



St. Nicholas Catholic School

School Education Assurance Plan

2022 -2026 Division Education Assurance Plan

School Year: 2025-26

Elk Island Catholic Schools will ensure success for all students.

2025-26 School Assurance Plan Overview

Strategic Priority	Faith Integration	Learners and Learning	Systemic Wellness	Community Engagement
Goal	Our students, staff and EICS community will be provided a faith integrated environment through worship, witness and service.	Our students and staff will develop to their fullest potential through multiple pathways.	Staff and student well-being, in mind, body and spirit, will be supported through programming and education.	EICS provides enhanced opportunities to support student success through communication, engagement and partnership.
Division Outcome	Students and staff engage in living a sacramental life to deepen their faith journey.	Students achieve acceptable and excellence in literacy and numeracy.	Provide faith-filled, proactive, responsive and accessible supports for mental health and well-being of students, staff and families.	Provide opportunities for all stakeholders (staff, students, and parents) to have involvement and provide feedback to improve the educational experience.
School Strategy	Empower student faith leadership through liturgies, introduction of virtues, and social justice projects.	Implement targeted literacy and numeracy supports using data from school and division screeners.	Strengthen staff voice, recognition, and wellness initiatives.	Continue existing internal and external active Division and school engagement processes with key stakeholders (parent advisory council, BUCPS, CEPAC, student voice).

Division Outcome	Students are provided relevant religious education and faith integration in all curricula.	Implement curriculum through data-informed, responsive instruction and quality assessment.	Honor the dignity of the human person through equity, inclusion, and diversity education.	
School Strategy	Strengthen parish and family connections through joint events, communication, and worship opportunities.	Strengthen ISP and RSP processes and communication to ensure timely access and impact.	Expand wellness and co-regulation strategies in classrooms through PD and shared tools.	

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2025-26 School Education Assurance Plan

Strategic PRIORITY: Faith Integration		
Division Goal: Our students, staff and EICS community will be provided a faith integrated environment through worship, witness and service.	Division Outcome(s): <ul style="list-style-type: none">Students and staff engage in living a sacramental life to deepen their faith journey.Foster a meaningful connection with families, parishes and Catholic organizations to be advocates and witnesses for the success of Catholic schools. Targeted Success Measures: <ul style="list-style-type: none">Elk Island Catholic Schools measures:<ul style="list-style-type: none">Catholic School ReviewFaith Environment SurveyStaff and Student Faith FormationActive CitizenshipAlberta Education measures:<ul style="list-style-type: none">Students model active citizenship	
2025-26 School Strategies and Corresponding Actions:		
Implementation Plan:	School Strategies: “What are the school strategies that will help us in achieving the division outcome and the objective of the goal?” “When will this take place? (include in Time)”	Milestones “What is the success criteria?” How will you know that the school strategies and actions you have chosen are implemented at a high level?
School Strategy(ies): To achieve the Shared Vision Examine the present situation in the area of focus: <ul style="list-style-type: none">What are we doing well and what is the evidence?What are we not doing so well, and what is the evidence?What might be possible?	<ul style="list-style-type: none">Empower student faith leadership through liturgies, introduction of virtues, and social justice projects.<ul style="list-style-type: none">Continue with Weekly Faith Assemblies where each class has the opportunity to leadGuide students in identifying social justice needs within their local Sherwood Park community or globally.Facilitate connections between student-led initiatives and local charities or organizations working on social justice issues. This provides real-world experience and impact.	<ul style="list-style-type: none">Visible student involvement in faith leadership (liturgies, announcements)Faith language present in all classrooms and school activitiesIncreased family engagement in parish-school events What will you accept as evidence that the school strategies and actions you have chosen are having an impact?

