

# Three Year Annual Education Plan



May 2025



# Accountability

## Accountability Statement

This Three Year Plan is based on the desire of the Board and Administration of Coaldale Christian School to educate our students in line with the Mission, Vision and Philosophy of the Society, and in accordance with Alberta Education requirements. Over the past year, we have engaged with our parents, students and supporters to identify areas of strength and areas for growth at Coaldale Christian School, and have used the acquired data to shape this education plan.

The Education Plan for Coaldale Christian School commencing August 1, 2025 was prepared under the direction of the governing body 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 operator and/or governing body 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 governing body approved the 2025/2026 Education Plan on May 26, 2025.

*Chairman of the Board: James Bareman*



Signature

*Original signed*



responsibility  
accountability

# Philosophy:

- The basis of the Coaldale Canadian Reformed School Society is the infallible Word of God, as confessed in the Three Forms of Unity: The Belgic Confession, the Heidelberg Catechism and the Canons of Dort. The Society is committed to the following educational principles:
  - The instruction and education of the children in the school, as well as in the home, must be in accordance with the Word of God.
  - Although the church and the state have their own peculiar interests in the school, the school is not an institution dependent on or belonging to the church or the state, but rather depends on and proceeds from the home.
  - Throughout the entire course of the child's education, the fundamental unity of the school and the home must be maintained.
  - The child's training must be of a high standard, properly relating the Word of God to all areas of learning and life.
- Instruction is given according to the Alberta Program of Studies, modified to fit the philosophy and purpose of the school and the needs of the students. Our teachers are involved in a challenging task - instructing, leading, directing, nurturing, and guiding God's children so that they may be equipped to face their responsibilities, now and in their later life. We could list many objectives - we know that without God's Word and Spirit to guide us we could not even begin our work. Yet we also know that if we ask for wisdom and guidance, we will receive what is needed to carry out our task (James 1). Some general objectives include the following:
  - To reveal and declare to the children their God and Father who desires to be known by them so that they may rightly confess Him and serve Him in their given office.
  - To assist the students in their growing understanding of the created world to carry out God's cultural mandate in it.
  - To direct the students to realize their God-given place in this world and to live in obedience to God's covenant law.
  - To assist the students in developing their skills, knowledge, and talents, so that they may be equipped to live a full Christian life as maturing, responsible children of God.
  - To provide an educational environment that encompasses these objectives.
- These objectives as well as our goals and performance measures are reported on yearly via the Annual Operational Plan, the Three Year Education Plan and the Annual Education Results Report. These reports are submitted to Alberta Education yearly and are available to all members via the school office or on our website at: [www.coaldalechristianschool.com](http://www.coaldalechristianschool.com).
- We may approach this task with joyful confidence, for we know that our labours will not be in vain if we simply follow the way of the Lord. We will sometimes be frustrated or disappointed; forces of evil may even lead us astray. We should, therefore, communicate often and freely with one another as staff, with the students, with the parents, and with the Board, always being directed by the power of God's Word.

## Mission

Coaldale Christian School exists to support Reformed Christian parents to fulfill their God-given mandate to educate and train their covenant children to become active disciples of the Lord Jesus Christ.

## Vision

Coaldale Christian School will provide educational excellence through dynamic, Christ-centered programming to prepare covenant children for a life of Kingdom service.

# Engagement

## Stakeholder Engagement

As a parental school with a closely knit community of supporters, Coaldale Christian School strives to engage with our various stakeholders to ensure that the programming we offer is meeting the expectations of our community.

The Assurance Surveys from Alberta Education gave insights into the views of our students, parents and teachers, and allowed us to reflect on what we are doing well, and what we should look to improve.

Additionally, the Board developed a survey to further inquire of the parents and supporters regarding the character of Coaldale Christian School and their expectations for the students we are entrusted with. Parents were asked to describe what they felt were the strengths of the school and what they believed would enhance the school's success in fulfilling its Mission and Vision.

