

EIPS Questions and Answers

TRANSITION PLANNING ENGAGEMENT

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Q&A: TRANSITION PLANNING ENGAGEMENT

Introduction

Elk Island Public Schools (EIPS) is currently developing a transition plan for those affected by the decision to relocate the senior high French Immersion program and balance senior high enrolment in Sherwood Park. To ensure EIPS gets the transition supports right, several consultation phases are planned throughout the 2024-25 school year. Phase 1 involved a survey to collect feedback from affected students, staff and families, which ran in November 2024. The survey asked respondents a series of questions about their individual needs, concerns, goals and suggestions to make the transition as successful as possible. Phase 2 involved developing a draft transition plan—based on the survey input. Now, in Phase 3, the Division plans to present the draft plan to stakeholders, and collect feedback, at a public information session on Jan. 29, 2025.

The following are answers to questions the Division has received throughout the engagement. EIPS will update the document as new questions come forward.

General

Q: Why did EIPS have to relocate the senior high French Immersion program out of Ardrossan Junior Senior High?

A: The reason EIPS had to relocate its senior high French Immersion program is because of the enrolment growth happening in Ardrossan—mostly coming from Ardrossan East. In 2023-24, the school was already 92% utilized. This year, it rose to 94%. With the influx of expected families from the Ardrossan East development, Ardrossan Junior Senior High can't accommodate and grow a dual-track senior high program.

The reason French Immersion was impacted over the regular program was because, under Alberta's *Education Act*, it states: "Where a board establishes an attendance area for a school, a resident student of a board who resides in the attendance area for the school must be given priority over a student who does not reside in the area." As senior high French Immersion is an alternative program that enrolls students from attendance areas across the Division, when space issues become a concern, the location of the alternative program needs to be reviewed.

Given the current infrastructure available, there simply wasn't enough room at Ardrossan Junior Senior High to accommodate the enrolment growth and keep the entire secondary French Immersion program, grades 7 to 12. However, the Division can use modular classroom units to accommodate growth at the junior high level, to keep the program in the community as long as possible.

Q: Why are senior high students who live in the Lakeland Ridge area being redesignated to Bev Facey Community High?

A: Currently, there is a significant imbalance between the youth population designated to Salisbury Composite High and Bev Facey Community High. Four junior high schools feed into Salisbury Composite High—Clover Bar Junior High, Fultonvale Elementary Junior High, Lakeland Ridge and Sherwood Heights Junior High. Meanwhile, only two junior high schools feed into Bev Facey Community High—F.R. Haythorne Junior High and some of Fultonvale Elementary Junior High.

What that translates to: Salisbury’s utilization rate is at 86% and Bev Facey Community High’s is at 70%. By redesignating students living in the Lakeland Ridge area to Bev Facey, it helps balance senior high enrolment within Sherwood Park. Looking ahead, and considering Solution 1 and Solution 2, EIPS projects Salisbury’s utilization rate to reach 88% in 2025-26 and 91% in 2034-35. For Bev Facey, the Division projects a utilization rate of 74% in 2025-26 and 76% in 2034-35. That, in turn, will ensure both schools offer equitable opportunities for all students—when enrolment isn’t balanced, it's challenging for the smaller schools to provide robust programming.

Q: What are the benefits of moving the senior high French Immersion program and redesignating senior high students from the Lakeland Ridge area?

A: After an exhaustive review and engagement effort, EIPS administration and the Board of Trustees believe the approved solution is the best path forward for the French Immersion program and to balance senior high enrolment in Sherwood Park because it:

- aligns with what was heard from stakeholders;
- aligns with the French Immersion vision and principles;
- addresses the anticipated enrolment pressures in Ardrossan;
- balances senior high enrolment in Sherwood Park;
- enables most programs offered at the impacted schools to remain unchanged;
- addresses students going to a school closest to where the majority resides;
- addresses program retention by supporting transitions and keeping students in their community as long as possible;
- enables robust programming, especially regarding program offerings, career and technology courses, options, extracurriculars and sports teams; and
- is sustainable into the future.

