

## Biidaaban School – 2014 Comprehensive Evaluation Recommendations

Recommendations	Y	S	N	Comment(s)	Timeline	Responsibility of ...
<b>Re: Student Attendance</b>						
1. That consistent tracking of attendance occurs (i.e. to determine the number of students with chronic absenteeism).	X			Database: ✓ Trevlac ✓ Compass for Success (FNSSP)	Ongoing	Principal of Biidaaban Kinoomaagegamik
2. That an attendance team which meets regularly to discuss at-risk students and the barriers that they face coming to school be established to take a “student by student approach” and develop (and follow up on) plans to improve their attendance. {Research has shown that attendance is a critical aspect of student and school success. Missing school has consequences for children. Chronic absenteeism ( <i>missing 2 days per average each month or about 10% of the school year</i> ) leads to an increased risk of students dropping out.}	X			✓ Initiated through attendance committee of four staff ✓ Two staff no longer there ✓ Discussed at staff meetings & SSW follow up	Ongoing	Principal of Biidaaban Kinoomaagegamik
3. That initiatives to improve attendance, in general, be continued. Certificates for “High Attendance” or “Excellent Attendance” ( <u>not</u> “Perfect Attendance”, as this may encourage students who are ill to attend when they should stay home), be distributed monthly.			X	✓ Initiated but not followed through	Beginning September 2016; ongoing thereafter	Principal of Biidaaban Kinoomaagegamik
4. That teachers continue to make contact with parents by phone, note, agenda, on a regular basis, with good news.		X		✓ Not consistent by all teachers	Beginning September 2016; ongoing thereafter	Principal of Biidaaban Kinoomaagegamik
5. That more home visits by the Student Support Worker occur. (Home visits of about 30 minutes can help build a bridge between a students’ family life and the school. Determine a purpose for the home visit, i.e. to guide parents in homework help. Parents, <u>instead of helping with homework</u> , might ask their child what he or she is studying, provide an appropriate place for their child to do his/her homework, praise the child for completing homework, read aloud with their children.)	X			✓ Accompanied by (Principal &) staff member	Ongoing	Principal of Biidaaban Kinoomaagegamik
<b>Re: Student Achievement</b>						
6. That the focus continues to be on the “whole child” – academic, emotional, social, physical, and spiritual, by providing a varied curriculum that provides varied activities.	X	S = S		hat N = No	Ongoing	Principal of Biidaaban Kinoomaagegamik

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(For example, new studies “find that music training may increase the neural connections in regions of the brain associated with creativity, decision-making, and complex memory...”)						
7. That initiatives to improve academic achievement continue, (i.e. after-school classes, summer classes/camp, computer programs, expanding the iPad program and developing a policy where children are able to take iPads home)	X			<ul style="list-style-type: none"> <li>✓ Reading Club</li> <li>✓ Homework Club</li> <li>✓ Gr. 7 Math</li> <li>✓ Summer Program</li> </ul>	Ongoing	Principal of Biidaaban Kinoomaagegamik
8. That a plan with strategies be developed to increase English oral language across the curriculum. (Oral language is a predictor of future academic success.)	X			<ul style="list-style-type: none"> <li>✓ 2013 Confident Learners, not consistent as teachers need more training</li> </ul>	Ongoing	Principal of Biidaaban Kinoomaagegamik
9. That a school data base (i.e. graduation, literacy test scores, awards, factors for success) that is easily accessible and the results of which are examined and shared with the school community be established. ( <i>The evaluator found it difficult to obtain school achievement results. In addition, a question raised at the Community Forum was about accessing school results.</i> )	X			<ul style="list-style-type: none"> <li>✓ Compass of Success Program</li> <li>✓ EQAO &amp; DRA in Oct. 2015 newsletter</li> </ul>	Needs to be monitored	Principal of Biidaaban Kinoomaagegamik
10. That internal and external data (student performance indicators) be maintained. This info can be used as a means to set educational goals for student achievement. This should be incorporated into the School Success Plan with all stakeholder roles clearly articulated and identified	X			<ul style="list-style-type: none"> <li>✓ FNSSP Annual Report, Newsletter</li> </ul>	Ongoing	Principal of Biidaaban Kinoomaagegamik
11. That one person be identified to collect student achievement data in a standardized format (internal/external scores by grade) and to provide this information to the principal. This data should be examined by the whole school staff on a regular basis and should be readily accessible.	X			<ul style="list-style-type: none"> <li>✓ Principal</li> <li>✓ LRT &amp; NRT inputs into Trevlac</li> </ul>	Ongoing	Principal of Biidaaban Kinoomaagegamik
12. That the ‘factors’ that hinder success for the student as observed by school staff be communicated and correlated with education plans/policies to support student retention and graduation.	X			<ul style="list-style-type: none"> <li>✓ IEP’s</li> <li>✓ Student Transition &amp; Assessment Checklist</li> </ul>	Ongoing	Principal of Biidaaban Kinoomaagegamik
13. That the possibility of partnering with Frontier College to provide an aboriginal literacy camp for six to eight weeks in the summer be looked into. (See article by Baluja T. who writes that, “Despite zealously guarded school curriculum, low-literacy aboriginal communities are making significant gains with summer camps that bring in some ‘outsider’ help.”)			X	<ul style="list-style-type: none"> <li>✓ Contact initiated by Director</li> <li>✓ Annual booking already scheduled</li> <li>✓ Will contact again</li> </ul>	Beginning September 2016; ongoing thereafter	Principal of Biidaaban Kinoomaagegamik

