



Airdrie Christian Academy

Whatever you do, do it all for the glory of God.
1 Corinthians 10:31

Education Plan

2023 to 2026



Honouring God in All We Do!

Introduction

The Airdrie Christian Academy Education Plan encapsulates the priorities which will assist us in fulfilling our faith and academic growth goals. We carefully align with the regulations and Program of Studies from Alberta Education in desiring to support the success of each student under our care. The mindset of being focused on continuous evaluation and improvement will aid us in ensuring success in our Mission and Vision as we partner with families to provide necessary tools for the success of our students.

The 2023/2024 school year includes continued shifts to the new curriculum in the elementary grades. Our elementary teachers have done well to engage with the stages of the implementation process through early collaboration with Alberta Education and AISCA. In our secondary grades, numerical growth and increased programs continue to strengthen our offering for current families and our appeal for new families. A strong and attractive program promotes positive word of mouth advertising! Our junior and senior high teachers strive to effectively prepare our students for successful post-secondary pursuits and a lifetime of impact for the Kingdom of God through their excellence in the future marketplace.

Engagement with our school stakeholders is essential to our continued success for planning, implementation, course corrections and support. We strive to provide excellent customer service to ensure any shift away from our school only follows serious consideration and the understanding of the great loss incurred by leaving ACA.

Accountability Statement

The Education Plan for the Airdrie Christian Academy Society, commencing 2023, was prepared under the direction of the Board of Directors 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.

Upon approval from the ACA Board, the Education Plan will be submitted to Alberta Education and posted on our website on our [Financials and Gov't Reports](#) page.

The ACA Board approved the 2023 to 2026 Education Plan on June 22, 2023.



Gerald Andres - ACA Board Chair

Brief History of Airdrie Christian Academy

Our school was founded in September of 1987 with three teachers and approximately fifty students from kindergarten through grade seven. 1998 marked the year of our first graduating class, and we have celebrated over 300 graduates since then.

By integrating a Christian worldview into the program of studies provided by Alberta Education, we have been supporting the spiritual and academic lives of children and teens. We offer a safe and welcoming environment for children from Preschool through Grade 12 and provide them with a solid foundation for their futures.

ACA is accredited by Alberta Education as a partially-funded independent school and also maintains official memberships with the Association of Christian Schools International (ACSI) and the Association of Independent Schools and Colleges of Alberta (AISCA).

As we move into our school's future, we continue to positively impact our community by equipping the leaders of tomorrow with confidence, competence and a natural inclination to serve those around them. As God provides, we will maintain this direction for many years to come.

ACA Mission Statement

"We are called by Jesus Christ to advance God's Kingdom by educating and training His children to personally know, love and serve Him." Proverbs 22:6

Our Core Values

Family, Truth, Love, Excellence, Accountability, Grace, Inspired Learning, Courage.

Our Strategic Objectives

1. Discipleship Culture - shaping and empowering students for God's Kingdom purposes
2. ACA as "The Place" to be - a trusted partner with families and churches within our community
3. Financial Stability - to steward our resources for continued growth and viability
4. Technology Advancement - equipping our students with future-focused career skills

Our Vision Statement

“Equipping and discipling generations for Christ” Matthew 28:19-20

Vision Driven Beliefs and Goals

1. **Accountability and Fellowship**

ACA is committed to maintaining genuine fellowship and vital partnerships of mutual encouragement and accountability with each home, with supporting partners such as AISCA and ACSI, and with other Christian schools.

2. **Christian and Christ-centered**

ACA is committed to living in loving, faithful obedience to Jesus Christ as the Lord of all things and working to build godly character in all of its students. Our school Bible verse is found in I Corinthians 10:31, and states, “Whatever you do, do it all for the glory of God”. This impacts all areas of our school life.

3. **Academic Excellence**

ACA is committed to providing the highest standard of education that enables children to be academically challenged and to achieve their fullest potential. This commitment is built upon the foundation of bringing honour to God through all we do, and our teaching also reflects our continuing commitment to training children to joyfully serve God throughout their lifelong pursuits.