Q: Is it 100% true the senior high French immersion program is relocating in 2026-27?

A: After reviewing all the feedback from the EIPS Transition Planning Engagement Survey, which ran in fall 2024, EIPS’ draft transition plan proposes a phased-in approach for relocating the senior high French Immersion program. See Table 1 for the draft transition schedule.

Table 1: Draft Transition Schedule

School	Program	Grades
2025-26 dual-track program		
Ardrossan Junior Senior High	Regular English	gr. 7-12
	French Immersion	gr. 7-12
Salisbury Composite High	Regular English	gr. 10-12
	French Immersion	gr. 10
2026-27 dual-track program		
Ardrossan Junior Senior High	Regular English	gr. 7-12
	French Immersion	gr. 7, 8, 9, 12
Salisbury Composite High	Regular English	gr. 10-12
	French Immersion	gr. 10, 11
2027-28 dual-track program		
Ardrossan Junior Senior High	Regular English	gr. 7-12
	French Immersion	gr. 7-9
Salisbury Composite High	Regular English	gr. 10-12
	French Immersion	gr. 10-12

Q: Why can't the change happen sooner, as in next year for my Grade 10 year?

A: After reviewing all the feedback from the EIPS Transition Planning Engagement Survey, which ran in fall 2024, EIPS' draft transition plan proposes a phased-in approach for relocating the senior high French Immersion program. Meaning, Salisbury will offer a Grade 10 French Immersion program for students in 2025-26. (see pg. 2, "Table 1: Draft Transition Schedule").

Q: Is EIPS shutting down the French Immersion program?

A: No, EIPS is not shutting down the French Immersion program. The opposite is true. All elementary and junior high French Immersion programming remains unchanged. At the senior high level, the program is relocating to Salisbury Composite High. The hope: To boost senior high retention rates and make the French Immersion program even more robust.

The reason EIPS had to relocate its senior high French Immersion program is because of the enrolment growth happening in Ardrossan—mostly coming from Ardrossan East. In 2023-24, the school was already 92% utilized. This year, it's risen to 94%. With the influx of expected families from the Ardrossan East development, Ardrossan Junior Senior High can't accommodate a dual-track senior high program. However, the Division can use modular classroom units to accommodate growth at the junior high level, to keep the French Immersion program in the community as long as possible.

The Transition

Q: When will the transition take place?

A: See below.

Table 1: Draft Transition Schedule

School	Program	Grades
2025-26 dual-track program		
Ardrossan Junior Senior High	Regular English	gr. 7-12
	French Immersion	gr. 7-12
Salisbury Composite High	Regular English	gr. 10-12
	French Immersion	gr. 10
2026-27 dual-track program		
Ardrossan Junior Senior High	Regular English	gr. 7-12
	French Immersion	gr. 7, 8, 9, 12
Salisbury Composite High	Regular English	gr. 10-12
	French Immersion	gr. 10, 11
2027-28 dual-track program		
Ardrossan Junior Senior High	Regular English	gr. 7-12
	French Immersion	gr. 7-9
Salisbury Composite High	Regular English	gr. 10-12
	French Immersion	gr. 10-12

Q: Will French Immersion students, who relocate to Salisbury Composite High, be the first French Immersion students at the school?

A: Yes. When the change takes place, it will be the first time Salisbury Composite High offers a French Immersion program at the school. Everyone at Salisbury looks forward to welcoming students and launching the senior high French Immersion program.

Q: Will senior high French Immersion students have the same teachers at Salisbury Composite High as they do at Ardrossan Junior Senior High?

A: Similar to all EIPS employees, French Immersion teachers and staff will be encouraged to pursue opportunities throughout the Division that will help them grow and advance their careers. EIPS' Human Resources department will work closely with each employee to identify openings that suit their skills, abilities and interests. Some teachers will likely choose to apply for positions at Salisbury Composite High, others will choose positions at Ardrossan Junior Senior High, while others may decide to work at another location.

