

**HW Pickup School**  
**3 Year School Improvement Plan**  
**2023-2024**



# Overview of HW Pickup

H.W. Pickup is a middle school consisting of approximately 430 students.

Teaching staff of 25 and support staff of 7, as well as FWW, Connection Coach, Aim for Success, Caretakers and SRO.

Demographics- Students attend from in-town, three mobile home parks and various acreages and farms in Brazeau County.

- Some students who live in the Tomahawk area (part of Parkland School Division).
- Predominantly Caucasian with approximately 98% of our students speaking English as their first language
- Indigenous students make up approximately 8% of our population
- Main forms of income for our town are oil and gas, agriculture and forestry

H.W. Pickup School is a safe and caring learning environment that encourages the ongoing academic, physical and emotional growth of each student.

With the cooperation and interaction of a variety of education partners, H.W. Pickup strives to prepare its students for lifelong learning and success.

# Our Vision:

- HW Pickup, in partnership with our community and stakeholders, will be a leader in our School Division and Province by providing high quality learning experiences, **comprehensive wellness supports, and a sense of belonging** that allows all of our students to complete their programs and move on to high school with a sense of purpose, hope and dignity.

# Our Mission:

- Promoting success by **empowering and enabling our students academically, emotionally, physically, and behaviorally.**

# Foundation statement:

- We believe that the staff at HW Pickup has the skills and knowledge to **support every student's learning needs** as part of our learning community.
- We believe that **looking at a child holistically allows us, as a learning community, to meet the child's learning needs.**

# Inquiry Question:

How can we work on school culture and a greater focus on being a safe and caring school, to better define ourselves as a Middle School, as well as a member of the new Powerhouse Campus?

- We believe that the healthier our culture is, the better equipped we are to handle the move to a new building
- Our question aligns with PLE in addressing the inner wellness circle
- Still waiting on current data from assurance surveys. As seen in the next slide, we are working off the data from last fall
- We know in our case loads and in conversation and observation, that students and staff continue to need support from FWW, SFF, Connection Coach, discipline referrals to the office, and significant trauma outside of school that without this focus, we won't see the growth we want in other areas identified in the Assurance Survey responses

# Current Feedback:

## Required Alberta Education Assurance Measures - Overall Summary

Spring 2022

School: 2202 H W Pickup Junior High School



Assurance Domain	Measure	H W Pickup Junior High 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>	81.3	87.0	n/a	85.1	85.6	n/a	n/a	n/a	n/a
	<a href="#">Citizenship</a>	64.0	70.4	66.7	81.4	83.2	83.1	Very Low	Maintained	Concern
	<a href="#">3-year High School Completion</a>	n/a	n/a	n/a	83.2	83.4	81.1	n/a	n/a	n/a
	<a href="#">5-year High School Completion</a>	n/a	n/a	n/a	87.1	86.2	85.6	n/a	n/a	n/a
	<a href="#">PAT: Acceptable</a>	n/a	n/a	76.2	n/a	n/a	73.8	n/a	n/a	n/a
	<a href="#">PAT: Excellence</a>	n/a	n/a	13.6	n/a	n/a	20.6	n/a	n/a	n/a
	<a href="#">Diploma: Acceptable</a>	n/a	n/a	n/a	n/a	n/a	83.6	n/a	n/a	n/a
Teaching & Leading	<a href="#">Diploma: Excellence</a>	n/a	n/a	n/a	n/a	n/a	24.0	n/a	n/a	n/a
	<a href="#">Education Quality</a>	83.8	89.2	82.5	89.0	89.6	90.3	Low	Maintained	Issue
Learning Supports	<a href="#">Welcoming, Caring, Respectful and Safe Learning Environments (WCRSLE)</a>	74.3	80.1	n/a	86.1	87.8	n/a	n/a	n/a	n/a
	<a href="#">Access to Supports and Services</a>	70.6	85.2	n/a	81.6	82.6	n/a	n/a	n/a	n/a
Governance	<a href="#">Parental Involvement</a>	72.4	78.6	70.0	78.8	79.5	81.5	Low	Maintained	Issue

Questions we have:

- What needs to change to see Citizenship perceptions improve compared to the Provincial results?
- The circles in our divisional Powerful Learning Environment model are interrelational. Will intentional work around Safe and Caring and school culture affect our Academic Assurance results as well?

# Strategies:

- Allow for opportunity to share and suggest ideas to develop our plan for having a culture that is in a persistent state of wellness creation. Some examples:
  1. Schedule FNMI on PD Days (1-2 hr sessions) we believe this learning will contribute to our work on safe and caring culture
  2. Develop a deliberate wellness plan for work on PD Days We recognize that acknowledgement of concerns is first, and want to go further in finding activities to build back our resilience as a whole community.
  3. Finish work with Culturalize, Jimmy Casas as a staff
  4. Greeting students as they come in
  5. Implement Student Connect (done after first term) - Students share at least one adult and one other person they rely on at school and at home
  6. Student Spotlight - Part of Staff Meeting agenda with option to send via email anytime.
  7. Admin Class visits to gather data and field questions from students
- Continue to share data from assurance surveys with both Council and Staff.
- Highlight this 3 yr plan as part of a regular item in our staff meeting agenda

# Opportunities for Feedback

We are committed to allowing staff and parents the opportunity to give us feedback on our inquiry question and our programming.

Some of the ways we share information and get feedback are:

- Sharing of our inquiry question and strategies during staff meetings
- Sharing our School Improvement Plan with parents during PAC meetings
- Posting our School Improvement Plan on our website

# Implementation Plan

[HWP Professional Development Plan 2023 -2024](#)

Resources



# Measures:

- **Provincial:**
  - Provincial Achievement Test results
  - Citizenship - Alberta Education Assurance Measures Survey
  - Academic Engagement - Alberta Education Assurance Measures Survey
- **Local:**
  - GLA for reading, writing, and numeracy
  - Attendance data - all students & First Nations, Métis and Inuit students
  - Student and parent survey results regarding student learning and wellbeing (K-12)

## Implementation:

## Stakeholder Engagement:

- Parent surveys
- teacher/staff surveys
- We are planning Student Advisory Meetings with select students who are in our leadership courses.

# References:

Gruenert, S., & Whitaker, T. (2015). *School culture rewired: How to define, assess, and transform it*. Alexandria, VA: Association for Supervision and Curriculum Development.

Maslow, A.H. (2011). *Hierarchy of needs: A theory of human motivation*. <https://www.amazon.ca/Hierarchy-Needs-Theory-Human-Motivation-ebook/dp/B004JKMUKU>

Whitaker, T. (2013). *What great principals do differently: Eighteen things that matter most* (2nd ed.). New York, NY: Routledge.

Wild Rose School Division (2018). *Powerful learning environment*. [https://docs.google.com/document/d/1w\\_8W2R9YGDsjlB9fUI2Gq4sW-RydzVtWekPnKcAD4Pc/edit?usp=sharing](https://docs.google.com/document/d/1w_8W2R9YGDsjlB9fUI2Gq4sW-RydzVtWekPnKcAD4Pc/edit?usp=sharing)