



THREE HILLS SCHOOL  
Golden Hills School Division #75

# Educational Plan 2021 – 2024

## Learning for Life



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## Accountability Statement

The **Three Hills School** education plan for the three years commencing September 1, 2021, culminating June 30, 2024, was prepared under the direction of the board in accordance with responsibilities under the School Act and the Government Accountability Act. This education plan was developed in the context of the provincial government's business and fiscal plans. The board is committed to achieving the results laid out in this education plan.

## Foundation Statements

### Vision

Learning for Life

### Mission

In a safe, respectful, learning community, the Three Hills School provides students with the framework to reach their personal potential, both now and in their future.

## Key Beliefs and Values That Guide our Decision Making at Three Hills School

We believe that:

1. Everyone needs to feel safe at Three Hills School.
2. Our diversity is positive, so we appreciate and accept our differences.
3. Our learning will provide skills for success in all areas of our lives.
4. We are engaged in lifelong learning.
5. Our relationships need to be based on respect for each other.
6. Actions should be student-centered and directed towards what we know is good for students.
7. Children have the right to achieve their potential – intellectually, social, morally and emotionally.
8. Parents, staff, students and community are partners in the educational endeavor.

## Combined May 2020 Accountability Pillar Overall Summary

# Accountability Survey Results

Assurance Domain	Measure	Three Hills School			Alberta			Measure Evaluation		
		Current Result	Prev Year Result	Prev 3 Year Average	Current Result	Prev Year Result	Prev 3 Year Average	Achievement	Improvement	Overall
Student Growth and Achievement	<a href="#">Student Learning Engagement</a>	83.0	n/a	n/a	85.6	n/a	n/a	n/a	n/a	n/a
	<a href="#">Citizenship</a>	83.1	83.5	85.4	83.2	83.3	83.0	n/a	n/a	n/a
	<a href="#">3-year High School Completion</a>	95.2	86.1	85.2	83.4	80.3	79.6	Very High	Improved	Excellent
	<a href="#">5-year High School Completion</a>	87.3	92.8	93.2	86.2	85.3	84.8	Intermediate	Maintained	Acceptable
	<a href="#">PAT: Acceptable</a>	n/a	n/a	85.7	n/a	n/a	73.7	n/a	n/a	n/a
	<a href="#">PAT: Excellence</a>	n/a	n/a	23.1	n/a	n/a	20.3	n/a	n/a	n/a
	<a href="#">Diploma: Acceptable</a>	n/a	n/a	76.8	n/a	n/a	83.6	n/a	n/a	n/a
	<a href="#">Diploma: Excellence</a>	n/a	n/a	12.8	n/a	n/a	24.1	n/a	n/a	n/a
Teaching & Leading	<a href="#">Education Quality</a>	85.1	92.3	92.0	89.6	90.3	90.2	n/a	n/a	n/a
Learning Supports	<a href="#">Welcoming, Caring, Respectful and Safe Learning Environments (WCRSLE)</a>	89.8	n/a	n/a	87.8	n/a	n/a	n/a	n/a	n/a
	<a href="#">Access to Supports and Services</a>	81.6	n/a	n/a	82.6	n/a	n/a	n/a	n/a	n/a
Governance	<a href="#">Parental Involvement</a>	81.1	79.5	78.0	79.5	81.8	81.4	n/a	n/a	n/a

# Student Growth and Achievement

The percentage of teachers, parents and students who agree that students are engaged in their learning at the school

	Three Hills School													Alberta									
	2017		2018		2019		2020		2021		Measure Evaluation			2017		2018		2019		2020		2021	
	N	%	N	%	N	%	N	%	N	%	Achievement	Improvement	Overall	N	%	N	%	N	%	N	%	N	%
Overall	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	108	83.0	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	230,956	85.6
Parent	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	16	80.9	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	30,994	89.0
Student	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	82	68.2	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	169,789	71.8
Teacher	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	10	100.0	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	30,173	96.0

# Teaching and Leading

Percentage of teachers, parents and students satisfied with the overall quality of basic education

