

Saint John High School



School Improvement Plan 2026-2029

Updated Jan 2026



VISION

Life Worthwhile

Saint John High School inspires individuals to achieve their full potential and to participate in society as internationally minded, responsible and caring citizens.

MISSION

To collaboratively embrace our learners' diverse needs, uphold both a standard of academic excellence and a code of conduct while fostering activities that make a life worthwhile.

INTERNATIONAL BACCALAUREATE MISSION

To develop inquiring, knowledgeable and caring young people who help to create a better and more peaceful world through intercultural understanding and respect.



School Profile

Saint John High School is a comprehensive school comprised of grades 9 – 12. As an International Baccalaureate (IB) World School, we pride ourselves on nurturing the development of internationally minded citizens. Our school has existed for over 200 years, and we pride ourselves on our traditions and the evolution of those traditions over time. We nurture the spiritual, emotional, and physical needs of our students.

Pupil Data		Summary of Enrollments by Grade		Teacher/Support Staff Data	
Grade 9	177	Grade 9 FI	47	# of Teachers	74.0
Grade 10	203	Grade 10 FI	46	# of Educ. Assistants	13.0
Grade 11	202	Grade 11 FI	65	# of Library Assistants	1.0
Grade 12	248	Grade 12 FI	74	# of Admin Assistants	2.5
Total:	773	Total:	232	Total Students	1005



Academic Programs Offered

- **International Baccalaureate Diploma Programme**
- **Level 1, 2 and 3 Academic Programs**
- **French Immersion (FI) Grades 9 -12**
- **Essential Skills Pathway to Graduation**
- **Individualized Programs to fit the educational needs of students**

History

Saint John High School opened in 1805 and has occupied two earlier buildings. Our current facility, designed by the architect Herbert Stanley Brenan, opened in 1932 with over 1100 students. Two additions have been made to this building since its opening. The "New Wing" added in 1964 houses the science labs, a double gymnasium, and a swimming pool. In 1986 the school experienced major renovations updating its electrical needs, outfitting it with new windows, creating new computer labs, and adding an enlarged modern library.

Throughout its almost two-hundred-year-old history, numerous traditions have been established. The school colours, originally brown and blue, were changed to red and grey in 1903. The school motto, "Vita Vitalis A Life Worth While" was adopted in 1932. Our dress for graduation, students wearing white and black instead of gowns, is as old as the school itself. The Alumni Association also has a long legacy since its establishment in 1897. One of our most noticeable ties with the past is our collection of class photographs dating back to 1896. Playing "find the ancestor" is a sport for many of our students, parents, and visitors.

One of the most significant events in our history occurred this century. Responding to demands for increased academic rigor, Dr. Jack Wagstaff, Mr. Richard Thorne, and Mrs. Sandi Thorne initiated the research in 1983 that led Saint John High to become the first accredited International Baccalaureate school in New Brunswick.

Saint John High School is proud of its traditions, commitment to quality education, extra-curricular activities, and service to the community. As we ready ourselves to celebrate the 100th birthday of our building, reflections of the past will be a key component of our celebrations. Consideration of our continuing role in the education of the communities' young people will, however, be our primary focus.



2025-2029

SMART Goals

SMART Goal: By Sept 2028, 100% teaching staff at SJHS will express confidence in the design all course outlines, assessments and lessons aligned with the new holistic curriculum documents and will have embedded necessary pre-IB skills and attitudes. [Student Achievement Goal]

Interim Goal #1: By Sept 2027 – One course outline

Interim Goal #2

Current Reality – How many syllabi, assessment and lessons are aligned to curriculum? What is their confidence currently?

***Use some of the experts to showcase.**

Performance Target: By 2029, we hope to see an improvement in graduation rates, pass rates and a decline in chronic absenteeism by improving instruction and assessment practice.

<i>Foci</i>	<i>Strategies</i>	<i>Indicators of Success</i>	<i>Timeline</i>	<i>Responsible</i>	<i>Status</i>
Backwards Design - Staff will engage in backwards design processes to align semester unit plans with the end of term assessments	PLC – PILOT Days – Dedicated time to review and analyse courses within the department. PL Days in June – analyse assessment data and final assessments for backwards design unit plans	• Alignment between assessments and curriculum documents. • Less mark variability across multiple sections of the same course.	2026 – 2028 (SPR's to map out specific timelines)	SPR's	
PLC Meetings – Data Analysis Dept Specific Annual Goals – aligned to Smart Goal	PLCs will review student success rates on assessment tasks and evaluate for improvement	• Assessment design skills developed by all staff. • Assessment tasks diverse and appropriate for subject matter and learner types			
CTM Meetings – Key issues	CTM's will review students or types of students to identify key issues (students not accessing learning) and problem solve classroom strategies	• ESS Referrals that are Tier 2 and above. • Teacher Perception Survey results indicate increased confidence in meeting student needs			

