



Learning to Walk Together in the Light of God's Word.

2021-2024 Education Plan

Accountability Statement for the 2021-2024 Education Plan

The Education Plan for Canadian Reformed School Society of Neerlandia, operating Covenant Canadian Reformed School, commencing August 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 27, 2021.



Mr. Morris Vogelzang

Canadian Reformed School Society of Neerlandia

Board Chairman

Preamble

Covenant Canadian Reformed School is a parental, Reformed Christian, K-12 school operated by the Canadian Reformed School Society of Neerlandia. The basis of the Society is the infallible Word of God as confessed in the Three Forms of Unity. The purpose of the Society is to establish and maintain a school providing Reformed Christian Education. Our mission is assisting parents by training students for a life of service to God and their neighbour through biblical redemptive teaching.

Established in 1977 by members of the Canadian Reformed Church of Neerlandia, parents desired for their children to be educated in the fear of the LORD. Today, a supportive society of parents and other school society members works together to keep our mission alive and relevant both now and in our planning for the future. We believe that “The heart of man plans his way, but the LORD establishes his steps” (Proverbs 16:9). In keeping with this belief, we have outlined our *2021-2024 Education Plan*, which we hope will be a living document that assists us in ongoing planning for the delivery of high quality education of our covenant children and youth.

Five Domains in the Provincial and Local Context

Our *2021-2024 Education Plan*, though a three-year plan, will function as a rolling plan. Written during a school year heavily influenced by COVID-19 and the response to this pandemic, we recognize that change can happen quickly, so we need to be adaptable. A rolling plan allows for adaptability, bi-annual review, and the opportunity to make necessary adjustments. The five domains for future planning, as outlined by Alberta Education, are: Student Growth and Achievement, Teaching and Leading, Learning Supports, Governance, and Local and Societal Context. With these domains in mind, our plan has five focus areas, which are listed below.

Looking Back to Move Forward

To establish our five focus areas we collated feedback from our most recent Annual Education Results Report, our school’s Education Committee, and informal dialogue with parents and students. The fifth focus area highlights our goal to formalize future stakeholder engagement.

Five Focus Areas

1. Infusing God's Word throughout the curriculum.
2. Improving reading comprehension and problem solving.
3. Expanding high school potential for students.
4. Developing school-wide information technology capacity.
5. Establishing local engagement protocols for our stakeholders.

Focus Area 1: Infusing God's Word throughout the curriculum.

God's Word is relatable and applicable for all aspects of life. Working hand in hand with the provincial programs of study, teachers will plan meaningful opportunities for students to learn from a biblical perspective in all courses.

- a) Teachers will explicitly include biblical perspectives into their long- or medium-range plans (likely year plans or unit plans) for each course effective the 2021-2022 school year.

Focus Area 2: Improving reading comprehension and problem solving.

Literacy competency lies at the heart of learning and helps students in all courses of study. Effective reading comprehension is key for helping students become effective problem solvers.

- a) Teachers in grades K-9 will use Adrienne Gear's *Reading Power* framework to help English Language Arts students learn to connect, question, visualize, infer and transform when reading.
- b) Math students in grades 3-9 will be given time each week to focus on learning through problem solving.

Focus Area 3: Expanding high school potential for students.

Our goal is to provide high school students with a valuable education opportunity at CCRS.

- a) We will strive to grow our capacity to offer our students more course options in senior high school. This will require the ongoing recruitment and retention of high school teachers, including promoting the teaching profession amongst our students and alumni. For the 2021-22 school year we are planning to include a business course as well as Physics 20 for our senior high students.
- b) Plans are underway to build a dedicated high school wing with more classroom capacity, a student lounge, and the potential for future development of a shop and additional classroom space. The goal is that within the next three years we've added four classrooms, a computer lab, and a student lounge to our existing facility.
- c) Our student-leadership program has goals of volunteerism and Christian service entrenched in it. Over the next school year we'll be soliciting student and parent feedback to revitalize this program.
- d) In 2021-22 we will continue to advance our recently initiated academic counselling program for our senior high students.

Focus Area 4: Developing school-wide information technology capacity.

The use of IT is becoming commonplace at CCRS. Our goal is that students and staff have access to reliable, high-speed IT resources when needed.

