

Evergreen School Division
2026 CONTINUOUS IMPROVEMENT REPORT
Year 3 of 2023-2028 Education Plan

Mission & Vision

Mission:

Evergreen School Division will engage students in learning to become contributing citizens of a democratic society.

Vision:

Learning Today to Improve Tomorrow

Message from the Superintendent/CEO

Three years ago, Evergreen School Division identified literacy as a critical priority in our 2023-2028 Education Plan. Through the collective work of teachers, school leaders, support staff, students, and families, we have made significant progress toward our 2026 literacy targets. While important work remains, especially in writing and middle years achievement, we are encouraged by the strong gains we have seen in early reading and by continued successes for Indigenous learners.

As we look ahead to 2028, our focus will increasingly shift toward mathematics while continuing to sustain our literacy successes. We are also deepening our commitment to Truth and Reconciliation through treaty education and Indigenous perspectives in every classroom. The work in our schools every day connects directly to our mission to engage students in learning to become contributing citizens in a democratic society.

In part this means striving to ensure that our students leave us ready for post-secondary education, the world of work, and for life as adults. To succeed in this work we must develop learning experiences that are highly participatory and rich in the content that will put our students in good stead to live a good life. This report reflects both how far we have come and the work that still lies ahead.

Scott Hill
Superintendent/CEO



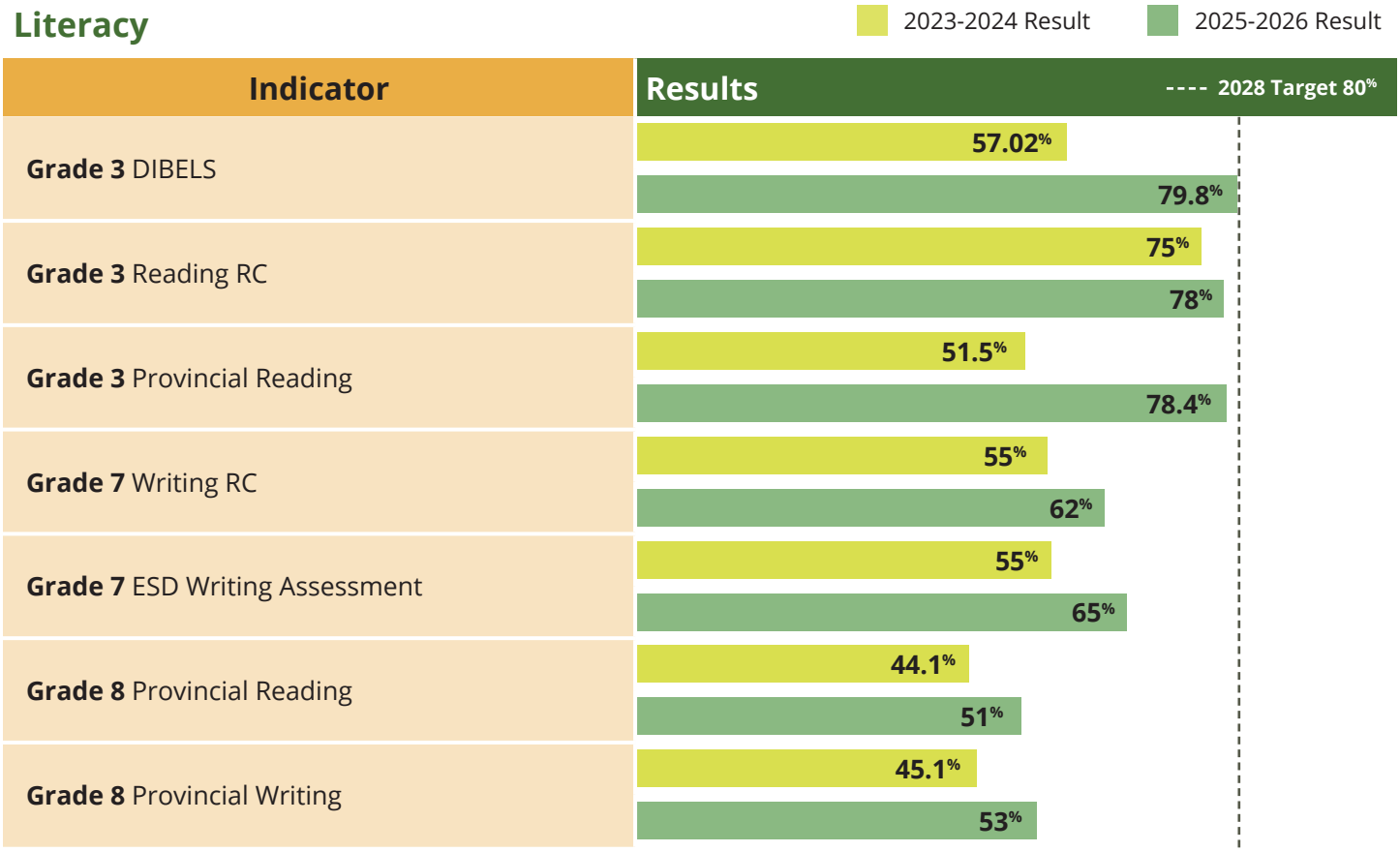


In recognition of Traditional Lands, the Division acknowledges:

We acknowledge the traditonal territory Evergreen School Division resides upon as Treaty One and Treaty Two territory and the homeland of the Red River Métis. We honour our partnership with Indigenous peoples and respect the gifts of history, culture, and language of the original peoples. We commit to the moving forward in partnership with Indigenous people and communities in a spirit of collaboration and reconciliation.

Kindergarten-Grade 8

Literacy



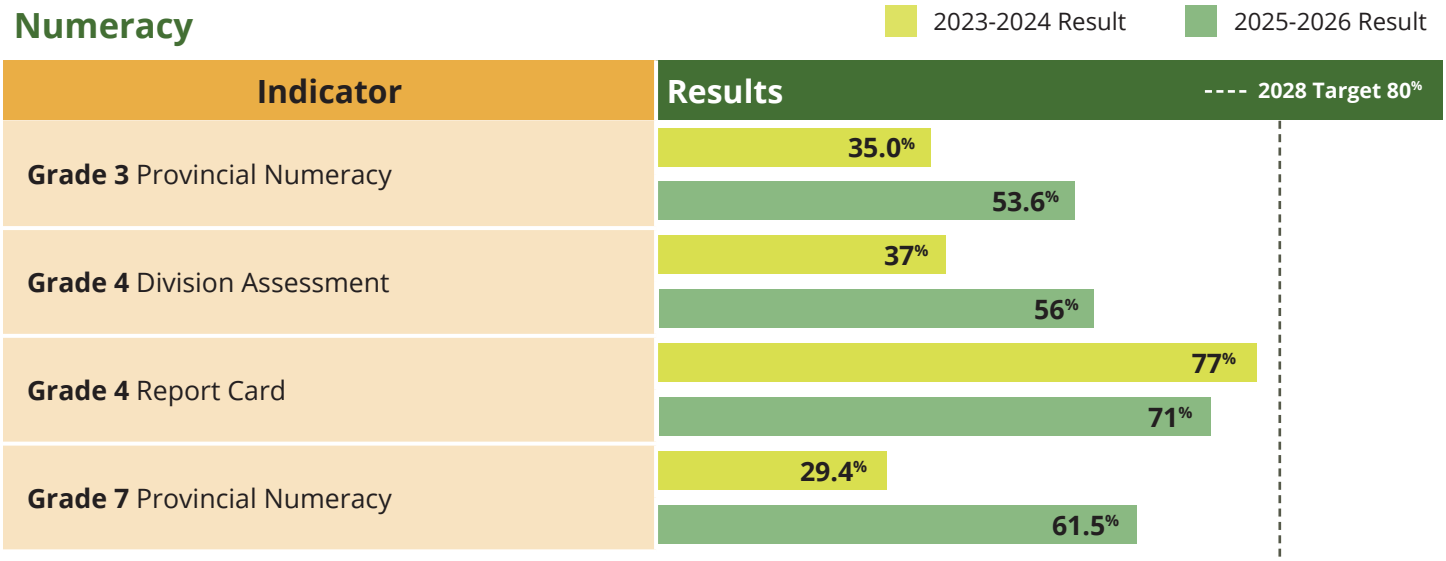
Our literacy data continues to reinforce several important learnings. Universal screening, evidence-based instruction, and targeted interventions are helping more students develop strong foundational reading skills, particularly in the Early Years. While these gains are encouraging, continued attention is needed to ensure progress is sustained as students move into the Middle Years, where literacy demands become increasingly complex.