PLP Writing and Maintenance - Staff will gain experience and develop independence in the writing of PLP goals for ADJ plans.	PLC – Curriculum familiarity developed during backwards design process. ESS – Resource teachers will be assigned a PLC to support them in developing a bank of ADJ goals per core course.	• PLP Adjusted goals are written solely by classroom teachers with little to no guidance from EST-R.	Winter/Spring 2026 June 2026	SPR's EST-R's and SPR's	
Co-Teaching Arrangements – Application Staff will choose one colleague to collaborate on a cross curricular learning experience (day, week, unit or semester)	Open applications for co-teaching in 2027-2028 Provide release time for teachers to begin planning and designing the classroom environment.	• At least 4 co teaching pairs were established by June 2028.	Sept 2027		
ELEVATE/ENROUTE ESAP/LST Supports – maintain existing programs for SEL/Resilience Development/Work Readiness	Maintain staffing ratios in these areas to allow students to thrive.	• Full and robust programs • ELEVATE – 15 • ESAP – 8-10 every year • ENROUTE – 10 gr 9's • LST – EAL Pass rates			
IB Action Plan - Strategy to support Goal - IB Training will be completed at a Level 1 status for all staff	Book an IB trainer to come to SJHS in Sept 2028 to provide insight to all staff on the IB program, benefits and curriculum.	• IB Training Level 1 for all staff	Sept 2028		

SMART Goal: To improve classroom environments and reduce student anxiety for all learners by implementing a work completion policy and tardy policy that allows students to maximise their instructional time and reduce anxious feeling arounds of feeling overwhelmed by volume of work.

Performance Target: By 2027, we hope to see decrease in INC courses and # of tardies.

<i>Foci</i>	<i>Strategies</i>	<i>Indicators of Success</i>	<i>Timeline</i>	<i>Responsible</i>	<i>Status</i>
Staff Cohesiveness on the rule.	Develop school wide policy and review it regularly. Review regularly at PL Staff enter attendance at the start of the lesson. Forms hanging in all classes for students to have access.	• Observation of higher engagement • Observation of fewer conflicts between teacher and student • Recorded feedback from students on youth check in survey • Reduction in late and missing assignments.	2024 onwards	Admin, Staff	
Quantitative Data analysis	Nick to compare attendance and tardies of student population. Nick to compare number of INC year to year.	• Increase in overall attendance • Decrease in INC assignments. (Data in Spring			
Qualitative Data Analysis	Perception and Youth Check in Survey data review.	• Decrease in anxiety and stress			



Professional Development Plan

SMART Goal: Teachers will have available to them PL that promotes continuous learning towards continuous improvement Saint John High School					
Performance Target: Each teacher will receive investment in their development as a better classroom instructor and in their ongoing growth as an IB World School teacher.					
<i>Foci</i>	<i>Strategies</i>	<i>Indicators of Success</i>	<i>Timeline</i>	<i>Responsibility</i>	<i>Status</i>
International Baccalaureate Programme Maintenance and Growth	• IB Training for Admin • IB Training for existing teachers • IB training for new courses • IB training for full staff	• Full school ownership of the Programme • Learner Profile in use as school culture	Ongoing	Admin plus CLT & IB Co-Ordinator	Five staff completed training by April 2023 Five additional staff to complete training by Dec 2023 2 History Teachers and 1 Music Teacher trained in 2025-2026.
PLC – Assessment Work	• Discussing collection of summative assessment – challenges • Embedded PLC time in PILOT Fridays •	• Higher completion rates • Better evidence of learning • Improvement of alternate forms of assessment • Return to Sandra Herbst work in this area.	Sept 2026 – PLC running as designed.	Admin plus CLT	Areas of School – Complete in Sept 2024. PLC – data analysis and assessment work to begin Winter 2026.
Engagement/Collaborative Response	• Tier 1 meetings – bi-weekly • Tier 1 meetings about classroom and school wide challenges.	• Monitoring of cell phone rules • Increased collaboration between EST-R's and classroom teachers • Development of full collaborative response model at SJHS	Ongoing	Full Staff	Held 15 meetings total in 2022-2023. Many new initiatives and processes developed for 2023-2024. 2024-2025 – EST-R team working with the Hewson's to fully realise collaborative response at SJHS 2025-2026 – Full Implementation.



Foci for 2025-2026

- Ongoing growth with respect to our International Baccalaureate Programme and the New Brunswick High School Graduation Requirement Changes.
 - Ongoing development of improved instruction & assessment all students by using Collaborative Team Meetings
 - PILOT Fridays
 - Dedicated PLC time
 - Engagement – Collaboratively discuss and implement strategies to ensure students are engaged in their learning.
 - Cell Phone Rule, Work Completion, Tardy
 - Development of co-teaching space
 - Development of Thinking Classrooms in Math Department
 - Diversification of final assessment tasks
 - Assessment – Build a shared understanding and policy for work completion and study habits.
 - Triangulation of Assessment – products, observations and conversations
 - Ongoing Development of Vita Vitalis Course with study habits and career embedded learning –
 - Grade 9 (9 Tech), Grade 10 (9 Wellness), Grade 11 & 12 (Skills for Success 120 and Career Life Plan)