Stakeholder Engagement

The education of Alberta’s children is a responsibility shared by many stakeholders within our community and society as a whole. While we support that parents must carry the primary responsibility and authority for the care and education of their children, ACA’s leadership believes in the concept of drawing in many sources to strengthen the effectiveness of our school, all for the purpose of supporting the wellbeing and achievement of our students. This all stems from our mission, vision and core values which are routinely communicated to all stakeholders, and which are reflected in all we do.

- **Teachers and Support Staff** - Every staff member here at Airdrie Christian Academy is chosen first because of their alignment to our above stated mission and vision and then because of their excellence within their role. They are trained and supported for continual growth and development, which draws our school forward into an even more effective provision for our families.
- **Parents** - Our goal at Airdrie Christian Academy is to be the school of choice in our community, known for partnering effectively with like-minded parents, for our excellent instructional delivery and for our engagement within our community.
- **ACA Parent Governance Board** - Our board is always engaged in future planning and strategizing. They are currently very focused on enrollment growth, which will assist with strengthening our financial viability and our program offerings.

- **Students** - Our school size allows our staff to have close relationships with students, across all the grades. Our staff is very committed to building relational connections which aides with instruction, guidance and correction. While peer connection is important, strong and healthy lives are known to flow from students having a positive support contact with at least one adult in their school life. Our students often comment about the positive culture at ACA, where they experience care and openness with each other and with our staff.
- **SWORD and Project Positivity** - Students are also engaged in leadership development opportunities through our student leadership group (SWORD), Project Positivity, chapel leadership and other community service projects.
- **ACA Parent Council** - parents engaged in fundraising, program development, outreach initiatives, fun family activities, marketing and promotion.
- **Connections Nights** - times of connection, worship and teaching for parents and staff
- **Parent/Student/Teacher collaboration meeting** - formal and informal connections, both early in the school year and at strategically chosen times to assess student progress and to set new goals for success. Teachers strive for open communication with parents through email, calls, face to face meetings and report cards. We also implement Facebook, Instagram, our AGM, PowerSchool and Google Classroom.
- **Teacher Collaboration for curriculum, IPP review and implementation** - across our grades, within divisions, staff meet regularly to discuss and address the needs of individual students, striving to aid in their academic, social, emotional and spiritual growth. Goals and strategies are developed and implemented through engagement with the students and their parents.
- **First Nations, Metis and Inuit training and engagement** - Staff training through an NEFC native elder, involvement in NDTR and ongoing curriculum development to better support our FNMI students and to grow understanding among our staff and students
- **Service Projects through all the grades** - within the school and out in the community
- **Connections with local law enforcement** - teaching, school support, officer appreciation
- **Cross-cultural appreciation and relationship education** - we are a culturally diverse school community, which we love, and each member needs to be loved and appreciated for who they are.
- **Alberta Education** - support and training through the assurance model and in new initiatives here at ACA. We were also quite engaged in the curriculum development and the literacy/numeracy initiatives for post-covid recovery and learning success. We truly value the leadership of Alberta Education, the requirement for accountability and the many supports this team provides, and we also appreciate the flexibility we are permitted to operate according to our mission, vision and values.
- **AISCA** - training, government support and advocacy, teacher accreditation
- **ACSI Western Canada** - training for staff, students, administrators and board members, all through a Christian perspective. ACSIWIC provides us with support through resources, seminars, conferences, professional development, board development, principal evaluations and full-school studies. In the fall of 2023/2024 school year, we will enter into a pilot project with ACSI to be part of their Flourishing Schools program. The findings from this project will be central to the development of our school's five year strategic plan.

Results Analysis

Besides the valuable data gained from the February Alberta Education survey completed by parents, teachers and grades four to 12 students, we also have a thorough local survey offered to all families. This survey addresses all levels of school leadership and a broad range of topics, and of course, is designed to provide insider information on possible blindspots in our operation. Better than that, we have response sections that seek parent input for future school growth. While we are still not getting a high percentage of parent responses, the responses we received were invaluable.

