



# 2024 – 2029 EDUCATION PLAN YEAR 1

## Dr. Morris Gibson

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# WELCOME TO OUR EDUCATION PLAN

## SCHOOL EDUCATION PLAN 2024-2029 (YEAR 1)

Our 2024-2029 education plan is based on contributions from students, parents, staff, business/community leaders and service providers who provide ongoing and direct feedback in the development of goals and strategies for engagement, support, and success of each learner.

[Our 2022-23 School Annual Education Results Report](#)

### OUR LAND ACKNOWLEDGEMENT

We honour the spirit, life, and lessons this land and its ancestors teach us. We acknowledge the traditional territories of the Siksika, Piikani, Kainai, Tsuut'ina, Îyârhe Nakoda and the Homeland of the Métis. View our [Truth and Reconciliation for Learner Success Toolkit in Foothills School Division](#)

DMG Division 1: We, the students of Dr. Morris Gibson School, would like to acknowledge that we are grateful that we get to Learn...Live...and Play on Treaty 7 Land. We will do our best to honour the original people of this land, who are part of the Blackfoot Confederacy, by taking care of and respecting the water... the land ...and the animals the same way they would have done in the past, and continue to do so today!

DMG Division 2: Let's take a moment to connect to the land we are standing on. We the students of Doctor Morris Gibson school, would like to acknowledge and honour the land of the six nations before us Siksika, Pikani, Kainai, Tsuut'ina, Stoney Nakoda and the Metis Nation here on treaty seven. We are committed to reconciliation by protecting the land, keeping it clean, not harming it and righting the wrongs of the past. We honour and respect the history, culture and beliefs of the treaty 7 nations so, we can ensure a bright future together.

### OUR VISION

Engagement, Support and Success for each learner

### OUR MISSION

Each learner entrusted to our care, has unique gifts and abilities.  
It is our mission to find out what these are...Explore them...Develop them...Celebrate them!

### OUR PURPOSE

Education at the centre of a flourishing community.

## OUR PRIORITIES

**Engagement:** Ensure and maintain Division wide engagement that is timely, meaningful, and collaborative with all learners and communities.  
**Support:** Ensure and maintain Division wide learning environments that are welcoming, caring, respectful, safe, and inclusive.  
**Success:** Ensure and maintain Division wide excellence in teaching, learning and school/Division leadership.

## OUR DIVISION

Board of Trustees  
 Board Policy 01: Division Foundational Statements  
 Board Policy 14: A Place for All

Accountability and Assurance  
 Alberta Education and Foothills School Division Goal Alignment  
 Systems Thinking

## OUR GOALS & ASSURANCE MEASURES

ENGAGEMENT	SUPPORT	SUCCESS
Local and Societal Context	Learning Supports	Student Growth and Achievement

**Goal:**  
 Advance Stakeholder Engagement and Communications

**Assurance Measure:** FSD provides trust and confidence that the education system responds proactively to local and societal contexts.

**Goals:**  
 Advance Wellness and Well-being  
 Advance Continuum of Supports

**Assurance Measure:** FSD provides confidence that resources are managed effectively in establishing learning environments where local and societal context is recognized, diversity is embraced, a sense of belonging is emphasized and all students are welcomed, cared for, respected and safe.

**Goals:**  
 Advance Innovation and Design  
 Advance Learning for Transfer  
 Advance Literacy and Numeracy  
 Advance First Nations, Métis, and Inuit student success

**Assurance Measure:** FSD provides trust and confidence that students demonstrate citizenship, engage intellectually, and grow continuously as learners.

### Governance

**Goal:**  
 Advance Continuous Improvement and Assurance

**Assurance Measure:** FSD provides trust and confidence that policy leaders demonstrate stewardship of system resources with an emphasis on student success, generative community engagement, transparency, and accountability.



### Teaching and Leading

**Goal:**  
 Advance Excellence in teaching, learning and leading.

**Assurance Measure:** FSD provides trust and confidence that certified teachers and certified leaders demonstrate their respective professional practice standards (Teaching Quality Standard, Leadership Quality Standard, and Superintendent Leadership Quality Standard).

