

CALVIN CHRISTIAN SCHOOL



EDUCATION PLAN

(2022/2023 to 2024/2025)

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 825 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:

Integrity	<i>Living consistently with our beliefs in public and private.</i>
Respect	<i>Showing reverence for God, obedience to authority, and respect for others.</i>
Stewardship	<i>Demonstrating contentment and gratitude by using God's gifts responsibly and diligently.</i>
Compassion	<i>Caring for those around us and serving them with love and empathy.</i>
Harmony	<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, 2022 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 2022-2025 on June 21, 2021.

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Board Chair

_____ [original signed]

Principal

Context for Education Plan Development

During the 2021-22 school year we again had to navigate a number of challenges related to provincial COVID-19 responses. Having begun the year with no restrictions, the adjustment to masking again was very difficult. We experienced a significant (~5%) drop in enrolment as a result, and different perspectives and approaches among supporting families and churches brought ongoing tensions. However, we were able to continue providing Christian education, with more regular programming than the previous years, and our dedicated staff again gave themselves to serve students and parents through the challenges of the year. Thankfully there were also evidences of ongoing support from our parent and church community.

As restrictions were again lifted later in the year, we were thankful to be able to resume a wider range of activities and again welcome more of our community into the school. An inaugural CCS Showcase event in May was very well-received and well-attended. In early June, a parent / community discussion evening allowed sharing of next year's budget but also brought valuable reflection and insights into the application of our Core Values. These discussions affirmed the importance of personal and character development which were already under development as a major focus for next year.

Along with input from attendees at this discussion evening, parent perspectives are provided through the School Board (a majority of whom are parents) and through surveys. Local surveys of staff, parents, and students provide data which are complemented by Alberta Education Assurance survey results. These sources of information, in the context of the school's foundational documents (Vision, Mission, Values, and Guiding Principles – see pp. 3-4) and the Alberta Education framework, inform this Education Plan.

Last year's Education Plan was the first developed under the new Assurance Framework. Of the initiatives and ideas featured there, several took higher priority. A few have been completed, some require ongoing attention or have been developed further, while others have been deferred. Within the existing strategic goals, then, desired outcomes are relatively static while some strategies have been revised or adapted. We look forward to reporting learning and progress on these goals in subsequent reporting.

Goal 1: Provide Excellent Christian Education

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

Desired Outcomes	Strategies	Measures
Students will demonstrate ongoing internalization of Christian worldview	<ul style="list-style-type: none"> Implement doctrinal keywords across secondary Bible program. 	<ul style="list-style-type: none"> 'Coverage' of doctrinal topics across secondary Bible
Students will achieve success in the Alberta Program of Studies	<ul style="list-style-type: none"> Implement new program of studies (plus select optional curriculum components) Continue Professional Learning (PL) focused on long-term learning and pedagogical improvement Engage a variety of DL providers / contractors to ensure continued breadth of programming for high school students 	<ul style="list-style-type: none"> AB Ed staff survey measure: relevance of PL Standardized test results PAT & DIP results (AB Ed) High School completion results (AB Ed) AB Ed survey measures: Citizenship, Academic Engagement

Goal 2: Nourish Individuals

[Assurance Domains: Teaching & Leading; Learning Supports]

Desired Outcomes	Strategies	Measures
Respectful and positive relationships among students and staff	<ul style="list-style-type: none"> Continue to integrate core values in classes and staff activities Develop & implement school-wide character development program. Schedule parent engagement sessions & student focus groups relating to respect & relationships 	<ul style="list-style-type: none"> Visibility of values throughout school 'Green slips' (character tie-in) Character panel outputs AB Ed survey measures: Safe & Caring, Student Inclusion, Access to Supports & Services
Well-supported pre- and in-service staff	<ul style="list-style-type: none"> Continue mentorship program for new teachers Maintain communication with local pre-service teachers, invite participation in school events, host specific events (in conjunction with broader Teacher Recruitment Committee) Update EA wage grid to better reflect relevance of training & experience, responsibility of tutoring role Develop staff database to ensure consistent & accurate data is available. 	<ul style="list-style-type: none"> Mentor & mentee reflections AB Ed survey measure: Education Quality Staff year-end and exit surveys % legacy students % staff who are alumni Database reports

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"> Schedule parent / community discussion evenings on topics of community interest Involve parents in character development panels Develop & implement plan for regular alumni contact Invite alumni to speak to students & participate in events 	<ul style="list-style-type: none"> Reflections by event participants Character panel outputs Records of alumni communications AB Ed survey measure: Parent Involvement

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"> Further refine role of Operations Manager in transportation, OHS, etc. Engage in semi-formal transition planning for key roles 	<ul style="list-style-type: none"> Board GEM evaluation Handbook / position descriptions
Board & administration have access to timely & reliable trend analysis and projections	<ul style="list-style-type: none"> Formalize processes for data collection (enrolment, staffing, space needs) Update trend / tracking documents. Resume planning for facility expansion 	<ul style="list-style-type: none"> Variance between projected & actual data Building proposal ready for membership approval

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 2022-2023 was approved by the Board on May 17, 2022.

Revenue	2022/2023 Budget
Alberta Education	\$ 4,737,763
Tuition Fees	\$ 1,930,000
Gifts and Donations	\$ 1,632,000
Other Revenue	\$ 580,000
Total	\$ 8,879,763

Expenses	2022/2023 Budget
Salaries & Benefits	\$ 7,165,114
Services, Contracts & Supplies	\$ 1,077,500
Transportation (non-wages)	\$ 440,700
Total	\$ 8,683,314
Total Revenue over Expenses	\$ 196,449

Capital Expenditures	2022/2023 Budget
Technology	\$ 60,000
Fleet and Cars	\$ 140,300
Furniture and Equipment	\$ 35,000
Shop & Building Improvements	\$ 159,000
Total	\$ 394,300
From reserves	(\$ 215,000)

Operating Surplus/Deficit	\$ 17,149
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