



BACK BAY ELEMENTARY SCHOOL

School Improvement Plan

2025- 2026

Mission:

Our mission at B.B.E.S. is to be a **collaborative community of learners**

Vision:

The vision of Back Bay Elementary School is set goals, make good choices, and work together as a team

Areas of Strength:

School Strength 1: Leadership and Teaming

Sub-domain: Teaming

Indicator: Teams meet regularly as learning communities and work to build collective efficacy.

School Strength 1 Comments:

The Staff are welcoming and create a supportive environment for new and existing staff. A handbook was developed in Fall 2024 for all staff members to ensure consistency regarding school policies, culture, and resources.

Teachers have weekly team meetings where staff discuss current plans, share ideas, and work through challenges. These meetings have a clear agenda and time for open discussion. Staff use EGLA data effectively to identify the needs of their students and put small-group instruction in place. Student achievement is routinely gathered and celebrated. For the 25-26 year, we have included monthly data meetings where staff will discuss class-related data and use this to inform our planning and needs.

Professional Development opportunities, including workshops and training, are offered to help new staff grow in their roles and connect with professional learning communities.

School Strength 2: Leadership and Teaming

Sub-domain: Teaming

Indicator: The school collaborates with a diverse network of partners to support the goals of the school improvement plan in order to extend opportunities for students.

School Strength 2 Comments:

We have cultivated meaningful relationships within the local community, resulting in generous donations totaling \$30,000 to help us enhance technology and learning environments. These goals have been clearly communicated, fostering shared ownership and support. In addition to community contributions, we have successfully secured district grants to further our initiatives. Our partnership with You Tech NB has also expanded student opportunities through hands-on coding workshops, enriching our technology curriculum, and preparing students for future success. These collaborative efforts reflect a unified approach to school improvement and a deep commitment to extending learning opportunities for all students.

BBES Continuing Practices

Positive Learning Environment	Family & Community engagement	Student engagement opportunities
PBIS Incubator School	BBES Beacon – Weekly Newsletter	Student Council
Monthly Assemblies	Lunch program volunteers	Student-led clubs
Harbour Seal Citizenship certificates	Close links with Eastern Charlotte County Kitchen and Seaview Full Gospel Church	Recycling Crew
Breakfast Program	Volunteer celebrations	
	Regular Home & School Events	

10 Year Plan links

Objective 1: Ensure all learners value diversity and have a strong sense of belonging

Objective 3: Improve literacy skills for all learners

Objective 5: Improve learning in, and application of, the arts, science, trades and technology for all learners

Objective 6: Meet the needs of First Nation learners and ensure that provincial curriculum is reflective of First Nation history and culture

District Improvement Plan link: Ensure that all employees are empowered to excel in their roles.

School Goal: Create dynamic learning environments that uphold high expectations and engage in effective, continuous improvement processes to ensure positive student outcomes.

This year, BBES will prioritize the strategic reorganization of student and staff spaces to advance high expectations and student-centered learning. The initiative includes decluttering and reconfiguring classrooms to support flexible seating arrangements, collaborative learning zones, and the integration of technology. Each classroom will be equipped with a Smart TV and a set of iPads to facilitate interactive instruction and enhance digital learning opportunities. These actions underscore the school's commitment to continuous improvement and the creation of dynamic learning environments that foster engagement, creativity, and academic excellence.

Strategies	Indicator of success	Responsible/ Accountable	Timeframe
Create a Learning Commons by combining the computer lab and library, BBES will upgrade all computers (confirm specifications, order, and	By the end of the school year, the Learning Commons will be fully established with upgraded computers installed, Smart TVs	Administration Maintenance dept Teachers	By January 2026

<p>install), finalize Smart TV setup and integration, review and refresh the book collection through an audit and purchase of new titles, and select and acquire flexible furniture, including bookshelves and seating, to support collaborative, student-centered learning environments.</p>	<p>integrated and operational, a refreshed book collection available for student use, and flexible furniture arranged to support collaborative, student-centered learning—resulting in increased student engagement and participation in learning activities.</p>		
<p>Enhance technology integration by purchasing and setting up 10 new iPads for student use, installing Smart TVs in all classrooms, ensuring Wi-Fi and charging infrastructure supports these devices, and providing staff with orientation on Smart TV features to promote interactive and engaging learning environments.</p>	<p>All classrooms will have Smart TVs installed and operational, 10 iPads set up for student use, Wi-Fi and charging infrastructure fully supporting new devices, and staff trained on Smart TV features by the end of the school year.</p>	<p>Administration ITSS</p>	<p>October 2025</p>
<p>Repurpose the former Principal's Office into a Teacher Resource Hub by clearing and reorganizing the space, labeling and categorizing resources such as books, manipulatives, and French readers, and implementing a checkout system or inventory log to ensure efficient access and management.</p>	<p>By the end of the school year, the former Principal's Office will be fully transformed into a functional Teacher Resource Hub, with resources organized and labeled, an inventory or checkout system in place, and staff actively using the space to access materials—resulting in improved efficiency and support for instructional planning.</p>	<p>Administration Maintenance dept Teachers</p>	<p>By January 2026</p>
<p>Develop a dedicated Maker Space to support STEM learning by designing a functional layout, sourcing maker materials and tools, and establishing a usage schedule that ensures equitable access for all students.</p>	<p>Maker Space will be fully operational with a functional layout, STEM materials and tools available for student use, and a usage schedule implemented—resulting in increased student engagement in hands-on, collaborative STEM activities.</p>	<p>Administration Maintenance Teachers</p>	<p>By June 2026</p>
<p>Create a dedicated Music Room by designing a functional layout, sourcing and organizing</p>	<p>Music Room will be fully equipped with instruments and organized for student use, with</p>	<p>Administration Maintenance</p>	<p>By June 2026</p>

