



Three Hills School

Educational Plan 2022 – 2025

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	Student Learning Engagement	85.3	83.0	n/a	85.1	85.6	n/a	n/a	n/a	n/a
	Citizenship	82.9	83.1	85.6	81.4	83.2	83.1	Very High	Maintained	Excellent
	3-year High School Completion	84.3	95.2	87.7	83.2	83.4	81.1	Intermediate	Maintained	Acceptable
	5-year High School Completion	90.0	87.3	92.2	87.1	86.2	85.6	High	Maintained	Good
	PAT: Acceptable	78.4	n/a	83.9	67.3	n/a	73.8	n/a	n/a	n/a
	PAT: Excellence	23.4	n/a	23.8	18.0	n/a	20.6	n/a	n/a	n/a
	Diploma: Acceptable	64.3	n/a	77.0	75.2	n/a	83.6	n/a	n/a	n/a
	Diploma: Excellence	5.4	n/a	10.1	18.2	n/a	24.0	n/a	n/a	n/a
Teaching & Leading	Education Quality	90.9	85.1	92.4	89.0	89.6	90.3	Very High	Maintained	Excellent
Learning Supports	Welcoming, Caring, Respectful and Safe Learning Environments (WCRSLE)	89.6	89.8	n/a	86.1	87.8	n/a	n/a	n/a	n/a
	Access to Supports and Services	78.5	81.6	n/a	81.6	82.6	n/a	n/a	n/a	n/a
Governance	Parental Involvement	67.4	81.1	77.8	78.8	79.5	81.5	Very Low	Declined	Concern

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										Measure Evaluation			Alberta									
	2018		2019		2020		2021		2022					2018		2019		2020		2021		2022	
	N	%	N	%	N	%	N	%	N	%	Achievement	Improvement	Overall	N	%	N	%	N	%	N	%	N	%
Overall	121	85.1	135	87.7	146	83.5	108	83.1	133	82.9	Very High	Maintained	Excellent	253,727	83.0	265,614	82.9	264,413	83.3	230,843	83.2	249,770	81.4
Parent	23	84.3	18	82.2	29	77.8	16	76.3	21	76.2	High	Maintained	Good	35,482	81.7	35,247	81.9	36,891	82.4	30,905	81.4	31,689	80.4
Student	84	73.9	95	80.8	100	72.7	82	75.2	96	77.6	Very High	Maintained	Excellent	185,623	73.9	197,090	73.5	193,577	73.8	169,741	74.1	187,120	72.1
Teacher	14	97.1	22	100.0	17	100.0	10	98.0	16	94.9	Very High	Declined	Good	32,622	93.4	33,277	93.2	33,945	93.6	30,197	94.1	30,961	91.7

	Three Hills School										Measure Evaluation			Alberta									
	2017		2018		2019		2020		2021					2017		2018		2019		2020		2021	
	N	%	N	%	N	%	N	%	N	%	Achievement	Improvement	Overall	N	%	N	%	N	%	N	%	N	%
3 Year Completion	40	87.7	38	81.8	36	86.1	36	95.2	37	84.3	Intermediate	Maintained	Acceptable	44,982	78.7	44,978	79.7	45,354	80.3	46,245	83.4	47,675	83.2
4 Year Completion	51	96.4	40	90.2	38	87.3	36	86.7	36	94.9	Very High	Improved	Excellent	44,841	83.0	44,994	83.3	44,980	84.0	45,351	85.0	46,242	87.1
5 Year Completion	30	90.4	51	96.4	40	92.8	38	87.3	36	90.0	High	Maintained	Good	43,736	83.8	44,842	85.2	44,988	85.3	44,972	86.2	45,344	87.1

Teaching and Leading

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

	Three Hills School										Measure Evaluation			Alberta									
	2018		2019		2020		2021		2022					2018		2019		2020		2021		2022	
	N	%	N	%	N	%	N	%	N	%	Achievement	Improvement	Overall	N	%	N	%	N	%	N	%	N	%
Overall	121	91.2	135	92.5	146	92.3	108	85.1	133	90.9	Very High	Maintained	Excellent	254,026	90.0	265,841	90.2	264,623	90.3	230,814	89.6	249,532	89.0
Parent	23	86.1	18	86.1	29	86.2	16	73.4	21	84.0	High	Maintained	Good	35,499	86.0	35,262	86.4	36,907	86.7	31,024	86.7	31,728	86.1
Student	84	87.4	95	92.9	100	90.7	82	81.9	96	88.6	High	Maintained	Good	185,888	88.2	197,282	88.1	193,763	87.8	169,589	86.3	186,834	85.9
Teacher	14	100.0	22	98.5	17	100.0	10	100.0	16	100.0	Very High	Maintained	Excellent	32,639	95.8	33,297	96.1	33,953	96.4	30,201	95.7	30,970	95.0

Learning Supports

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

	Three Hills School										Measure Evaluation			Alberta										
	2018		2019		2020		2021		2022					2018		2019		2020		2021		2022		
	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	108	89.8	133	89.6	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	231,091	87.8	249,941	86.1
Parent	n/a	n/a	n/a	n/a	n/a	n/a	16	87.5	21	82.5	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	30,980	88.2	31,715	86.9
Student	n/a	n/a	n/a	n/a	n/a	n/a	82	81.9	96	86.2	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	169,900	79.8	187,258	77.7
Teacher	n/a	n/a	n/a	n/a	n/a	n/a	10	100.0	16	100.0	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	30,211	95.3	30,968	93.6