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S = Somewhat

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<i>Re: Curriculum, Programs and Materials</i>						
14. That the expansion of technology be continued. For example, the purchase of more iPads and one or two “Smart tables” for the primary classrooms be looked into.	X			<ul style="list-style-type: none"> <li>✓ FNSSP – 39</li> <li>✓ Laptop for Kids– 70</li> <li>✓ Smart table – 1</li> <li>✓ Early Years – 20</li> </ul>	Ongoing	Principal of Biidaaban Kinoomaagegamik
15. That training for staff on use of technology continues. (Teachers indicated that they wanted to learn more about technology. – It appears that KTEI will be contracting a “Technology Integration” Coach. This initiative should be embraced and celebrated by all.)			X		Beginning September 2016; ongoing thereafter	Principal of Biidaaban Kinoomaagegamik
16. That the focus on literacy continues. (I.e. expand classroom libraries to ensure that classrooms are “print rich”.)	X				Ongoing	Principal of Biidaaban Kinoomaagegamik
17. That a small committee (2-3 staff members) be established to conduct an inventory of current cultural resources (human in the community) and materials (in library, literacy room, and classrooms) and indicating their location.			X	✓ 2016 – 2017 Education Work plan	September 2016	Principal of Biidaaban Kinoomaagegamik
18. That the above inventory list, when completed, be distributed to each staff member and posted in the staff room.			X	✓ 2016 – 2017 Education Work plan	Beginning September 2016; ongoing thereafter	Principal of Biidaaban Kinoomaagegamik
19. That more learning centres in the classrooms, to allow for more hands- on-learning and individualization of instruction in the language arts and math be established.	X				Ongoing	Principal of Biidaaban Kinoomaagegamik
20. That the 10 working computers from the computer labs be re-distributed to the classrooms to be used in centres. (Thus, the need for a computer schedule will be eliminated. This will allow for up to 1.5 hrs. of instructional time to be used more effectively. – Technology can be integrated into the curriculum. In addition, computer learning centres can be employed.)	X			<ul style="list-style-type: none"> <li>✓ Ten additional desk tops were ordered</li> <li>✓ Will continue to monitor integration of technology into the curriculum</li> </ul>	Continue to monitor	Principal of Biidaaban Kinoomaagegamik
21. That curriculum nights be held for parents. Topics can include Ontario curriculum information such as newer assessment methods; integrating technology into the curriculum; individual educational plans; and information about Ojibwe language and cultural programs.	X			<ul style="list-style-type: none"> <li>✓ P/T interviews</li> <li>✓ Monthly math nights</li> <li>✓ Open house</li> <li>✓ Bring a parent to school</li> <li>✓ EQAO</li> <li>✓ Monthly literacy</li> </ul>	Ongoing	Principal of Biidaaban Kinoomaagegamik

