



# 2025 - 2029 Assurance Plan Year One

Ever Growing, Learning, and  
Living in Christ



# Table of Contents

I	<b>Message from the Chair of the Board</b>	<b>3</b>
II	<b>Priority Areas</b>	<b>4</b>
III	<b>Outcomes, Goals, Strategies and Provincial/Local Measures</b>	
	Rooted In Our Faith	<b>5</b>
	Cultivate Learning	<b>6</b>
	Nurture Well-Being	<b>7</b>
IV	<b>Evergreen Catholic School Division Profile</b>	<b>8</b>
V	<b>Engagement Timeline</b>	<b>10</b>
VI	<b>Implementation Plan</b>	
	Education Partners Engagement	<b>10</b>
	Processes	<b>11</b>
	Professional Learning	<b>12</b>
	Resourcing	<b>13</b>



**Message from Margaret Cargill,**  
*Chair of the Board*

At Evergreen Catholic Schools, our commitment to Christ-centred education guides every decision we make. Rooted in the Gospel and guided by the teachings of the Catholic Church, we are humbled by the trust that families across our division place in us. We honour this sacred trust through our focus on student growth, wellness, and faith development.



Catholic education is a vocation. It is not solely about academic excellence, but about forming disciples of Christ—young people of integrity, compassion, and purpose. We strive to cultivate hearts that are open to God’s grace, minds that seek truth, and hands ready to serve others in love.

Through our forward-looking Assurance Plan and ongoing dialogue with families, parishes, and community partners, Evergreen Catholic Schools is a place where every student is known, cherished, and called to grow in holiness. Together, we walk the path of faith, hope, and love. On behalf of our Board of Trustees, I extend heartfelt gratitude to our students, staff, families, and community members for journeying with us in the mission of Catholic education, where Christ is at the centre of all we do.

## Priority Areas

Each priority connects to Alberta Education domains and Evergreen's vision of Catholic education.

- Rooted In Our Faith
- Cultivate Learning
- Nurture Well-Being
- Grow Community



### Rooted In Our Faith

**Ever Living in Christ:** We openly celebrate our common bond of faith in God and we educate in an atmosphere of faith, hope, and love to prepare our students to live as compassionate, confident, and contributing citizens.

### Cultivate Learning

**Ever Learning in Christ:** Students will gain the knowledge and skills to form the foundations for successful and fulfilling lives and make meaningful contributions to their communities and the world.

### Nurture Well-Being

**Ever Growing in Christ:** Students will explore life opportunities that develop their unique talents and potential, provide a sense of purpose and belonging, and affirm the dignity of work. They will become life-long learners, who will cultivate the virtues of wisdom, courage, self-control, justice, charity, and hope.

### Grow Community

**Beliefs:** In Evergreen Catholic Schools, we believe that collaboration among home, school and parish is essential for comprehensive Catholic education, with parents as the primary educators responsible for their child's development and faith formation.

# Outcomes, Goals, Strategies and Provincial/Local Measures



## Rooted in Our Faith

**Ever Living in Christ:** We openly celebrate our common bond of faith in God and we educate in an atmosphere of faith, hope, and love to prepare our students to live as compassionate, confident, and contributing citizens.

Key Outcomes & Strategies:

### Students and staff demonstrate knowledge of our Catholic teachings and grow in their faith.

- Facilitate meaningful faith encounters for students and professional development for staff.
  - Establish consistent understanding of Catholic Social Teaching with school leaders.
- Establish consistent prayer practice within daily school routines.
  - Establish floor level practices for prayer within schools with school leaders.
  - Form lead teachers and school leaders to become confident witnesses grounded in worship.
  - Build confidence in lead teachers and school leaders to lead various forms of Catholic prayers within schools and classrooms.

## Local Measures

- Catholic School Reviews
- School faith environment/assurance survey questions
- Staff faith formation - EXCEL (Excellence in Catholic Educational Leadership)
- Student faith formation/Assurance Survey questions
- Faith Formation Plan/Professional Growth Plans from staff
- Ongoing conversations with all education partners
- Success with school and parish partnerships
- Satisfaction with communication

## Alberta Assurance Measures

- Active Citizenship
- Parental Involvement
- School Improvement



## Community Link

- Strengthen connections with Catholic organizations through social justice projects.
  - Identify involvement and social justice opportunities with Catholic organizations.

