

# CALVIN CHRISTIAN SCHOOL



## **EDUCATION PLAN**

(2023/2024-2025/2026)



## 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.

The more than 800 students enrolled 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.

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## 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

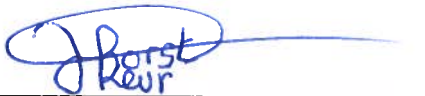
The staff of Calvin Christian School seeks to provide instruction based on the following principles and beliefs:

- 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.

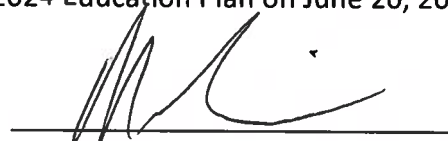
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## Accountability Statement

The Education Plan for the Calvin Christian School Society of the Netherlands Reformed Congregations commencing September 1, 2023 was prepared under the direction of the Board of Directors 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 reviewed and approved the 2023/2024 Education Plan on June 20, 2023.



Board Chair



Principal

## Context for Education Plan Development

We have been thankful in the 2022-23 school year to be able to resume a normal slate of educational and community activities after years of disruption. “Normal” is of course a relative term, as staff have been active both in remediating COVID learning loss and in implementation of new provincial programs of studies in K-6. Engaging students themselves in their responsibility as learners has also been a goal; a range of character development initiatives were ‘piloted’ by groups of staff and displayed during a sharing event intended to facilitate sharing and transfer of successful strategies.

Our students’ development as learners and as individuals is important to stakeholders beyond the school as well. Capitalizing on strong parent and community interest shown during a discussion evening in June 2022, we hosted a further ‘problem-solving’ evening in the fall. This event clearly demonstrated a widely shared concern for lifestyle and worldview influences on our children and youth. It was very encouraging to have a church/community committee take the lead on organizing a follow-up meeting, which introduced parents and others to the range of resources available within the school and from committees and organizations operating among our supporting churches.

These internal and external initiatives take place within the context of direction from our School Board (a majority of whom are parents). The Board meets monthly, and in the past year also had a special summer meeting with administration to discuss implementation of their direction to return to a ‘no cell phone’ policy. Aligning policy and procedures with the mission and vision underlying the school’s existence remains a key priority for the Board. They have also overseen a significant staff turnover in the finance office, including engagement of external contractors whose direction has improved our operations. This positions us for continued strong practices in line with revised governance policies that will be required in the coming year.

In order to gather data better aligned with local priorities, we have developed internal student surveys in place of the external instruments used in past years. Analysis of data from these surveys (as well as those of staff and parents) and response to ideas offered therein is ongoing. We look forward to finding ways to drill down further into results, and to clarify reasons for the data and trends identified.

## 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"> <li>Explicitly connect learning themes to common doctrinal keywords across secondary Bible program.</li> </ul>	<ul style="list-style-type: none"> <li>'Coverage' of doctrinal topics across secondary Bible courses</li> </ul>
Students will achieve success in the Alberta Program of Studies	<ul style="list-style-type: none"> <li>Implement remaining new provincial curricula (grades 4-6 math).</li> <li>Maintain use of classroom and staff resources previously developed to reflect Aboriginal knowledge elements of curriculum &amp; TQS.</li> <li>Analyze results from CAT5 norming study and determine future direction for standardized testing.</li> <li>Implement hybrid program in high school.</li> <li>Design staff professional learning to support the strategies listed above.</li> </ul>	<ul style="list-style-type: none"> <li>Standardized test results</li> <li>PAT &amp; DIP results; High School completion results (AB Ed)</li> <li>AB Ed survey measures: Citizenship, Academic Engagement, Relevance of PL</li> </ul>

## 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"> <li>Share survey results with students &amp; encourage reflection.</li> <li>Schedule student focus groups to better understand reasons underlying survey responses.</li> </ul>	<ul style="list-style-type: none"> <li>Integration of survey results/reflection in classes</li> <li>Student focus group outputs</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>Maintain communication with local pre-service teachers, invite participation in school events, host specific events (in conjunction with broader Teacher Recruitment Committee).</li> </ul>	<ul style="list-style-type: none"> <li>AB Ed survey measure: Education Quality</li> <li>Event participation</li> <li>Staff year-end and exit surveys</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 speakers &amp; discussion opportunities on issues identified as priorities in community evenings.</li> <li>• Follow up with 'parent engagement' group.</li> <li>• Implement 'orientation to middle school'.</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
Renovation & building plans are aligned to needs	<ul style="list-style-type: none"> <li>• Refine and commit to long-term building renovation plan.</li> </ul>	<ul style="list-style-type: none"> <li>• Completion of planned renovations</li> <li>• Costed building proposal</li> </ul>
Clear policies and practices guide governance and administration	<ul style="list-style-type: none"> <li>• Implement and document consistent financial controls.</li> <li>• Develop and approve required governance policies.</li> </ul>	<ul style="list-style-type: none"> <li>• Outputs from control / assurance measures</li> <li>• Existence of approved governance policies</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 2023-2024 was approved by the Board on May 16, 2023.

Revenue	2023/2024 Budget
Alberta Education	\$ 5,878,897
Tuition Fees	\$ 1,475,000
Gifts and Donations	\$ 1,300,000
Other Revenue	\$ 692,500
<b>Total</b>	<b>\$ 9,346,397</b>

Expenses	2023/2024 Budget
Salaries & Benefits	\$ 7,234,980
Services, Contracts & Supplies	\$ 1,248,680
Transportation (non-wages)	\$ 397,000
<b>Total</b>	<b>\$ 8,880,660</b>
<b>Total Revenue over Expenses</b>	<b>\$ 465,737</b>

Capital Expenditures	2023/2024 Budget
Technology	\$ 85,500
Transportation	\$ 160,000
Furniture and Equipment	\$ 6,500
Building/Grounds Improvements	\$ 163,000
<b>Total</b>	<b>\$ 415,000</b>

<b>Operating Surplus/Deficit</b>	<b>\$ 50,737</b>
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