

STUDENT AND STAFF ENGAGEMENT: CLIFTON STRENGTHS AND Q12



LOCCS LEADERSHIP

- Growth, Development & Support through 4 days of PD
- Coaching Practice - Name, Claim, Aim & Strengths Based Conversations
- Improved Q12 scores - Increase in Grand Mean by 0.05 between October 2021 - May 2022
- School Plans Include Strengths & Staff Engagement Goals Based on Data

LOCCS STAFF

- Bi-annual Q12 Survey
- SSOL & Edsby PD modules
- Face-to-Face & Blended Strengths Workshops - New Staff
- Strengths Conversations 3X/Year with Immediate Supervisor
- Faith Mentorship Program & SSOL Faith Modules Include Strengths Based Reflection & Dialogue
- Strengths Permeation to be Supported through Teacher Self-Assessment & Admin Walkthroughs



STAKEHOLDER COMMUNITY (SCC & PARENTS)

- SCC StrengthsFinder Assessment (Annually)
- JP11 Parents StrengthsFinder Assessment (Date TBD)
- SCC PD Following Election on Naming, Claiming & Aiming Strengths
- JP11 Parent PD on Naming, Claiming & Aiming Strengths (Upon Request)
- SSOL Strengths Introduction Self-Guided Tutorial
- Weekly #TalentTuesday Featuring Students in 2021-22 (diversity, wellness, faith, strengths)
- Weekly #ThemeThursday Featuring LOCCS Staff (diversity, wellness, faith, strengths)

LOCCS STUDENTS (ELEMENTARY)

- Completion of Clifton StrengthsQuest Assessment: Gr 6 (SP & RV)
- Completion of Clifton StrengthsFinder Assessment: Gr 7 (EMBM, HF, ND, SM)
- Edsby Strengths Resources Group to House Supporting Materials
- Strengths Permeation to be Supported through Teacher Self-Evaluation & Admin Walkthroughs
- Gallup Single Sign On for All LOCCS Users to Support Easier Transition to JP11
- Bi-Annual Gallup Student Poll to Measure: Engagement, Hope, Belonging, Social & Emotional Learning
- Development of School Plans to Reflect Student Poll Data



JP11 STRENGTH IN NUMBERS

- Ongoing PD & Cultural Teaching Re: Strengths-Based Teaching, Mentorship with Students & Indigenous Teachings such as the Medicine Wheel & Its Contribution to Individual & Team Strengths
- Strengths Conversations 3X/Year to Include Dialogue Re: Strengths Permeation in Curriculum
- Three Strengths Questions Included Gr 9 & 12 Student Faith Survey
- Strengths Blitz: All New Students to Complete StrengthFinder Assessment
- Strengths Permeation to be Supported through Teacher Self-Evaluation & Admin Walkthroughs
- Immersion in Following Their Voices (FTV): Huddles, Observations, Goal Setting, Co-Construction Meetings & Final Reflection
- Student & Teacher Top 5 Strengths in Edsby Profile
- Establish Protocols for Elders & Knowledge Keepers Presence in Schools
- Grade 12 Diplomas to Include Top 5 Strengths

METRICS

- Number of StrengthsFinder Assessments Completed by ALL Stakeholders (Students, Staff, Parents)
- October 2021 and May 2022 Q12 Engagement Scores
- 2022 Student Poll Results
- Gr 9 & 12 Student Faith Survey Results (Final 3 Questions)
- Anecdotal & Observational Feedback from Teacher Self-Assessment & Classroom Walkthroughs
- LOCCS Staff One Question Survey (baseline June 2021)