	<ul style="list-style-type: none"> - Introduce virtues and how to connect it to sacramental living for staff and students • Strengthen parish and family connections through joint events, communication, and worship opportunities. <ul style="list-style-type: none"> - Connect with St. Sophia's parish - invite priest and parishioners into the school so that they have a larger presence - Create a school year plan with the Chaplain and Ukrainian Lead teacher to map out our faith initiatives and to create a balance between OLPH and St. Sophia's. 	<ul style="list-style-type: none"> • 97%+ satisfaction in faith integration across stakeholders • 99%+ parent agreement on school-parish collaboration <p>What additional support is needed if you are not achieving success?</p> <ul style="list-style-type: none"> • Student surveys reflect growth in faith knowledge and respectful behavior
Research and Evidence <i>What data, including research, evidence, lesson learned, is being used to inform your plan?</i>	<ul style="list-style-type: none"> • Division Assurance Data (Faith pillar) • Catholic School Review • Align with the 5 Marks of an Excellent Catholic Teacher • Align with the 5 Marks of an Excellent Catholic Leader 	
Resources <i>What resources will be needed to support? (e.g., staff, supplies, etc)</i>	<ul style="list-style-type: none"> • Chaplaincy support and Ukrainian Lead • Grade 4 Leadership Teams • Teacher release time for planning • Liturgy planners • Living Faith Kids resource for daily morning prayer • Parishes • Division Faith and Wellness Lead • Fully Alive resource • Virtues Field Guide • Virtuous Leadership book 	
Professional Growth <i>What professional learning supports are needed?</i>	<ul style="list-style-type: none"> • Continued formation using 'Five Marks of Catholic Teachers' • Growing a stronger understanding of both the Roman Catholic rite and the Ukrainian Catholic rite • Ongoing professional development opportunities and faith connections • Book study on virtues 	

Time What is the timeframe needed to support the implementation of the school strategies? Link to School PD Plan	<ul style="list-style-type: none"> • Ongoing through 2025–26 • Integrated into staff meeting PD and school Mass/liturgy schedule 	
Community Engagement What strategies are in place to share with stakeholders?	<ul style="list-style-type: none"> • Weekly or every other week faith newsletter highlights • Family invitations to class or school Masses, parish events • student-led initiatives 	

Strategic PRIORITY: Learners and Learning		
Division Goal: Our students and staff will develop to their fullest potential through multiple pathways.	Division Outcome(s): <ul style="list-style-type: none">Students achieve acceptable and excellence in literacy and numeracy.Implement curriculum through data-informed, responsive instruction and quality assessment. Targeted Success Measures: <ul style="list-style-type: none">Elk Island Catholic Schools measures:<ul style="list-style-type: none">Literacy and numeracy assessment dataSTAR, GB+, ISP effectivenessAlberta Education measures:<ul style="list-style-type: none">Learning EngagementEducation Quality	
2025-26 School Strategies and Corresponding Actions:		
Implementation Plan:	School Strategies: “What are the school strategies that will help us in achieving the division outcome and	Milestones “What is the success criteria?”

	<p><i>the objective of the goal?”</i></p> <p><i>“When will this take place? (include in Tlme)</i></p>	<p>How will you know that the school strategies and actions you have chosen are implemented at a high level?</p>
<p>School Strategy(ies):</p> <p>To achieve the Shared Vision</p> <p><i>Examine the present situation in the area of focus:</i></p> <ul style="list-style-type: none"> • <i>What are we doing well and what is the evidence?</i> • <i>What are we not doing so well, and what is the evidence?</i> • <i>What might be possible?</i> 	<ul style="list-style-type: none"> • Implement targeted literacy and numeracy supports using data from school and division screeners. <ul style="list-style-type: none"> - Support teachers to integrate intervention strategies with their classrooms - Small guided reading groups in every classroom - Continue with the Love of Literacy - Provide teachers with PD on intervention strategies during CTM - Host a Literacy/Numeracy evening • Strengthen ISP and RSP processes and communication to ensure timely access and impact. <ul style="list-style-type: none"> - Provide clear direction on ISP conversations for teachers. Guide teachers to have a “get to know you” conversation in September to inform parents of the awareness of the IPS and help create the ISP. - 	<ul style="list-style-type: none"> • Improved targeted intervention planning and documentation • Increase in timely student supports reported by staff and families • Greater student interest in numeracy/literacy via project-based applications <p>What will you accept as evidence that the school strategies and actions you have chosen are having an impact?</p> <ul style="list-style-type: none"> • 98% staff satisfaction with instruction • 97–98% believe literacy/numeracy is useful • ISP/RSP satisfaction increased 18% (parent data) • Counselling access improved 35%+
<p>Research and Evidence</p> <p><i>What data, including research, evidence, lesson learned, is being used to inform your plan?</i></p>	<ul style="list-style-type: none"> • Provincial assessments • Division screeners • Assurance survey • Teacher observations/feedback • BAS Assessments • PA screener • In class assessments 	<p>What additional support is needed if you are not achieving success?</p>
<p>Resources</p> <p><i>What resources will be needed to support? (e.g., staff, supplies, etc)</i></p>	<ul style="list-style-type: none"> • Access to learning coaches • Consultants • Numeracy/literacy leads 	