	Three Hills School													Alberta									
	2017		2018		2019		2020		2021					Measure Evaluation			2017		2018		2019		2020
	N	%	N	%	N	%	N	%	N	%	Achievement	Improvement	Overall	N	%	N	%	N	%	N	%	N	%
Overall	150	90.6	121	91.2	135	92.5	146	92.3	108	85.1	n/a	n/a	n/a	300,253	90.1	254,026	90.0	265,841	90.2	264,623	90.3	230,814	89.6
Parent	30	86.0	23	86.1	18	86.1	29	86.2	16	73.4	n/a	n/a	n/a	32,880	86.4	35,499	86.0	35,262	86.4	36,907	86.7	31,024	86.7
Student	99	86.7	84	87.4	95	92.9	100	90.7	82	81.9	n/a	n/a	n/a	235,901	88.1	185,888	88.2	197,282	88.1	193,763	87.8	169,589	86.3
Teacher	21	99.2	14	100.0	22	98.5	17	100.0	10	100.0	n/a	n/a	n/a	31,472	95.9	32,639	95.8	33,297	96.1	33,953	96.4	30,201	95.7

# Learning Supports

The percentage of teachers, parents and students who agree that their learning environments are welcoming, caring, respectful and safe.

	Three Hills School													Alberta									
	2017		2018		2019		2020		2021		Measure Evaluation			2017		2018		2019		2020		2021	
	N	%	N	%	N	%	N	%	N	%	Achievement	Improvement	Overall	N	%	N	%	N	%	N	%	N	%
Overall	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	108	89.8	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	231,091	87.8
Parent	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	16	87.5	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	30,980	88.2
Student	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	82	81.9	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	169,900	79.8
Teacher	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	10	100.0	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	30,211	95.3

# Governance

Percentage of teachers and parents satisfied with parental involvement in decisions about their child's education.

	Three Hills School													Alberta									
	2017		2018		2019		2020		2021					Measure Evaluation			2017		2018		2019		2020
	N	%	N	%	N	%	N	%	N	%	Achievement	Improvement	Overall	N	%	N	%	N	%	N	%	N	%
Overall	51	85.1	36	78.3	40	76.2	46	79.5	26	81.1	n/a	n/a	n/a	63,905	81.2	67,509	81.2	68,116	81.3	70,377	81.8	60,919	79.5
Parent	30	72.1	22	65.5	18	55.1	29	62.5	16	68.4	n/a	n/a	n/a	32,505	73.9	34,998	73.4	34,944	73.6	36,556	73.9	30,886	72.2
Teacher	21	98.1	14	91.2	22	97.3	17	96.4	10	93.9	n/a	n/a	n/a	31,400	88.5	32,511	88.9	33,172	89.0	33,821	89.6	30,033	86.8

# Supplemental AB Assurance Measures- Overall Summary

Measure	Three Hills School			Alberta			Measure Evaluation		
	Current Result	Prev Year Result	Prev 3 Year Average	Current Result	Prev Year Result	Prev 3 Year Average	Achievement	Improvement	Overall
<a href="#">Diploma Exam Participation Rate (4+ Exams)</a>	n/a	47.2	57.6	n/a	56.6	56.4	n/a	n/a	n/a
<a href="#">Drop Out Rate</a>	2.9	3.4	2.2	2.6	2.7	2.6	High	Maintained	Good
<a href="#">Program of Studies</a>	79.2	77.4	76.3	81.9	82.4	82.1	n/a	n/a	n/a
<a href="#">Rutherford Scholarship Eligibility Rate</a>	83.8	76.9	80.5	68.0	66.6	64.9	Very High	Maintained	Excellent
<a href="#">Safe and Caring</a>	91.6	90.9	91.5	90.0	89.4	89.1	n/a	n/a	n/a
<a href="#">School Improvement</a>	77.0	85.7	87.2	81.4	81.5	81.0	n/a	n/a	n/a
<a href="#">Transition Rate (6 yr)</a>	62.9	60.1	55.4	60.0	60.3	59.5	High	Maintained	Good
<a href="#">Work Preparation</a>	76.7	75.9	82.5	85.7	84.1	83.2	n/a	n/a	n/a

## Strategies for Maintaining and Improving Pillar Results

- Continue learning support for the elementary. We will have a full-time aid assigned to work alongside teachers with the LLI program in K-3.
- We will continue to offer professional development release time: assistive technology PD, Katie White Leadership teacher groups and Jr. Sr. Literacy PLC's.
- Continue to support the Division Early Numeracy and Literacy programs in K-3 as well as support teachers in assessment for learning opportunities offered by the school division through P.D. and collaboration days.
- Continuity in teacher subject scheduling continues to be a priority when planning.
- ESL students will have access to supports with a full-time educational assistant. Student Services department will continue to work closely with Kelly DeCoste to offer and implement supports for students. Nicole Kubinec will be the lead on this.
- We will offer staff opportunities to do professional visits with teachers in Golden Hills for professional development.
- Flex time will continue to be scheduled for student academic and social supports. The flexibility class will also be a time for student wellness.
- Support of student needs in option remedial courses in Language Arts and Math. (Learning Strategies Options and Math support options)
- Promote PLCs in both reading, writing and numeracy at all grade levels. Regular division meetings, staff meetings and Monday morning meetings are all being utilized to promote these goals. We are also supporting the school coaching rooms for internal and external staff to receive professional development from some of our lead teachers (Nicole Kubinec).





