



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

Airdrie Christian Academy Education Plan 2025-2028

[2025-26 Funding Manual](#) - Sections B, L and N.

**Honouring God in
All We Do!**

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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 2025-2026 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, enrollment growth and diversified programming continue to strengthen our educational provision for current families, while also attracting new students and their families. Word-of-mouth advertising continues to be our best source of growth! 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.

The addition of our ACA@Home programs is very attractive to parents seeking support for home educating their children, including enrichment days and Hybrid High School programs. The support and encouragement from Alberta Education to provide parents with choices for education in Alberta has made ACA@Home an excellent option. Our decision to move Airdrie area enrichment programs into our main campus facility has been helpful as staff learn to collaborate across program lines and as students and parents benefit from the widening variety of opportunities being offered.

Engagement with our school stakeholders is essential to our continued success for planning, implementation, course corrections and support.

Our student retention rate of 94% shows that we strive to provide excellent customer service and that in the unlikely event a family

shifts away from ACA, it is only after serious consideration and the understanding of the great loss that will be incurred by ACA and by the departing family.



Accountability Statement for the Education Plan

The Education Plan for the Airdrie Christian Academy Society, commencing May of 2025, was prepared under the direction of the Board of Directors 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 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 2025-2026 Education Plan on May 15, 2025.

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

(Original signed)

Mathew Peachment
ACA Board Chair

(Original signed)

Cristie Watt
ACA FTP Principal

Brief History of Airdrie Christian Academy

Our school was founded in September 1987 with three teachers and approximately 50 students from Kindergarten through Grade Seven. Our first graduating class walked the stage in 1998, and we have celebrated well over 300 graduates since then.

By teaching the program of studies provided by Alberta Education through the lens of our scripturally-founded Christian worldview, we support the spiritual and academic lives of children and teens. We intentionally craft our school culture to create a safe and welcoming environment while equipping them with a solid foundation for their futures.

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

As ACA moves into God's future for our community, we continue to positively impact our community by equipping the leaders of tomorrow with confidence, competence and a purposeful inclination to serve those around them. As God provides, we will pursue this direction for many years, all for His glory!



ACA Mission Statement

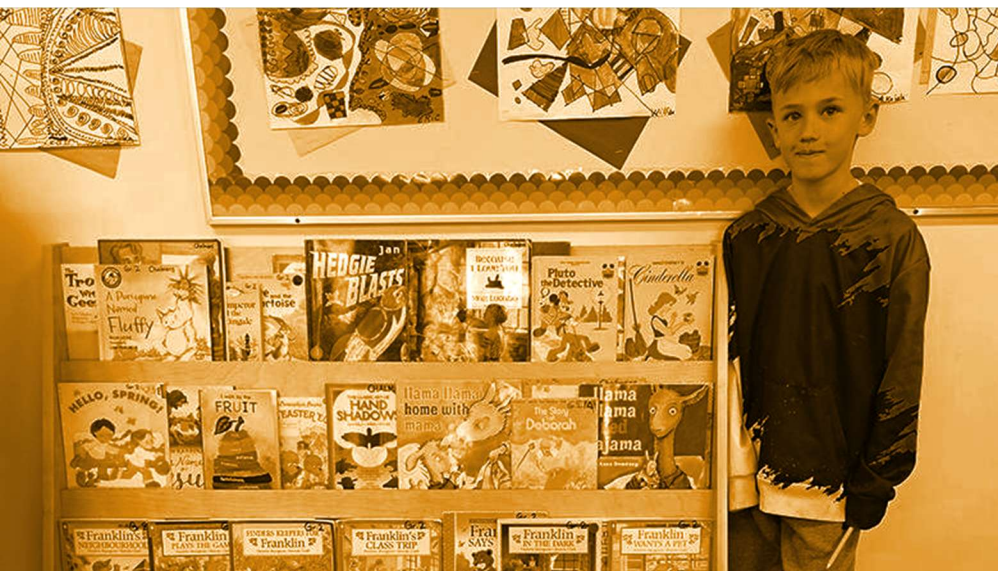
We are called by Jesus Christ to advance God's Kingdom by educating and training His children to personally know, love and serve Him. Proverbs 22:6, Deuteronomy 6:6-7

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. **Educational Excellence** - equipping our students to be successful with future-focused career skills.



