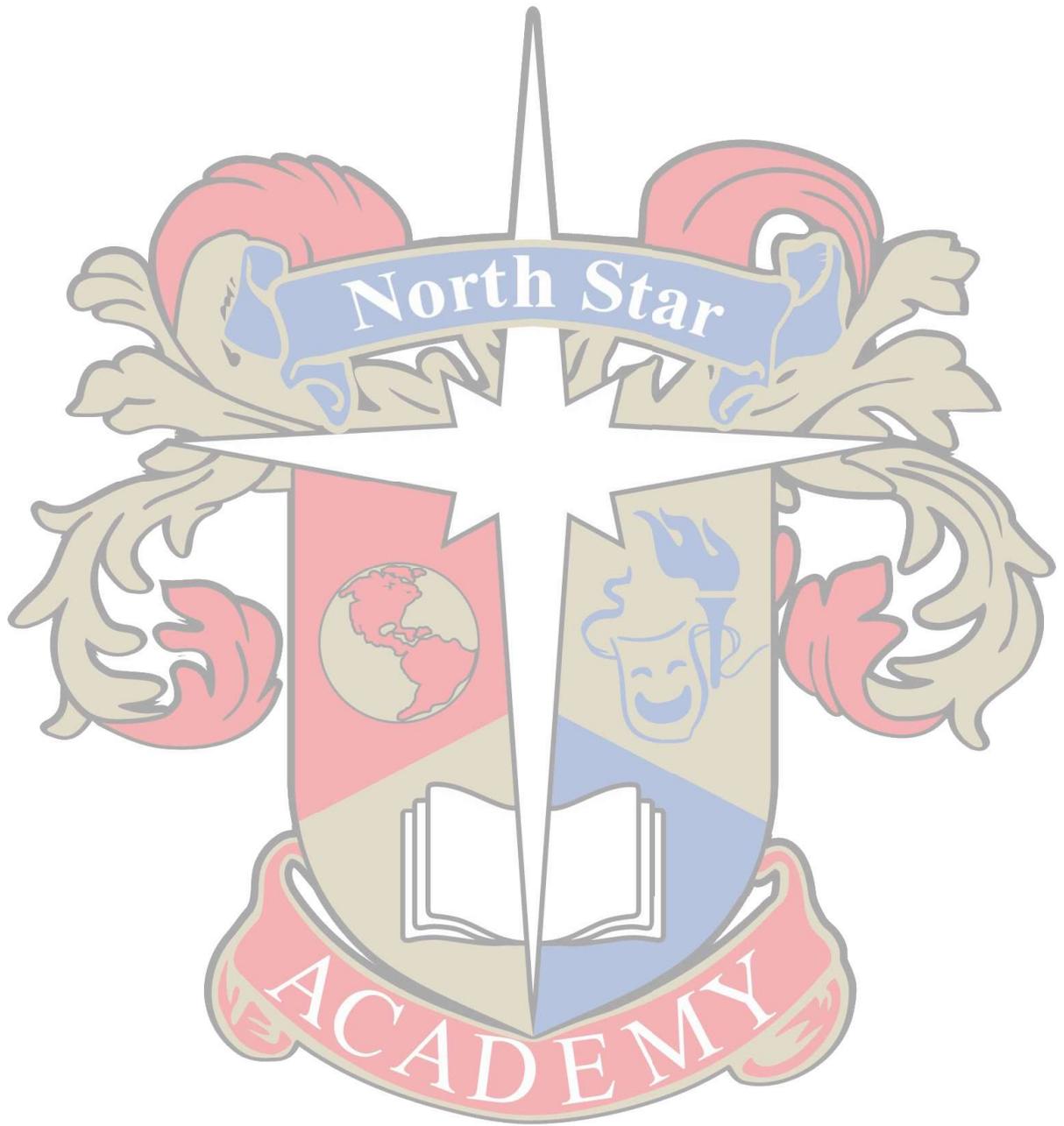


# NORTH STAR ACADEMY LAVAL STRATEGIC PLAN







## Introduction

The 2016-2017 school year was an exciting one for all of us at North Star Academy Laval as we proudly celebrated our 10 year anniversary! We have embarked on our renewed Strategic Plan process, aligning our services and practices to meet the ever-changing demands of a 21st century world. Our theme for this next phase for North Star Academy is:

### **GROWING AND INNOVATING**

During this renewal period, you will notice a unique approach at NSA, where our already diversified programs will continue to expand, both during and after school, as well as innovative learning opportunities for our students, both inside and outside the classroom. Our graduation rate remains top in Laval and we will continue to offer the highest quality education to ensure our students are well prepared to pursue higher education and later, to join the workforce. Our vision remains clearly focused on offering students the best opportunities for their success. If you are looking for a school environment, close to home, that is safe, well supported, innovative, and connected to real learning in the community, you have come to the right place! NSAL focuses on each individual's growth in their skills, talents and interests, with ample opportunities to challenge student learning through:

- **Enrichment programs**
- **Science fairs**
- **Art, sports, music programs**
- **Contests**
- **Extra-curricular activities**
- **Meeting with experts in various career fields, and**
- **Working on personal interest projects.**

Yours in Education,

Mrs. Josée Pepin  
Head of School

All while making important connections with friends, teachers and the local, national and international community, then North Star Academy Laval is a perfect fit for you and you are a perfect fit for us, too! Developing the 2016-2019 Strategic Plan would not have been possible without the commitment, dedication and input of our staff and community feedback. The results of our work appears in the following pages. This is a living document that we will revise yearly to continue to adjust and respond to all our stakeholders' needs. I look forward to many more years of growth and innovation together. Thank you for your continued support.

# A Decade Of Excellence!

## ONE OF A KIND

Founded in 2006 with a first class size of 11 students, North Star Academy Laval has come a long way. With a growing population of over 130 students, NSAL remains the only private English high school on the North Shore. We pride ourselves in teaching to the needs of 21st century students. A welcoming environment for all those who value an English education with a strong French program. Due to being completely self-financed, we do not receive funding from the provincial Ministry of Education of Quebec, therefore no certificate of eligibility is required to become a student with us.

**THE ONLY PRIVATE ENGLISH HIGH SCHOOL ON THE NORTH SHORE**

## OUR APPROACH

The number one reason students and parents continually choose NSAL is for our small class sizes. This allows our teachers to focus on individualized learning, guided students towards high academic standards. Be it pen, pencil or tablet in hand, everyone is ready to learn at NSAL. We are dedicated to offering cutting-edge educational programs that distinguish our school from the rest. Our students are no longer homogeneous in terms of their abilities and the manner in

which they learn; instead, they are exposed to a multitude of information made available to them from a variety of resources. In turn, students are more likely to internalize the information being presented to them, as they engage with the curriculum through various outlets. Technological resources, for example, are used to help students solve complex, authentic problems that cross-disciplinary boundaries. The academy is committed to use learning tools that will provide structure and a collaborative

- A masterful command of the English and French languages
- A firm grasp and practical application of technology; a must for the 21st century
- Enthusiasm and appreciation for the arts and sciences
- Discernment of global views and ethics

## LEARNING BEYOND THE CLASSROOM

We believe in making learning meaningful for our students and create opportunities to bring the world to them and our students to the world, through diverse extracurricular activities, by connecting students with community action through projects, volunteering, visits, trips—students learn develop into active community members. We teach not only for school, but for life! In the following pages you will see the strong strategic alignments towards connecting our students to the community through various strategies.

**COMMUNITY CONNECTIONS**

# Mission, Vision, Ethos

## Mission

We seek to create an environment that achieves equity for all students and ensures that each student is a successful learner, is fully respected, and respects others. Each student will be treated as an individual, given the tools to be a lifelong learner, and taught to function as a member of a group and as a productive member of society, thereby becoming a global citizen of honour and self-discipline who is committed to positive and innovative thinking.

## Vision

Prioritizing each student, each day.

## Ethos

Fostering knowledge, compassion, strength and integrity.

## PROUD WINNERS

### **SPEAK UP MONTREAL, HYDRO QUEBEC REGIONAL SCIENCE FAIR:**

Great Distinction Award; and McGill University's Mechanical Engineering Award.

### **TOP RANKING IN THE WATERLOO MATH CONTEST:**

Mouvement parlons mieux finalist.

### **SANTHEI FILM FESTIVAL:**

8 nominations and won for Best Actress, Best Supporting Actress, Best Actor.