## Cultivate Learning

**Ever Learning in Christ:** Students will gain the knowledge and skills to form the foundations for successful and fulfilling lives and make meaningful contributions to their communities and the world.

Key Outcomes & Strategies:

**Student success is established through high quality teaching and learning experiences for all students.**

- Enhance professional development and foster collaboration to effectively address the diverse needs of all students
  - Align consistent and best practices in assessment and reporting
  - Leverage curriculum implementation to strengthen a continuum of supports for all students
  - Explore teaching and learning frameworks to improve student achievement
  - Build teacher and leader confidence in innovative teaching practices and the use of technology
  - Integrate First Nations, Métis, and Inuit foundational knowledge into instructional planning
- Provide multiple pathways to respond to student needs.
  - Expand student opportunities in CTF options, dual credit and career planning.
  - Develop specialized programs for complex learners aligned with robust, modified and curriculum based learning progressions



**Cultivate Learning**

### Local Measures

- Early Years Literacy & Numeracy Assessments
- Student engagement & satisfaction
- Off Campus credit attainment
- Student transition structures and processes
- Acquiring and applying foundational knowledge
- Parental involvement and satisfaction with learner supports
- Success with adequacy of resources
- Satisfaction with communication
- Success of community engagement in Divisional decisions
- Ongoing conversations with all education partners

### Alberta Assurance Measures

- PAT & Diploma
- High School Completion Rates
- Student Learning Engagement
- Access to supports & services
- Parental Involvement
- Education Quality
- Lifelong Learning
- First Nation, Métis and Inuit Success Rates
- Parental Involvement
- School Improvement



### Community Link

- Provide capacity building resources to support parents/guardians in their role as primary caregivers.
  - Engage students and families with the journey of Individual Program Plans and transitioning beyond school based programming.
  - Continue to collaborate with community partners and organizations that can offer additional resources and support.

## Nurture Well-Being

**Ever Growing in Christ:** Students will explore life opportunities that develop their unique talents and potential, provide a sense of purpose and belonging, and affirm the dignity of work.

Key Outcomes & Strategies:

### Student and staff well-being is supported through collaboration and building capacity.

- Engage leaders and school teams in collaborative processes to build capacity and commitment in addressing learner needs.
  - Develop and implement collaborative meeting structures for student services and learning services to support system well-being
  - Develop and implement targeted professional learning for support staff that focus on the specific skills required.
  - Strengthen comprehensive transition and orientation processes (programs and communication) for students transitioning between key stages (e.g., elementary to middle school, middle to high school, high school to adulthood).
- Increase opportunities for staff and students to learn how to support justice seeking groups within our Catholic schools.
  - Establish a division pastoral approach to discipline and behavior management with a focus on discrimination.



Nurture Well-Being

### Local Measures

- Wellness assurance survey questions
- Employee engagement assurance survey questions
- Staff health and wellness as measured by absenteeism
- Student attendance
- Community members/parents attending engagement sessions
- Ongoing conversations with all education partners
- Satisfaction with communication
- Success of community engagement in Divisional decisions
- Success with school facilities
- Ongoing conversations with all education partners

### Alberta Assurance Measures

- Welcoming, Caring, Respectful and Safe Learning Environments
- Access to Supports and Services



### Community Link

- Promote opportunities to strengthen a sense of belonging and build community.
  - Develop and execute an engagement strategy to better understand the well-being needs of staff and students.
  - Continue to strengthen positive and meaningful partnerships with First Nation, Métis and Inuit community members and organizations within local school communities.

Evergreen Catholic Schools is a faith-based school division serving the communities of Devon, Hinton, Spruce Grove, Stony Plain, and Westlock. We provide a Christ-centered education that nurtures the academic, spiritual, and personal growth of over 4,000 students from Pre-Kindergarten through Grade 12.



## Our Mission

To educate in an atmosphere of faith, hope, and love, preparing our students to live as compassionate, confident, and contributing citizens in our communities and beyond.