Q: Will students have different people in their classes than they do now?

A: It's still too early to accurately answer this question. Students currently in junior high will certainly encounter new peers when they transition to Salisbury Composite High. They will also meet new classmates in their optional courses. Once the returning student registration process closes, the school will begin planning for the 2025-26 school year. At that point, the school will have a better sense of the class composition.

Q: Will I have a friend with me at the new school?

A: Yes, that's certainly the goal. Many students are moving as a result of the change. As such, all impacted students should know someone at the new school location—Bev Facey Composite High or Salisbury Composite High. Both schools will also offer regular opportunities to maintain and build new social connections.

Q: Can schools offer tours to help students feel more comfortable about the move?

A: Yes. In fact, the schools have many transition initiatives planned for new and incoming students, including school tours, [open houses](#), meet-and-greets and various orientation sessions. To learn more, visit bevfacey.ca and salcomp.ca, or contact the school directly.

Q: What's the transition plan for students moving to Forest Grove School from École Campbelltown?

A: Leading up to the opening of Forest Grove School, the current principals of Sherwood Heights Junior High and École Campbelltown will work in partnership to ensure a smooth transition for students in 2026-27. Both will familiarize themselves with students at each school, discuss any relevant issues and find ways to ensure a successful introduction when the new school opens.

Q: Are you looking at ways to help students stay in Ardrossan for French Immersion who graduate in 2026-27?

- Yes. After reviewing all the feedback from the EIPS Transition Planning Engagement Survey, which ran in fall 2024, it was clear, students who graduate in 2026-27 want to stay at Ardrossan Junior High for their last year of senior high. As such, EIPS' draft transition plan proposes a phased-out approach for the French Immersion program at Ardrossan Junior Senior High (see pg. 2, "Table 1: Draft Transition Schedule").

Q: Will students be able to finish Grade 12 at Ardrossan Junior Senior High after the French Immersion program moves?

A: Yes. Any students currently enrolled at Ardrossan Junior Senior High can stay there until graduation. However, the school will phase out its senior high French Immersion program, meaning students will need to switch to the English program for senior high. For the phase-out schedule, see pg. 2, "Table 1: Draft Transition Schedule."

Attendance Boundaries

Q: Why won't Ardrossan Junior Senior High have open boundaries when the change takes effect?

A: It's still too early to accurately answer this question. In December 2025, EIPS will review projected enrolment and make a decision about the school's boundary status for the 2026-27 school year.

Q: What if a student doesn't want to attend Bev Facey Community High, can they go to, or stay at Salisbury Composite High?

A: Yes. Both Salisbury Composite High and Bev Facey Community High are open boundary schools for EIPS resident students. Therefore, impacted senior high students living in the Lakeland Ridge area can still choose to attend either school. Registration takes place during the returning student registration process every February.

Enrolment and Capacity

Q: How do you know there will be enough students in the senior high French Immersion program to make the program robust?

A: Between 2022 and 2024, significant work went into engaging stakeholders to determine the best solution for the senior high French Immersion program. After an exhaustive review of the stakeholder feedback, background information, trends, facts and figures, enrolment projections, attendance boundaries, available infrastructure, and input from working-group meetings with principals and staff, the EIPS Board of Trustees determined relocating the program to Salisbury Composite High was the best way to address the anticipated enrolment pressures in Ardrossan, enhance French Immersion program retention and balance senior high enrolment in Sherwood Park. Overall, it aligns with the feedback heard, supports divisional program goals, addresses enrolment concerns and is sustainable into the future. Additionally, EIPS continues to engage stakeholders to ensure a smooth transition for everyone—students, staff and families.

Q: What will happen if the French Immersion program's enrolment drops dramatically?

A: At this time, it's premature to answer this question. That said, EIPS is confident Solution 1 is sustainable into the future and committed to supporting a strong and robust French Immersion program.