Professional Growth <i>What professional learning supports are needed?</i>	<ul style="list-style-type: none">• PD on triangulation of assessment• Responsive instruction	
Time <i>What is the timeframe needed to support the implementation of the school strategies?</i> Link to School PD Plan	<ul style="list-style-type: none">• Literacy/numeracy supports by September 2025• Mid-year ISP check-ins in January 2026	
Community Engagement <i>What strategies are in place to share with stakeholders?</i>	<ul style="list-style-type: none">• Regular updates to parents on ISP progress• New enrichment projects	

Strategic PRIORITY: Systemic Wellness	
Division Goal: Staff and student well-being, in mind, body and spirit, will be supported through programming and education.	Division Outcome(s): <ul style="list-style-type: none">• <i>Provide faith-filled, proactive, responsive and accessible supports for mental health and well-being of students, staff and families</i> Targeted Success Measures: <ul style="list-style-type: none">• Elk Island Catholic Schools measures:<ul style="list-style-type: none">○ Staff and Student Wellness Survey○ Employee Engagement

	<ul style="list-style-type: none">● Alberta Education measures:<ul style="list-style-type: none">○ Safe & Caring Schools○ Access to Supports and Services	
2025-26 School Strategies and Corresponding Actions:		
Implementation Plan:	School Strategies: “What are the school strategies that will help us in achieving the division outcome and the objective of the goal?” “When will this take place? (include in Tlme)	Milestones “What is the success criteria?” How will you know that the school strategies and actions you have chosen are implemented at a high level?
School Strategy(ies): To achieve the Shared Vision Examine the present situation in the area of focus: <ul style="list-style-type: none">● What are we doing well and what is the evidence?● What are we not doing so well, and what is the evidence?● What might be possible?	<ul style="list-style-type: none">● Strengthen staff voice, recognition, and wellness initiatives.<ul style="list-style-type: none">- Staff Retreat- Birthday recognition- Send staff meeting agenda out early and has for staff input into discussion items- Shared meals together once a month (Salad Bar, Soups, etc)- Continue with Wednesday morning staff coffee connection● Expand wellness and co-regulation strategies in classrooms through PD and shared tools.<ul style="list-style-type: none">- FWW support during staff meetings/CTM- Implement Sharing Circles into every classroom- The use of the Maskew Den - for wellness of whole person- Introduce Junior University as a way for students to explore their interests and develop gifts and talents	<ul style="list-style-type: none">● Student and staff feedback indicates increased sense of belonging and value● Monthly staff wellness events and shout-outs● Classroom wellness plans and visuals used consistently What will you accept as evidence that the school strategies and actions you have chosen are having an impact? <ul style="list-style-type: none">● 100% agreement on student safety and fairness● 97%+ satisfaction with mental health supports What additional support is needed if you are not achieving success? <ul style="list-style-type: none">● Staff wellness voice dipped to 85.71%, signaling an area to grow
Research and Evidence What data, including research, evidence, lesson learned, is being used to inform your plan?	<ul style="list-style-type: none">● Staff survey data● Assurance feedback	
Resources What resources will be needed to	<ul style="list-style-type: none">● Wellness team time● Staff recognition resources	

