

**Parkland Immanuel Christian School
2022-2023 Education Plan**



School Profile

In 1977, a small community of enthusiastic parents planned, built and opened a little school outside of Edmonton proper in the County of Parkland. These parents and their supporting church community were committed to quality education that would prepare their children to be ambassadors for Christ and energetic contributors to society.

Much has changed over the years at Parkland Immanuel Christian School (PICS): the school has grown from a little school with a few teachers and a few dozen students to a vibrant learning institute with 430 students and 45 teachers and educational assistants. PICS has blossomed from offering foundational core subjects to providing a learning environment offering a wide variety of curricular and extra-curricular opportunities for students.

Yet behind this growth and diversity, crucial anchors have kept the school community firmly tied to its roots: the ongoing blessings of God; the robust energy of our community volunteers and supporters; and a strong partnership with Alberta Education.

Parkland Immanuel Christian School is continuing the work of providing Christian education to children of Reformed believers that first began when PICS opened its doors in 1977. As part of this work, the School Board, administration, and staff continue to work with parents and students to implement strategies that support our mission, mandate, and vision.

Mission

The purpose of Parkland Immanuel Christian School is to provide parents a Christian learning environment for educating their children. We strive to develop the students' talents so that they acquire the knowledge, skills and attitudes needed for a life of responsible Christian stewardship. The school will also provide an atmosphere where students can grow in maturity in their relationship with one another.

Mandate

Parents are primarily responsible for the education of their children. In order for education to be most effective, there should be uniformity of purpose and direction between home, school, and church. To achieve this, parents belonging to Canadian Reformed Churches of Edmonton have established a school society and elected a parental board to operate and maintain Parkland Immanuel Christian School. It is the mandate of this board to hire suitable staff to carry out the daily instruction in the school in accordance with the directives of the society and subject to Holy Scriptures, as summarized in the Belgic Confession, Heidelberg Catechism, and Canons of Dort.

Vision

Parkland Immanuel Christian School is a Reformed covenantal school rooted in God's Word and the confessions of the Canadian Reformed Church. Our covenant community will have such harmony and support from its parents, staff and students that it forms a powerful voice glorifying God and demonstrating hope in a broken world. We will continually strive to express our understanding of God's gift of grace and the value of providing consistent instruction between school, church and home.

Enthusiastic Learning

Parkland Immanuel Christian School will seek to create an environment where staff and students are inspired and challenged to use their God given talents as they joyfully teach and learn about our God and the world from a covenantal perspective. They will engage in activities that foster a love for learning, develop the ability to think critically about the world around them, and promote strong leadership skills.

Caring People

Parkland Immanuel Christian School will attract, develop and retain individuals whose words and actions glorify God and model Christ's love and purpose in their own spiritual and academic growth. They will strive for excellence in leadership and communication with peers, parents and the community.

Nurturing Community

Parkland Immanuel Christian School will be prayerfully supported by a welcoming multi-generational community that is actively involved through volunteering, membership in committees or boards, and by participation in regular school activities. It will seek to build strong partnerships with all members of the Reformed community and promote a sense of belonging, ownership and pride.

Highlights of 2021-2022 School Year

The summer of 2021 saw Alberta's government relax many restrictions and time was taken to review and adjust plans for school re-entry in September. Unfortunately, new measures were brought in mid-September and further adjustments had to be made to school operations. Thankfully we were able to maintain in-person learning and student attendance remained fairly strong all year. Microsoft Teams has proved a useful tool to provide students with reasonable access to instruction and necessary resources. We are deeply thankful that we did not have to move to at-home learning and staff and students have been working very hard under some challenging circumstances.

Most extra-curricular events and activities were able to continue this year. Athletics were able to run mostly as usual, albeit without spectators for a good chunk of the year. All of our teams had great seasons; two notable highlights being our cross-country team and high school girls basketball team came home with provincial banners. Our Band program was able to continue and two concerts were put on for our community in 2022. Staff and students continue to persevere despite the challenges brought on by Covid.

Some in-school clubs (e.g. ARPA, Drama) and field trips have continued, and whole school events were adapted to fit the current guidelines in effect. Reading Month and Mission Week (staff/students raised over \$6000 for the Mufu Home in Kenya) were both a great success.

We continue to explore community engagement and service opportunities. For example, our construction class took on a "Sleep in Heavenly Peace" project where they built multiple beds for low income housing projects. Students also collected items for and volunteered at Hope Mission, as well as designing a variety of service projects in their community. Staff and students found and explored creative outlets to follow the command "Love your neighbor" throughout the school year.