## OUR SCHOOL

Dr. Morris Gibson is a small K-6 elementary school in Okotoks Alberta of approximately 300 students. Dr. Morris Gibson used to be the regional school for students with complex medical and cognitive needs. Although inclusive practices have been adapted into schools across the province, many parents still move into our boundaries to take advantage of our progressive inclusive practices, the skills of our staff, and the experience we have, which includes all students in the classroom and school.

KEY  
INSIGHTS

## OUR STORY OF ENGAGEMENT

*Strategy Implemented in 2024-2025*

*Strategy Continued From 2025-2026*

*Strategy Continued From 2026-2027*

*Strategy Continued From 2027-2028*

*Strategy Continued From 2028-2029*

### GOALS

#### Advance stakeholder engagement and communications by:

- Build student leadership capacity through the Student Matters Team.
- Build a school leadership team as representatives to build relevant professional development and ensure responsive support to all staff members.
- Continually seek out parent feedback with regards to our school's direction through ongoing feedback and celebrate school council achievements and initiatives.
- Collaborate with local agencies to support mental health and well-being.

#### Advance evidence-based continuous improvement and assurance by:

- **Evidence-informed decision-making:** Ensure a continuous improvement cycle in which participants are persistently attentive to gathering ongoing, triangulated evidence to inform next steps.
- **Engagement:** Develop effective engagement processes that rely on education partners working together for the purposes of bringing about positive change, with all partners recognizing that the nature of the engagement will vary according to the needs of the participants.
- **Learning and Capacity Building:** Develop a dynamic assurance process that provides opportunities for building capacity for change and ongoing improvement.
- Share and collaborate with staff to advance the understanding of our school goals to improve student academic and social-emotional growth.
- Share via social media, school website, and classroom communication engagement opportunities to community members.
- Establishing a school culture committee to build connections and support Positive Behavior Supports through Hawk Time celebrations.

### MEASURES AND TARGETS:

#### PROVINCIAL & LOCAL

- **Parent Involvement (AEAM):** Increase/maintain in percentage of teachers and parents satisfied with parental involvement in decisions about their child's education.
- **School Improvement (AEAM):** Increase/maintain percentage of teachers, parents and students indicating that their school and schools in their jurisdiction have improved or stayed the same the last three years.
- **Quality of Education (AEAM):** Increase/maintain percentage of teachers, parents and students satisfied with the overall quality of basic education.
- **Stakeholder Engagement:** Increase/maintain participation of stakeholders to inform decisions.
- **FSD Assurance Survey:** Increase/maintain percentage of parents satisfied with Assurance Measures.



# OUR STORY OF SUPPORT

*Strategy Implemented in 2024-2025*

*Strategy Continued From 2025-2026*

*Strategy Continued From 2026-2027*

*Strategy Continued From 2027-2028*

*Strategy Continued From 2028-2029*

## GOALS

### Advance wellness and well-being by:

- Build on our school's understanding regarding trauma informed, inclusive, and wellness practices to support each student in our care while leveraging partnerships with divisional supports and outside agencies.

### Advance a continuum of supports by:

- Strengthen our universal strategies and leverage outside agencies to support our continuum of supports.
- Build on our school-based continuum of supports to assist in helping teachers, students, and community members find strategies to support their needs.
- Establish a collaborative response team to support learners and strengthen our continuum of supports
- Analyze and collaborate with the Shared Leadership Team when exposed to survey, feedback, and data results to focus on relative strengths and next steps. This includes building capacity in the shared leadership team in their understanding of the AERR and its connection to educational planning.