Governance

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

	Three Hills School										Measure Evaluation			Alberta									
	2018		2019		2020		2021		2022					2018		2019		2020		2021		2022	
	N	%	N	%	N	%	N	%	N	%	Achievement	Improvement	Overall	N	%	N	%	N	%	N	%	N	%
Overall	36	78.3	40	76.2	46	79.5	26	81.1	37	67.4	Very Low	Declined	Concern	67,509	81.2	68,116	81.3	70,377	81.8	60,919	79.5	62,412	78.8
Parent	22	65.5	18	55.1	29	62.5	16	68.4	21	45.1	Very Low	Maintained	Concern	34,998	73.4	34,944	73.6	36,556	73.9	30,886	72.2	31,598	72.3
Teacher	14	91.2	22	97.3	17	96.4	10	93.9	16	89.6	Intermediate	Maintained	Acceptable	32,511	88.9	33,172	89.0	33,821	89.6	30,033	86.8	30,814	85.2

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
Diploma Exam Participation Rate (4+ Exams)	n/a	n/a	51.3	n/a	n/a	56.6	n/a	n/a	n/a
Drop Out Rate	1.2	2.9	2.6	2.3	2.6	2.6	Very High	Maintained	Excellent
In-Service Jurisdiction Needs	90.7	80.0	97.3	83.7	84.9	85.1	High	Maintained	Good
Lifelong Learning	79.1	79.5	76.3	81.0	82.1	72.0	High	Maintained	Good
Program of Studies	85.1	79.2	77.7	82.9	81.9	82.3	Very High	Improved	Excellent
Program of Studies - At Risk Students	77.6	79.8	85.6	81.9	82.7	84.8	Very Low	Declined	Concern
Rutherford Scholarship Eligibility Rate	78.9	83.8	78.8	70.2	68.0	66.4	Very High	Maintained	Excellent
Safe and Caring	91.5	91.6	91.6	88.8	90.0	89.2	Very High	Maintained	Excellent
Satisfaction with Program Access	75.6	71.2	77.9	72.6	71.8	74.1	Intermediate	Maintained	Acceptable
School Improvement	74.9	77.0	87.0	74.2	81.4	81.3	Intermediate	Declined Significantly	Issue
Transition Rate (6 yr)	60.8	62.9	60.4	60.3	60.0	59.8	Intermediate	Maintained	Acceptable
Work Preparation	71.8	76.7	83.8	84.9	85.7	83.5	Low	Declined	Issue

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, Jr. Sr. math PLC 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 support with a full-time educational assistant. Student Services department will continue to work closely with Kelly DeCoste to offer and implement support 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 support. We have a committee set up to explore mental health education once a month in Flex and Options. Greg Lendvay is the lead and is working to explore PD opportunities and release time for teachers to explore new resources and approaches for health implementation. There is a health-related conference for grades 7-11 with various community experts.
- We are working with Cree Gordon and Rosalind Schnieder to initiate a FNMY 7-12 educational opportunity. We will be looking at how we can provide education outside of the day-to-day classroom and map out a plan for integration.
- 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.
- We will continue to expand our use and purchase of technology for our classrooms. We have increased our professional development around assistive technology to prepare for the needs of our student population. (Utilization of Jamie Keet in our technology plan)
- 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. (Mr. McColl)
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 to reduce the effects Covid had on our 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” We will keep everyone updated on our PLC that Greg Lendvay is heading in the area of mental health. This implementation will occur during our complimentary course blocks.



- 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., 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 students. We will continue to offer ski trips at the gr. 4-6 level, and 7-12. Grade 6 students will continue to have an opportunity to go on a end of the year campout.
- 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 students 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, and Greg Lendvay is working closely with the council to help with fundraising activities. We recently finished upgrades on our division 1 playground.
- 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, community volleyball, club volleyball and community Pickleball).
- 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.

- 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 happy to say we are hosting in-person parent teacher interview once again. We will continue to create an information letter prior to our annual survey.

- We will continue to promote staff extracurricular 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: Bleacher replacement, Division 2 Gaga Pit, Frisbee Golf Course, Learning Commons upgrade



Three Hills Budget Summary 2022-2025

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 support for our international students by continuing to have Educational Assistant support.
- Facility upgrades

Total Revenue and Allocations to Budget Center	\$3,064,548
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Expenditures

Certificated Staffing	Budget 2022-23 Fall
Total Certificated Staffing	\$2,496,000
% of Expenditures	81%

Other Certificated Staffing	Budget 2022-23 Fall
Total Other Certificated Staffing	\$40,000
% of Expenditures	1%

Support Staff	Budget 2022-23 Fall
Total Support Staff	\$175,619
% of Expenditures	6%

Other Staffing	Budget 2022-23 Fall
Total Other Staffing	\$15,000
% of Expenditures	0%

Contracted/Services/Supplies	Budget 2022-23 Fall
Total Contracted/Services/Supplies	\$337,929
% of Expenditures	11%

Total Expenditures	\$3,064,548
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Summary

	Budget 2022-23 Fall
Total Revenues and Allocations To Budget	\$3,064,548
Total Expenditures	\$3,064,548
Variance	\$0

Summary of Facility and Capital Plans

- The Golden Hills Facility Plan lays out the priorities for repair and replacement on priority issues.
- Regular ongoing maintenance and upgrades to all classrooms to support increased learning opportunities and 21st century learning.
- Painting of the Learning Commons
- Completion of the main gymnasium sound system upgrade.
- CFEP application and the potential for bleacher upgrades.

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
- 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.