



# COALDALE CHRISTIAN SCHOOL

*"Your word is a lamp unto my feet and a light for my path" Psalm 119:105*  
2008-8 Street Coaldale, Alberta T1M 1L1 Ph: (403)-345-4055 Fax: (403)-345-6436  
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## CCS Strategic Plan: Strengthening Reformed Education for the Next Generation

### Foundational Definition of Reformed Education

Reformed education is Christ-centred learning that recognizes God's sovereignty over every part of life. It encourages students to see the world through a biblical lens, respond to God's promises and calling in gratitude, and live faithfully in His kingdom. Teaching and learning are rooted in Scripture, shaped by covenantal responsibility, and oriented toward joyful service to God and neighbor.

### Practical Indicators

- Supported by and contributing to a Christ-centred community.
- Covenantal relationships marked by grace, accountability, and mutual responsibility.
- Christ-centred instruction is integrated meaningfully into every subject.
- Active discipleship is expressed through discernment, stewardship, gratitude, and service.
- Whole-child development: spiritual, intellectual, emotional, and communal.
- Faithful cultural engagement grounded in Scripture.
- Staff who view their work as a vocation under Christ's lordship.
- Partnership between parents, church, and school.

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## Goal 1: Attract, Equip, and Retain Excellent Reformed Christian Educators

### Description

Our school is recognized as a place where high-quality Reformed Christian teachers are drawn to serve and choose to stay—supported by fair compensation, ongoing professional growth, and a community that cares deeply for their spiritual and vocational well-being.

### Strategies

#### Attract

- Increase teacher compensation to a) 95% of the local public school division by 2028-2029, b) Parity over the following 3 years, **Lead:** Board (salary review committee).  
**Timeline:** Years 1–3.



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- Expand scholarships and bursaries for students pursuing Reformed teacher education. **Lead:** Personnel Committee. **Timeline:** Year 1.
- Develop a structured internship program for students prior to their final year of an education program. **Lead:** Admin & Personnel. **Timeline:** Year 2.

## Equip

- Implement a formal mentorship program for all new teachers and EAs. **Lead:** Admin. **Timeline:** Year 1.
- Provide bi-annual PD focused on Reformed pedagogy and worldview integration. **Lead:** Admin & Education Committee (utilizing CCRTC as SME). **Timeline:** Ongoing.
- Establish annual professional growth conversations between the admin and each staff member. **Lead:** Admin. **Timeline:** Ongoing.
- Enhance the Staff Handbook to include resources available from PCCE, CCRTC, AISCA, and internal supports. **Lead:** Admin. **Timeline:** Year 1.

## Retain

- Strengthen staff culture through continued community-building events like the board-staff social, teachers' conference and shared devotions. **Lead:** Admin & Promotion Comm. **Timeline:** Ongoing.
- Regular, formal check-ins with staff about workplace culture, satisfaction, and expectations that focus on positives and challenges, leading to strategic planning with follow-up actions documented and communicated to staff. **Lead:** Admin & Personnel Committee Chair. **Timeline:** Ongoing.
- Develop a parent-teacher communication protocol to protect teachers' well-being and set clear expectations. **Lead:** Admin & Board Chair. **Timeline:**
- Support and raise awareness of EA development opportunities. **Lead:** Special Education Coordinator. **Timeline:** Years 1-2.



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## **Goal 2: Sustain and Strengthen a Christ-Centred Learning Culture and Active Discipleship**

### **Description**

Our school cultivates a vibrant learning culture where Christian faith is intentionally woven through every subject and activity. Teachers confidently integrate a Reformed perspective, and students engage in meaningful discipleship and Kingdom work within and beyond the classroom.

### **Definition: Reformed Pedagogy**

Reformed pedagogy is teaching that intentionally integrates a biblical worldview into all aspects of learning. It emphasizes covenantal relationships, whole-child formation, discernment in cultural engagement, and learning that leads students to respond to God's grace with gratitude, wisdom, and service.

