

Royal Bay Secondary 2026-27 School Growth Plan

School Context:

École Royal Bay Secondary School in Colwood, BC, serves over 1,800 students and supports the three pillars of an educated citizen: intellectual development, human and social development, and career development.

We maintain high expectations for student engagement and offer French Immersion and dual-credit courses, plus a wide range of electives, focusing on student choice. We also host a variety of school clubs, events and other activities to support varied student interests. Our programs include strong foundations in arts, athletics, and trade programs. RBSS has three well-equipped shops designed to give students a professional trades experience, and a dual credit carpentry program. Royal Bay also has a large dance studio and professional theater. Athletic academies programs offered include Dance, Golf, Soccer, Mountain Biking and Lacrosse.

École Royal Bay Secondary has a diverse student population, and we are fortunate to have Elder-in-Residence Brother Rick Peter join us each week. Our school values respect, community, and belonging.

Student Voice:

- Review data from the Student Learning Survey (SLS) and Equity survey
- Collect information on student values and where they see room for improvement
- Engage with students individually, with student focus groups, and whole school surveys to incorporate feedback into the goals and actions
- Support an Equity Retreat at Camosun College to support student voice, leadership and engagement

Goal #1: Strengthen students' readiness for post-secondary education, careers, and life beyond school and increase graduation rates.

Actions/Strategies:

- Use attendance to identify Grade 12 students who may be at risk, and provide additional support to ensure graduation
- Provide opportunities such as The Volunteer Fair and Youth in Action event, as well as presentations and fairs on Career and Post-Secondary pathways

- Increase information and knowledge around work experience opportunities
- Offer a variety of dual credit, trade, online, and elective programs to meet the wide range of interests
- Meet with Gr 11 and 12 student focus groups to better understand barriers
- Find a way to share information about opportunities after high school in one location
- Offer student Equity Retreat opportunities
- Share information in school newsletters, on the app, through announcements and assemblies

Data/Evidence of Impact:

- SLS Data
- Equity Survey
- Transition Rates
- Graduation Data
- CLC Capstone Projects
- Student surveys and focus groups

Goal #2: Create more opportunities for student voice and leadership to enhance engagement and belonging.

Actions/Strategies:

- Student Equity Retreat
- Increase size of Leadership/Athletic Leadership/Grad Leadership/GISP classes to enhance leadership opportunities and student engagement within the school
- Support Culture Fest to provide time for students to highlight their cultures
- Engage with different existing student groups
- Maintain and increase the variety of groups/clubs/teams in the school
- Provide more opportunities for student voice, focusing on key topics
- Include opportunities for choice within student learning
- Share information about ways to engage through school newsletters, school app, posters and other sources of information in and around the school

Data/Evidence of Impact:

- Student focus group feedback
- SLS data
- Equity Survey data
- Leadership feedback

Goal #3: Foster ownership of learning through goal setting and reflective practices.**Actions/Strategies:**

- Students will create and use self-reflection and goal setting practices across the year to guide them in their learning journey
- Students will be able to share their self-reflections and goals with parents and guardians
- Collaborate with Department Leaders and teachers on self-reflection and goal setting
- Share information with students and families through school newsletters, MyEdBC reports, school App

Data/Evidence of Impact:

- Self-reflections and goals completed during the year and saved to Google Drive
- Course completion rates
- Attendance data
- SLS data

2025-26 Reflections:

This year, as a new administrative team, our focus was to develop a deeper understanding of Royal Bay to identify the areas where we could most effectively support our school community. To support this work, we brought together a staff working group that met regularly throughout the year with the intention of supporting whole staff engagement. We frequently shared information about the school plan at department and staff meetings across the year.

Over the course of the year, we:

- Reviewed a variety of data sets and previous school goals to determine areas of focus
- Revised and refined existing goals to better align with our current context and future direction
- Consulted with a broad range of stakeholders—including department leaders, staff, PAC, CUPE members, and students—to gather input on the updated goals
- Finalized our new goals and developed plans to guide our work in the coming year

This process provided a valuable opportunity to deepen our understanding of the Royal Bay community and to engage multiple perspectives. Through this collaborative work, we

have developed a clear roadmap to guide us into next year. We will continue to work alongside our staff working group and student groups to refine and strengthen our approach. Feedback throughout the process has been positive, and ongoing conversations with staff have highlighted many meaningful ways to work toward these goals. This year has been our launch pad to establish positive culture and bring about meaningful change with consistent community engagement over the next few years.

Highlights from the Year

Some of the many successful and impactful moments this year include:

- **Youth in Action Event** – Connected students with their broader community and provided a platform to share their perspectives and aspirations
- **Equity Retreat** – Marked the first time RBSS students participated, with plans to expand involvement in the future
- **Lunar Celebration & Culture Fest** – Celebrated diversity and provided students with an opportunity to share and honour their cultures
- **RBSS Spring BBQ** – Brought the school community together in celebration
- **10-Year RBSS Anniversary Celebration** – Recognized and celebrated a decade of Royal Bay's achievements
- **School-Wide Icon Contest** - Launched a school-wide opportunity for students to provide input on the Icons for school goals



