

Three Year Annual Education Plan



MAY 2026



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. This plan is for the first year of an anticipated 3 year cycle.

The Education Plan for Coaldale Christian School commencing August 1, 2026 was prepared under the direction of the governing body in accordance with the responsibilities under the *Independent Schools Regulation* and the *Ministerial Grants Regulation*. This plan was developed in the context of the provincial government's business and fiscal plans. The 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 2026/2027 Education Plan on June 2, 2026.



Chairman of the Board: James Bareman



possible care obligation duty charge respect
pledge trust loyalty power int
responsibility respond
understand
opportunity aware individual time in
differences team accountability
tasks communication project pride
individual effective authority leadership members
conflict learn

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.
- 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 be 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.

This year the Board also engaged in a Strategic Planning process and the membership was solicited for input and feedback as this plan was developed.



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 result continues to have our attention, particularly in the student response.
- 2) **Performance Measure: Percentage of teachers, parents and students who agree that students have access to the appropriate supports and services at school.** Once again, we see a lower percentage than we would like in the student category. Parents and teachers are very pleased with the supports and services we offer, but the students seem less impressed.
- 3) **Performance Measure: Percentage of teachers and students who agree that students are engaged in their learning.** This result is once again 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:** We are not overly pleased with the results here. We see evidence in the upper elementary and into junior high and high school that there are gaps in the literacy of our students.
- 6) **CCS Survey: How well is CCS fulfilling its mandate to educate children according to a Reformed Christian worldview?** 17% of respondents answered “adequately” and 3% answered “needs improvement.”
- 7) The **2024-2025 AERR** is available [here](#).



Goal One

Faith Integration

Outcome:

The Reformed faith is infused throughout the curriculum at CCS leading to enhanced character and academic development of our students.

Performance Measures:

AB.Ed. – Percentage of teachers, parents and students who agree that their learning environments are welcoming, caring, respectful and safe.

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 students who agree that students are engaged in their learning.

CCS - How well CCS is fulfilling its mandate to educate children according to a Reformed Christian worldview.

Strategies for Implementation:

- Professional Development led by staff from the Canadian Reformed Teachers College on faith integration in all aspects of school.
- Implement the “Hallmarks of Reformed Education” into all subject areas.
- Enhance the opportunities for citizenship through student participation in community service initiatives.
- Engage students in relevant religious education and curriculum faith integration.
- Ensure all aspects of education, including co-curricular, strongly align to the mission and vision of the school.
- Involve local pastors in school assemblies and events.
- Continue to emphasize the need for care and compassion for all people, including recognizing the perspectives and experiences of our First Nations, Metis and Inuit neighbours.
- To ensure a consistent approach, admin will make this a regular agenda item for staff meetings throughout the year. It will also be addressed in our annual membership surveys so we can adjust based on feedback from the society.



Goal Two

Enhanced Literacy Programming

Outcome:

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

Performance Measures:

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 for Implementation:

- Ensure training and professional development for English Language Arts teachers.
- Implementation of “UFLI” and “Heggerty” literacy programming for grades k-6
- Ensure that the teachers have the classroom assistance required to support student success.
- Enhanced administrative time to assist teachers in working with new resources and program development.
- Ensure opportunities for students and staff to incorporate First Nations, Metis and Inuit perspectives and experiences into their literacy instruction.
- Throughout the year, admin will check in with teachers to assess these new programs and to make adjustments as needed. Each term, teachers will report on their students’ progress to ensure we are meeting our literacy goals or if we need to make adjustments to our programming.



Goal Three

Engagement & Improvement

Outcome:

Improved engagement with all stakeholders leading to an improved overall educational experience at Coaldale Christian School.

Performance Measures:

CCS – How satisfied the membership is with CCS's communication compared to the past five years.

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

AB.Ed. – Percentage of teachers and parents satisfied with parental involvement in decisions about their child's education.

Strategies for Implementation:

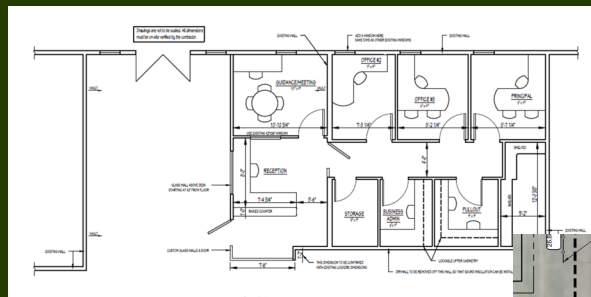
- Maintain communication through weekly and monthly newsletters
- Ensure new members of the school society receive a proper orientation to the school and all necessary documentation and information to provide a smooth onboarding.
- Maintain collaboration between church, home and school
- Continued focus on financial investment into quality teaching materials and facility development.
- Maintain and encourage special events: Grandparents Day, Mother's Day Tea, assemblies, field trips, etc.
- Surveys will be completed each year by the members of the school society to inform our practice and any changes that may be required.