## VIEW OUTCOMES AND INDICATORS

## MEASURES AND TARGETS:

### PROVINCIAL & LOCAL

- **Safe & Caring (AEAM):** Increase/maintain the percentage of teachers, parents and students who agree that students are safe at school, are learning the importance of caring for others, are learning respect for others, and are treated fairly in school.
- **Program Access (AEAM):** Increase/maintain the percentage of teacher, parent and student satisfaction with the accessibility, effectiveness and efficiency of programs and services for students in their community.
- **Students at Risk (AEAM):** Increase/maintain the percentage of teachers, parents and students agree that programs for children at risk are easy to access and timely.
- **SOS-Q (Student Orientation to School Questionnaire):** Increase/maintain in percentage of students who are at or above the National Norm in the areas of Safe and Caring, External Resilience, Internal Resilience, Self-Confidence, Peer Relationships, Utility of School and Extracurricular Activities.



# OUR STORY OF SUCCESS

Strategy Implemented in 2024-2025

Strategy Continued From 2025-2026

Strategy Continued From 2026-2027

Strategy Continued From 2027-2028

Strategy Continued From 2028-2029

## GOALS

### Advance innovation and design by:

- Advance staff capacity for implementation of the Framework for Innovation and Design: Learning for Transfer -Implementation of Maker-centered Learning, Career and Technology Foundations and MyBlueprint within Dr. Morris Gibson School as a strategy for engagement and exposing students to a greater breadth of possible careers.
- Establish a student driven school-based business to support **FSD design and innovation framework**.
- Advance in-school and inter-school learning and collaboration to ensure a positive, coherent experience for all Foothills students in entrepreneurship through Student Markets.

### Advance learning that transfers by:

- Incorporating Design and Innovation in collaboration with teacher, EA, and Learning Commons Facilitator.
- Focusing Professional Learning on the 3 Principles of Deep and Transferrable learning (FSD Guide to Success) through Communities of Practice.
  - Investigate the Learning Cycles K-6 with a focus on conceptual understanding.

## VIEW OUTCOMES AND INDICATORS

## MEASURES AND TARGETS: PROVINCIAL & LOCAL

- **Student Learning Engagement (AEAM):** Increase/maintain percentage of teachers, parents and students satisfied students are engaged in their learning at school.
- **Program of Studies (AEAM):** Increase/maintain percentage of teachers, parents and students satisfied with the opportunity for students to receive a broad program of studies.
- **Work Preparation (AEAM):** Increase/maintain percentage of teachers and parents who agree that students are taught attitudes and behaviours that will make them successful at work when they finish school.
- **Citizenship (AEAM):** Increase/maintain percentage of teachers, parents and students who are satisfied that students model the characteristics of active citizenship.
- **Overall Quality of Education (AEAM):** Increase/maintain percentage of teachers, parents and students satisfied with the overall quality of basic education.
- **Lifelong Learning (AEAM):** Increase/maintain percentage of teachers and parents satisfied that students demonstrate the knowledge, skills, and attitudes necessary for lifelong learning.
- **Drop-out Rate, High School Completion Rate, Transition Rates, Rutherford Scholarship, Exam Participation Rate (AEAM):** Growth and Improvement shown in each area.
- **FSD Assurance Survey:** Increase/maintain percentage of parents satisfied with Assurance Measures.
- **Student Intellectual Engagement Survey:** Increase/maintain percentage of students who chose to agree or strongly agree in 50% of questions in Grades 4 -12 in the areas: High Expectations, Relevance, Rigor, Effort, Lose Track of Time (ELA, Math, Social Studies, Science, CTF/CTS).

## GOAL

### Advance literacy and numeracy by:

- Leverage the FSD Staff Learning Link and the Curriculum Corner to support new curriculum implementation.
- Develop a common understanding of data points and level A (classroom based) assessments that can guide instruction in literacy and numeracy.
- *Systematic and effective* use of school-based tools and resources that support student thinking and develop literacy and numeracy skills.