Writing remains an important area of focus across the division. We also recognize that successful reading comprehension depends on more than decoding skills alone. As students advance through the grades, their ability to understand increasingly sophisticated texts relies on strong vocabulary, background knowledge, and rich learning experiences across subject areas. This understanding will continue to guide our literacy efforts as we work toward our 2028 targets.



Kindergarten-Grade 8 CONT.

Numeracy



Our numeracy data shows encouraging signs of growth across the division. The progress seen in recent years suggests that increased attention to direct and explicit mathematics instruction, common assessments, and the implementation of new instructional resources is beginning to improve student outcomes. While these gains are encouraging, achievement levels remain below our long-term targets, making numeracy our greatest opportunity for improvement in the years ahead. Numeracy is emerging as Evergreen's next frontier, and our work from 2026 to 2028 will focus on translating early gains into sustained, division-wide improvement.



Grades 9-12

Grade 9 Achievement

Measure			2023-2024 Result	2025-2026 Result	Provincial Average
	ELA	Average Mark	72.2%	74%	75.2%
		Credit Attainment	79.8%	96%	88.3%
	Math	Average Mark	73%	73%	73.1%
		Credit Attainment	77.2%	96%	87%

Grade 12 Provincial Assessments

Measure			2023-2024 Result	2025-2026 Result	2028 Target
	ELA	Average Mark	70%	69%	70%
		Pass Rate	92%	89%	100%
	Essential Math	Average Mark	57%	60%	70%
		Pass Rate	57%	75%	100%
	Applied Math	Average Mark	59%	61%	70%
		Pass Rate	88%	78%	100%
	Pre-Calculus	Average Mark	82%	76%	70%
		Pass Rate	94%	97%	100%



Grades 9-12 CONT.

Common Assessments 25-26

Area			Result	Target
	Grade 9 Social Studies	Average Mark Pass Rate	**75.9%** **94.4%**	70% 100%
	Grade 10 Science	Average Mark Pass Rate	**72%** **93.8%**	70% 100%
	Grade 11 History	Average Mark Pass Rate	**71%** **95%**	70% 100%
	Grade 12 Biology	Average Mark Pass Rate	**73.5%** **90.2%**	70% 100%
	Grade 12 Chemistry	Average Mark Pass Rate	**59.1%** **65.9%**	70% 100%
	Grade 12 Physics	Average Mark Pass Rate	**66.3%** **82.8%**	70% 100%

Evergreen has made significant progress toward its goal of greater consistency across Grades 7-12 through the implementation of common assessments. This work is providing clearer evidence of student learning, stronger information for instructional decision-making, and greater clarity about content priorities across schools. Results show strong achievement in many areas, with Grade 9 credit attainment exceeding provincial averages and several common assessment averages already meeting or surpassing the division's 2028 targets. At the same time, the data helps identify areas requiring continued attention, particularly in senior years mathematics and science, ensuring resources and supports can be directed where they are needed most.



Indigenous Education

Indicator	2025-2026 Result
Schools implementing treaty resources from Treaty Relations Commission of Manitoba	**8/8**
Staff receiving treaty training	**100%**
Schools engaged with Elders/Knowledge Keepers	**8/8**

Evergreen has made significant progress in advancing Indigenous education across the division. Treaty education resources are now available at every grade level, staff have participated in treaty training, and schools have strengthened partnerships with Elders, Knowledge Keepers, and community organizations. As this work continues to mature, our focus is shifting from access to impact, ensuring that treaty education and Truth and Reconciliation learning are implemented consistently and meaningfully in every classroom.



Instructional Leadership

Evergreen's improvement efforts demonstrate that meaningful gains in student learning are rarely the result of a single program or initiative. They happen when school leaders maintain a relentless focus on teaching and learning. Through regular classroom walkthroughs, collaborative inquiry, data-informed planning, and ongoing coaching, principals and teacher leaders helped translate divisional priorities into daily classroom practice. The implementation of the Evergreen Eight provided a clear and consistent instructional vision, while targeted professional learning in structured literacy, numeracy, instructional coaching, and new teacher onboarding built staff capacity to deliver high-quality instruction.

By creating a culture of shared responsibility, continuous improvement, and professional learning, school leaders helped ensure that effective teaching practices became common practice across Evergreen classrooms.