KNOWLEDGE  
COMPASSION  
STRENGTH  
INTEGRITY  
KNOWLEDGE  
COMPASSION  
STRENGTH  
INTEGRITY

# Strategic Direction— 4 Pillars

The prime purpose of our strategic plan is to further enhance the learning outcomes and opportunities for our students in an ever - changing society and to grow our student enrollment to capacity while maintaining the excellence of our small close knit school community of learners. It is an action plan that will guide our next three years of continued growth and innovation. There were four key priority areas identified which are referred to as our *strategic pillars*.



**Student Success**



**Investing In Staff**



**Community Connections**



**Operational Efficiency**

## Student Success



**GOAL | CONTINUOUSLY IMPROVE RATES OF STUDENT ACADEMIC SUCCESS AND COMMITMENT TO LEARNING.**

To continue being supportive of students, our academic resources and services will become at once more integrated, seamless, and individualized to encourage student engagement through community participation, from the point of initial interest, to the admission and enrolment process, and through to graduation and alumni status. At a time when students' needs are changing and there is a greater focus on career preparedness and the value of higher education, North Star Academy Laval must ensure that students have the educational experience, competencies and academic support and guidance to achieve their aspirations. For success in the new creative economy and society, our students must graduate well rounded with new abilities, or creative capacities, in addition to what high schools have traditionally provided.

## Investing In Staff



**GOAL | ENSURE THAT NSA STAFF RECEIVES PROFESSIONAL SUPPORT TO FOSTER THEIR CONTINUED GROWTH AS LEADERS IN EDUCATION.**

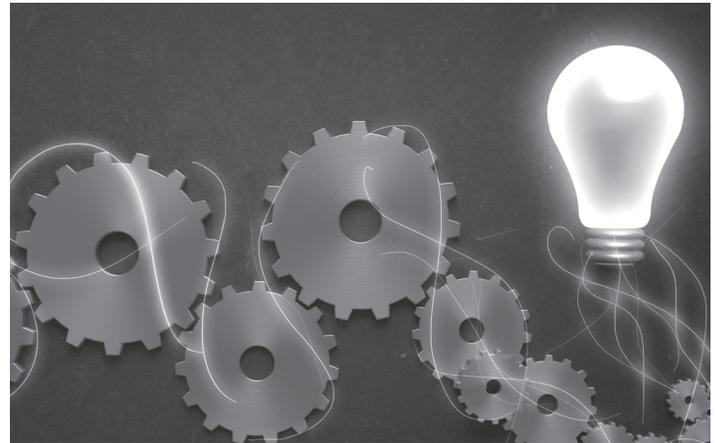
In a rapidly changing world, our school strives to remain ahead of all the technological and social innovations. Our staff will receive on-going professional development support to ensure NSA students are exposed to the most impactful learning opportunities that lead to greater success. Our staff's team approach will hinge on dedicated, systematic, and coordinated efforts to understand students' intellectual, creative and career trajectories and how these can be developed throughout their high school years. Career support will be a vital priority as we move to become highly responsive to the changing landscape for careers and the different conception of and approach to career preparedness necessary in today's world. At the high school level this involves guiding students to know themselves, to expose them to people, and opportunities that are new and innovative and most especially to make them active members of various communities they belong to locally or globally.

# Community Connections Operational Efficiency



**GOAL | ENSURE VISIBILITY WITHIN THE COMMUNITY BY FOSTERING INTERNAL COLLABORATION AND CREATING EXTERNAL PARTNERSHIPS AND OPPORTUNITIES FOR REAL LEARNING.**

In an ever expanding technological and socially connected world, students at NSA will have the unique experience of developing their competencies in real life situations through community-based connections. Students must be interdisciplinary in the way they learn and act; engage and are comfortable with complex systems and issues; and navigate a shifting career landscape. They must be technically savvy and capable with social media, and increasingly aware that collaboration is at the heart of their success. They are less likely to have traditional jobs, and more likely to have regularly changing jobs that are ideas-driven, values-oriented, and entrepreneurial-dependent. Their success may be defined by how well they can integrate ideas, thinking across domains, and draw from carrying expertise and perspectives using socially specific skills they develop through various experiences as connected community members.