<p>musical instruments and related materials, and developing a usage schedule to ensure equitable access and support for music education across all grade levels.</p> <p>Create a functional Staff Room and meeting space by installing plumbing and cooking facilities, furnishing the area for comfort and collaborative meetings, and establishing a schedule for regular use by groups such as Home & School and PSSC.</p>	<p>a functional layout and a usage schedule in place—resulting in increased student engagement in music education and creative expression.</p> <p>By the start of the 2026/27 school year, the new Staff Room and meeting space will be fully equipped with plumbing and cooking facilities, furnished for comfort and collaboration, and regularly scheduled for use by staff and school committees such as Home & School and PSSC—resulting in improved staff well-being and increased opportunities for family and community engagement.</p>	<p>Teachers</p> <p>Maintenance Administration</p>	<p>By August 2026</p>
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10 Year Plan links

Objective 1: Ensure all learners value diversity and have a strong sense of belonging.

Objective 7: Ensure all learners develop the knowledge, skills and behaviours needed to continually adapt to and thrive in their environment.

District Improvement Plan link: Strengthen our inclusive system to be anti-racist, affirming and equitable; to honor diversity and welcome all students.

School Goal: Foster a positive school climate and cultivate an environment of high expectations and shared accountability by streamlining and providing consistent school-wide Tier 1 PBIS strategies for social and emotional learning.

At BBES, we're committed to creating a safe, caring, and positive school environment where every child feels supported and ready to learn. We focus on teaching positive behaviors through our PBIS (Positive Behavioral Interventions and Supports) program and helping students build important social and emotional skills.

By working together as a team and using proven strategies, we aim to make sure every student feels valued, respected, and prepared to succeed—both in school and in life.

Our goal is to nurture kindness, resilience, and respect so that BBES is a place where everyone can grow and thrive.

Strategies	Indicator of success	Responsible/ Accountable	Timeframe
PBIS Provincial Cohort	-Increased number of students receiving PBIS reinforcers -decreased number of behavioral incidences at all 3 Tiers	All staff, led by PBIS Committee and Administration,	3 year plan with daily data collection

<p>Collaboratively develop and implement an updated PBIS behaviour matrix to promote consistent expectations, improve student behaviour.</p> <p>Map out school-wide approach to Tier 1 Strategies and when to focus/implement.</p> <p>Track Frequency of use and implementation of strategies to evaluate effectiveness and target interventions required.</p>	<p>Update behaviour matrix and behaviour expectations to tie in with school identity.</p> <p>Use PBIS strategies consistently</p> <p>Identify opportunities for PL for supporting teachers with a school-wide approach to SEL</p>	<p>students, Province of NB, UNB</p> <p>Principal with input from staff</p> <p>Whole staff</p> <p>Administration and PBIS team</p>	<p>Ongoing</p> <p>Ongoing</p> <p>ongoing</p>
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10 Year Plan links-**Objective 4: Improve Numeracy skills for all learners.**

District Improvement Plan link: Improve student engagement and achievement by enhancing best instructional and assessment practices through implementation of the Holistic Curriculum.

School Goal: Improve student engagement and achievement in Math by embedding research based best practices in a variety of learning environments. Enhance students' mathematical reasoning skills through targeted strategies and practices.

BBES is dedicated to fostering an environment of active learning and strong student engagement by using data-driven insights to guide math instruction. We are committed to applying targeted teaching across all three tiers of learning so every student receives the right level of support and challenge.

By leveraging data to differentiate instruction and implement effective strategies, we aim to improve outcomes, meet diverse needs, and promote achievement at every level. Through collaboration, professional development, and reflective practice, we strive to create a dynamic learning community that empowers educators and students to reach their full potential.

Strategies	Indicators of success	Responsibility	Timeline
Provide professional development sessions on effective reasoning strategies and how to integrate them into daily math instruction.	PL Session for whole staff on Reasoning in Math. Teachers to participate in a book study group centered around texts that focus on math reasoning and best practices in teaching mathematics.	Principal	Ongoing
Plan time for teachers to share insights and strategies from PL that can be implemented in the classroom. Encourage teachers to work together to design lessons that foster reasoning skills.	Regular (weekly minimum) lessons designed to foster reasoning skills, engage in hands-on activities that promote collaborative learning and discussion.	Class Teachers/ Principal	Ongoing
Implement visual models (e.g., number lines, area models) to help students visualize mathematical concepts and relationships. Introduce graphic organizers that guide students in organizing their thoughts and reasoning processes.	Evidence of ongoing evaluation of strategies, with evidence of modifications made to enhance reasoning instruction.	Class Teachers/ Principal	
Introduce and monitor the use of math data collection sheets. Monitor planning and	Teachers regularly adjust instruction based on data collected from assessments and	Class Teachers/ Principal	

<p>progress through regular check-ins and discussions at staff/team meetings.</p> <p>Introduce open-ended and real-world problems that require students to apply their reasoning skills to find solutions. Organize students into small groups to solve problems collaboratively, allowing them to share and critique each other's reasoning.</p> <p>Academic Support teacher supports classes based on data (during Sprint 2)</p>	<p>observations, leading to targeted support for students.</p> <p>A noticeable improvement in the quality of student work samples, showing clear reasoning and justification of their thought processes. Students are able to articulate their reasoning effectively when solving complex, open-ended math problems.</p> <p>Increase in student achievement in report card and provincial assessment data to 75% (of non-exempted) students achieving Appropriate Achievement (3) or higher.</p>	<p>Class Teachers/ Principal</p>	
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