The Board saw a good level of engagement with the surveys, which speaks to the commitment of our school society to offering the best education possible for our children. The results of these surveys were reviewed and used in the development of this Education Plan.

High school students are also part of the planning process as we annually engage with them on their desired course interests as we look to expand our programming.



# Analysis

## Results Analysis

When we reviewed the educational results from previous years, a few areas were noted that influenced this Education Plan:

- 1) ***Performance Measure: Percentage of teachers, parents and students who are satisfied that students model the characteristics of active citizenship.*** This is one result that has been on the decline over the past few years, but only in the student responses. The culture within the student body is an ongoing area of focus for the board and administration.
- 2) ***Performance Measure: Percentage of teachers, parents and students who agree that students have access to the appropriate supports and services at school.*** Although a very strong result, the student group was lower than the rest and we would like to ensure that all of our students feel that they can access the supports that they need.
- 3) ***Performance Measure: Percentage of teachers and students who agree that students are engaged in their learning.*** This result is very low for the student group. Although we have concerns with the questions being asked for this measure, we do want to improve this result by offering more for students to be engaged with.
- 4) ***Provincial Achievement Test Results:*** Our results in grades 6 and 9 ELA are below where we would like them to be. Although we continue to maintain good results in comparison to the provincial average, we have seen a decline in our results and want to address this.
- 5) ***Literacy Report:*** The report is indicating that we need to shift our focus for the upper elementary grades. The Leveled Reading program is doing very well in the primary grades, but we are finding that it is not helping our older students in the same way.
- 6) The **2023-2024 AERR** is available [here](#).



## Create Vibrant Learning Opportunities

**Outcome:**

## Enhanced learning opportunities in high school

### Performance Measures:

CCS – Number of courses being completed by grade 10-12 students.

CCS – Percentage of students enrolled in fine arts courses.

*AB.Ed.* – Percentage of teachers, parents and students satisfied with the opportunity for students to receive a broad program of studies including fine arts, career, technology, and health and physical education.

*AB.Ed.* - Percentage of teachers, parents and students indicating that their school has improved or stayed the same over the last three years.

## Strategies:

- Make use of alternative, online programming to meet the diverse needs of our students.
- Provide parents and students the information required to make informed decisions.
- Ensure opportunities for students and staff to learn about First Nations, Metis and Inuit perspectives and experiences, treaties, agreements, and the history and legacy of residential schools.
- Increased enrolment in the Registered Apprenticeship Program.
- Expand our options to include drama and robotics classes.
- Expand Dual Credit opportunities for high school students.





# Goal Two

## Prepare Students for Life After C.C.S.

### Outcome:

Improve opportunities for students to access career supports and academic guidance to better prepare them for the transition from CCS to be active citizens in the workforce and/or post-secondary studies.

### Performance Measures:

CCS – Percentage of time the guidance counsellor is given to meet with students.

CCS – Percentage of students involved in Students' Council and school directed clubs.

AB.Ed.– High School to Post-Secondary Transition Rates

AB.Ed.– Percentage of teachers, parents and students who are satisfied that students model the characteristics of active citizenship.

AB.Ed. – Percentage of teachers and parents who agree that students are taught attitudes and behaviours that will make them successful at work when they finish school.

AB.Ed. - Percentage of teacher, parent and student satisfaction with the accessibility, effectiveness and efficiency of programs and services for students in their community.

### Strategies:

- Continue to provide opportunities for career exploration through post-secondary fairs, job fairs, job shadowing, work experience, and the RAP program.
- Student leadership initiatives to help build and strengthen school culture.
- Ensure opportunities for students and staff to learn about First Nations, Metis and Inuit perspectives and experiences, treaties, agreements, and the history and legacy of residential schools.



# Goal Three

## Enhanced Literacy Programming

### Outcome:

Students in grades 1-6 will develop stronger literacy skills.

### Performance Measures:

*CCS* – Percentage of teachers using the Leveled Reading program in English Language Arts.