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			sessions		
22. That ‘time’ for the NSL and Immersion teachers to meet with similar educators to access Anishnaabemowin resources be provided.	X		✓ FNSSP - Principal provides resources for classroom teachers	Ongoing	Principal of Biidaaban Kinooaagegamik
23. That an “Adopt-An-Elder” program be established. An Elder might be adopted by each classroom and the Elder might be invited to visit the classroom for an hour every week or two. (The Community Story indicates that Elders are often lonely. Not only would such a program benefit the students and school, it would also benefit the Elders and the community.)		X	✓ Mary Wemigwans ✓ Plan to work with Elders Lodge	Beginning September 2016; ongoing thereafter	Principal of Biidaaban Kinooaagegamik
24. That “Aboriginal Perspectives: A Guide To The Teacher’s Toolkit”, a new collection of electronic resources from the Ontario Ministry of Education to help teachers bring Aboriginal perspectives into the classroom be obtained and read by each staff member. (As part of the curriculum review process, expectations are being incorporated into many areas of the curriculum to help bring First Nation histories, cultures and perspectives into the classroom.)		X	✓ Forwarded to teachers electronically ✓ Unable to determine if teachers are using resources	August 2016	Principal of Biidaaban Kinooaagegamik
25. That a P.D. session be employed for school staff to become familiar with the above collection of resources. (A person from the Ontario Ministry of Education might be invited to facilitate a P.D. session on the documents or the sharing of the guide by the staff could be led by the principal who is the school instructional leader.)			X	Fall 2016	Principal of Biidaaban Kinooaagegamik
26. That the balanced school day be continued. (Research supports this.)	X			Ongoing	Principal of Biidaaban Kinooaagegamik
27. That a whole school effort at improving math continues. (Presently, a numeracy teacher from KTEI provides coaching and mentoring.)	X		✓ Thru FNSSP Numeracy Teacher from KTEI – 2 to 3 times per week	Ongoing	Principal of Biidaaban Kinooaagegamik
28. That a newsletter, ½ day workshop, open house, or an article on the school website (which should be established) highlighting the Ontario and Anishinaabe curriculum (best practices) be provided; that a separate section which shows ‘how’ parents/guardians, community, and leadership can support the student and school in enriching Anishnaabe culture and language be included.			X	Beginning September 2016; ongoing thereafter	Principal of Biidaaban Kinooaagegamik
29. That the homework policy be revised to include ‘what’ homework is.		X	✓ Still need to communicate	September 2016	Principal of Biidaaban Kinooaagegamik

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<b>Re: Special Education Services</b>						
30. That, when hiring, preference be given to teachers with special education qualifications. {Those teachers, presently on permanent contracts, without special education qualifications be encouraged to obtain special education qualifications, including a Specialist; those newly hired teachers shall be required to obtain a Specialist designation in Special Education within five year of employment. - Sagamok First Nation or the First Nation Student Success Program may reimburse teachers upon successful completion of the special education courses.}	X			✓ Four teachers – AQ, others in Autism, FASD, Sign Language, Behaviour Strats, Blind	Ongoing	Director of Education
31. That time continues to be allotted for the sharing of Individual Educational Plans (IEPs).	X				Ongoing	Principal of Biidaaban Kinoomaagegamik
32. That a Special Education Handbook be developed and made available on the website and sent to parents every September.		X		✓ Use KTEI resource, Biidaaban not completed	Fall 2016	Principal of Biidaaban Kinoomaagegamik
33. That the Special Education Policy be reviewed.	X			✓ Revisions discussed	Completed Include on website (yet to be developed)	Principal of Biidaaban Kinoomaagegamik
34. That, as part of a mail out (pamphlet or newsletter) or, on the website, insight into the special education program be provided. (For example, the key services and a profile of the Special Education Resource Teacher might be provided. This activity might also identify the key services and profiles of the Student Support Worker and Mental Health Worker.)	X			✓ Has been done but needs to be updated	Fall 2016	Principal of Biidaaban Kinoomaagegamik
<b>Re: School and Classroom Climate</b>						
35. That the climate at Biidaaban Kinoomaagegamik School appears to be good. Staff, parents, and students state that Biidaaban Kinoomaagegamik has a safe, orderly environment; that it is a good place to learn and work; that the environment is welcoming, etc. Thus, Biidaaban Kinoomaagegamik School should continue with the measures that it has undertaken to date and should implement the recommendations in this report to enhance this (i.e. supervision of students to and from the gym and at lunch time.)	X			✓ Continue monitoring of supervision at all times, other school policies are being developed for safety	Ongoing	Principal of Biidaaban Kinoomaagegamik
36. That current reward systems in the classroom/school, profile students for showing			X		Beginning	Principal of Biidaaban