We are called by Jesus Christ
to advance God's Kingdom

Our Vision Statement

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

Vision Driven Beliefs

1. 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 1 Corinthians 10:31, and states, “Whatever you do, do it all for the glory of God”. This impacts all areas of our school life.

2. 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.

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. Colossians 3:23

ACA is committed to providing the highest standard of education



Stakeholder Engagement

The education of Alberta's children is a shared responsibility that engages multiple stakeholders within the community and society as a whole. ACA affirms the foundational role of parents as the primary caregivers and

educators of their children. In support of this, the school also draws upon a diverse range of approved resources to strengthen its overall effectiveness. These efforts are united by a central aim: to foster the well-being and academic success of all students. This commitment is anchored in ACA's Mission, Vision, and Core Values, which are consistently communicated to stakeholders and integrated into all aspects of school practice.



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. We have eight board members, with representation from across our full-time programs and our home education programs.

Parents - Airdrie Christian Academy is strategically focused on becoming the school of choice in our community. We are

committed to fostering strong, values-aligned partnerships with parents, delivering excellence in instruction, and actively contributing to the social and cultural fabric of our community. Through these priorities, we aim to strengthen our reputation, expand our impact, and ensure long-term educational success for our students.

ACA Parent Committees – Through regular meetings and check-ins, our Parent Advisory Committee is engaged in program

development, outreach initiatives, fun-family activities, marketing and promotion. Parents are also strongly engaged through our Policy Committee and Fund Development Committee.

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.

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.

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 our times of instruction, guidance and correction. While peer connection is important for children, 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 skill development opportunities through our student leadership group (SWORD), Project Positivity, Chapel leadership and other community service projects.

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, and each member is 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.



Results Analysis

Besides the valuable data gained from the March Alberta Education Assurance Measures Survey completed by parents, teachers and Grades 4 to 12 students, we also have our Annual Parent Surveys. These surveys address all levels of school leadership and a broad range of topics, and of course, are designed to provide insider information on possible blindspots of our school's operation. Better than that, we have open response comment sections that seek parent input for future school growth. The responses we received from our teachers, students, and parents are invaluable.

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



2025–26 School Outcomes, Strategies, and Performance Measures

Our 2025-26 School Outcomes have been set to align with the outcomes listed in the Alberta Education Business Plan 2025-28.

School Outcome #1 - All students are successfully growing in faith and academics

Colossians 2:6-7 - “Therefore, as you received Christ Jesus the Lord, so walk in him, rooted and built up in him and established in the faith, just as you were taught, abounding in thanksgiving.”

Goal: School community will know, love and serve Jesus Christ more deeply and our students continue to strive for excellence in their education.

Strategies:

A. Increased alignment and solidarity around the ACA Statement of Faith, our Mission Statement and our Vision Statement. These are to keep us anchored to our calling from God as we serve in His school. Teachers will instruct students from these key documents. School leadership will raise it within their teams and the board will emphasize their application at any Society meetings.

B. To provide biblically-anchored instruction that builds knowledge and application of Scriptural truths through skilled Christian teachers. Along with academic professional development, teachers will also attend the ACSI teacher conference and will be actively engaged in biblical integration training.

C. 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.

D. To provide local and global service opportunities for our staff, students and parents, as a natural outpouring of our faith. Providing

these extra-curricular volunteer opportunities blesses the lives of others through sacrificial action, while making our faith real and rewarding.

E. With a new divisional leadership structure in place, the Educational team's area of focus is to improve the percentage of students achieving an acceptable standard of Grade 9 PAT scores.

F. Foster continuous student improvement and growth by implementing differentiated instruction, personalized learning supports, character development, student leadership opportunities, and community engagement, with success measured by academic progress, personal growth, and active participation in school life.

