

# CALVIN CHRISTIAN SCHOOL



## **EDUCATION PLAN**

(2024/2025 – 2026/2027)



## 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.

Approximately 800 students are 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.

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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, 2024 was prepared under the direction of the Board of Directors in accordance with the responsibilities under the *Private Schools Regulation* and the *Ministerial 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 2024-2027 Education Plan on May 21, 2024.



Board Chair



Principal

## Goal 1: Provide Excellent Christian Education

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

Strategies in this domain remain relevant and are being adjusted incrementally.

- Teachers involved in secondary Bible programming re-engaged as a committee this year, continuing with program mapping of doctrinal keywords and developing a student glossary, both of which we now look forward to implementing.
- After consideration of CAT5 testing in elementary, a decision was made to look into MAP testing instead.
- Feedback from teachers, students, and parents after an initial year of hybrid programming in high school will allow further refinement in the coming year, DV.

<b>Desired Outcome:</b> Students will demonstrate ongoing internalization of Christian worldview.		
Strategies	2024/2025 implementation	Measures
<ul style="list-style-type: none"> <li>• Explicitly connect learning themes to common doctrinal keywords across secondary Bible program.</li> <li>• Address worldview / lifestyle items explicitly in course materials.</li> </ul>	<ul style="list-style-type: none"> <li>• Share finalized 'terms list' with students, and make use of it in classes.</li> <li>• Committee selection of, and initial engagement with, next item from master list.</li> <li>• Develop list of 'natural connections' within existing programs.</li> </ul>	<ul style="list-style-type: none"> <li>• Student use of specific terminology in class work.</li> <li>• 'Coverage' of doctrinal topics across secondary Bible courses.</li> <li>• Relevant items and connections identified in plans.</li> </ul>
<b>Desired Outcome:</b> Students will achieve success in the Alberta Program of Studies.		
Strategies	2024/2025 implementation	Measures
<ul style="list-style-type: none"> <li>• Implement new provincial curricula</li> <li>• Develop standardized testing program in elementary.</li> <li>• Extend hybrid program in high school.</li> </ul>	<ul style="list-style-type: none"> <li>• Finalize implementation of new grades 4-6 science curriculum.</li> <li>• Prepare for new social curriculum.</li> <li>• Analyze results from pilot MAP testing and implement fully.</li> <li>• Adapt &amp; monitor hybrid programming and student supports.</li> </ul>	<ul style="list-style-type: none"> <li>• MAP test results</li> <li>• PAT &amp; DIP results; (AB Ed) High School completion results</li> <li>• AB Ed survey measures: Citizenship, Academic Engagement</li> </ul>

## Goal 2: Nourish Individuals

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

Community engagement through events and surveys indicates ongoing concern about lifestyle and worldview influences on our children and youth. While responsibility to address these matters extends beyond the school, we want to do our part to ensure strong foundations are developed (see outcome 1 above).

One aspect of our Christian worldview and core values that is being undermined by societal trends is the importance of authority structures and the respect due to God-ordained authorities. Our Board has identified this as a priority area for attention in the coming year.

A newly-formed staff committee for contact with pre-service teachers among our alumni hosted two successful events in 2023-24, and we look forward to continuing to build on these connections.

<b>Desired Outcome:</b> Respectful and positive relationships among students and staff.		
<b>Strategies</b>	<b>2024/2025 implementation</b>	<b>Measures</b>
<ul style="list-style-type: none"> <li>Emphasize respect for authority.</li> <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>Focus both on response to disrespect, and on promoting positive behaviour as a reflection of character development.</li> <li>Develop tools to track trends in internal survey results, and integrate Alberta Education survey data.</li> </ul>	<ul style="list-style-type: none"> <li>Trend data from local surveys.</li> <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>
<b>Desired Outcome:</b> Well-supported pre- and in-service staff.		
<b>Strategies</b>	<b>2024/2025 implementation</b>	<b>Measures</b>
<ul style="list-style-type: none"> <li>Maintain communication with local pre-service teachers, invite participation in school events, host specific events</li> </ul>	<ul style="list-style-type: none"> <li>Plan social and learning events for pre-service teachers and other alumni.</li> </ul>	<ul style="list-style-type: none"> <li>AB Ed survey measures: Education Quality, Relevance of PL</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]*

Several successful events were held in 2023-24 that engaged community members in various ways. A number of local community members took part as presenters, while outside speakers were contacted to address topics of interest to pre-service teachers and our broader alumni audience. We hope to be able to turn these ‘new’ events into regular parts of our programming.

<b>Desired Outcome:</b> Increased engagement by parents and alumni.		
<b>Strategies</b>	<b>2024/2025 implementation</b>	<b>Measures</b>
<ul style="list-style-type: none"> <li>• Invite community members (including alumni) to speak to students &amp; participate in events</li> <li>• Develop &amp; implement plan for regular alumni contact</li> </ul>	<ul style="list-style-type: none"> <li>• “Regularize” successful events and seek further opportunities for community &amp; alumni participation.</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]*

Following approval at the 2023 school society AGM to pursue expansion planning, staff have been engaged in needs assessment for new building & renovation, and a building committee struck to develop plans. We hope to be able to present a proposal for vote at the 2024 AGM.

<b>Desired Outcome:</b> Renovation & building plans are aligned to needs.		
<b>Strategies</b>	<b>2024/2025 implementation</b>	<b>Measures</b>
<ul style="list-style-type: none"> <li>• Develop building proposal for gym/kitchen facility.</li> <li>• Renovate existing space in keeping with needs.</li> </ul>	<ul style="list-style-type: none"> <li>• Finalize building proposal and present to society meeting for approval.</li> </ul>	<ul style="list-style-type: none"> <li>• Costed building proposal</li> <li>• Completion of planned renovations</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 2024-2025 was approved by the Board on May 21, 2024.

Revenue	2024/2025 Budget
Alberta Education	\$ 6,165,209
Tuition Fees	\$ 1,468,475
Gifts and Donations	\$ 1,850,000
Other Revenue	\$ 313,000
<b>Total</b>	<b>\$ 9,796,684</b>

Expenses	2024/2025 Budget
Salaries & Benefits	\$ 7,461,000
Services, Contracts & Supplies	\$ 1,204,100
Transportation (non-wages)	\$ 450,000
<b>Total</b>	<b>\$ 9,115,100</b>
<b>Total Revenue over Expenses</b>	
	<b>\$ 681,584</b>

Capital Expenditures	2024/2025 Budget
Technology	\$ 75,000
Transportation	\$ 190,000
Furniture and Equipment	\$ 40,000
Building/Grounds Improvements	\$ 190,000
<b>Total</b>	<b>\$ 495,000</b>
Transfer to Operating Reserve	<b>\$ 150,000</b>

<b>Operating Surplus/Deficit</b>	<b>\$ 36,584</b>
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