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“good Biidaaban Kinoomaagegamik citizenship’ be reviewed/increased.					September 2016; ongoing thereafter	Kinoomaagegamik
37. That monthly student awards (certificates/awards) be sent home to parents/guardians or presented at an assembly where parents/guardians and community members are invited.			X	✓ Not consistent with all teachers	Beginning September 2016; ongoing thereafter	Principal of Biidaaban Kinoomaagegamik
38. That reward systems and behavioural checklists (with rules) be posted and reinforced with the students.		X		✓ Not consistent with all teachers	Beginning September 2016; ongoing thereafter	Principal of Biidaaban Kinoomaagegamik
39. That school staff (teachers and support staff) be acknowledged on a regular basis. {A newsletter, workshops, open house, or article on the school website can be employed to highlight their qualifications (best practices) and share general internal/external accomplishments. This can be used as an opportunity to demonstrate that student achievement also requires parents/guardians, community members and leadership.}			X	✓ Newsletter ✓ Teacher award appreciation	Beginning September 2016; ongoing thereafter	Principal of Biidaaban Kinoomaagegamik
40. That classes be supervised from the school to the community centre and from the community centre to the school, consistently.	X				Ongoing	Principal of Biidaaban Kinoomaagegamik
<b>Re: Teaching and Learning</b>						
41. That Biidaaban Kinoomaagegamik, on the whole, be recognized for having well-qualified teaching and teaching support staff. (10 teachers have Bachelor degrees; eleven teachers are members of the Ontario College of Teachers; seven teachers have special education qualifications (2 have Specialist qualifications in Special Education).	X			✓ Need to update information (Sept. 2016)		Principal of Biidaaban Kinoomaagegamik
42. That preference be given to hiring fluent Ojibwe teachers who agree to obtain Specialist qualifications in Special Education within five years.	X			✓ Try to give preference but capacity is limited	Ongoing	Director of Education
43. That efforts to encourage professional development continue.	X				Ongoing	Principal of Biidaaban Kinoomaagegamik
44. That staff acknowledge that they are responsible for their own professional development. (This can occur by peer coaching, mentoring, book studies, use of videos, webcasts, divisional meetings, and educational websites.)	X				Ongoing	Principal of Biidaaban Kinoomaagegamik
45. That mentorship opportunities (i.e. classroom management strategies, integrating technology into the curriculum) for teaching staff to learn from each other’s best	X			✓ Team teaching ✓ Co-planning	Ongoing	Principal of Biidaaban Kinoomaagegamik

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practices be encouraged. (Each teacher has a particular speciality that can be shared.)						
46. That a Professional Activity day be used to bring in regional cultural people to share knowledge and resources.	X			✓ Cultural people share knowledge & resources	Fall 2016	Principal of Biidaaban Kinoomaagegamik
47. That ‘exemplars’ be posted in all classrooms for students to see “how” they will be evaluated. (Students should develop an understanding of what exemplars are and how they can improve the quality of their work.)		X		✓ Not consistent with all teachers	Beginning September 2016; ongoing thereafter	Principal of Biidaaban Kinoomaagegamik
48. That consistency in daybooks and long range plans in terms of completion and detail, (i.e. expectations, methodology including differentiated instruction, resources, assessment) occurs.	X			✓ 1 – 2 teachers require support in daybook/lesson planning	Needs to be monitored on an ongoing basis	Principal of Biidaaban Kinoomaagegamik
49. That clear timelines to review the “Teaching Plans” and ensure that there is coordination between the divisions are set; that links (i.e. divisional meetings) between “what is being taught” in one grade and the other continue.		X			Include in School Success Plan (August 2016)	Principal of Biidaaban Kinoomaagegamik
50. That, learning time-on-task (which the research indicates is correlated to student achievement), be much improved, i.e. by eliminating scheduled computer lab time, providing health classes in the classrooms, starting instruction on time. {In addition, by eliminating the computer lab, the computer room could be used for some physical education activities (i.e. aerobics, dancing, etc.)}	X			<ul style="list-style-type: none"> <li>✓ Computers placed in classrooms</li> <li>✓ Health classes provided in classroom</li> <li>✓ Starting instruction on time needs improvement</li> </ul>	Needs to be monitored on an ongoing basis	Principal of Biidaaban Kinoomaagegamik
51. That the use of agendas and their consistency across the divisions be monitored and improved.			X	✓ Inconsistent	Beginning September 2016; ongoing thereafter	Principal of Biidaaban Kinoomaagegamik
<b>Re: School Leadership/Administration</b>						
52. That the instructional leadership of the principal be recognized and that instructional leadership continues to be a priority.			X	✓ Leadership needs to be a priority		Director of Education
53. That the principal increase the “walk-throughs’ to the classrooms and provide more feedback to staff.	X				Ongoing	Principal of Biidaaban Kinoomaagegamik
54. That there be more frequent recognition of staff and student accomplishments. (One avenue to do this is at the beginning of assemblies and meetings.)		X			Beginning September 2016; ongoing thereafter	Principal of Biidaaban Kinoomaagegamik

