

# Mount Douglas School Culture Committee 2010

## Your Committee

Ben Greene

Lisa Hebb

Lisa Kratz

Amelita Kucher

Alexis McKean

Su Phillips

Catrin Prevost

Brenda Shypitka

Christine Smith

Karen Whyte

Alan Williams

As is always good practice,  
the volunteer School Culture Committee made up of teaching  
and CUPE staff and supported and initiated by the  
Mount Douglas Secondary Staff,  
has been asked to review, gather, and collate the collective  
ideas on the future direction of the Mount Douglas Secondary  
School from its major stakeholder groups – staff, CUPE, parents,  
and students.

## Mount Douglas PAST

- Legacy/Tradition of Excellence
- Gr. 11/12 (Uni. Prep School)
- Veteran, master teacher, staff

## Mount Douglas PRESENT

- Continued Excellence
- Triangle of Stakeholders
- RAMS
- Consistent “CORE VALUES”

## MEETING 1 – FEBRUARY 19

\*NEED everyone on the same page understanding and delivering same message.

\*NEED TO ESTABLISH CONSISTENT “CORE VALUES” TO FORM BACKBONE OF MOUNT DOUG .

**R = responsibility**

**A = attitude**

**M = motivation**

**S = success**

### Belief Statements from Principal’s Messages (2009-10):

\*No reward without effort.

\*Raised expectations/best effort.

\*Reputation of excellence.

\*Challenging – challenge yourself.

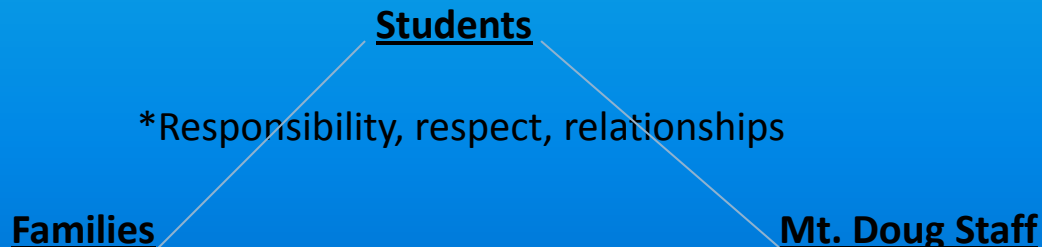
\*High standards of dedication and perseverance.

\*Find your passion – get involved.

\*Warm and welcoming.

\*3Rs – Respect, responsibility, relationships

### NEED TO ESTABLISH 3 WAY COLLABORATION ON THESE 3 PRINCIPLES



**\*CONSISTENT MESSAGE NEEDS TO BE ESTABLISHED - DELIVERED – MAINTAINED BY ALL, IF THIS FOUNDATION, “BACKBONE” OF WHAT AND WHO MOUNT DOUG IS, IS TO BE EFFECTIVE. MESSAGE NEEDS TO BE PUBLISHED, POSTED, AND INCLUDED IN OUR CURRICULUM.**

SO,

The School Culture Committee members thought, at present, as a school, we are **doing pretty well**.

We understand as a group that Mount Douglas Sec. doesn't exist in a **vacuum** (great video below), but we hold on to the idea that education levels life's the playing field.

We **asked**, "Are we here to teach curriculum or life lessons? Can we teach life lessons through curriculum?"

We felt we needed to work toward a **consistent set of core values**.

The world today video: <http://www.youtube.com/watch?v=cL9Wu2kWwSY>

## Mount Douglas FUTURE

- Where are we headed in the next 5 to 10 years??
- Need to look at what kind of school we aspire to be.

Need as a school community to revisit info. from earlier Pro-d. In Sept. 2007, we looked at four school models:

- 1) The Charles Darwin School – “We believe all kids can learn...based on their ability.”
- 2) The Chicago Cub Fan School – “We believe all kids can learn...something, and we will help all students experience academic growth in a warm and nurturing environment.”
- 3) The Pontius Pilate School – “We believe all kids can learn...if they take advantage of the opportunity we give them to learn.”
- 4) The Henry Higgins School – We believe all kids can learn...and we will work to help all students achieve high standards of learning.”

\*Which one of these, or combination of, best reflects what Mount Douglas Secondary School has been in the past?

\*Which one of these, or combination of, best reflects what Mount Douglas Secondary School is presently?

\*Which one of these, or combination of, best describes what Mount Douglas Secondary School you see in the future?

Need as a school community to revisit, from Pro-d in Sept. 2007, info. on what makes the most successful high schools in North America.

1. Focusing instruction around students' interests, learning styles and aptitudes through a variety of small learning community approaches, most commonly academies.
2. An unrelenting commitment by admin. and teachers to excellence for all students with a particular emphasis on literacy across the curriculum.
3. A laser-like focus on data at the classroom level to make daily instructional decisions for individual learners.
4. An extraordinary commitment of resources and attention to 9<sup>th</sup> grade students.
5. A rigorous and relevant 12<sup>th</sup> grade year.
6. High-quality curriculum and instruction that focuses on rigor, relevance, relationships, and reflective thought.
7. Solid and dedicated leadership.
8. Relationships driven by guiding principles.
9. Sustained and support professional development.

\*Is this, or parts of above, what you believe in for Mount Doug of the future?

## AGAIN for SEPT. '07 PRO-d

### “GAINING TRACTION, GAINING GROUND”

How some high schools accelerate learning for **struggling** students.

1. Culture: Focus on preparing students for life beyond high school (post-sec. and careers), not just graduation.  
Have an achievement academic focus, not focus on rules.  
Embrace external standards of excellence and assessment, not simply tolerate them.
2. Academic Core: Consistently high expectations for all students regardless of prior academic performance.  
Encourage all students to take on academic challenges.  
Use assessment data for future planning.
3. Student Support: Provide help in a way that keeps students on track for college requirements.  
Admin. and teachers ensure that struggling students get additional help. Nothing is left to chance.  
Have an “early warning system” in place to identify students who need help before it’s too late.  
Counsellors actively monitor student performance and are considered part of the academic team.

FINALLY from the Sept. '07 Pro-d,

FOUR KEY RESPONSIBILITIES that are significantly correlated with higher levels of student achievement:

1. Engaging in collaborative goal-setting.
2. Established non-negotiable goals for achievement and instruction.
3. Monitoring goals for achievement and instruction.
4. Using resources to support instruction and achievement goals.

\*Do you believe in these four key responsibilities?

\*Is Mount Douglas Sec. there, or part way there?

*"We are bound together by the task that lies before us and the road that lies ahead."*

(James Taylor)

School Culture – March 24/April 8 – Summary of Sept. '07 Pro-d Results

1.1 Thoughts were, by 2012, Mt. Doug would be “Academic Academy” – tons of AP and linked to UVIC.

YES

NO

Have more AP classes.

Academic Academy

UStart at UVIC.

Not gr. 11-12 only.

---

---

---

---

Our plan is to give overview of our progress thus far at April staff meeting (10-15 minutes),

- then e-mail staff, PAC, and Students' Council this power point and copy of the data we are gathering for additional input,
- offer to staff (9:00-10:00am), and to parents/students (10:15-11:15am) who are interested, time to sit with some of our committee members on April 23 Pro-d day to exchange ideas.
- We thought we likely would not get to a focused stakeholders discussion until Sept. '10 Pro-d day, and that we would shoot for having this all wrapped up by Xmas '10.