Q: What happens to the senior high French Immersion program if Salisbury Composite High gets too full?

A: Currently, Salisbury Composite High has sufficient space. Regularly, EIPS reviews projected growth trends in all areas it serves. When developing the solution, the Division used the trend data to project growth and ensure the solution can accommodate the school's long-term growth. For example, the most current enrolment projections for Solution 1 predict Salisbury will have a utilization rate of 88% in the 2025-26 school year and grow to 91% by 2034-35. For context, the current utilization rate is 86%. Alberta Education considers a school fully utilized when 100% of the instructional area is used. As such, with a utilization rate of 91%, a dual-track senior high program at Salisbury Composite High is a sustainable solution—that includes future designated students and a similar level of the school-of-choice students going forward.

Q: Will the junior high French Immersion program need to relocate out of Ardrossan if there is more growth?

A: Currently, there is no plan to relocate Ardrossan Junior Senior High's junior high French Immersion program.

Q: Can more portables be added to Ardrossan Junior Senior High to facilitate growth if needed?

A: Given the current infrastructure available, there isn't enough room at Ardrossan Junior Senior High to accommodate the enrolment growth and grow the entire secondary French Immersion program, grades 7 to 12. However, the Division can use modular classroom units to accommodate growth at the junior high level to keep the French Immersion program in the community for as long as possible.

Q: Why can't you just build another school to accommodate the growth?

A: EIPS has several replacement schools listed as key priorities in its [*Three-Year Capital Plan: 2025-28*](#)—including a grades 7 to 12 school to replace Rudolph Hennig Junior High and Fort Saskatchewan High, a kindergarten to Grade 6 school to replace James Mowat Elementary and a new school in Cambrian Crossing. However, the province has yet to approve funding for any of these capital requests. In 2023, it did approve a replacement school in Sherwood Park, which was a priority on the capital plan for more than 10 years. Funding approval generally takes years, as does the actual construction after approval is granted.

Q: Will my child have any issues enrolling in the English program at Ardrossan Senior High if they choose to stop taking French Immersion, and will there be space?

A: All students who are currently attending Ardrossan Junior Senior High can continue attending the school.

Q: If Salisbury Composite High and Bev Facey Community High have open boundaries, what will stop Salisbury Composite High from becoming overcrowded in a few years?

A: Annually, EIPS reviews projected growth trends in all areas it serves. When developing Solution 1, the Division used this trend data to project enrolments for impacted schools. Salisbury Composite High has sufficient space to offer dual-track senior high programming. For example, the most current enrolment projections for Solution 1 predict Salisbury will have a utilization rate of 88% in the 2025-26 school year and grow to 91% by 2034-35. For context, the current utilization rate is 86%. Alberta Education considers a school fully utilized when 100% of the instructional area is used. As such, with a utilization rate of 91%, a dual-track senior high program at Salisbury Composite High is a sustainable solution—that includes future designated students and a similar level of the school-of-choice students going forward.

When developing the enrolment projections, a key assumption is the proportion of students attending their designated school. In 2025-26 and 2026-27, EIPS anticipates only a moderate transition of students from Lakeland Ridge's attendance area—grades 10-12, who reside within the Lakeland Ridge attendance boundary students—to Bev Facey Community High. However, over time, the Division expects most students to attend their designated school—consistent with historical trends. If historical trends are not maintained, and most students enact school-of-choice by attending Salisbury, the Division would have to consider closing Salisbury's boundary or redesignating students.

Programming

Q: How long are the bell periods at Salisbury Composite High and Bev Facey Community High?

A: Bell schedules and block information are available on each school’s website:

- salcomp.ca/about/bell-times; and
- bevfacey.ca/about/bell-schedule.