## Our Beliefs

- Every person is made in the image and likeness of God
- Learning must be student-centered, inclusive, and accessible
- Faith-filled and highly qualified staff are the foundation of success
- Collaboration between home, school, and parish enriches Catholic education
- Social justice, compassion, and care for others are at the heart of our mission



Faith-Centered Learning from Pre-Kindergarten to Grade 12



French as a Second Language Courses from Grade 4 to Grade 12



Early Literacy & Learning Support Programs



Registered Apprenticeship & Career Pathways



Fine Arts & Athletic Programs



Inclusive Education and Knowledge & Employability



Honours and Advanced Academics



Technology & Design Integration across Grades

# Our Schools

Evergreen Catholic operates ten schools, each fostering a unique identity rooted in Catholic values while upholding academic excellence across a diverse range of programs.



## Devon

Holy Spirit Catholic School (PreK - Gr.9)



## Hinton

Father Gerard Redmond Community Catholic School (Gr.5 - Gr.12)



## Hinton

St. Gregory Catholic School (PreK - Gr.4)



## Spruce Grove

St. Joseph Catholic School (PreK - Gr.4)



## Spruce Grove

St. Marguerite Catholic School (Pre-K - Gr.4)



## Spruce Grove

St. Peter the Apostle Catholic High School (Gr.9 - Gr.12)



## Spruce Grove

St. Teresa Catholic Learning Centre (Gr.8 - Gr.12+)



## Spruce Grove

St. Thomas Aquinas Catholic School (Gr.5 - Gr.8)



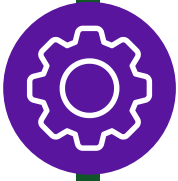
## Stony Plain

St. John Paul II Catholic School (PreK - Gr.8)



## Westlock

St. Mary Catholic School (PreK - Gr.12)



- **September 2024 – Planning Phase:** Senior Administration reviewed the engagement timeline and developed focus group structures and guiding questions.



- **October 2024 – Council of Councils:** School councils discussed the purpose of assurance, reflected on priority areas, and reviewed guiding questions.



- **November–December 2024 – Focus Groups:** Students, staff, and administrators from across the division participated in focus groups held at multiple school sites.



- **December 2024 – Division-Wide Survey:** Surveys using consistent guiding questions were completed by students, families, and staff, and the results were analyzed for emerging themes.



- **January 2025 – Data Review and Goal Setting:** Data themes were reviewed and assurance goals were co-created and presented in draft form to the Executive Team.



- **February–March 2025 – Plan Finalization:** The draft Assurance Plan was reviewed by Trustees, approved, and shared with school administrators.



- **May 30, 2025 – Public Release:** The final Assurance Plan will be published on the division website and shared with stakeholders.

# Engagement Timeline



## Education Partners Engagement

To gather meaningful input from students, staff, trustees, and families to shape the priorities and goals of the 2025–2029 Assurance Plan. Participants were guided by two key questions:

**1. As a Catholic School Division, what are we doing well and should continue?**

**2. What are areas in which we could improve?**

*[What We Heard, Fall 2024](#)*

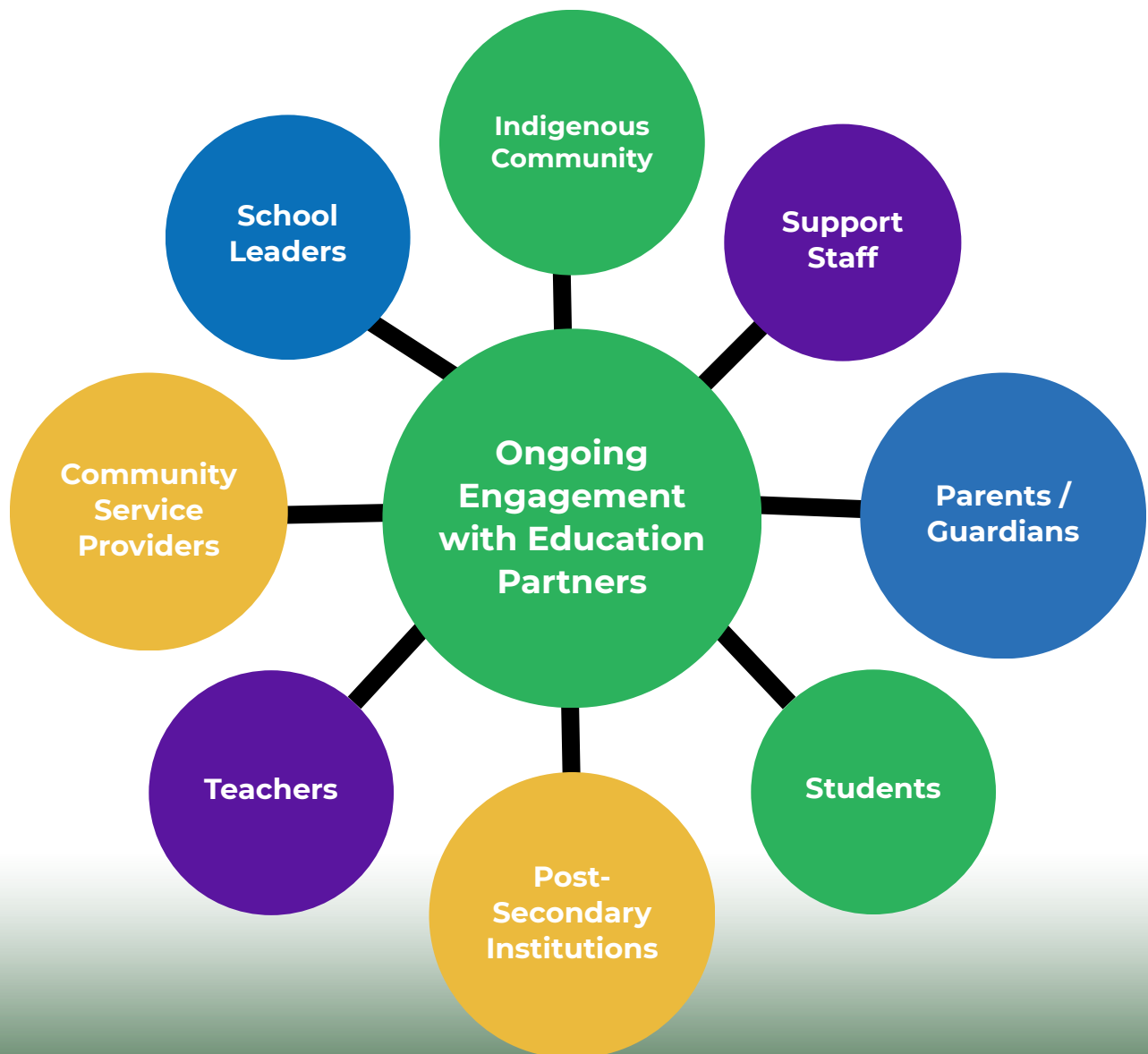


# Implementation Plan

The strategic actions in the assurance plan are guided by a logic model grounded in collaboration and stakeholder input. As a flexible, working document, the plan supports division and school leaders in carrying out key initiatives, managing resources, monitoring effectiveness, and refining actions as needed.

## Processes

Processes are in place at the division level to ensure regular review and updates of the plan to support continued growth in key focus areas. This includes ongoing engagement with a broad range of education partners.



# Implementation Plan

## Professional Learning

With a focus on ensuring student growth and achievement, division structures support professional learning at the system, school, and individual level. These include:

- Professional growth plans, aligned with the professional practice standards, are supported by school based administrators and instructional coaches
- Staff professional development days, which may include school improvement planning, professional learning, individual growth planning or collaborative time
- Administrator professional learning is scheduled monthly
- Grade and subject level Communities of Practices supported by division office
- Facilitated teacher professional learning, through ECSSD Student Services Team, APLC, AAC or other local educational organizations
- Supported opportunities to increase our system application of First Nations, Metis and Inuit foundational knowledge



# Implementation Plan

## Resourcing

The 2025-2026 Evergreen Catholic Schools [budget](#) and [capital plan](#) are designed to support the strategic actions outlined in the updated Assurance Plan to ensure appropriate resources allocations with a focus on professional learning, targeted programs and staffing including instructional and non-instructional staff.

### Instructional Staff

- Classroom Teachers
- Administrators
- Instructional Coaches
- Inclusive Education Coordinators
- School Counsellors
- Inclusion and Behaviour Coach
- Student Services Coordinator
- Indigenous Education Coach

### Non-Instructional Staff

- Educational Assistants
- Family School Liaison Workers
- Occupational Therapist
- Speech and Language Therapists
- Deaf and Hard of Hearing Consultant