Additionally, our Annual Education Results Report is available for viewing on our website on our [Financials and Gov't Reports](#) page.

Priorities, Goals, Key Strategies, Measures

Priority #1 - All Members Growing in Faith

Jude 20 “But you, beloved, building yourselves up on your most holy faith, praying in the Holy Spirit”.

Goal: That our Staff and Students will come to know, love and serve Jesus Christ more deeply.

Strategies

- F.1 To continue with our long-standing commitment to the *ACA Statement of Faith*, our *Mission Statement* and our *Vision Statement*. These are used to keep us aligned with the calling of God as we serve in His school.
- F.2 To provide biblically-anchored instruction and instruction which provides knowledge and application of Scriptural truths through skilled Christian teachers.
- F.3 To provide Christian education for our students which develops *discernment* and *wisdom* regarding current events and personal life choices. Developing and exercising a Christian worldview is essential for bringing glory to God in all we do.
- F.4 To provide *service opportunities* for our staff, students and parents which strengthen our faith. Having only instruction and learning leads to stagnation, while blessing the lives of others through our sacrificial actions makes our faith real and rewarding.

Performance Measure Evaluation Tools

- Annual ACA Family Survey - Christian Training Responses
- ACA School Care and Culture Surveys - Elementary and Secondary
- ACA Student/Staff Spiritual Growth Survey - planned for 23/24

Priority #2 - Educational Student Success, including focus on FNMI

I Peter 3:15 “But sanctify the Lord God in your hearts, and always *be* ready to *give* a defense to everyone who asks you a reason for the hope that is in you.”

Matthew 22:37 “Jesus said to him, “You shall love the Lord your God with all your heart, with all your soul, and with all your mind.”

Goal: Through well-rounded approaches, the growth and potential of the whole student is supported; that the First Nations, Metis and Inuit student achievement gap is closed and that our school population grows in understanding the history and current issues of the Canadian FNMI population.

Strategies

S.1 Identify and implement *best instructional practices* to ensure student growth.

S.2 Teacher training for *effective assessment practices* which lead to greater student understanding.

S.3 Continue to develop option classes, work experience opportunities, RAP and Green Certificate placements. These are essential for *successful transitions to various career pathways*.

S.4 *Strengthen our support mechanisms for diverse learning needs* - assessment, professional assistance, placement, flexibility, parent communication and effective response times.

S.5 Staff training and equipping which support cultural understanding and effective instructional approaches for First Nations, Metis and Inuit learning.

S.6 As a culturally diverse school family, we must continue to research and implement learning supports and guidance counselling which lead to successful transitions that *encourage lifelong learning for all our students*.

S.7 Hiring an ELL teacher for student support and teacher growth.

Performance Measure Evaluation Tools

- Alberta Education Annual Assurance - PATs and Diploma Exam Results
- Alberta Education Annual Assurance - Citizenship
- Alberta Education Annual Assurance - High School Completion Rate
- Alberta Education Annual Assurance - Student Learning Engagement
- Alberta Education Annual Assurance - Welcoming, Caring, Respectful and Safe Learning Environment
- Annual ACA Family Survey - Christian Training Responses
- ACA School Culture Survey - Elementary and Secondary Students

Priority #3 - A School of Choice for Staff and Families

I Corinthians 10:31 “Whatever you do, do all to the glory of God.

Goal: To develop within our city and region the reputation of providing excellent Christian education.

Strategies

- C.1 Ensure that all teachers and educational leaders have the *training and skills* which lead to excellent professional practices outlines within the Teacher Quality Standards and Leadership Quality Standards.
- C.2 Engage our administrative and educational staff members with *professional learning* which will enhance the quality of subject matter delivery, conceptual understanding and competent application of required knowledge and skills and attitude targets.
- C.3 Maintain Staffing Policy practices to ensure the recruitment, hiring and development practices which *enhance and promote the best Christian education learning* environment and experiences for student success.
- C.4 Continue to recruit current staff members for growth and leadership opportunities which *provide development and career satisfaction*.
- C.5 Continue to provide opportunities for positive school culture growth, student leadership and collaborative community service.