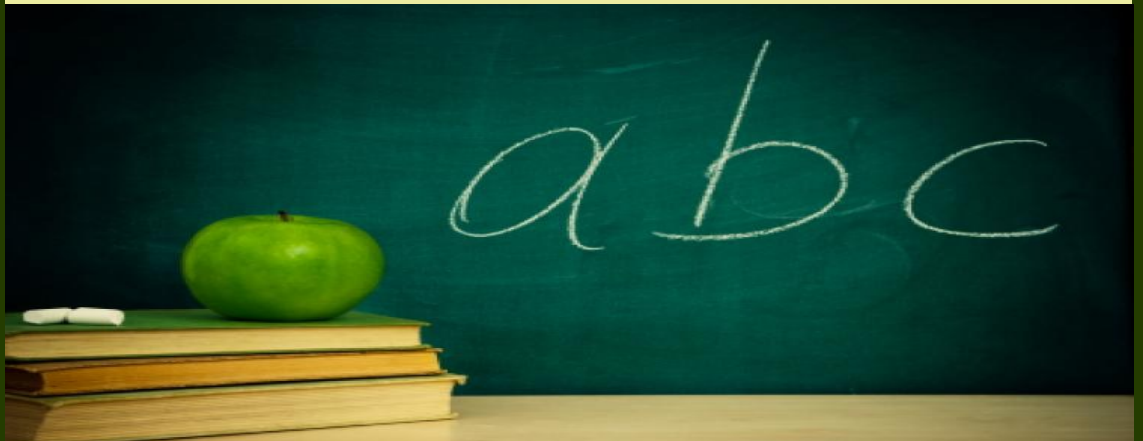
*CCS* – Percentage of students who are reading at or above grade level.

*AB.Ed.* – Percentage of students achieving the acceptable standard and the standard of excellence in English Language Arts.

*AB.Ed.* - Percentage of teachers, parents and students satisfied with the overall quality of basic education.

### Strategies:

- Ensure training and professional development for English Language Arts teachers.
- Ensure that adequate resources are available to support the leveled reading program.
- Ensure that adequate resources are available to extend students in applying reading skills developed through the leveled reading program.
- Ensure that the teachers have the classroom assistance required to make the program a success.





# Capital Plans

## Infrastructure, Maintenance & Renewal and Capital Plans

Additional land has been purchased for future considerations. Additional transportation funding has provided the financial means to purchase another new school bus to ensure that our children are able to be safely transported to and from school. The board has no capital projects planned at this time.



# Financial

## Budget for 2025-2026

Coaldale Christian School's annual budget is driven by the goals and strategies of the Three Year Plan while also addressing the operational needs of the school. We are called to be good stewards of all that God has entrusted to us, and therefore the budget ultimately reflects this calling.

Impacts on the 2025-2026 budget include:

- 1) Staffing increases for student supports
- 2) Educational resources
- 3) Professional development