Staff and students have become very creative in putting together virtual assemblies for the school. As restrictions were lifted in February, we were able to organize some in-person whole-school community events (e.g. Grandparents Day, Easter Assembly) which were greatly appreciated by our stakeholders.

Trends/Issues:

As a school society we have seen significant growth in the last five years. Covid has caused a reduction in this growth, and enrolment has stalled in the last 2 years. Recent projections are somewhat uncertain, creating both challenges and opportunities.

Along with the rest of the province, Covid-19 has impacted education in 2020/2021 and 2021/2022. So far we have weathered this storm relatively well, and student learning has continued. The uncertainty due to Covid has led some parents to keep their children home this year, most choosing the homeschooling option. We've also been working hard to support our students with learning needs and address the learning loss impact on our students. The impact of Covid on mental health also has our attention and in response we've begun to provide training and resources (e.g. Open Parachute) for staff and students.

AISCA's grant to replace RCDC services has helped a lot, and these supports have been a real blessing. The Alberta government's additional learning loss funding has also proved helpful in addressing learning gaps in our Grade 1-3 students. We were able to successfully implement several interventions in literacy and numeracy for this group of students. Despite these challenges, the school is succeeding academically and is benefiting from strong support from parents and students.

The school board continues to make progress on a 3 year strategic plan to address the need for long-term planning. Our facility will also need to be expanded soon, as our school continues to burst at the seams. This project has experienced delays due to Covid, a recent economic downturn, rising building costs, and related impacts.

As we look back upon the past year, and look forward to the next, we ultimately give thanks to our heavenly Father for His goodness towards us. He has blessed us with the time, talents, and resources to continue to run our school, and we will continue to look to Him for all things.

Accountability Statement

The Education Plan (2022-2025) for Parkland Immanuel Christian School was prepared under the direction of the Board in accordance with its responsibilities under the Private Schools Regulation and the Education Grants Regulation. This document was developed in the context of the provincial government's business and fiscal plans. The Board has used the results taken from a variety of stakeholders, to the best of its abilities, to develop the Education Plan and is committed to implementing the strategies contained within the Education Plan to improve student learning and results. On April 28, 2022, the board approved the 2022-2025 Education Plan.

(Original copy signed and on file at school)

Board President

Date Signed

Board Secretary

Date Signed

School Priority #1	
School Priorities	<p>Develop and maintain a rigorous academic program in order to promote academic excellence and prepare our graduates for university and career.</p> <p>“Parkland Immanuel Christian School will seek to create an environment where staff and students are inspired and challenged to use their God given talents as they joyfully teach and learn about our God and the world from a covenantal perspective. They will engage in activities that foster a love for learning, develop the ability to think critically about the world around them, and promote strong leadership skills” (PICS Vision).</p>
Assurance Framework Domain	Student Growth and Achievement
Outcomes	<p>To improve exam writing skills in our post-secondary students.</p> <p>To cultivate effective study and academic performance strategies in our students and graduates.</p>
Context	<p>In the past PICS had an exam policy that exempted students from writing exams if they maintained an 80% average in each course. This resulted in many students (primarily those going on to post-secondary) experiencing few exams in Junior and Senior High. This was re-evaluated and adjusted to require students to write select exams in Junior/Senior High while allowing alternative options to final exams in courses such as Religious Studies and English. Previous survey data also indicates that many students do not rely on effective study strategies.</p>
Strategies	<p>Strategies include:</p> <ol style="list-style-type: none"> 1. Communicating changes to society, parents, and students 2. Preparing exam schedule for Junior/Senior High 3. Reviewing Health curriculum to ensure study skills/strategies and stress management are being taught intentionally to students 4. Develop exam criteria (length, complexity, question types, Bloom’s taxonomy, blueprinting) 5. Administration to review exams and related blueprints with teachers at several points throughout the year 6. Survey students on study habits, exams, exam week
Measures	<p>The general outcome will be measured by:</p> <ol style="list-style-type: none"> 1. Results of student and alumni surveys 2. Analysis of exams compared to criteria developed 3. Student performance results on exams 4. PAT/Diploma results 5. AEA survey results including High School Completion, Citizenship, and Academic Engagement