support? (e.g., staff, supplies, etc)		
Professional Growth What professional learning supports are needed?	<ul style="list-style-type: none">● Trauma-informed● Co-regulation● Responsive classroom PD	
Time What is the timeframe needed to support the implementation of the school strategies? Link to School PD Plan	<ul style="list-style-type: none">● Monthly wellness check-ins● Initiatives launched September 2025	
Community Engagement What strategies are in place to share with stakeholders?	<ul style="list-style-type: none">● Regular wellness themes communicated to families● Integration into school social media	

Strategic PRIORITY: Community Engagement

Division Goal: EICS provides enhanced opportunities to support student success through communication, engagement and partnership.	Division Outcome(s): <ul style="list-style-type: none">● Provide opportunities for all stakeholders (staff, students, and parents) to have involvement and provide feedback to improve the educational experience. Targeted Success Measures: <ul style="list-style-type: none">● Elk Island Catholic Schools measures:<ul style="list-style-type: none">○ Assurance Survey○ School Council Feedback● Alberta Education measures:<ul style="list-style-type: none">○ Parent Satisfaction with involvement	
2025-26 School Strategies and Corresponding Actions:		
Implementation Plan:	School Strategies: “What are the school strategies that will help us in achieving the division outcome and the objective of the goal?” “When will this take place? (include in Tlme)”	Milestones “What is the success criteria?” How will you know that the school strategies and actions you have chosen are implemented at a high level? <ul style="list-style-type: none">● More parents engaged in feedback, sessions, or informal meetings● Staff feedback structures developed and visible● Catholic education awareness included in monthly communications What will you accept as evidence that the school strategies and actions you have chosen are having an impact? <ul style="list-style-type: none">● 100% satisfaction in parent involvement and communication● Assurance data shows strong alignment between home and school What additional support is needed if you are not achieving success?
School Strategy(ies): To achieve the Shared Vision Examine the present situation in the area of focus: <ul style="list-style-type: none">● What are we doing well and what is the evidence?● What are we not doing so well, and what is the evidence?● What might be possible?	<ul style="list-style-type: none">● Continue existing internal and external active Division and school engagement processes with key stakeholders (parent advisory council, BUCPS, CEPAC, student voice). <ul style="list-style-type: none">- Build on strengths of School Council/BUCPS and build Parent Engagement through co-hosted learning sessions, social nights and open forums (literacy nights, Pysanka Bingo, Family Dances, etc)- Enhance internal responsiveness and staff feedback loops to address division service gaps.- Promote advocacy and celebration of Catholic education in the community.- Create opportunities for students to share their voice with admin	
Research and Evidence What data, including research, evidence, lesson learned, is being used to inform your plan?	<ul style="list-style-type: none">● Parent and staff surveys● Parent Council meeting notes and minutes● BUCPS meeting notes and minutes	

Resources <i>What resources will be needed to support? (e.g., staff, supplies, etc)</i>	<ul style="list-style-type: none">● Tech tools for communication● Parent Council/BUCPS funding for engagement events	<ul style="list-style-type: none">● Staff division support ratings (HR, IT, facilities) noted as low—planned improvement
Professional Growth <i>What professional learning supports are needed?</i>	<ul style="list-style-type: none">● Admin PD on stakeholder relations and advocacy	
Time <i>What is the timeframe needed to support the implementation of the school strategies?</i> Link to School PD Plan	<ul style="list-style-type: none">● Initiatives launched fall 2025 with quarterly reviews	
Community Engagement <i>What strategies are in place to share with stakeholders?</i>	<ul style="list-style-type: none">● Regular Council updates● Invitations to participate in advocacy● Social media storytelling	