Performance Measure Evaluation Tools:

- Annual ACA Family Surveys - Christian Training Responses
- ACA School Care and Culture Surveys - Elementary and Secondary Students, completed twice annually
- ACA Student / Staff Spiritual Growth Surveys - to be pursued in the 2025-26 school year, under the leadership of our Director of Discipleship
- Internal school student assessments
- Alberta Education Annual Assurance - PATs and Diploma Exam Results

School Outcome #2 - Intentional focus on educating school community on First Nations, Metis and Inuit (FNMI) and other global cultures

Proverbs 31:8-9 "Speak up for those who cannot speak for themselves, for the rights of all who are destitute. Speak up and judge fairly; defend the rights of the poor and needy."

Goal: Develop an environment where FNMI students flourish and have a culture to learn and honor the FNMI history, cultures and contributions by building respectful relationships and promoting reconciliation through education and partnership.

Strategies:

A. Pursue staff training initiatives and student programs which support cultural understanding and instructional approaches for multicultural education, including FNMI learning.

B. Review and implement applicable recommendations from the Truth and Reconciliation Commission's 94 Calls to Action.

C. Partner with organizations such as Native Evangelical Fellowship of Canada to enhance cultural awareness of the FNMI population.

D. Implement specific lessons using the Program of Studies to educate students on the histories, cultures, experiences and contributions of the FNMI peoples.

Performance Measure Evaluation Tools:

- AEAMS reports from Alberta Education
- Annual ACA Family Surveys - Christian Training Responses.
- ACA School Care and Culture Surveys - Elementary and Secondary Students, completed twice annually.
- ACA Student / Staff Spiritual Growth Surveys - to be pursued in the 2025-26 school year, under the leadership of our Director of Discipleship.

Key Insights from Results Analysis:

We noted in our November 2024 Annual Education Results Report in domain # 3 that ACA students reported that their belief in the welcoming and caring culture of our school has declined. Twice annually, we receive student feedback from ACA School Culture Survey after which teachers and leadership will assess and plan for targeted interventions and corrective actions. Additionally, SWORD student leadership and Project Positivity will be tasked with shaping community building and culture setting activities to build the spirit of each student.

School Outcome #3 - Educational Student success is pursued and enhanced to equip learners with competencies needed to thrive academically.

Colossians 3:23-24 "Whatever you do, work at it with all your heart, as working for the Lord, not for human masters, since you know that you will receive an inheritance from the Lord as a reward. It is the Lord Christ you are serving."

Goal: Cultivate the holistic development of students by preparing them with values, skills and knowledge necessary to flourish in tomorrow's world.

Strategies:

A. Ensure that all teachers and educational leaders have the training and skills which lead to excellent professional practices outlined within the Teacher Quality Standards and Leadership Quality Standards. All teachers must attain their Alberta Education Permanent Professional Certificate, and each school leader must further obtain their Leadership Certification.

B. Expand and diversify course elective offerings to provide students with a broader range of learning opportunities in preparation for post-secondary success.

C. Provide current staff members with growth and leadership opportunities which provide development and career satisfaction.

D. Promote school culture growth, student leadership and collaborative community service.

E. Implement professional learning opportunities using assessment data to guide instruction in areas such as literacy, numeracy and reading intervention.

Performance Measure Evaluation Tools:

- AEAMS reports from Alberta Education
- 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

Key Insights from Results Analysis:

We noted in the November 2024 Annual Education Results Report in domain # 1 that we declined in Science 6, Social Studies 6 and Mathematics 9. We aim to bring improvement through implemented staffing changes, increased collaboration, improved curriculum, and targeted professional development. We will also address the concerns which are seen in our Senior High English and Sciences. Standard of Excellence results have declined and will be addressed with appropriate teacher professional development and review of curriculum and material updates.

School Outcome #4 - A Viable and Effective School Future

1 Peter 4:10 “Each of you should use whatever gift you have received to serve others, as faithful stewards of God’s grace in its various forms.”

Goal: 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:

A. Implementing plans in response to recommendations from Alberta Education leadership, Alberta Annual Assurance reports, and school student and parent surveys.

B. Strengthen communication and transparency between the board and administration through regular reporting and timely, responsive actions.

C. Engage the administrative team to enhance the quality of subject matter delivery and support effective, data-informed decision making rooted in best practices.

D. Maintain staffing practices that ensure effective recruitment, hiring and staff development to support an optimal educational environment and promote student success.

