and school initiatives. They spend a period or 2 every cycle being together and have been involved in our school cafe, field trips and the Kindergarten graduation. We will continue to support and grow this initiative. It has really proven to be beneficial in both relationship building, mentoring and teaching leadership within the school context. We have approximately 12 students involved in this arrangement.

We have taken every effort to maintain and expand our Safe and Caring Schools Policy. We have been awarded a grant for a lunch time craft club that is run by our Guidance Counsellor and Kindergarten teacher. There are approximately 15 students involved in this lunch time club. Interactions with Guidance in a less stressed environment has improved relationship building and interpersonal relationships between our students. We are looking forward to continuing this and expanding in the next school year.

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