## VIEW OUTCOMES AND INDICATORS

## MEASURES AND TARGETS: PROVINCIAL & LOCAL

- **Learning Outcomes (PAT & Diploma):**
  - Increase/maintain FSD performance results 'At or 'Above' provincial average for Acceptable Standard and Standard of Excellence on grade 6 and 9 provincial achievement tests in Language Arts, Math, Social Studies, and Science.
  - Increase/maintain FSD performance results 'At or Above' provincial average for Acceptable Standard and Standard of Excellence on Grade 12 diploma exams.
- **Provincial Literacy and Numeracy Assessments:**
  - **Assessment (Literacy):** Provincial Grade 1 Literacy Assessment (LeNS), Grade 2 and 3 Literacy Assessment (CC3) and Numeracy Assessments (Grade 1-3 Numeracy Screening Assessments)
- **Common Literacy Assessment (4-9):** Increase percentage of students who are at or above grade level expectations.
- **Common Numeracy Assessment (4-9):** Increase percentage of students who are at or above grade level expectations.
- **DELFL (Speaking, Listening, Reading, and Writing assessment in French):** Increase number of students completing the DELFL exams (B1 in grade 9 and B2 in grade 12) and increase percentage of students who achieve above 50% on the assessment.



# OUR STORY OF SUCCESS

Strategy Implemented in 2024-2025

Strategy Continued From 2025-2026

Strategy Continued From 2026-2027

Strategy Continued From 2027-2028

Strategy Continued From 2028-2029

## GOAL

**Advance First Nations, Métis, and Inuit student success by continuing to refine and enhance our continuum of supports, systems, structures, and programs to:**

- Improve education outcomes for First Nations, Métis, and Inuit Students through system, program, and instructional supports.
- Address the systemic education gap for self-identified First Nations, Métis, and Inuit students.
- Support the implementation of Truth and Reconciliation Commission recommendations.
- Incorporating the Land Acknowledgement in all events and assemblies
- Work closely with our First Nation, Metis, and Inuit lead teachers to build more understanding amongst our larger school staff.

## VIEW OUTCOMES AND INDICATORS

## GOAL

**Advance excellence in teaching, learning, and leading by:**

- Build structures to support student learning and achievement through Collaborative Response and Communities of Practice.
- Analyzing school-based data with staff to guide instruction and design of learning.
- Embedding times within the school day for Communities of Practice to collaborate around curriculum design.

## MEASURES AND TARGETS: PROVINCIAL & LOCAL

- **Learning Outcomes (PAT & Diploma):**
  - Increase in FSD performance results 'At or 'Above' provincial average for Acceptable Standard and Standard of Excellence on grade 6 and 9 provincial achievement tests in Language Arts, Math, Social Studies and Science for self-identified First Nations, Métis, and Inuit students.
  - Increase in FSD performance results 'At or Above' provincial average for Acceptable Standard and Standard of Excellence on Grade 12 diploma exams for self-identified First Nations, Métis, and Inuit students.
- **High School Completion Rate (AEAM):** Increase in percentage of self-identified First Nations, Métis, and Inuit students who completed high school within five years of entering grade 10.
- **Cultural Perspectives Survey:** As part of the Student Intellectual Engagement Survey, we ask all students grades 4-12 their perspectives regarding diverse cultures including but not only First Nations, Métis, and Inuit peoples. This survey is further disaggregated to compare the general population's perspectives with those self-identifying as First Nations, Métis, and Inuit peoples.
- **SOS-Q (Student Orientation to School Questionnaire):** Increase/maintain in percentage of students who are at or above the National Norm in the areas of Safe and Caring, External Resilience, Internal Resilience, Self-Confidence, Peer Relationships, Utility of School and Extracurricular Activities.
- **Student Intellectual Engagement Survey:** Increase/maintain percentage of students who chose to agree or strongly agree in 50% of questions in Grades 4 -12 in the areas: High Expectations, Relevance, Rigor, Effort, Lose Track of Time (ELA, Math, Social Studies, Science, CTF/CTS).
- **Common Literacy and Numeracy Assessments (4-9):** Increase percentage of students who are at or above grade level expectations.

## MEASURES AND TARGETS: PROVINCIAL & LOCAL

- **In-service jurisdiction needs (AEAM):** Increase in the percentage of teachers reporting that in the past 3-5 years the professional development and in-servicing received from the school authority has been focused, systematic and contributed significantly to their ongoing professional growth.
- **FSD Teacher Survey:** teachers and leaders indicate growth in their professional practice to ensure optimum student learning and continuous improvement.