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55. That the progress made with the current School Success Plan be evaluated and the School Success Plan revised utilizing the areas of concern within the present evaluation.			X	✓ Will be done the last week of August 2016	August 2016 (Progress made needs to be monitored.)	Principal of Biidaaban Kinoomaagegamik
56. That the School Success Plan be monitored at the beginning of the school year, during the school year, and at the end of the school year. (It presently is monitored twice a year.)			X	✓ Beginning September 2016	Beginning September 2016; ongoing thereafter	Principal of Biidaaban Kinoomaagegamik
57. That teachers be directed to ensure that their students are supervised at all times; that progressive discipline occur to the staff member responsible for not providing the required supervision.	X			✓ Needs to be monitored	Needs to be monitored on an ongoing basis.	Principal of Biidaaban Kinoomaagegamik
58. That, a feasibility study to determine adding a gym and library to the school be re-visited.	X			✓ Approved by Chief and Council ✓ Final design forwarded to INAC	Completed	
59. That the meaning of “Immersion” be re-visited and defined. (Ensure that the practice in the school reflects this stance.)			X	✓ Will be explored in future years	To be determined	Director of Education
60. That review of the recommendations of this report with school staff at a PD session, occur.	X			✓ August 2015	Completed but progress (using this chart should be looked at, during last week of August 2016)	Principal of Biidaaban Kinoomaagegamik
<b><i>Re: Parental Involvement/Community Involvement/Social Factors</i></b>						
61. That an effort to increase parental involvement continues. (Parents are the primary educators; the first five years of a child’s life are the most important; research shows that parental involvement is a key factor in academic achievement.)	X			✓ Re-established for September 2016	September 2016	Principal of Biidaaban Kinoomaagegamik/ Marketing (Communications) Committee
62. That a School Advisory Committee/Parent Engagement Committee be re-established. (There is none, presently.) An excellent reference is the report, “Engaging First Nations Parents in Education: An Examination of Best Practices”, by Lise Chabot.		X		✓ September 2016	September 2016	Principal of Biidaaban Kinoomaagegamik

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63. That the School Advisory Committee/Parent Engagement Committee (yet to be established) be engaged to discover ways to ensure representation. Ensure that school contact with community and parents is positive and frequent.	X		✓ Was established in December 2015 ✓ Re-establish 2016	September 2016	Principal of Biidaaban Kinoomaagegamik
64. That a detailed strategy of parental/guardian, community and leadership engagement with the school be developed. (Outline the responsibilities of all in terms of supporting student success in First Nation.)		X	✓ 2016 – 2017	Fall 2016	Principal of Biidaaban Kinoomaagegamik/ Marketing Committee
65. That events where the community and school can partner to host events be identified.	X			Ongoing	Principal of Biidaaban Kinoomaagegamik/ Marketing Committee
66. That Open Houses and “Meet and Greet” opportunities for community members and parents to meet the principal and school staff and to encourage an open door policy continue.	X			Ongoing	Principal of Biidaaban Kinoomaagegamik
67. That a “School Marketing Committee,” composed of the Director of Education, principal, parents, community members, and an appointed member of the Education Committee be established to develop a Marketing Plan/Communication Plan. (Such a plan encourages open communication, trust, and pride.) <i>Recommendations for the Marketing Plan-</i> <ul style="list-style-type: none"> <li>• That it highlights successes and achievements of staff, students and the school community.</li> <li>• That it includes the development of a school website (strongly recommended) which would include a school profile, school policies and procedures, a description of programs, student services, school activities, the school year calendar, and profiles of alumni.</li> <li>• That it includes the holding of an open forum on education for community and parents. (A power point presentation or video showing how learning is occurring in the school might be valuable.)</li> <li>• That the role and responsibilities of the principal be communicated – by newsletter, pamphlet, or website. Also, the principal’s links to the community might be included.</li> <li>• That strategies to support student success be included in the plan.</li> <li>• That earlier recommendations (i.e. highlight role and responsibilities of the Special Education Resource teacher, Mental Health Worker, Student Support</li> </ul>	X		✓ Collaborate with the Communication Coordinator	May/June; ongoing thereafter	Director of Education/Education Committee

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