

Calgary Changemaker School

THREE YEAR EDUCATION PLAN

Commencing September 2020



Critical Thinking + Empathy + Innovation = Changemaking

School Authority A.0355: Calgary Changemakers in Education Society

CALGARY CHANGEMAKERS IN EDUCATION SOCIETY

***Our mission** is to create a 'ripple effect' on the future world by educating, supporting and empowering students and staff to realize their potential as powerful and empathetic leaders and Changemakers within the Calgary Changemaker School community and beyond. We also seek to nurture the mental and physical health and well-being of our students and staff, to play a supportive role in the local community, and to contribute to the growing global effort to ensure every child is given plenty of time outdoors in a natural environment as part of their education.*

School Authority A.0355: Calgary Changemakers in Education Society



Calgary Changemaker School

Leadership. Empathy. Outdoor Learning.

A K-8 school for the creative personalities, sensitive dreamers and bright innovators.

The Calgary Changemaker School is a small not-for-profit, accredited independent school for Kindergarten through Junior High. Prioritizing wellness, social-emotional learning and spending time outdoors, we offer an exceptional educational experience designed to develop resilient, creative and empathetic Changemakers who love to learn.

Our school is located on 7 acres just off of the Trans Canada Highway in Springbank (West of Calgary, Alberta).



OUR VISION



An environment of educational coexistence for children, teenagers, and adults, where everyone can find what they need for their intellectual, social, emotional and physical health and wellness.

A place where students can explore, experiment, live, discover, and be challenged by their educational experiences in order to gain meaningful and relevant knowledge of the world they live in and a rapidly changing future.

A climate in which innovation, creativity, and originality of the individual is supported and cherished.

An atmosphere that enables the organic development of empathy, 'changemaking' and global citizenship.

A community that ignites passion and encourages enthusiasm for excellence and social change.



What makes us different?

- Much of our learning takes place **outdoors and in nature.**



- We prioritize the physical, mental and emotional **health and well-being** of our students and staff.
- We meet and exceed the curriculum through active and hands-on activities, project-based learning and creative exploration.
- We are committed to **small class sizes** and **specialist** educators *who embrace our philosophy, vision and mission.*

At Calgary Changemaker School we believe that:

- All people have the right to be treated with respect and dignity irrespective of age, gender, ethnicity, status, ability or sexual orientation.
- Children have the right to feel safe at school.
- Children have the right to an education that is flexible, interesting and meaningful.
- Children have the right to be taught by caring, passionate and excellent educators who will help each student to learn according to their individual abilities and skill-levels.
- Children have the right to have 'choice and voice' over their learning and to express their opinions and be heard.
- Children have the right to move throughout the day, to take breaks as needed and to spend time learning and playing outdoors every day.



THREE YEAR EDUCATION PLAN 2020-2023

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ACCOUNTABILITY STATEMENT

The Education Plan for the Calgary Changemakers in Education Society commencing September 2020 was prepared under the direction of the Board of Directors in accordance with the responsibilities under the Education Act and the Fiscal Planning and Transparency Act. 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 Education Plan for 2020-2023 on May 21, 2021.

This document can be found on our school website under our policies and handbooks page at: <https://www.calgarychangemakerschool.com/school-handbooks>

The Board approved this Three Year Education Plan for 2020-2023 on May 21, 2021.

Kristi Kraychy, Board Chair

May 21, 2021

Date

WHISTLEBLOWER STATEMENT

Pursuant to section 32 of the Public Interest Disclosure (Whistleblower Protection) Act, no disclosures were received to date.



MESSAGE FROM THE HEAD OF SCHOOL

We are pleased to present the Calgary Changemaker School 3-Year Educational Plan.

As mentioned in our November 2020 combined AERR/EP, our plan this year is driven by three goals through which our community is connected:

- * **Prioritize social-emotional learning & support the mental health of students and staff.**
- * **Instruction, activities and school-wide events are designed to promote Cross-Curricular Competencies.**
- * **Students meet and exceed their potential through individualized challenge in numeracy and literacy.**

As a first-year school our entire school community fully embraced the vision outlined in this Educational Plan, and immediately went to work putting it into action to the benefit of our learners, now and in the future.

