

The Canadian Reformed School Society of
Calgary – Authority 9938
(Operating Tyndale Christian School - 9984)



2023-2026
Three-Year Education Plan

'for a life of responsible stewardship in God's kingdom....'

Accountability Statement

The Education Plan for The Canadian Reformed School Society, commencing September 1, 2023 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 three years on May 23, 2023.

Johannes Schouten
Joey Schouten
Board Chairperson

May 30, 2023
Date

Message from the Board

The board of Tyndale Christian School presents the following 2023-2026 three-year education plan. It is our hope and prayer that the measures, outcomes, and strategies listed here have a positive impact on student learning, success, and overall wellbeing in the school community.

The purpose of Tyndale Christian School is to assist parents in the education of their covenant children. It was set up to enable parents to carry out the promise they made at the baptism of their children "to instruct and have them instructed in the doctrine of salvation to the utmost of their power". The parents envision TCS as a place where students and teachers are engaged in the study of various subjects taught in accordance with the Word of God, as confessed in the Belgic Confession, the Heidelberg Catechism and the Canons of Dort. TCS will strive to develop the student's talents so that they acquire the knowledge, skills and attitudes needed for a life of Christian stewardship. We firmly believe that all our endeavours and attitudes must be clearly focused on seeking God's glory in our service to Him and our neighbour. Therefore our Mission Statement says that the "purpose of our Christian school is to assist parents to educate their children to develop their talents and potential to acquire the knowledge, skills and attitudes for a life of responsible stewardship in God's kingdom."

We are very excited as a school board to be experiencing modest growth to the point that we have nearly completed school expansion, including a gymnasium and additional classroom space. The capital plan improvements are an important part of our strategy to reflect student growth and improve opportunities both in academics and in extracurricular involvement for students attending Tyndale Christian School and the broader school community.

The outcomes and strategies in this plan make every effort to align to the needs and desires of this small, unique school community, improve student learning, growth and achievement, and reflect priorities for student learning as identified by Alberta Education.

Local Context

Tyndale Christian School serves the needs of families from various faith-based communities in the Calgary area, with a little over 100 Kindergarten – Grade 12 students from Calgary, Airdrie, Chestermere, and Langdon. The school employs approximately 9 teachers, 3 full-time support staff, as well as one administrative staff. Students graduate from Tyndale Christian School with a fully accredited Alberta high school diploma.

We are a small, community-minded group committed to the unity of church, home, and school in the education of our students, a key tenet of covenantal education. We believe that parents and the involvement of the home and community have a critical role to play in student success.

Some of the most important characteristics of our school include:

- An exceptionally high opportunity for and commitment to parental involvement
- A safe learning environment that promotes Christian love for staff and students
- A strong focus on core subjects including literacy and numeracy
- A high level of academic rigor across Kindergarten-Grade 12
- Inclusive learning opportunities and learning assistance for the diverse needs of various students
- Consistently high survey measures as indicated in our most recent AERR
- Growing opportunities for extra-curricular involvement in various capacities
- A renewed focus on improving infrastructure as the school continues to grow



Book Character Dress-up Day

Domain: Student Growth and Achievement

Outcomes and Goals

- Improve course offerings and programming as well as quality of instruction, particularly to high school students pursuing post-secondary studies, trades based education, or apprenticeship and off-campus opportunities
- Ensure various curriculum materials are up-to-date and effective

Strategies

- Hiring of additional staff with more diverse experience to offer more courses in high school, as well as allow for single-grade learning in core subjects
- Continued rotation of high school science courses including Chemistry 20/30, Physics 20/30, Biology 20/30, and Science 20/30 for Grade 11/12 students
- Promotion of opportunities such as the Registered Apprenticeship Program (RAP) and Work Experience ongoing and via course selection
- Additional opportunities in extracurricular school sport and improved physical education programs due to improved facilities
- Piloting the most recent draft AB Education elementary curriculum in Grades 3-6
- Music course offerings expanding from K-6 to include Grades 7-10
- Making use of provincial grant money for professional development and resources around phased in new curriculum requirements, including Math and English Language Arts, over the course of 2022-2023 and 2023-2024

Local Measures

- Maintain or increase rates of students pursuing post-secondary studies or having concrete plans following high school completion
- A newly formed Education Advisory Committee (EAC) with a new mandate including reporting to the board on any curriculum changes or updates