Table 2: Senior High Bell Schedule 2024-25

Salisbury Composite High		Bev Facey Community High	
Regular days		Regular days	
Warning bell	8:28 a.m.	Warning bell	8:30 a.m.
Block 1	8:33 a.m. to 10 a.m.	Block 1	8:35 a.m. to 10:02 a.m.
Break	10 a.m. to 10:07 a.m.	Break	10:02 a.m. to 10:09 a.m.
Block 2	10:07 a.m. to 11:34 a.m.	Block 2	10:09 a.m. to 11:36 a.m.
Lunch	11:34 a.m. to 12:19 p.m.	Lunch	11:36 a.m. to 12:16 p.m.
Warning bell	12:14 p.m.	Warning bell	12:11 p.m.
Block 3	12:19 p.m. to 1:46 p.m.	Block 3	12:16 p.m. to 1:43 p.m.
Break	1:46 p.m. to 1:53 p.m.	Break	1:43 p.m. to 1:55 p.m.
Block 4	1:53 p.m. to 3:20 p.m.	Block 4	1:55 p.m. to 3:17 p.m.
Wednesdays		Wednesdays	
Warning bell	8:28 a.m.	Warning bell	8:30 a.m.
Block 1	8:33 a.m. to 9:44 a.m.	Block 1	8:35 a.m. to 9:46 a.m.
Break	9:44 a.m. to 9:51 a.m.	Break	9:46 a.m. to 9:53a.m.
Block 2	9:51 a.m. to 11:02 a.m.	Block 2	9:53 a.m. to 11:04 a.m.
Lunch	11:02 a.m. to 11:51 a.m.	Lunch	11:04 a.m. to 11:48 a.m.
Warning bell	11:46 a.m.	Warning bell	11:43 a.m.
Block 3	11:51 a.m. to 1:02 p.m.	Block 3	11:48 a.m. to 12:59 p.m.
Break	1:02 p.m. to 1:09 p.m.	Break	12:59 p.m. to 1:06 p.m.
Block 4	1:09 p.m. to 2:20 p.m.	Block 4	1:06 p.m. to 2:17 p.m.

NOTE: Bell schedules may change slightly from year to year.

Q: How many periods do Salisbury Composite High and Bev Facey Community High have?

A: Both schools have four periods daily (see, “Table 2: Senior High Bell Schedule”).

Q: What options do Salisbury Composite High and Bev Facey Community High offer?

A: Both Bev Facey Community High and Salisbury Composite High offer a wide range of core and optional courses and various sports and extracurricular activities—tailored to meet students' diverse needs, interests, skills, and strengths:

- Program Overview: [Bev Facey Community High](#)
- Program Overview: [Salisbury Composite High](#)
- To learn more, visit bevfacey.ca and salcomp.ca

Q: Do Salisbury Composite High and Bev Facey Community High have a robotics program for French Immersion students?

A: Yes. Robotics is open to all students and is taught in English.

Q: Do Salisbury Composite High and Bev Facey Community High have a band class?

A: Yes. Salisbury offers band, instrumental jazz and instrumental music. Bev Facey offers general music, instrumental music and music theory.

Q: [Can French immersion students participate in Salisbury’s IB Programme?](#)

A: Currently, Salisbury’s IB programme is only offered in English. If enough students want French Immersion IB programming, the school may explore offering it in the future.

Q: [How will EIPS ensure comparable senior high programming at Salisbury Composite High and Bev Facey Community High?](#)

A: Both Bev Facey Community High and Salisbury Composite High offer a wide range of core and optional courses and various sports and extracurricular activities—tailored to meet students' diverse needs, interests, skills, and strengths:

- Program Overview: [Bev Facey Community High](#)
- Program Overview: [Salisbury Composite High](#)
- To learn more, visit [bevfacey.ca](#) and [salcomp.ca](#)

Q: [Do Salisbury Composite High and Bev Facey Community High have good sports teams, teachers and cafeterias?](#)

A: Yes. Both Bev Facey Community High and Salisbury Composite High have cafeterias; offer a wide range of core and optional courses and various sports and extracurricular activities; and have experienced, dedicated staff committed to providing academically challenging and positive learning environments. To learn more, visit [bevfacey.ca](#) and [salcomp.ca](#)

Q: [What are people like who attend Salisbury Composite High?](#)

A: Generally speaking, Salisbury Composite High is known for having a strong school culture—nurtured through its student leadership program, entitled “SAIL.”