We are committed to ensuring this Plan is a living document. Therefore, each year we will be working with all stakeholders to collaboratively review and revise the plan. Our Plan looks at the school community from a holistic perspective and is both ambitious and inspiring for a new school, which is no less than our students deserve.

As of May 2021, we currently have just under 50 students in Kindergarten through Grade 6 in five separate classes of 8-12 students. Each class is led by Alberta Certified Teachers with additional student supports provided by the leadership and administrative team, educational assistants, contracted special service providers and artists in residence.

We look forward to continuing to support and celebrate the many successes of our school and greater community. On behalf of the Calgary Changemakers in Education Society and Calgary Changemaker School, we want to thank our broad school community for their continued support and dedication to our Changemakers.

Sincerely,

Kristina Kraychy

Head of School, Founder
B.Mus., B.Ed., CHNC, M.Ed.
Calgary Changemaker School



CONSIDERATIONS AND GOALS SPECIFIC TO THE COVID19 PANDEMIC

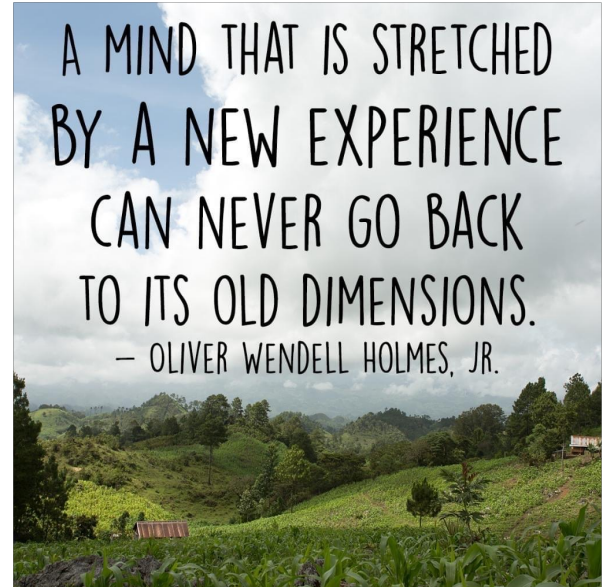
1. Academic & Educational

Programming: We are committed to continuing to provide an exceptional holistic educational experience that balances academic needs with the social-emotional needs of our students whether in-person or online (with our preference being to prioritize safe in-person learning).

2. Connection & Creativity: We will 'think-outside-of-the-box' so that we can offer our students and families

more opportunities to safely connect both in-person and virtually and to build a greater sense of community amongst our students, staff, parents and stakeholders.

3. Adaptability: We are proud of how quickly and effectively our staff, students and school community has been able to pivot and adapt to the many changes and challenges presented this start-up year during the COVID19 pandemic. We strive to continue modelling and building resiliency and a growth mindset.





Calgary Changemakers in Education Society

GOAL ONE: Prioritize social-emotional learning & support the mental health of students and staff.

OFFERINGS/STRATEGIES:

- ◆ Students are provided with opportunities and space for quiet breaks as well as unstructured play each day.
- ◆ Staff schedules include daily prep times, breaks and collaboration opportunities.
- ◆ Staff and students spend time outdoors and in nature each day.
- ◆ Students are provided with educational opportunities and lessons in mindfulness, emotional regulation techniques and communication skills.
- ◆ We plan to maintain our very low student to teacher ratios for all classes.
- ◆ We have contracted a part-time child psychologist to join our team next year.

* **Outcome 1:** Students and staff feel a sense of belonging, sense of self and sense of purpose.

* **Outcome 2:** Students and staff feel safe, valued, respected, confident, empowered, and engaged.

