



**School:** Maple Ridge Secondary School  
**Principal:** Grant Frend  
**Director/Assistant Superintendent:** Cheryl Schwarz

**A. Goal (one goal per page)**

Staff will continue to grow our practice and knowledge in equity, diversity, and inclusion, including anti-racism.

**B. Rationale**

If we are serious about ensuring all students are given the opportunity to reach their full potential and have a positive experience in our schools and beyond, we must investigate and address all inequities in our system. This includes viewing our schools through a culturally responsive lens.

**C. Action Plan (list specific actions, school level and district level resources or structures used)**

Our Truth and Reconciliation work continues as we work with our Aboriginal Support Workers and Aboriginal Support Teacher to provide professional learning for staff (i.e. growth planning session on Territory Acknowledgments). Further, we are implementing additional Indigenous Education courses i.e. First Peoples English 12. As well, we will work with Wayne Chow, district VP, and Amelia Laidlaw, helping teacher, to develop anti-racism learning opportunities for staff, including active participation in the anti-racism committee's survey of our community (with results shared leading to action planning). We will review key policies with staff (i.e. Inclusive Schools) as well as reviewing IEP implementation protocols.

**D. Evidence / Data (how will you measure success?)**

We will use the following information to assess our progress. First, Ministry Student Learning Survey data (67% of Grade 10 students and 55% of Grade 12 students are learning to understand and support human rights and diversity). Next, data from district survey on anti-racism will be used to guide our planning in future years. Further, we will collect staff and student feedback, including Indigenous education course enrolment information, as well as further data from the Ministry Student Learning Survey regarding Aboriginal Education.

**Principal:**

**Superintendent:**

**Board Chairperson:**

**Date:**



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**A. Goal (one goal per page)**

Our school community will focus on further developing our school culture and climate.

**B. Rationale**

It has been a challenging three years for all in education. For the better part of three school years, students and staff were challenged to build community without the shared opportunities that typically exist. As a result, many schools saw an increase in negative student behaviours and a decrease in overall morale. As we have returned to full in-person attendance without restrictions on student/staff activities, MRSS is using this as an opportunity to be intentional with opportunities to build a positive school culture and climate.

**C. Action Plan (list specific actions, school level and district level resources or structures used)**

First, staff were asked to complete the Gallup Q12 Employee Engagement Survey on the first day of school. This survey has provided administration with information on how to improve the employee experience. Next, the school has started to implement elements of the Josten’s Renaissance program, a program that over the past 30 years has helped schools across the globe renew their climate and culture. An element of this program is to review how we recognize both staff and students for their contributions and achievements. There is a group of staff and students meeting to plan and implement Renaissance starting with The Pulse Student Recognition Survey.

**D. Evidence / Data (how will you measure success?)**

We will measure success using the following:

- ❖ The Gallup Q12 Employee Engagement Survey questions demonstrated that staff desire more conversations about their personal growth and development
- ❖ The Pulse Student Recognition Survey to help us launch our Renaissance Program
- ❖ Ministry of Education Student Learning Survey results (47% of Grade 10s and 50% of grade 12s indicate school is a place they feel they belong most or all of the time).

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