# 2025-2026 Budget

## PROPOSED

### BUDGET 2024 2025

	2024/2025	2024/2025	2025/2026	2023/2024
CASH INFLOWS	First 6 Months	Budget	Budget	Actual - AVAIL
	Inc Stmt Sept-Feb			Audited Fin.Stmts
Alberta Education	\$ 693,393.20	\$ 1,387,958.00	\$ 1,452,296.00	\$ 1,443,443.00
Alberta Education- Transportation	\$ 118,414.08	\$ 236,828.00	\$ 226,274.00	\$ -
Federal Government				\$ -
Grants - Other (ie. Comm. Wellness)				
Parent Fees	\$ 256,200.00	\$ 511,200.00	\$ 583,200.00	\$ 492,600.00
Member Fees	\$ 104,825.00	\$ 192,300.00	\$ 200,400.00	\$ -
Other Sales and Service	\$ 4,657.94	\$ 10,000.00	\$ 10,000.00	\$ 92,276.00
Interest on Investments		\$ 3,000.00	\$ 3,000.00	\$ 3,960.00
Gifts and Donations	\$ 109,915.10	\$ 75,000.00	\$ 75,000.00	\$ 322,966.00
Building Fund Donations	\$ -			
Net School Generated Funds	\$ -	\$ 20,000.00	\$ 20,000.00	\$ -
Other (ladies aid revenue)	\$ 7,541.64			
Gain on Capital Assets	\$ 20,944.08	\$ 65,000.00	\$ 65,000.00	\$ 67,071.00
	\$ -			
<b>TOTAL CASH INFLOWS</b>	<b>\$ 1,315,891.04</b>	<b>\$ 2,501,286.00</b>	<b>\$ 2,635,170.00</b>	<b>\$ 2,422,316.00</b>
<b>CASH OUTFLOWS</b>				
Certificated Salaries	\$ 571,325.06	\$ 1,180,271.27	\$ 1,217,609.89	\$ 1,149,456.00
Certificated Benefits	\$ 76,274.08	\$ 188,843.40	\$ 194,817.58	\$ 167,286.00
Non-certificated Salaries & Wages	\$ 188,179.24	\$ 405,997.49	\$ 414,945.20	\$ 390,382.00
Non Certificated Benefits	\$ 13,554.62	\$ 40,616.79	\$ 41,402.72	\$ 29,883.00
Training/Tuition/Seminars/Conv's/Subs	\$ 17,950.70	\$ 26,500.00	\$ 28,000.00	
Total Salaries and Benefits	\$ 867,283.70	\$ 1,842,228.95	\$ 1,896,775.39	\$ 1,737,007.00
<b>Services Contracts &amp; Supplies:</b>				
Special Education	\$ 3,359.19			\$ -
Education Supplies	\$ 37,139.45	\$ 55,000.00	\$ 60,000.00	\$ 551,384.00
Information Technology	\$ 21,885.88	\$ 55,000.00	\$ 55,000.00	
Scholarship Allocation	\$ 250.00	\$ 5,000.00	\$ 5,000.00	
Library	\$ 189.91	\$ 2,000.00	\$ 2,000.00	
Transportation incl. Salaries & Wages	\$ 103,918.48	\$ 236,828.00	\$ 226,274.00	
Janitorial	\$ 5,954.70	\$ 10,000.00	\$ 10,000.00	
Administration	\$ 47,201.58	\$ 35,000.00	\$ 40,000.00	
Insurance	\$ 30,517.67	\$ 31,000.00	\$ 44,000.00	
Utilities	\$ 32,415.48	\$ 55,000.00	\$ 58,000.00	
Building & Grounds	\$ 46,716.25	\$ 50,000.00	\$ 55,000.00	
Net School Generated Funds		\$ 20,000.00	\$ 20,000.00	\$ -
Interest and Bank Charges	\$ 192.00	\$ 500.00	\$ 500.00	\$ 487.00
		\$ 65,000.00	\$ 65,000.00	\$ 67,071.00
				\$ 59,435.00
				\$ 2,002.00
<b>TOTAL CASH OUTFLOWS</b>	<b>\$ 1,197,024.29</b>	<b>\$ 2,462,556.95</b>	<b>\$ 2,537,549.39</b>	<b>\$ 2,417,386.00</b>
<b>INFLOWS OVER OUTFLOWS</b>	<b>\$ 118,866.75</b>	<b>\$ 38,729.05</b>	<b>\$ 97,620.61</b>	<b>\$ 4,930.00</b>
Indicates that the amount includes all shaded areas.				





CCS ARPA Club



Provincial Champions - 4x!!

## "I Am Not My Own"

Heidelberg Catechism  
Lord's Day 1

*"Your word is a lamp to my feet  
and a light for my path."*

Psalm 119:105

## COALDALE CHRISTIAN SCHOOL

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# CCS DRAMA CLUB

*presents*

## Anne-arky

by Lindsay Price

A backstage comedy that looks  
**behind the curtain**  
during a high school production of  
Anne of Green Gables.

**One Night Only!**

**Thursday, April 10**  
7:00pm

at  
**Coaldale Christian School**

Directed by Jolene van der Molen

Donations will be accepted, with  
funds going towards production costs.

Drama Club