School Priority #2	
School Priorities	<p>Maintain a collaborative internal school culture for staff that is God honouring, positive, loving, safe, caring and reflects the school’s mission. Enable staff (and students) to thrive and grow.</p> <p>PICS will “seek to create an environment where staff and students are inspired and challenged to use their God-given talents as they joyfully teach and learn about our God and the world from a covenantal perspective. They will engage in activities that foster a love for learning, develop the ability to think critically about the world around them, and promote strong leadership skills.” (Vision)</p>
Assurance Framework Domain	Teaching and Leading
Outcomes	<p>Establish Professional Learning Communities (PLC’s) to promote collective efficacy.</p> <p>Create a collaborative community within our professional staff to effectively work towards staff growth and student educational success.</p>
Context	In 2022-2023 we will maintain an early dismissal system to give staff time to meet together regularly in order to focus on school priorities.
Strategies	<p>Strategies include:</p> <ol style="list-style-type: none"> 1. Arrange early dismissals and PD days into school calendar 2. Develop protocols and CLEAR goals for early dismissal groups (PLC’s) 3. Ensure PLC goals connect to school goals/priorities 4. Admin presence and regular check-ins with early dismissal groups
Measures	<p>The general outcome will be measured by:</p> <ol style="list-style-type: none"> 1. Anecdotal teacher feedback 2. PLC observations 3. PLC presentations (progress reports) at May’s PD Day 4. AEA survey results of Education Quality

School Priority #3	
School Priorities	<p>Provide a caring, nurturing, Christian environment where all students are encouraged and given opportunities to use their God-given gifts to the best of their ability.</p> <p>“Parkland Immanuel Christian School will seek to create an environment where staff and students are inspired and challenged to use their God given talents as they joyfully teach and learn about our God and the world from a covenantal perspective. They will engage in activities that foster a love for learning, develop the ability to think critically about the world around them, and promote strong leadership skills.” (PICS Vision)</p>
Assurance Framework Domain	Learning Supports
Outcomes	<p>Complete work of LASN sustainability committee</p> <p>Access AISCA Learning Continuum Support Grant</p>
Context	PICS has a growing student population and along with this growth our Learning Assistance Program has also expanded. The dissolution of RCDC program has also resulted in reduced supports for students, a gap that the AISCA grant is intended to address.
Strategies	<p>Strategies include:</p> <ol style="list-style-type: none"> 1. LASN ad-hoc committee to evaluate Learning Assistance Program and Sustainability 2. Develop protocols/parameters for allocating resources, supports, and guiding questions around student admission 3. Continue to leverage AISCA grant and related supports
Measures	<p>The general outcome will be measured by:</p> <ol style="list-style-type: none"> 1. Report produced by LASN ad-hoc committee 2. Development of guidelines for supporting students with learning needs 3. Monitor and report on the availability of consultants and other professionals 4. AEA measures of Safe & Caring, Student Inclusion, and Access to Supports & Services

School Priority #4	
School Priorities	<p>Provide spaces for students to learn, grow and build one another up, for staff to perform their duties and enjoy their work, and for the Society to be able to come together and share in the joy of school and community activities.</p> <p>"Parkland Immanuel Christian School will be prayerfully supported by a welcoming multi-generational community that is actively involved through volunteering, membership in committees or Boards, and by participation in regular school activities. It will seek to build strong partnerships with all members of the Reformed community and promote a sense of belonging, ownership and pride." (PICS Vision)</p>
Assurance Framework Domain	Local & Societal Context
Outcomes	<p>School Expansion will:</p> <ul style="list-style-type: none"> - add classrooms (Phase 1) - add gym/kitchen/foyer (Phase 2) - existing structure renovations (Phase 3)
Context	<p>Enrolment growth has resulted in space pressures. All classrooms are in use and special use areas (Computer lab, library, art room, etc.) have now become regular use classrooms. Expanding the current facility to accommodate current and future growth is necessary to create more capacity and options for the future.</p>
Strategies	<p>Strategies include:</p> <ol style="list-style-type: none"> 1. Fundraising for capital project 2. Development of 'excess' lands to the west 3. Develop and follow construction timeline for expansion 4. Engage society at bi-annual meetings 5. Project space requirements for future years
Measures	<p>The general outcome will be measured by:</p> <ol style="list-style-type: none"> 1. AEA results of Parental Involvement 2. Analysis of space within school; <ul style="list-style-type: none"> - Dedicated spaces for special use areas - Each grade has a dedicated homeroom for their use 3. Financial support for expansion

Budget Summary

For the fiscal year 2022-2023, please see the budget summary below to ensure that PICS continues to offer a quality education and works toward the priorities articulated in this report.