Performance Measure Evaluation Tools

- Alberta Education Annual Assurance - Education Quality
- Alberta Education Annual Assurance - Assessment Practices
- Alberta Education Annual Assurance - Staff Engagement/Respect
- Annual ACA Family Survey - Academic Program
- Annual ACA Family Survey - Customer Service Satisfaction
- ACA School Culture Survey - Elementary and Secondary Students

Priority #4 - A Viable and Effective School Future

I Corinthians 15:58 Therefore, my beloved brethren, be steadfast, immovable, always abounding in the work of the Lord, knowing that your labor is not in vain in the Lord.

Goal: To establish and engage in good stewardship based upon plans, policies and practices for the purpose of ensuring the provision of Christian education for generations to come.

Strategies

VE.1 Implementing plans in response to annual parent surveys - AB Ed and Local

VE.2 Implementing plans in response to student and staff surveys - AB Ed and Local

VE.3 Board and Lending Institution approved business plans

VE.4 Continued diversification of educational offerings

VE.5 Maximization of property usage - internally and through external rental revenues

VE.6 Make decisions which are based on foundational documents, which are data informed and which are based upon best practices.

VE.7 Enhance Board and Administrative transparency through annual and monthly reporting, and by taking action based upon Society input.

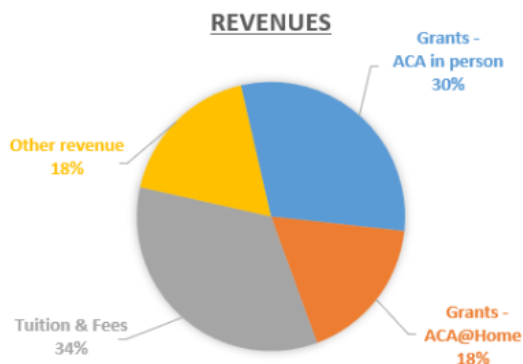
VE.8 Eliminate Private Loans by the 25/26 school year.

Performance Measure Evaluation Tools

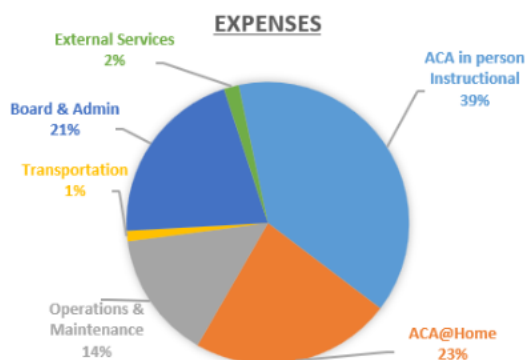
- Alberta Education Assurance Measure - Parental Involvement
- Alberta Education Assurance Measure - Budget/Actual Comparisons
- ACA School Culture Survey - Elementary and Secondary Students
- Annual ACA Family Survey - Board and Head of School Performance
- Annual ACA Head of School Performance Review

Budget and Future Planning

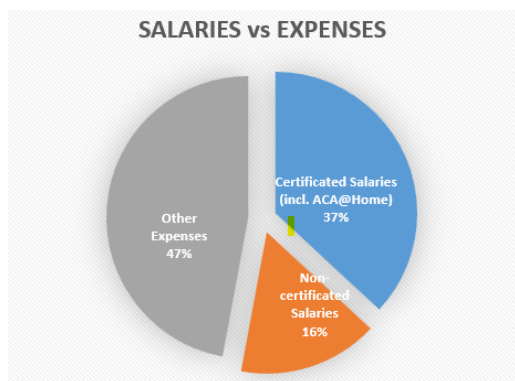
Airdrie Christian Academy's revenues include Grants from Alberta Education, Tuition/Fees, Fundraising and other revenue.