E. Optimize the use of school facilities and property through internal efficiency and external rental opportunities, while maintaining faithful fulfillment of mortgage and private loan obligations.

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
- Annual audited financial statements and reports submitted to Alberta Education.

Conclusion

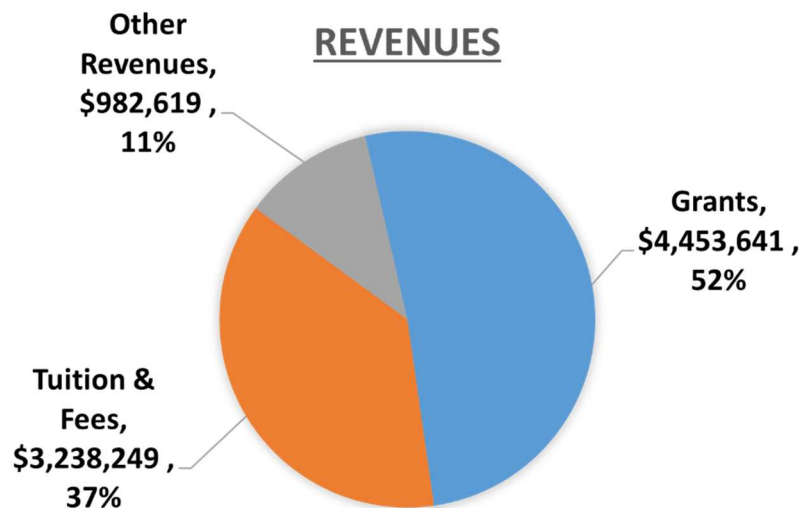
Starting in the 2025-26 school year, we will assess the performance in each of the above 4 School Outcomes during our monthly staff leadership meetings. Additionally, we will review progress at the all-school level on a semi-annual basis and make necessary adjustments as needed. We will plan to submit a comprehensive report to Alberta Education in November 2026 to report on the achievements and success from the implementation of this 2025-26 Education Plan.

2025-26 Budget and Future Planning

Airdrie Christian Academy Society’s 2025-26 annual operating revenues are budgeted for a total of **\$8,674,509** and include the following sources:

1. Grants from Alberta Education
2. Tuition and fees from school families
3. Other revenues such as fundraising, rentals, etc.

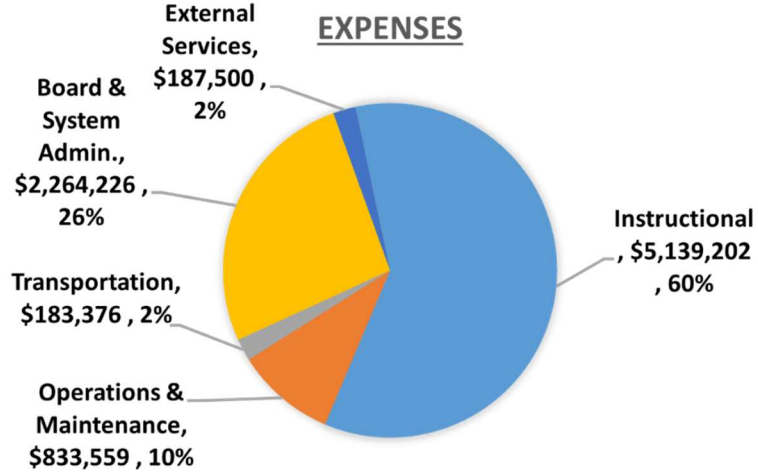
As seen in the chart below, the majority of revenues (\$4,458,641 or 52%) are budgeted to come from Grants from Alberta Education. Tuition & Fees amount to \$3,238,249 or 37% and Other revenues amount to \$982,619 or 11%.



Airdrie Christian Academy’s annual operating expenditures are budgeted for a total of **\$8,607,864**. These are categorized into the following expense classes which are specified by Alberta Education:

1. Instructional - \$5,139,202 or 60%
2. Operations & Maintenance - \$833,559 or 10%
3. Transportation - \$183,376 or 2%
4. Board and System Administration - \$2,264,226 or 26%
5. External Services - \$187,500 or 2%

As seen in the chart below, the majority of expenditures (60%) are budgeted to be spent on Instructional Expenses and includes salaries for Educational staff and Instructional supplies and related expenses.