- Continue to promote diploma and achievement exam teachers' professional development through provincial level committee work and exam standard setting and marking, school results analysis and goal setting. We will also promote utilization of Provincial field testing. Marc Kozak will be a valuable resource in the analysis of PAT and Diploma results.
- Support ongoing instructional professional development for teachers at the division level and at the provincial level through Alberta Ed. and the ATA. (Virtual this year)
- We will continue to expand our use and purchase of technology for our classrooms. We will be replacing the Chromebook throughout the school. We have increased the number of iPads to support Div 1. We have increased our professional development around assistive technology to prepare for the needs of our student population.
- Students that choose to get involved in the Global Connections Certificate program can work directly with our international students and will have the opportunity to make connections between our community and the global community. Our hope is to enhance student choice in considering the ways in which they can make meaningful contributions to a globalized world. Student councils in Elementary, Jr. High and Sr. High will continue to model the characteristics of active living.
- Continue to offer the Scream Character building program for our grade six students.
- Leadership classes along with the student councils will continue to support positive citizenship through school wide activities. (Healthy Relationship Wear Purple Day, Wear Pink for Bully Awareness Day, Orange Day FNMI Awareness)
- Promotion of Off Campus and Work Experience programming for students in Jr. High (Take Your Student to Work Day) and High School Work Experience.



- Continue to emphasize student involvement in extracurricular activities- sports teams, drama clubs, art clubs, intramurals, JRAC, and Mini Royals. Student involvement in these activities is essential after the Covid breaks form school.
- Continue to offer non-school Friday Programs and clinics and summer camps to support the community of Three Hills.
- Our Family Resource worker (Yvonne Wilson) is always an excellent resource for our staff and students. We offer several preventative and counseling opportunities for our students through this program, and this too helps individuals with challenges. We value the school division supporting this program and view it as one of the most important resources for student mental health support and education.



- We will continue to provide programs directed at student safety and mental health by working with the Knee hill Community Resource Program. Yvonne Wilson will help with presentations geared for student mental health. This is always a priority, but we have extended the focus on mental health due to our current world situation. (Minds Up) “Strong Kids”
- Continue to offer open dialogue with parents regarding programing for the students and increased student involvement in the direction of new option possibilities. We will also include teachers in discussions regarding possible student interests.



- We will offer a Distance Learning component to increase possible options for students. We presently offer many courses at Three Hills School (Cosmetology, Forensic Science, Psychology, Digital Photography, Leadership, Cyber Fitness, Industrial Education, Robotics, Coding (New Media Design/ Communication Arts), Music, You Tube/Multi-Media options (3D printing, video editing Sketch up/3D design), Home Economic, Visual Arts (Art), Outdoor Ed., Band, Drama, P.E., Fit Life and ESL opportunity for our International and local non-English speakers with Jill Guttridge. Promote Green Certificate, RAP, Dual Credit Options, Off Campus Ed. opportunities (First Aid)

- Continue to offer Water Experience and Outdoor Education credits and opportunities through Canadian Outdoor Rockies Learning Center for our grade 10-12 students. This year we will add a grade 4-6 ski trip and continue the grade 6 camp out.

- Continue to offer international travel and study experiences/bi-annually and will promote communication with students and parents through the website, local paper, teacher web pages, Facebook, Remind, Seesaw, Google Classroom, and our outdoor sign.

- We have a Pre-School within Three Hills School. The preschool has an open invitation to be involved in all our planned activities. They have participated in Halloween activities and will be a part of our virtual

Christmas concert. Open dialogue with the playschool leadership will allow for opportunities for student to utilize the Three Hills School facility as much as possible. We also begin to work with the PUFF students before they ever reach our school and help with programing and preparation for school life. Shera Smith has been tasked with providing inclusive support for kindergarten and will be an important resource to our school speech services.