Canadian Reformed School Society
Budget 2022/23 (updated April 30, 2022; forecast through March 2022)

	Budget 22/23	Budget 21/22	Forecast 21/22	Budget 20/21	Actual 20/21
Revenues					
Grants					
Kindergarten	143,741	146,895	146,895	146,591	146,591
Grades 1-12	1,858,372	1,781,373	1,821,964	1,733,704	2,127,688
Other	715,054	682,933	786,346	659,591	468,421
	<u>2,717,167</u>	<u>2,650,951</u>	<u>2,755,205</u>	<u>2,539,886</u>	<u>2,742,700</u>
Members					
Fees	1,604,871	1,441,905	1,448,388	1,403,789	1,332,185
Donations	128,000	120,073	117,873	108,533	88,581
Fundraising	0	95,000	167,212	0	612,524
	<u>1,732,871</u>	<u>1,656,978</u>	<u>1,733,473</u>	<u>1,512,322</u>	<u>2,033,290</u>
Miscellaneous					
Ladies Aid	0	0	0	0	0
COVID-Related Grants					
Other	3,040	3,040	3,648	1,910	20,443
	<u>3,040</u>	<u>3,040</u>	<u>3,648</u>	<u>1,910</u>	<u>20,443</u>
Total Revenues	4,453,078	4,310,969	4,492,326	4,054,117	4,796,433
Expenses					
Instructional					
Salaries	2,735,358	2,748,438	2,796,002	2,582,583	2,151,081
Benefits	360,857	350,254	379,103	312,161	422,976
Staff Acquisition	8,000	8,000	6,412	6,000	9,102
Services Purchased	156,687	120,892	113,068	132,973	86,030
COVID-Related Costs			0		
Supplies & Materials	115,778	109,620	101,878	92,450	73,015
	<u>3,378,680</u>	<u>3,339,204</u>	<u>3,401,359</u>	<u>3,126,166</u>	<u>3,360,239</u>
Administration					
Salaries	247,155	183,641	196,645	179,157	142,606
Supplies & Materials	11,500	10,000	15,699	10,000	24,352
Dues & Professional	45,313	46,980	45,406	44,000	24,449
Promotion	28,500	25,625	24,390	18,500	31,449
	<u>332,467</u>	<u>266,246</u>	<u>282,139</u>	<u>251,657</u>	<u>222,856</u>
Operations & Maintenance					
Accounting & Legal	12,000	12,000	11,000	10,500	15,230
Insurance	55,000	55,000	54,630	45,000	65,173
Utilities	90,723	89,529	84,849	96,098	82,809
Supplies	14,000	14,000	14,019	14,000	7,524
Services Purchased	94,324	92,508	73,786	97,190	55,703
Building Maintenance	46,300	42,850	49,872	42,250	41,778
Grounds Maintenance	18,050	18,000	22,189	17,000	4,856
	<u>330,397</u>	<u>323,887</u>	<u>310,346</u>	<u>322,038</u>	<u>273,073</u>
Transportation					
Insurance	23,903	15,532	20,785	13,761	12,945
Fuel	65,063	50,612	50,048	47,960	33,910
Repairs	45,467	48,876	49,889	52,400	69,462
Services Purchased	194,015	190,591	175,632	195,982	92,418
	<u>328,448</u>	<u>305,611</u>	<u>296,354</u>	<u>310,103</u>	<u>208,735</u>
Financial					
Bank Charges	960	960	797	960	1,276
Mortgage Payments interest	0	0	0	0	0
Furnishings & Equipment	50,700	53,900	80,338	11,200	42,430
GST (net)	10,336	9,660	3,057	8,974	16,875
	<u>61,996</u>	<u>64,520</u>	<u>84,191</u>	<u>21,134</u>	<u>60,581</u>
Total Expenses	4,431,988	4,299,469	4,374,389	4,031,099	4,125,484
Operating Budget Balance	21,090	11,500	117,937	23,019	670,949
Less Project 2020 Fundraising (net)			95,769		612,524
Adjusted Operating Budget Balance			22,168		58,425
Capital Budget					
Amortization of Capital Allocations	-122,000	-116,000	-116,000	-116,000	-120,564
Mortgage Payments principal	0	0	0	0	0
Bus Loan/Reserve Fund	0	0	0	0	0
Bus Purchase	0	0	0	0	0
Bldg Expansion/Improvement	15,000	11,500	73,006	20,000	0
Amortization of Capital Assets	222,500	220,000	220,000	220,000	214,641
Capital Budget Balance	115,500	115,500	177,006	124,000	94,077
Proceeds from Land sale					209,599
Total Budget Balance	-94,410	-104,000	-154,838	-100,981	173,947
Non-Cash Items					
Amortization of Capital Allocations	122,000	116,000	116,000	116,000	
Amortization of Capital Assets	-222,500	-220,000	-220,000	-220,000	
Capital Budget Balance	-100,500	-104,000	-104,000	-104,000	
Budget Balance	6,090	0	-50,838	3,019	173,947