**GOAL | TO ENSURE ORGANIZATIONAL EFFECTIVENESS WHILE FOSTERING EFFECTIVE OPERATIONAL EFFICIENCIES TO SUPPORT THE CORPORATE ASPECTS OF NSA.**

The infrastructure that supports the back end functions of NSA will continue to evolve towards providing our clients and staff with efficient ways of communicating and working. Managing the rapid change and complexities inherent to technology, service operations points to a continuous cycle of upgrades in various resources, technologies and processes to ensure a streamlined, efficient and flawless customer experience. We want to be able to provide our employees with secure, consistent access to information that is organized and standardized across our school and that supports their essential role—teaching of our students. Processes will be examined the fundamental service requirements important to NSA clients and partners will be operationalized for effective business practices—and few things are as important to our bottom line as satisfied clients.

# Strategic Plan

## Overview

# 1 Strategic Pillar Student Success

CONTINUOUSLY IMPROVE RATES OF STUDENT ACADEMIC SUCCESS AND COMMITMENT TO LEARNING.

1.1 Support each student in their learning development

1.2 Increase success rates in all Ministry level exams

1.3 Increase student results on all Ministry level exams

1.4 Engage students with innovative programs

# 2 Strategic Pillar Investing In Staff

ENSURE THAT NSA STAFF RECEIVES PROFESSIONAL SUPPORT TO FOSTER THEIR CONTINUED GROWTH AS LEADERS IN EDUCATION.

2.1 Provide evaluation for growth for each staff member

2.2 Support staff in their professional growth

# 3 Strategic Pillar Community Connections

ENSURE VISIBILITY WITHIN THE COMMUNITY BY FOSTERING INTERNAL COLLABORATION AND CREATING EXTERNAL PARTNERSHIPS.

3.1 Develop partnerships locally and internationally with local organizations that can partner with NSA to create opportunities for students to develop as citizens, leaders.

3.2 Develop an international student program in order to develop all NSA students as global citizens.

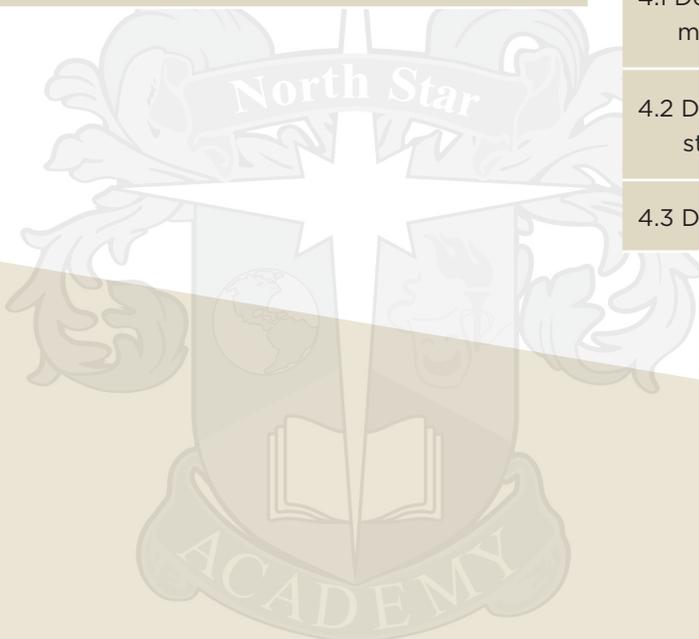
# 4 Strategic Pillar Operational Efficiency

ENSURE ORGANIZATIONAL EFFECTIVENESS WHILE FOSTERING EFFECTIVE OPERATIONAL EFFICIENCIES TO SUPPORT THE CORPORATE ASPECTS OF NSAL.

4.1 Develop clear structures to enhance the efficient management of the business side of NSA

4.2 Develop a targeted marketing plan to increase the student population each year.

4.3 Develop succession plan for each course



# NORTH STAR ACADEMY LAVAL

## MAKE THE *BEST* CHOICE FOR YOUR TEEN

Bringing the world to our students and our students to the world is a key focus of our school —through diverse extra-curricular activities and by connecting students with community through projects, volunteer opportunities, visits,

and travel—learning to become active citizens in a community. We teach not only for school, but for life. Your private school in your community for your child. Prioritizing each child, each day.



## NORTH STAR ACADEMY LAVAL

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