Capital Plans

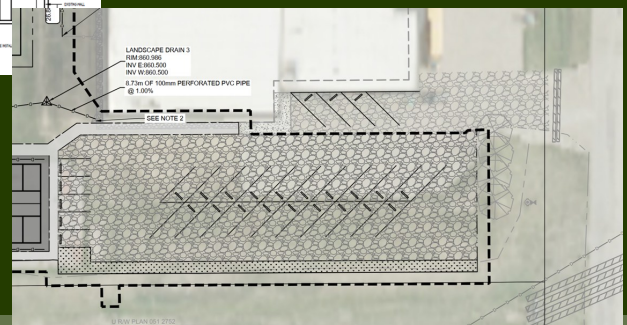
Infrastructure, Maintenance & Renewal and Capital Plans

- An overhaul of the main office area of the school is planned for this summer (2026). There is a need to insulate the offices from the sound in the hallway/entryway. We also are using this renovation to add additional office space to increase functionality in our growing school.
- The small gym is going to receive a new ceiling to address the acoustic concerns in this space.
- We also have plans to purchase another new school bus to replace an aging one.
- Parking lot expansion to accommodate our growing parking needs.



New Office Layout

Expanded Parking



Financial

Budget for 2026-2027

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 2026-2027 budget include:

- 1) Salary increases for all staff
- 2) Educational resources
- 3) Professional development



2026-2027 Budget

APPROVED COALDALE CHRISTIAN SCHOOL BUDGET 2026 2027

	2025/2026	2025/2026	2026/2027	2024/2025
CASH INFLOWS	First 6 Months	Budget	Budget	Actual - AVAIL
	Inc Stmt Sept-Feb			Audited Fin. Stmts
Alberta Education	\$ 764,320.97	\$ 1,452,296.00	\$ 1,571,355.00	\$ 1,544,504.00
Alberta Education- Transportation	\$ 76,409.22	\$ 226,274.00	\$ 211,057.00	\$ -
Federal Government				\$ -
Grants - Other (ie. Comm. Wellness)				
Parent Fees	\$ 289,200.00	\$ 583,200.00	\$ 630,000.00	\$ 747,353.00
Member Fees	\$ 100,025.00	\$ 200,400.00	\$ 185,400.00	
Other Sales and Service	\$ 4,871.31	\$ 10,000.00	\$ 10,000.00	\$ 105,051.00
Interest on Investments	\$ 5,253.08	\$ 3,000.00	\$ 3,000.00	\$ 4,222.00
Gifts and Donations	\$ 69,137.26	\$ 75,000.00	\$ 75,000.00	\$ 176,111.00
Building Fund Donations				
Net School Generated Funds		\$ 20,000.00	\$ 20,000.00	\$ -
Other (ladies aid revenue)	\$ 11,750.66			
Gain on Capital Assets		\$ 65,000.00	\$ 65,000.00	\$ 84,014.00
	\$ -			
TOTAL CASH INFLOWS	\$ 1,320,967.50	\$ 2,635,170.00	\$ 2,770,812.00	\$ 2,661,255.00
CASH OUTFLOWS				
Certificated Salaries	\$ 598,216.87	\$ 1,217,609.89	\$ 1,290,735.54	\$ 1,187,997.00
Certificated Benefits	\$ 75,860.86	\$ 194,817.58	\$ 206,517.69	\$ 166,924.00
Non-certificated Salaries & Wages	\$ 250,742.60	\$ 414,945.20	\$ 547,506.35	\$ 418,325.00
Non Certificated Benefits	\$ 19,338.73	\$ 41,402.72	\$ 54,835.23	\$ 33,170.00
Training/Tuition/Seminars/Conv's/Subs	\$ 18,057.71	\$ 28,000.00	\$ 28,000.00	
Total Salaries and Benefits	\$ 962,216.77	\$ 1,896,775.39	\$ 2,127,594.81	\$ 1,806,416.00
Services Contracts & Supplies:				
Special Education	\$ 6,890.54			\$ -
Education Supplies	\$ 52,601.30	\$ 60,000.00	\$ 60,000.00	\$ 686,124.00
Information Technology	\$ 28,120.42	\$ 55,000.00	\$ 60,000.00	
Scholarship Allocation	\$ 1,750.00	\$ 5,000.00	\$ -	
Library	\$ 807.73	\$ 2,000.00	\$ 2,000.00	
Transportation incl. Salaries & Wages	\$ 176,602.75	\$ 226,274.00	\$ 211,057.00	
Janitorial	\$ 5,214.10	\$ 10,000.00	\$ 10,000.00	
Administration	\$ 68,882.32	\$ 40,000.00	\$ 45,000.00	
Insurance	\$ 1,470.00	\$ 44,000.00	\$ 48,000.00	
Utilities	\$ 30,296.63	\$ 58,000.00	\$ 58,000.00	
Building & Grounds	\$ 19,450.25	\$ 55,000.00	\$ 55,000.00	
Net School Generated Funds	\$ 1,643.27	\$ 20,000.00	\$ 20,000.00	\$ -
Interest and Bank Charges	\$ 240.00	\$ 500.00	\$ 500.00	\$ 3,981.00
		\$ 65,000.00	\$ 65,000.00	\$ 84,014.00
				\$ 57,215.00
				\$ 200.00
TOTAL CASH OUTFLOWS	\$ 1,356,186.08	\$ 2,537,549.39	\$ 2,762,151.81	\$ 2,637,950.00
INFLOWS OVER OUTFLOWS	\$ (35,218.58)	\$ 97,620.61	\$ 8,660.19	\$ 23,305.00
Indicates that the amount includes all shaded areas.				





Senior High Basketball Champions!



Drama Club—"Snow White"

**"I have overcome
the world"**

John 16:33



Track & Field Champions!

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

Psalm 119:105

COALDALE CHRISTIAN SCHOOL

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