Provincial Measures

- Maintain a 100% graduation rate as indicated on AERR results
- With PAT and Diploma reporting back to normal for 2022, maintain or improve the 'very high' achievement measure for Diploma and PAT scores, with goals of:
 - 20% reaching the Provincial Standard of Excellence
 - 80% reaching the Provincial Acceptable Standard



High School Cardboard Boat Race



Jr. Ball Hockey Tournament Champions

Domain: Teaching and Leading

Outcomes and Goals

- Teachers provide high quality instruction while growing in their own professional capacity as articulated in the Teaching Quality Standards (TQS) and their own annual growth plans
- Board and administration provides strong leadership and support
- Students have various opportunities to demonstrate their learning in classroom and extracurricular learning environments

Strategies

- Providing a generous budget for staff professional development through coursework, teacher's conferences (eg. AISCA conference), or other means as requested by staff and encouraged/supported by the board
- Improving the overall administrative structure and FTE to better support staff
- Teacher growth, supervision, and evaluation (TGSE) policy updates ongoing to reflect existing practice and Alberta Education requirements
- Initiate a mentorship program for onboarding new teachers or EAs
- Principal and assistant principal have completed graduate work in teacher leadership; other staff are encouraged to pursue additional coursework as desired
- Board commitment to adding FTE allocations for EAs/learning assistance
- Completion of a new gymnasium building to support extracurricular activities

Local Measures

- Completion of a revised *Teacher Growth, Supervision, and Evaluation Policy*
- Designation of a new assistant principal position for 2023-2024 year, with goal of formalizing an administrative structure to support learning at all grade levels
- Growth of athletic program, with an athletic director position and new student athletics policy to guide further program development and growth

Provincial Measures

- Return to a baseline of more than 95% of teachers, parents, and students satisfied with the quality of basic education at Tyndale Christian (current result = 94%)



Elementary Track and Field Meet

Domain: Learning Supports

Outcomes and Goals

- Despite staff and school size limitations, an increased ability to identify special learning needs and provide learning assistance opportunities and inclusive education as needed
- Increase FNMI awareness in a predominantly homogenous community through curriculum implementation in the classrooms and staff professional development

Strategies

- Make use of RCSD grant funding through AISCA
- Include allocations in board budget for various special education services, such as occupational therapy, speech language pathology, and psych-ed assessments
- Hiring of additional educational assistant and appointing a special education coordinator to support IPP development and learning assistance for special needs
- Encourage staff to attend breakout sessions at various conferences (eg. AISCA) to address FNMI perspectives in the classroom and collectively as a staff
- Increased IPP meeting frequency with parents, teachers, and support staff (and students where age appropriate)

Local Measures

- 100% of exceptional needs students have access to learning supports in and/or outside of the classroom
- Make use of data from Alberta Education's new mandated literacy and numeracy screening for Grades 2 and 3 in September 2022, followed by Grade 1 in January 2023

Provincial Measures

- As per the 2021-2022 AERR - Access to Support and Services - maintain over 90% of teachers, parents, and students agree they have access to appropriate supports and services at school
- Maintain more than 90% teachers, parents, and students that agree students are treated fairly and are safe at school, and learn the importance of caring and respect for others

Domain: Governance

Outcomes and Goals

- Maintain an exceptionally high level of stakeholder involvement in the school as per the mission statement *'there is unity of purpose of home, school, and church that recognizes that parents are the primary educators of their children. The school assists parents in this task'*
- There is a high level of communication, engagement, and transparency between the various stakeholders involved in running Tyndale Christian School

Strategies

- A recent internal review of all board activities, structures, and mechanisms, with a presentation of the results and a strategic board action plan to the staff and membership for the short term and long-term
- Two general membership meetings per year, which include a board report, principal's report, and report of committee work
- Feedback from the membership includes voting of new board members and voting on operational decisions (eg. capital projects, budget, etc.)
- Board members meet formally with the staff at least once per year (contracts) and visits the school to interact with staff in their classrooms
- Weekly newsletter, *The Tyndale Tidbits* from school staff with day-to-day updates and events around the school
- Bi-monthly publication, *The Tyndale Times* from the school board and administration with operational, staffing, and visionary updates
- A newly designed website with all policies and bylaws accessible to all school society members to encourage more involvement
- Students serve on the Student Action Leadership Team (SALT) in organizing various events for the school community stakeholders
- School education plan and results reports are publicly available on school website