- We plan to continue the positive relationship with our parent council and will continue to work with parents in a transparent manner. We realize our partnership with this group is invaluable. We are working side by side with our parent council to promote learning and facility improvement, all meetings have been virtual, and Greg Lendvay is working closely with the council to help with fundraising activities. We presently are working on upgrades to our division one playground. We are currently waiting on the decision of whether we were successful in acquiring the Community and Facility Enhancement Grant. They have applied for \$125,000 in matching funding to target three areas a) bleacher replacement, b) outdoor basketball court upgrades, c) rubberized surfacing on all 3 playgrounds.
- Our Parent Council has grown and our relationship with its members is of great value to us at THS. We will continue to promote open communication and collaboration with these stakeholders.
- We are very proud of the extensive staff involvement in daily and extracurricular events at THS. This involvement allows for further coaching around healthy relationships. Three Hills School teachers remain accessible to students and their social/emotional needs. This continues to be one of our strengths and will always be a factor in our daily decision making.
- We plan on opening our school in the evenings and the weekends to support all social/community programs that will benefit our students. (ESL classes, KALS, Babysitting courses, Extra- credit classes, Dance Class, 4-H, Community graduation committee). This will be on hold or done virtually while we are presently following AHS school health protocols.
- We will continue to expand our relationships with parents by keeping them informed and welcomed i.e., Meet the Teacher BBQ, IPP and accommodation meetings, access to a student services coordinator (Nicole Kubinec), Kindergarten registration evenings, student orientation division activities, High School Grade ten orientation evenings and allowing for parent contact and access to teachers and administration. These are being done virtually to follow AHS safety protocols during the 2021-22 school year.





- We will continue to use social media to send out information on school initiatives. Facebook/Webpage/Classroom communication and we will invite information sharing through Facebook and our website. We are also continuing to supply information on our T. Vs within the building. We are working to establish a team of teachers to help with our social media presence. It is our hope to provide information but also provide opportunities for parents to gain greater insight into some of our academic approaches as well as extra-curricular activities.



- We will handle all student and parent interactions with respect and dignity. Parents will continue to feel welcomed at THS.  
Creating and maintaining an open-door policy for parents in respect to access of teachers and administration will continue to be a priority. Respect and dignity during student and parent interactions will always be our focus. Parents are welcome in our office, and we are presently promoting Zoom and telephone conversations with parents for Parent teacher Interviews. We will continue to create an information letter prior to our annual survey.
- We will continue to promote staff extra-curricular involvement and will expand our offerings after school and in the summer. Jr. NBA, Art club, expansion of art, drama, robotics, and sports summer camps
- Capital projects: Chromebook replacement

# Three Hills Budget Summary 2021-2024

Guiding Principles include:

- The current budget needs to in line with the sustainable spending
- Maximizing revenue needs to continue to be a priority (student enrollment, ISS)
- Capital Project planning
- Focus on using revenue to support academic success

Financial Issues of future importance:

- Continued support of numeracy and literacy programs
- Need for learning supports in k-12 (Educational Assistants as a priority)
- Support of PD and technology for assistive technology for students
- Optimization of class sizes with reduced revenue
- Continued supports for our international students by continuing to have Educational Assistant support
- Facility upgrades

Budgeted Operating Expense 2021-2022			
			%
Allocation (includes prior year carry-over)		\$3,243,918.00	
Staffing	Certificated (Substitutes & Certificated Staffing)	\$2,621,920.00	81%
	Non-Certificated (Support & Other Staffing)	\$219,568.00	7%
	Supplies & Services	\$402,430.00	12%

### Summary of Facility and Capital Plans

- Elementary technology upgrades
- Chromebook upgrades
- The Golden Hills Facility Plan lays out the priorities for repair and replacement on priority issues. (Painting of the hallways, wall boards, lighting upgrades and flooring upgrades)
- Regular ongoing maintenance and upgrades to all classrooms to support increased learning opportunities and 21<sup>st</sup> century learning.
- Main gymnasium sound system upgrade.
- CFEP application and the potential for bleacher upgrade, outdoor basketball and rubberized playground resurfacing.

### Parental Involvement

- Parental involvement is a priority at Three Hills School. We start with communicating with our parents through our web page and Facebook feeds. Parents are invited to a Meet the Teacher evening in September) and we invite input at all of our monthly PAC meetings. We have an open-door policy and teachers, and administration are always available to discuss any issues and/or concerns.

### Communication

- The School Plan is posted on the Three Hills School website at [www.threehillsschool.com](http://www.threehillsschool.com)
- The plan is available for download /reading over the web as well as print format upon request.
- The plan is discussed with teachers, parents and Sr. administration from the Golden Hills School Division. All of the stakeholders are involved in its development.