- a) Students in grades 3-12 will have access to Chromebooks or laptops as needed by September 2023. These devices will be replaced every five years or as needed.
- b) Staff members will have new laptops or desktops that are replaced every five years on a cycle that will be established by summer 2023.
- c) Three new interactive white boards will be installed in classrooms each year for three years, beginning in 2022.
- d) An IT committee will be established in 2021 to ascertain future IT needs at the school and plan to meet these needs.

Focus Area 5: Establishing local engagement protocols for our stakeholders.

It is important for us to know what our parents, staff, and students are thinking and what we all need from our school. Our goal is to develop regular, consistent, and meaningful opportunities for our stakeholders to have a voice at CCRS, beyond that of the annual provincial survey.

- a) The Board will develop an engagement policy by fall 2021 that will intentionalize stakeholder engagement (parents, staff, and students) and develop means to publicize results and plan from these results.

Operating Budget

The *CANADIAN REFORMED SCHOOL SOCIETY OF NEERLANDIA 2021/2022 Operating Budget* is attached as *APPENDIX A*. At Covenant Canadian Reformed School we recognize that it is the LORD who so richly blesses us, also with the finances to operate our school. Our operating budget reflects financial stewardship and supports the focus area objectives of our *2021-2024 Education Plan*. Various items on the budget are highlighted with notations such as “*1a, 2a-b, 3c*” written in the highlighted areas. In this example, this would mean that the highlighted area would support focus areas 1a, 2a-b, and 3c.

The *2021-2024 Education Plan* was approved by the CCRS Board of Directors on May 27, 2021. This Education Plan will be reviewed and modified twice annually in October and March. The next review month is October 2021.

APPENDIX A

**CANADIAN REFORMED SCHOOL SOCIETY OF NEERLANDIA
2021/2022 Operating Budget**

INCOME		Budget 2021/2022
Instructional Grants K-12	1,011,651.06	
Program Services & Supports	66,384.50	
School & Jurisdiction Grants	223,617.00	
Funding Adjustments	86,924.00	
AB Ed Grants-Total		1,388,576.56
Donations/Tuitions		769,578.60
From Operating Reserve		78,445.00
Other		5,000.00
TOTAL INCOME		2,241,600.16

EXPENSES		
INSTRUCTIONAL EXPENSES		
Teaching Staff	1,107,338.32	
Support Staff	257,834.40	
Employee Benefits	181,734.31	
Total Salaries & Benefits		1,546,907.03
Professional Development	9,125.00	1a, 2a-b, 3c
Sports Days/Field Trips	6,300.00	
ECS-12 Educ Supplies & Library	74,048.46	2a, 3a
Special Education/PUF	34,775.00	
Total Services & Supplies		124,248.46
Total Instructional Expenses		1,671,155.49

ADMINISTRATION EXPENSES		
Admin. Salaries & Benefits	77,369.68	
Auditing	5,500.00	
Staff Recruitment	30,000.00	3a
Board/Admin. Expenses	19,400.00	
Total Admin. Expenses		132,269.68

OPERATION & MAINTENANCE, TRANSPORTATION		
Janitor Contract & Supplies	39,700.00	
WCB	525.00	
Utilities	55,500.00	
Telephone/Fax/Internet	13,350.00	
Insurance & monitoring	30,000.00	
Building Maintenance	45,000.00	
Technical Support	35,000.00	4a-c
Photocopier Lease & Supplies	13,500.00	
Transportation	180,000.00	
Total O&M, Transportation		412,575.00

OTHER		
Equipment & Furniture	10,000.00	4a-c
Teachers College	11,000.00	
AISCA	3,850.00	
CCRS Scholarship	500.00	3a
Miscellaneous	250.00	
Total Other		25,600.00
TOTAL EXPENSES		2,241,600.17

CAPITAL FUND (General)			3b
Sept. 1, 2021 Balance		\$674,699.95	
Service Charges	(60.00)		
Allocate to Building Expansion	(1,357.20)		
YTD Donations	103,900.00		
Balance (Oct. 31, 2021)		\$777,182.75	

This budget was updated and approved by the Board on November 1, 2021