

## 2017 -20 Outcome Plan: Faith Formation



**Christ the Teacher Catholic Schools**  
 As a Christ-Centred learning community, we...  
 Engage and challenge all learners,  
 Model and form character,  
 Know Christ and make Him known.

**Date of Original Draft:** December 1, 2014  
**Date Last Updated:** August 28, 2017

**Outcome:** Students and staff will grow in their faith by deepening their relationship with Christ and following His example by loving and serving others.

**Primary Owner:** Chad Holinaty & Deanna Pellatt

**Other Team Members:** TBD

**1. Current State**

Our Catholic schools provide Christ-centred learning environments in which the uniqueness of our Catholic faith is expressed in all we do.

Teachers in Saskatchewan are mandated by the Ministry of Education to implement provincial curricula. Teachers in Saskatchewan Catholic Schools are further charged to infuse our Catholic beliefs and values in all subject areas.

The 2017 *OurSCHOOL* surveys indicated the following:

	Elementary Report	Secondary Report
I enjoy daily prayer at school.	85% Strongly Agree or Agree	63% Strongly Agree or Agree
My Catholic school experience has made me a better person.	84% Strongly Agree or Agree	65% Strongly Agree or Agree

The 2015 Parent Guardian survey indicated the following "Faith Dimension" results:

God's word and Catholic beliefs are celebrated through daily prayer and religious celebrations at my child's school	98.88%
My child's school promotes its Catholic identity through symbols and other visible signs	98.5%
My child's school is involved in social justice, service, and charitable activities	94.78%
The staff members of my child's school serve as role models of faith and service	90.3%
People of all faiths and cultures are welcome in my child's school	96.27%
Our school helps parents/guardians support the faith life of my child	91.04%
My child's school has helped my child get to know and love Jesus	91.42%
The Catholic school experience makes my child a better person	90.6%
<b>Overall Score</b>	<b>93.97%</b>

**4. Implementation Plan** (What are the high-level actions that will be taken to address the problem within the given timeframe? How will the future state be achieved?) *[More detail can be included in the Detailed Implementation Plan.]*

Actions	Deliverables	Lead	Start Date	Completion Date	Resources Required (Human and Financial)	Risk/Mitigation
To become Christ-centred learning communities that permeate all instruction and activities with Catholic values and virtues. (a, b, c)	1. Teacher sample lessons included in professional learning plans.	1. Superintendent	1. September 2013	1. Ongoing	SCSBA resources	
	2. Staff and students exemplify virtues (respect, prayer, sportsmanship, etc.) that support safe and inclusive environments.	2. School administration	2. February 2016	2. Ongoing		
	3. School and SCC Faith Outcome Plan.	3. School administration	3. September 2013	3. Ongoing		
	4. Schools are visibly Catholic and have dedicated prayer spaces.	4. School administration Religion Consultant Religion Liaisons	4. September 2013	4. Ongoing		
Develop an annual faith focus with sample resources for schools. (b, c)	1. 2017-18 Faith Focus & resources 2. 2018-19 Faith Focus & resources	1. Religion Consultant	1. January 2017 2. January 2018	1. June 2018 2. June 2019	Financial commitment for resourcing	
Support student and staff faith formation. (b, c)	1. Refine faith mentorship program. 2. Provide opportunities for student and staff faith formation (i.e. staff presentations, student retreats, Faith Inservices, etc.)	1. Superintendent Religion Consultant 2. School administrators Religion Consultant	1. January 2015 2. September 2016	1. June 2018 2. Ongoing	Budget allocation for mentorship program & retreats / presentations.	Future budgetary constraints, impacting the sustainability of staff to support this action.
Students and staff engage in community service locally and globally. (a, b, c)	1. Service projects completed (individual, class, club, school, community, etc.)	1. School administration Classroom teachers Students	1. September 2015	1. Ongoing		

<p><b>2. Root Cause Analysis of Current State</b></p> <p>a. Prior to 2013, teachers were required to develop a personal faith formation development target. Since the fall of 2013, teachers have been required to provide evidence of permeated lessons in their professional portfolio. Feedback has indicated that our teachers require continued support in authentically permeating the faith.</p> <p>b. Society, in general, has become more secular. We must minimize this external pressure by continuing to support our students and staff in their awareness of the living presence of Jesus. The Gospel spirit should be evident in all aspects of our schools. Our schools must continue to be models of service to others.</p> <p>c. We recognize that individual staff and students are on a personal faith journey. To effectively be a witness to one's faith requires our division to provide ongoing faith formation opportunities for staff and students.</p>	<p>Develop, in partnership with parish priests, staff, and families, continued opportunities to support our faith community (home, school, parish relations). (b, c)</p>	<p>1. Spiritual guidance by parish priests at school liturgies, celebrations, and inservices.</p> <p>2. Support and encourage active involvement of staff and students in parish life.</p>	<p>1. Religion Consultant School administrators</p> <p>2. Religion Consultant School administrators Staff</p>	<p>1. February 2016</p> <p>2. February 2016</p>	<p>1. Ongoing</p> <p>2. Ongoing</p>		
<p><b>3. Future State (How will the situation will be different because of the actions taken to improve it?) [List targets that address the problem(s) in the problem statement.]</b></p>	<p><b>5. Metrics</b> (How will you know a change has been an improvement?) <i>[Identify outcome and process metrics that will indicate the project success and include balancing measures to ensure the project doesn't negatively affect other metrics. These should relate to the actions noted above in the implementation plan. Identify measures that are anticipated to change monthly.]</i></p>		<p><b>6. Engagement</b> (How is this plan informed by the lens of Student First? How will children, parents, and stakeholders, etc., be engaged in this work?) <i>[Name any target groups required for success.]</i></p>				
<p>Our actions and relationships with others will be Christ-centred.</p> <p>Staff and students will continue to grow in their faith through prayer, scripture study, liturgical celebrations, retreats, acts of service, and faith instruction.</p> <p>Staff visibly demonstrate their faith in their daily work (e.g. prayer, sharing individual faith stories, sharing Catholic values and beliefs with students at opportune times, regular attendance at parish liturgical services, etc.)</p> <p>Catholic values will continue to permeate each area of experience and learning in our schools. In all we do, we strive to provide the best in education through teachings revealed by the Gospel.</p> <p>By June 2018, at least 90% of elementary respondents and 77% of Secondary respondents will "Agree" or "Strongly Agree" that their Catholic school experience has made them a better person and at least 90% of elementary respondents and 77% of secondary respondents will "Agree" or "Strongly Agree" that Prayer is meaningful and engaging.</p> <p>By June 2018, the overall parent/caregiver average score for the Faith Dimension will be at least 97%.</p>	<p><b>Process Metrics</b></p> <p>Annually, all teachers will provide evidence of faith permeated lessons as part of the Professional Growth process.</p> <p>By June 2018, a locally-developed survey of utilization of the permeation resources created by the SCSBA "Revealing Christ in all We Teach" project will be completed by teachers instructing classes and grades where posted resources are available.</p> <p>Annually, each school and SCC will have a Faith Outcome Plan.</p> <p>An annual Faith Focus will be developed.</p> <p>Annually, students and staff will be actively engaged in local and global service projects.</p> <p>Students and staff will be engaged in liturgical celebrations.</p>		<p>Board of Education – approves and provides resources to support plan</p> <p>Board and Staff – model and form character through witness and example</p> <p>Teachers –permeate the faith in all school life</p> <p>Administrators – provide servant and instructional leadership</p> <p>School Community Councils – create and implement a faith development outcome plan</p> <p>Parents – participate in school liturgies, support service projects</p>				