Q: [Will there be special placements on sports teams for students transitioning to new schools?](#)

A: No, Bev Facey and Salisbury both hold tryouts for all school teams. Every student registered at the school has an equal opportunity to make a team, regardless of the program they are in.

Q: [What alternatives will EIPS make for the current Grade 10 French Immersion students?](#)

A: EIPS has developed a draft transition plan for students impacted by the decision to relocate the senior high French Immersion program to Salisbury Composite High. The plan is available [eips.ca](#). For easy access, see [Draft Transition Plan](#).

Q: [How many French Immersion homeroom classes will be at Salisbury Composite High?](#)

A: It’s still too early to accurately answer this question. Once the returning student registration process closes, the school will begin planning for the 2025-26 school year. At that point, the school will have a better sense of the class composition.

Q: [Will Ardrossan Junior Senior High offer French immersion for grades 7 through 9 after 2026-27?](#)

A: Yes. Ardrossan will continue to offer a junior high French Immersion program.

Q: [Why does the French Immersion program need to be impacted and not the English program?](#)

A: The reason French Immersion was impacted over the regular program was because, under Alberta’s *Education Act*, it states: “Where a board establishes an attendance area for a school, a resident student of a board who resides in the attendance area for the school must be given priority over a student who does not reside in the area.” As French Immersion is an alternative program that enrolls students from attendance areas across the Division, when space issues become a concern, the location of the alternative program needs to be reviewed.

Q: [What is EIPS doing to enhance the French Immersion program and boost enrolment?](#)

A: New in 2025-26, EIPS is piloting a full-day, every day, French Immersion kindergarten program in Fort Saskatchewan—Monday to Friday. The goal: To enhance the French Immersion program divisionwide. Annually, EIPS also hosts French Immersion open houses and information nights to build awareness about the program. As well, the Division now has a full-time French Immersion consultant on staff who works directly with French Immersion schools—focusing on learning support, intervention strategies and French cultural activities.

Q: [What support will EIPS provide students struggling with French Immersion programming?](#)

A: French Immersion students receive the same supports and services as those enrolled in the English program. However, EIPS recognizes it can sometimes be challenging for families to find ways to provide additional support for a child in French Immersion. It's important to remember EIPS does not require or expect families to speak or understand French to assist their child in French Immersion. Teachers and staff at Salisbury Composite will collaborate to help students with any questions they may have. Many French Immersion resources are also available for students—most online and focused on literacy, numeracy and career planning. Families can support their children at home in the same way they would if their child were in the English program—by asking questions, engaging in learning activities, and establishing regular routines for completing homework and reading.

Student Transportation

Q: [How will affected students get to and from Salisbury Composite High?](#)

A: EIPS Student Transportation will transport students to and from school either by a direct bus or a transfer bus. Ride times vary depending on where the student lives. The average ride time: between 21 minutes and 54 minutes (see pg. 5. "[Draft Transition Plan: Bus Routes and Ride Times](#)").

Q: [How long will the bus ride be for rural students travelling to Salisbury Composite High?](#)

A: Ride times vary depending on where the student lives. The average ride time: between 21 minutes and 54 minutes (see pg. 5. "[Draft Transition Plan: Bus Routes and Ride Times](#)").

Q: [What is the maximum ride time that students travelling to Salisbury Composite High from Ardrossan and Fort Saskatchewan can expect?](#)

A: Ride times vary depending on where the student lives. The average ride time: between 21 minutes and 54 minutes (see pg. 5. "[Draft Transition Plan: Bus Routes and Ride Times](#)"). For Ardrossan, the projected minimum ride time is 22 minutes, and the maximum is 81 minutes. For Fort Saskatchewan, the projected minimum ride time is 32 minutes, and the maximum is 65 minutes.