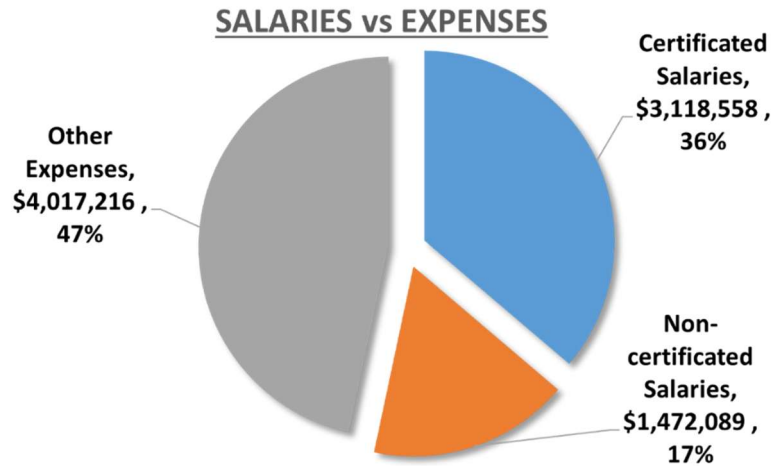


In terms of expenses by categories, the breakdown is as follows:

1. Certificated Salaries
2. Non-certificated Salaries
3. Other Expenses

The majority of expenditures (\$4,590,648 or 53%) are budgeted for salary costs with both certificated and non-certificated salaries combined.

The remaining expenses (\$4,017,216 or 47%) are budgeted for Instructional Supplies, Facilities and Administration.



Budget Highlight Commentary

Enrollment:

For the 2025-26 school year, our school enrollment remains steady. We remain grateful for the Grants which we receive from Alberta Education. We are mindful of the use of the Adjusted Enrollment Method (AEM) which is now used for calculation of Grants using the two-year enrollment information.

In our full-time, in-school program, we have budgeted based on 351 students across grades Kindergarten to 12.

Enrollment in our ACA@Home Shared Responsibility programs has been budgeted at 748 students across various grades.

We continue to make use of 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.

As an independent school, strong enrollment is foundational to our success. We continue to work towards strengthening both the ACA full-time and the ACA@Home programs, including enhancing the facilitation for traditional home school families and some shared responsibility programming with the aim to broaden Christian

education program offerings for interested families in the area.

Tuition and Fees:

We adopt a careful approach in increasing the annual tuition and other fees in keeping with the inflationary pressures. Necessary consultations are completed with the various stakeholders to ensure that the increases are in line with the industry standards.

Our North Calgary busing program has helped expand our enrollment base by attracting families in North-East and North-West quadrants of Calgary to our school. These additional pickup locations are very helpful for parents who are unable to bring their children to Airdrie. We are regularly reviewing the needs for additional pickup locations within Airdrie and surrounding areas.

We continue to undertake marketing and promotion efforts to increase our enrollment. word-of-mouth and a combination of social media advertising, along with school event stories, prove to be the most effective method for bringing new families to ACA. Through marketing and intentional retention, we strive to achieve our desired enrollment of over 359 K-12 students.

Other Revenues:

We are also engaged in increasing our other revenue streams, such as rental income, from the use of our building and fundraising efforts from annual events such as Read-a-thon, Grandparents' Luncheon, and Apple Fundraiser.

Our dedicated staff team continues to rise to the challenges and deliver exceptional services to our community. We are very grateful to them for their sacrificial efforts.

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).

Expenses:

Majority of our expenses (53%) are for salaries for staff including

educational, support, facilities and administrative teams. Other expenses (47%) include expenses for instructional supplies, facilities and administrative expenses.

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.

We are very hopeful that we will be able to build on our solid foundation and implement plans for future growth and successes.



We are called by Jesus Christ
to advance God's Kingdom

Website and Links for Further Information

School Website

AirdrieChristian.com

Financials, AERR and Three-Year Plan

[Link to ACA Financials](#)

Physical Office

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

We encourage you to pursue
Christian Education for
your family through ACA!