Measure	2025-2026
Feedback to teachers (incidents of feedback)	**688**
Percentage of teaching staff participating in Leadership Development Program	**25%**

Looking Ahead to 2028

As Evergreen looks ahead to 2028, our focus remains clear: ensuring **high levels of participation in learning** and **high levels of knowledge-building** for every student. We will continue to sustain the literacy gains achieved through structured literacy and strong intervention systems while strengthening numeracy outcomes, attendance, engagement, and achievement in the Middle Years. At the same time, we will deepen our commitment to Treaty education, Indigenous perspectives, and partnerships with Elders and Knowledge Keepers to support success for Indigenous learners. A key part of this work will be strengthening instructional leadership through collaborative inquiry, classroom observation, coaching, and peer feedback, creating more opportunities for educators to learn from one another's practice. Guided by the question, *"What knowledge is most important in preparing contributing citizens of a democratic society?"* Evergreen will continue to build schools where every student is engaged in meaningful learning and develops the knowledge, skills, and understanding needed to thrive in the future.

2022-2026 Board of Trustees:



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Ward 2
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Jillian Yorga



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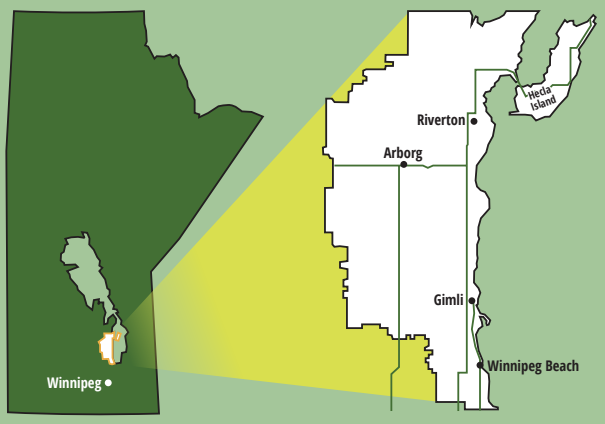
Superintendent/CEO
Scott Hill



Secretary-Treasurer
Ron Moore

About Us

Evergreen School Division is located in the Interlake region of Manitoba, bordering the shores of Lake Winnipeg from Chalet Beach to Hecla Island. Our school community is culturally diverse and provides quality learning opportunities for approximately **1,400 students** in **8 schools** located in **4 communities**: Arborg, Gimli, Riverton, and Winnipeg Beach.



In Evergreen School Division, **we are committed to providing a high-quality education that is inclusive, equitable, and rooted in the best available research and practices.** Our small size allows us to remain innovative, staying ahead of global educational trends while ensuring every student has access to the knowledge and skills they need to succeed.

We take pride in our ability to plan ambitiously, launching new initiatives that meet the diverse needs of our students. Our approach is shaped by a commitment to reconciliation, democratic renewal, and knowledge equity, ensuring that all students have the opportunity to thrive. For more details on our goals and strategies, please view our 2023-2028 education plan **on our website**.

Evergreen School Division is led by Superintendent and CEO, Scott Hill, Secretary-Treasurer, Ron Moore, and the Board of Trustees.

School and Division Staff are the Following:

Position	Full time Equivalents
Principals	7.8 FTE
Vice Principals	1.0 FTE
Teachers	116.3 FTE
Student Services Teachers	11.4 FTE
Educational Assistants	76.11 FTE
Speech Language Pathologists (Tier 1, 2, 3 instructional support and reading interventions)	2.0 FTE
Occupational Therapists	0.8 FTE
Physiotherapists	0.1 Contract
Psychologists	1.0 FTE
Other Professional Staff	
• Director of Programs and Student Services	1.0 FTE
• Literacy and Numeracy Facilitator	1.0 FTE
• Indigenous Education Consultant	1.0 FTE
• Assessment Consultant	0.3 FTE

The Following Percentage of Our Population or Whom we are Disaggregating Data:

Disaggregation	Number of Students	Percentage of Student Population
English as an Additional Language	79	5.5%
Self-declared Indigenous	338	23.6%

Education for Sustainable Development:

Education for Sustainable Development	Number of Schools
Number of schools in the division	8
Number of schools with an ESD plan	8

Learning Today to Improve Tomorrow

Evergreen School Division

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