

# CALVIN CHRISTIAN SCHOOL



## EDUCATION PLAN

(2021/2022 to 2023/2024)



## School Profile

Calvin Christian School is an accredited K-12 independent school operated by a Society consisting of members of four local Netherlands Reformed Congregations.



CCS operates under the authority of a school board consisting of six members appointed by consistories, and six members elected by the members of the Society. The principal acts as advisory member on the board.

There are 854 students enrolled, who are bussed in from a wide area of southern Alberta.

The school facility, located west of Lethbridge, consists of connected elementary, middle, and high school wings, plus a separate industrial education building.

---

## Vision

To provide Christian education through quality teaching and learning based on God's Word.

## Mission

To ensure that all its students are instructed according to the Holy Word of God (KJV) in all matters spiritual and temporal so they have the opportunity to acquire the knowledge, skills, and attitudes necessary to become capable, responsible, caring and contributing members of society.

## Core Values

We acknowledge our dependency on the Lord and His provision as we fulfil our callings.

Each member of the school community has a responsibility to show leadership by holding themselves and others accountable, as we strive to display:

<b>Integrity</b>	<i>Living consistently with our beliefs in public and private.</i>
<b>Respect</b>	<i>Showing reverence for God, obedience to authority, and respect for others.</i>
<b>Stewardship</b>	<i>Demonstrating contentment and gratitude by using God's gifts responsibly and diligently.</i>
<b>Compassion</b>	<i>Caring for those around us and serving them with love and empathy.</i>
<b>Harmony</b>	<i>Cooperating with others to seek the good of our community.</i>

## Principles and Beliefs

The staff of Calvin Christian School seeks to provide instruction based on the following principles and beliefs:

- The Bible, as God’s inspired, infallible Word, is an absolute rule for life and everyone is required to respect and obey it.
  - All students have received talents and abilities which they are required to develop and use to the best of their ability and for which they are accountable before God, their families, and their communities.
  - All teachers and students should be challenged and encouraged to do the very best they can at whatever they do, not in pursuit of external rewards, but in obedience to God.
  - All students should achieve mastery of basic skills needed in this life (reading, writing, mathematical and technical skills), as well as a clear understanding of scientific, social, environmental and political issues (in which God’s creation and providence are stressed).
  - All teaching should instil Biblical and moral values such as:
    - the preciousness of time
    - each individual’s responsibility to be a good example for others
    - self-discipline
    - good study habits
    - good stewardship
    - respect toward others
    - proper respect for and obedience to authority
    - proper attitudes toward friendship, marriage, family, work, and society
    - proper health habits and proper physical fitness
  - The education students receive should not only help prepare them for entrance into the world of work or for post-secondary education, but also provide them with the knowledge, skills, and attitudes necessary for them to become capable, responsible, caring and contributing members of society.
  - The success of students is the shared responsibility of primarily the students, parents, and school; and, secondarily, the broader community and the government.
- 

## Accountability Statement

The Education Plan for the Calvin Christian School Society of the Netherlands Reformed Congregations commencing September 1, 2021 was prepared under the direction of the Board in accordance with the responsibilities under the *Private Schools Regulation* and the *Education Grants Regulation*. This plan was developed in the context of the provincial government’s business and fiscal plans. The Board has used its performance results to develop the plan and is committed to implementing the strategies contained within the plan to improve student learning and results. The Board approved the Education Plan for 2021-2024 on May 25, 2021.

  
Board Chair

  
Principal

## **Context for Education Plan Development**

The 2020-21 school year presented a variety of challenges, with the ongoing reality of COVID-19 shaping various aspects of school life. We were thankful to be able to deliver in-person education for the majority of the year; despite uncertainty and changing conditions, there were encouraging instances of generosity and mutual care. Our dedicated staff and supportive parent community were enabled to work together to continue providing Christian education.

Amid the short-term challenges, we also had opportunities to embark on a number of long-term initiatives. In conjunction with structural changes already underway, the School Board engaged in a strategic planning process whose results were instrumental in preparing this Education Plan.

Additional sources of input into this plan include:

- School Foundational Documents (Vision, Mission, Values, and Guiding Principles – see pp. 3-4)
- Annual Education Results Report (AERR)
- Alberta Education Business Plan and Assurance Framework.

Along with results derived from Alberta Education Accountability Pillar surveys, local stakeholder perspectives are gathered in a variety of ways, including:

- Internally developed staff surveys
- Parent surveys (e.g. year-end reflections after learning at home in spring 2020)
- Student participation (grades 4-12) in OurSCHOOL survey, including local measures
- Parent perspective provided by a majority of School Board members.

As the transition to an assurance model of planning and reporting proceeds, we look forward to further opportunities for meaningful engagement, including more qualitative data collection from a wider cross-section of our supporting community.