Local Measures

- Completion of a new board governance policy handbook to guide board operations and decisions
- Anecdotal evidence that the board, staff, and administration will continue to experience a high level of support and satisfaction from the community
- Relationship with Alberta education field services manager and private schools leads continues to be effective and fruitful
- Membership meetings will continue with an attendance rate of over 90%

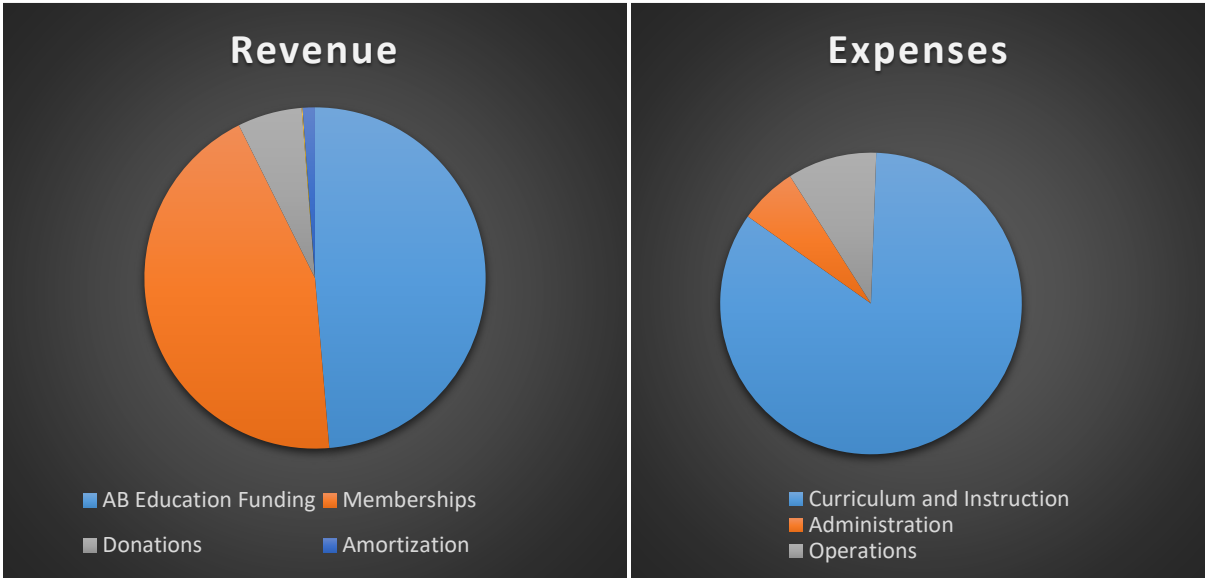
Provincial Measures

- Maintain between 95-100% of parents and teachers satisfied with parental involvement in decisions about their child's education (current result = 98.8%)

Budget Summary for 2023-2024: Tyndale Christian School

Revenue by Source	
AB Education Funding	\$618,842
Memberships	\$469,000
Donations	85,000
Amortization	\$64,404
Interest	\$0
Total Revenue	\$1,152,246

Expenses	
Curriculum and Instruction	\$879,271
Administration	\$71,233
Operations	\$170,555
Total Expenses	\$1,191,059



Notes:

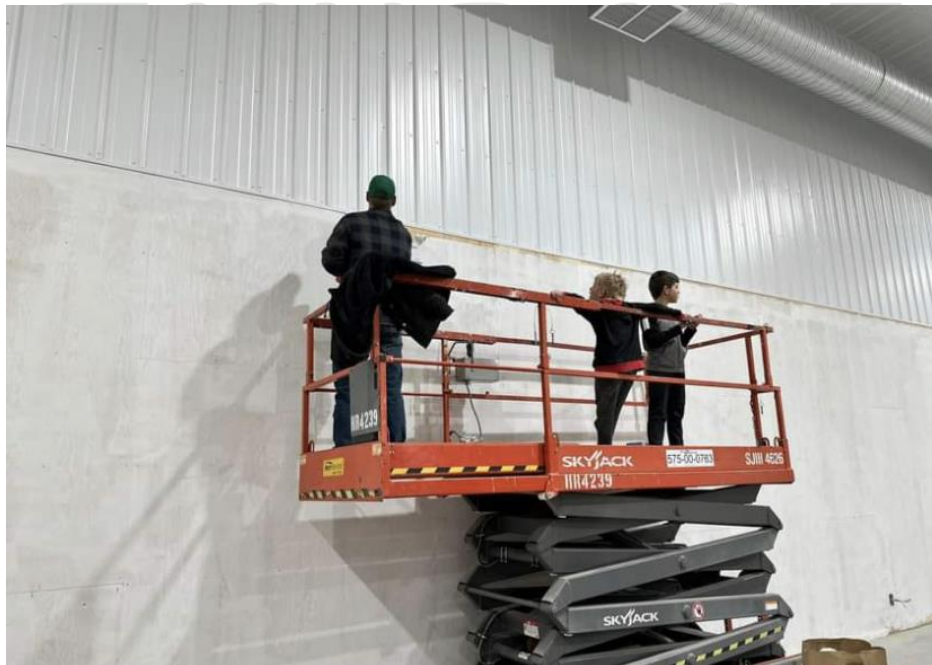
- Tyndale Christian School is projecting a deficit of \$38,813 but anticipates a positive net cash position and continues to prepare for capital growth.
- Tyndale Christian School continues to have the means necessary to operate for the 2023-2024 school year.
- Grants and instruction costs have both increased, which correlates directly to increased enrollment, increased funding, and overall inflationary costs.
- Alberta’s new funding model, which makes the following changes:
 - Grants are calculated based on a Weighted-Moving Average (WMA) provides schools with the flexibility to adjust for increases or decreases over three years
 - The number of grant categories has been significantly reduced.

Capital Project

In early 2021, the Canadian Reformed School Society operating Tyndale Christian School received the development permit for a gymnasium and classroom expansion project. Construction started early in 2022 with plans to be ready for full-scale use in September 2023. The project will serve the needs of the school and broader stakeholder community, with a full-size gymnasium and shower/change-room facilities, two additional classrooms, office space, as well as a large common area and lockers.



Exterior Design



Volunteer Labour – January 2023



Interior Gymnasium Space – May 2023



Aerial View of School Building and Expansion – May 2022

More information can be found on the school website at the following link:
<https://tscalgary.ca/gymnasium-expansion/>

Assurance and Accountability

In recent years, Alberta Education shifted reporting guidelines for school authorities from an *Accountability* Framework to an *Assurance* Framework, intended to engage more stakeholders and provide assurance that the Alberta Education system was meeting the needs of students successfully.

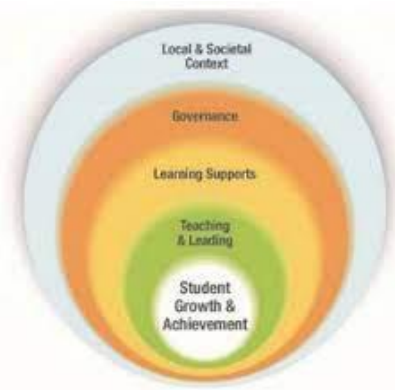
The Assurance Framework, developed collaboratively with education partners, outlines key guiding principles, domains and processes for enhancing public trust and confidence that the education system is meeting the needs of students and students are successful. The Assurance Framework model makes use of the following five domains:

1. Local and Societal Context
2. Governance
3. Learning Supports
4. Teaching and Leading
5. Student Growth and Achievement

For the purposes of the description, the domains are considered discrete and separate. However, in practice, they overlap and are interconnected and interdependent, as depicted in the graphic below. (Page 19, AB Education 2023-2024 Funding Manual)

The board of the Canadian Reformed School Society operating Tyndale Christian School continues to reflect on previous annual education plans and results in assuring that the government and our broader school community have confidence in the work done at Tyndale Christian School. This education plan, as well as capital plans and the 2023-2024 budget included in this plan, incorporate regular feedback from these various stakeholders and intend to represent the priorities of the membership. Copies of this three-year education plan are available from the office or on the school website, www.tyndalecalgary.ca.

For more information about the shift to the Assurance Framework and overall reporting requirements for Alberta schools, please visit <https://www.alberta.ca/education.aspx>.



The 5 domains of the Assurance Framework
(2023-2024 AB Education Funding Manual)