Q: [Will EIPS provide direct busing to Bev Facey Community High and Salisbury Composite High from the Lakeland Ridge area?](#)

A: EIPS considers direct busing in areas with a high-density population of students who attend the same school. However, sometimes even in these areas, a transfer site is offered to shorten ride times, which is the case for students living in the Lakeland Ridge area. As such, students living in the Lakeland Ridge area will travel to Bev Facey using a transfer bus. The average ride time: 30 minutes. Meanwhile, students who choose to attend Salisbury will travel on a transfer-routed bus directly to the school. The average ride time: 21 minutes.

Q: Where is my bus pickup and drop-off location?

A: It's still too early to accurately answer this question. Student Transportation will have a better sense of the answer after the returning student registration closes. In May, all those who registered for busing services will receive a tentative route schedule, including the pickup and drop-off location and time.

Q: Will affected families be exempt from bus fees?

A: No. EIPS offers an enhanced transportation service for all [eligible and ineligible riders](#). Meaning, anyone who wants to access existing Student Transportation can do so by requesting bus services during the new or returning student registration process, which takes place every February. Fees apply for both eligible and ineligible riders.

Engagement

Q: How will EIPS use the survey feedback from stakeholders?

A: Using the feedback collected from the EIPS Transition Planning Engagement Survey, the Division developed a draft transition plan—considering local needs, program requirements and related outcomes-oriented strategies. Now, in Phase 3, the Division is sharing the draft plan with stakeholders and will host a public information session on Jan. 29, 2025. The purpose: To collect even more input from stakeholders, which will help fine-tune and perfect a final version of the plan—Phase 4.

Q: Why didn't EIPS engage families about balancing senior high enrolment in Sherwood Park?

A: The reason is two-fold. First, EIPS strongly believes the solution for the French Immersion program and senior high enrolment in Sherwood Park best serves both French Immersion and regular program students. It addresses all the Division's concerns, allows students in the Lakeland Ridge area to attend a school closer to where they live and ensures the French Immersion program can continue to grow—without adversely impacting regular and specialized programming.

Second, the solution allows the Division the flexibility to keep both boundaries open. Meaning, as a school-of-choice Division, students can choose to attend the senior high that suits their academic needs and interests best. Had the solution meant closing the attendance boundaries for Salisbury Composite High and Bev Facey Community High, the Division would have conducted additional public consultations about redesignating senior high students living in Lakeland Ridge to Bev Facey.

Staffing

Q: How will EIPS determine staffing for Forest Grove School, and will it be staffed by all employees currently at École Campbelltown and Sherwood Heights Junior High?

A: EIPS' Human Resources department will work closely with employees at both École Campbelltown and Sherwood Heights Junior High to identify openings that suit their skills, abilities and interests. In 2025-26, Human Resources will meet with all staff at both schools to outline the transition process and offer one-on-one meetings. Throughout, EIPS will continue to focus on offering high-quality programming for all students.

Q: [How will EIPS staff the French Immersion program at Salisbury Composite High?](#)

A: Similar to all EIPS employees, the Division will encourage French Immersion teachers and staff to pursue opportunities of interest throughout the Division that will help them grow and advance their careers. EIPS' Human Resources department will work closely with each employee to identify openings that suit their skills, abilities and interests. EIPS will give first priority to secondary French Immersion teachers who choose to apply for positions at Salisbury; others will continue teaching in positions at Ardrossan Junior Senior High, while others may decide to work at another location.

Human Resources also met with staff in January 2025, and will offer one-on-one meetings with French Immersion staff. EIPS will also post related job positions for Salisbury on the Division's careers web page in February. The goal: To offer excellent French Immersion programming at both Ardrossan and Salisbury.

FOR MORE INFORMATION, VISIT [EIPS.CA](https://eips.ca):

[Draft Transition Plan](#)

[What We Heard Report](#)

[The Solution: An overview](#)

[French Immersion Review](#)

[Balancing Senior High Enrolment](#)