## Goal 1: Provide Excellent Christian Education

*[Assurance Domains: Student Growth & Achievement; Local & Societal Context]*

<b>Desired Outcomes</b>	<b>Strategies</b>	<b>Measures</b>
Students will demonstrate ongoing internalization of Christian worldview	<ul style="list-style-type: none"> <li>• Review of secondary Bible program</li> <li>• Review worldview assessments in use elsewhere and consider their local applicability</li> <li>• Incorporate reflection on assembly topics</li> </ul>	<ul style="list-style-type: none"> <li>• OurSCHOOL survey results – Christian worldview</li> <li>• [possible addition: worldview assessments]</li> </ul>
Students will achieve success in the Alberta Program of Studies	<ul style="list-style-type: none"> <li>• Continue Professional Learning (PL) focused on long-term learning and pedagogical improvement</li> <li>• Implement writing scope &amp; sequence K-5</li> <li>• Research &amp; implement standardized assessment instruments for literacy &amp; numeracy in K-5</li> <li>• Participate in piloting new provincial program of studies (in select subjects &amp; grades) to enable smooth transition</li> <li>• Ensure high school course offerings allow students at all academic levels to excel</li> </ul>	<ul style="list-style-type: none"> <li>• AB Ed staff survey measure: relevance of PL</li> <li>• Reflection by pilot participants</li> <li>• Standardized test results</li> <li>• PAT &amp; DIP results (AB Ed)</li> <li>• High School completion results (AB Ed)</li> <li>• AB Ed survey measures: Citizenship, Academic Engagement</li> </ul>

## Goal 2: Nourish Individuals

*[Assurance Domains: Teaching & Leading; Learning Supports]*

<b>Desired Outcomes</b>	<b>Strategies</b>	<b>Measures</b>
Respectful and positive relationships among students and staff	<ul style="list-style-type: none"> <li>• Integrate new values statements in classes and staff activities</li> <li>• Extend character development focus throughout the school</li> <li>• Schedule parent engagement sessions &amp; student focus groups relating to respect &amp; relationships</li> <li>• Review functioning of discipline system</li> <li>• Provide staff in-service opportunities to strengthen supports for vulnerable students</li> </ul>	<ul style="list-style-type: none"> <li>• Visibility of values throughout school</li> <li>• Reflection on values discussions</li> <li>• OurSCHOOL survey results – advocacy at school</li> <li>• AB Ed survey measures: Safe &amp; Caring, Student Inclusion, Access to Supports &amp; Services</li> </ul>
Well-supported pre- and in-service staff	<ul style="list-style-type: none"> <li>• Implement mentorship program for new teachers</li> <li>• Maintain communication with local pre-service teachers, invite participation in school events</li> <li>• Establish a Teacher Recruitment Committee (with staff &amp; community representation)</li> <li>• Implement Operations Manager role to ensure HR supports for all staff</li> </ul>	<ul style="list-style-type: none"> <li>• AB Ed survey measure: Education Quality</li> <li>• Staff year-end and exit surveys</li> <li>• % legacy students</li> <li>• % staff who are alumni</li> </ul>

### Goal 3: Strengthen Community

*[Assurance Domains: Student Growth & Achievement; Local & Societal Context]*

Desired Outcomes	Strategies	Measures
Increased engagement by parents and alumni	<ul style="list-style-type: none"> <li>• Schedule parent / community discussion evenings on topics of community interest</li> <li>• Develop &amp; implement plan for regular alumni contact</li> <li>• Invite alumni to speak to students &amp; participate in events</li> </ul>	<ul style="list-style-type: none"> <li>• Reflections by event participants</li> <li>• Records of alumni communications</li> <li>• AB Ed survey measure: Parent Involvement</li> </ul>

### Goal 4: Adapt Infrastructure to support our work

*[Assurance Domain: Governance]*

Desired Outcomes	Strategies	Measures
Clarity of governance & operational roles	<ul style="list-style-type: none"> <li>• Continue transition of operational matters to staff</li> <li>• Engage in semi-formal transition planning for key roles</li> </ul>	<ul style="list-style-type: none"> <li>• Board GEM evaluation</li> <li>• Handbook / position descriptions</li> </ul>
Board & administration have access to timely & reliable trend analysis and projections	<ul style="list-style-type: none"> <li>• Formalize processes for data collection (enrolment, staffing, space needs)</li> <li>• Complete construction &amp; bring new shop facility into service</li> <li>• Develop an infrastructure / building plan to meet medium-term needs</li> </ul>	<ul style="list-style-type: none"> <li>• Variance between projected &amp; actual data</li> <li>• Building proposal ready for membership approval</li> </ul>

## Budget Summary

The guiding principles used in our financial planning are working within our budget parameters with the government funding we receive, as well as funds supplied by our community, while keeping the needs of our students and staff in the foreground. The budget for 2021-2022 was approved by the Board on May 25, 2021.

Revenue	2021/2022 Budget
Alberta Education	\$ 4,737,763
Tuition Fees	\$ 1,565,000
Gifts and Donations	\$ 1,600,000
Other Revenue	\$ 455,000
<b>Total</b>	<b>\$ 8,357,763</b>

Expenses	2021/2022 Budget
Salaries & Benefits	\$ 6,719,150
Services, Contracts & Supplies	\$ 1,090,000
Transportation (non-wages)	\$ 340,000
Interest/Bank Charges	\$ 5,000
<b>Total</b>	<b>\$ 8,154,150</b>
<b>Total Revenue over Expenses</b>	<b>\$ 203,613</b>

Capital Expenditures	2021/2022 Budget
Computer Lab	\$ 30,000
Fleet and Cars	\$ 130,000
Furniture and Equipment	\$ 42,000
<b>Total</b>	<b>\$ 202,000</b>

<b>Operating Surplus/Deficit</b>	<b>\$ 1,613</b>
----------------------------------	-----------------