Airdrie Christian Academy's annual operating expenditures total approximately \$6,860,269, or 62% of the expenses are instructional costs, which directly support students.



The majority of expenditures relate to salaries. 53% of our expenses are allocated to salaries. These include certified teachers and support staff for education (incl. Home Education), business and facilities.



[Permalink to ACA Financials](#)

Budget Highlight Commentary

We relaunched our Preschool and Out of School Care programs in the fall of 2021, and are moving into year three with a strong program and an experienced director. This will generate significant revenue for the upcoming fiscal year, and will also feed enrollment into the other grades.

As our preschool, kindergarten, elementary and secondary grades continue to grow, and as we have learned and implemented many new strategies through the impacts of COVID-19, our teaching team is eager to continue with enrichments in a number of program and curricular changes. We are implementing more leading edge tools and technology to increase our effectiveness in literacy and numeracy programs, reading intervention, reading comprehension, technology training and assisting students to successfully transition into their post-secondary pursuits.

The most significant areas for strengthening our viability are from our alternative programs. This includes our International Student Program and our ACA@Home programs. For 23/24, 18 ISP students are enrolled, and almost 350 students are enrolled in our multiple ACA@Home program offerings. The ACA@Home programs are designed to maximize students' learning, and are therefore not great revenue generators, but they do expand the connections we have with families seeking excellence in Christian education. As an independent school, strong enrollment is foundational to our success. The addition of our ACA@Home Program, including facilitation for traditional home school families and some shared responsibility programming, will also broaden the offerings of Christian education for families in the area.

Our Solid Grounds Cafe was run by students this year, as they raised money for our mission fund, enabling us to serve for 10 days in Honduras and also with the Mustard Seed in Calgary.

The north Calgary busing program also helps expand our enrollment base. Having NE and NW pickup locations is very helpful for parents who are unable to bring their children to Airdrie. For 23/24, we are going to provide two or three pickup locations within Airdrie. This will be a great help for our families, while also making the bussing program more viable.

Our continued focus on enrollment marketing has proven successful as we are surpassing 315 students in K-12 for the first time in our school's story. A specific Word of Mouth campaign and a combination of social media advertising and school event stories prove to be the most effective method for bringing new families to ACA.

Our board continues to work on developing our Strategic Operating plan, to stay on course and develop ACA for the future (building on education, financial and relational targets).

We are working hard (marketing and retention) to achieve our projected enrollment of 325 K-12 students for the 2023/2024 school year. Other revenue streams are valuable, but enrollment is the most significant among them all.

Our staff team and supply budget are both very carefully monitored, so we are very strategic in our choices for advancement and for staffing increases. The increase in our secondary grades

has allowed us to offer -2 streams for English Language Arts which will better serve the diverse needs of the student learning within our sr high classes, and has also positioned us for greater growth in that division in years ahead.

We were very pleased to have successful annual Read-a-thon fundraisers within our elementary grades which brought in enough funds to make some desired improvements to our playground and outside property. These improvements would not have happened without the involvement of our elementary students, their teachers and their families.

We are also gladly welcoming the return of many of our evening and weekend renters. Significant revenues have been lost during Covid restrictions due to lost rental contracts, so having them back strengthens our financial outlook a great deal as well. We achieved previously budgeted revenues for the 22/23 fiscal year, and are expanding rental capacity for the 23/24 budget year.

Overall, we are very optimistic and future oriented, continuing to strategize and implement plans for growth and success. We are continually striving to meet the needs of our students through strong academic instruction, diverse offerings in the arts and competitive athletics opportunities, all while weaving in our Bible-based beliefs and character development. We want our students to grow strong through spiritual development and excellent education, all while also being engaged and positive contributors within their communities.

Website and Links for Further Information

School Website - www.airdriechristian.com

Link to Financials, AERR and Three Year Plan - [Financials and Gov't Reports](#)

Physical Office - [77 Gateway Drive NE](#), Airdrie, AB 403-948-5100

Pursue Christian Education for your family through ACA!