### **Practical Indicators of Reformed Pedagogy**

- Learning is connected to God's story and kingdom purposes
- Teachers model and cultivate Christian virtues
- Students are taught to evaluate cultural messages through Scripture
- Instruction is meaningful, rigorous, and responsive to student needs
- Gratitude, stewardship, and service are natural responses to learning

### **Definition: Active Discipleship at CCS**

Active discipleship at Coaldale Christian School means students are learning to follow Christ in their daily lives through:

- Knowing God's Word and seeing all of life through a biblical lens
- Loving God and neighbor with gratitude and humility
- Serving others with compassion and responsibility
- Growing in discernment, wisdom, and Christian character
- Engaging culture faithfully, neither withdrawing nor conforming
- Participating in the life of the covenant community (home, church, school)

### **How CCS will communicate this:**

- A one-page summary for parents
- Visual anchors in classrooms



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- Integration into assemblies and themes
- Teacher PD and mentorship conversations
- Student reflection practices (journals, devotions, service reflections)

## Strategies

### Build Shared Understanding

- Develop shared understandings of covenantal Christian education through bi-annual PD (including parents). **Lead:** Education Committee. **Timeline:** Year 1.
- Identify and communicate what it means to be an active disciple of Christ as a student at Coaldale Christian School. **Lead:** Board. **Timeline:** Year 1.

### Strengthen Christian Pedagogy

- Provide feedback cycles focused on Reformed pedagogy through specific questions in the annual membership survey. **Lead:** Admin & Board, Education Comm. **Timeline:** Ongoing.
- Curate a repository on Reformed educational philosophy. **Lead:** Admin. **Timeline:** Year 1.

### Align School Structures with Discipleship

- Conduct a systematic review of policy, administrative procedures, and curriculum for alignment with active discipleship. **Lead:** Board. **Timeline:** Years 2–3.
- Establish a mentorship system connecting students with Christian mentors and community members living out active discipleship. **Lead:** Board & Admin. **Timeline:** Year 2.

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## Goal 3: Foster Dynamic, Engaging, and Excellent Teaching and Learning

### Description

Our school offers an inspiring educational experience marked by creativity, rigour, and relevance. Teaching is engaging and responsive to diverse learning styles, programming includes both academic and vocational pathways, and students thrive in a balanced environment that values excellence in all pursuits.



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## Strategies

### Define and Promote Dynamic Learning

- Adopt a shared definition of “dynamic learning” (inquiry, collaboration, real-world application). **Lead:** Education Committee. **Timeline:** Year 1.
- Celebrate dynamic learning through regular communication and storytelling. **Lead:** Promotion Committee. **Timeline:** Year 1–Ongoing.
- Create annual student-produced videos showcasing dynamic learning experiences. **Lead:** High School Options Class. **Timeline:** Year 2.

### Strengthen Instructional Practice

- Cultivate and support a culture of critical self-awareness and reflection that challenges teachers to innovate in lesson design and assessment through PD and collaborative planning. **Lead:** Admin. **Timeline:** Year 1–Ongoing.
- Create structured time for teachers to explore and implement new teaching approaches. **Lead:** Admin. **Timeline:** Year 2.

### Expand Learning Pathways

- Develop a roadmap for expanding Dual Credit, RAP, and trades programming. **Lead:** Admin & Education Committee. **Timeline:** Years 1–3.
- Integrate life-skills and career exploration modules into Grades 7–12. **Lead:** Admin & Teachers. **Timeline:** Year 2.

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## Goal 4: Cultivate a Strong Covenant Community

### Description

Our school is a welcoming and unified Reformed community where all students and families feel valued and included. Relationships are marked by grace and support, and every member experiences a genuine sense of belonging while engaging fully in the life and mission of the school.



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## Strategies

### Strengthen Organizational Capacity

- Hire a Business Manager to oversee HR, membership, communications, and facilities. **Lead:** Board. **Timeline:** Year 1.

Create regular profiles/spotlights of community members, staff, and students. **Lead:** Promotion Committee. **Timeline:** Year 1–Ongoing.

### Strengthen Communication

- Develop a communication framework identifying audiences, channels, frequency, and ownership. **Lead:** Promotion Committee & Business Manager. **Timeline:** Year 1.
- Provide consistent communication about assemblies, events, and leadership roles. **Lead:** Admin & Board. **Timeline:** Year 1.

### Build Community Connections

- Increase parent involvement through structured volunteer opportunities. **Lead:** Admin. **Timeline:** Year 1–Ongoing.
- Host annual Parent Day and Grade-Level Potlucks to build relationships early in the year. **Lead:** Admin & Teachers. **Timeline:** School Calendar.
- Encourage strong attendance at parent–teacher interviews through creative engagement strategies. **Lead:** Board Chair. **Timeline:** Immediate.

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## Implementation and Accountability

- Progress on the strategic plan is a standing item on the Board agenda.
- Committees report monthly on assigned strategies.
- The Principal includes progress updates in the monthly Principal Report.
- The Board conducts an annual review of progress and adjusts strategies as needed.
- A simplified public version of the plan is shared with the community.
- A detailed version is maintained for Board and leadership use.