- *In response to the pandemic and government mandates, Calgary Changemaker School (along with all K-12 schools in Alberta) had to shift from in-person to remote learning for the first time on May 7, 2021. By using Zoom meetings, Google Docs/Slides/Sheets and a central access page to all links, the Calgary Changemaker School was able to continue offering key aspects of our Changemaker school culture and social-emotional learning including school-wide assemblies, spirit days, yearbook, choice clubs, artists in residence, physical education, mindfulness and outdoor adventure challenges.*



GOAL ONE will be measured through:

- Parent, student and stakeholder surveys.
- Informal and formal dialogue, conversations and two-way communications with all members of our school community.
- Classroom and student observations by administrative team.
- Consultation and collaboration with students' third party child psychologists.





Calgary Changemakers in Education Society

GOAL TWO: Instruction, activities and school-wide events are designed to promote Cross-Curricular Competencies.

- * Alberta Education Cross-Curricular Competencies document: <https://education.alberta.ca/media/3272998/competency-indicators-september-30-2016.pdf>

OFFERINGS:

- ◆ Students are provided with engaging, hands-on and innovative educational programming that ignites and inspires the Cross-Curricular Competencies.
 - ◆ We plan to host an annual Celebration of Learning in June each year in order to provide students with the opportunity to share and celebrate their learning and hard-work on passion projects with parents and other stakeholders.
 - ◆ We will provide more choice club options, develop fine arts programming and increase opportunities for supported teacher-led language instruction as well as increase more opportunities for students to incorporate individual areas of interest across the curriculum.
 - ◆ Staff have access to dedicated training weeks, professional development opportunities, ongoing collaboration blocks, school-wide events, resources, reading materials and admin support to further their understanding of the cross-curricular competencies and build upon their existing teaching skills.
 - ◆ We will continue with our strong teacher internship/mentorship program.
-
- * **Outcome 1:** Students develop skills in the Cross-Curricular Competencies: critical thinking, communication, problem solving, collaboration, creativity and innovation, cultural and global citizenship, managing information and personal growth and well-being.
 - * **Outcome 2:** Students apply and demonstrate cross-curricular competencies during school assignments and activities and when working through real-life problems.



GOAL TWO will be measured through:

- Student, staff and broader stakeholder/ community surveys including custom Changemaker School surveys and results from the Alberta Education survey.
- Informal and formal dialogue, conversations and two-way communications with all members of our school community.
- Classroom and student observations by administrative team.
- Analysis of student work and portfolios.
- Celebration of Learning in June.
- OLSAT, SSAT, PAT exams.



Kinder Changemakers

Megan White Our wooden show and share items brought a lot of excitement this week! We used them to practice math and science skills such as observing, counting, sorting, and comparing. Some of the vocabulary words that we used during this activity were: "categories", "same", and "different".



Calgary Changemakers in Education Society

GOAL THREE: Students meet and exceed their potential through individualized challenge in numeracy and literacy.

OFFERINGS:

- ◆ Students are evaluated, regularly assessed and met “where they are at” on their individual learning journey.
- ◆ Students are placed into literacy and numeracy groups that are appropriately challenging for their current level of skill and understanding rather than by age.
- ◆ Students are offered engaging and effective lessons, projects and learning opportunities to improve skill, understanding and application in the areas of numeracy and literacy.
- ◆ Staff have access to dedicated training weeks, professional development opportunities and ongoing collaboration blocks to identify areas where we can improve student literacy and numeracy outcomes.
- ◆ We will continue with our strong teacher internship/mentorship program.

* **Outcome 1:** Experience and demonstrate individual growth in numeracy and literacy.

* **Outcome 2:** Students can apply numeracy and literacy strategies in a variety of contexts.

- *In response to the pandemic and government mandates, Calgary Changemaker School had to shift for the first time from in-person to remote learning on May 7, 2021 along with all K-12 schools in Alberta. In two days, a remote/virtual program for Kindergarten through Grade 6 unique to the Changemaker School was developed to emphasize numeracy and literacy learning. Our remote program was implemented with success according to two remote education parent and student surveys.*

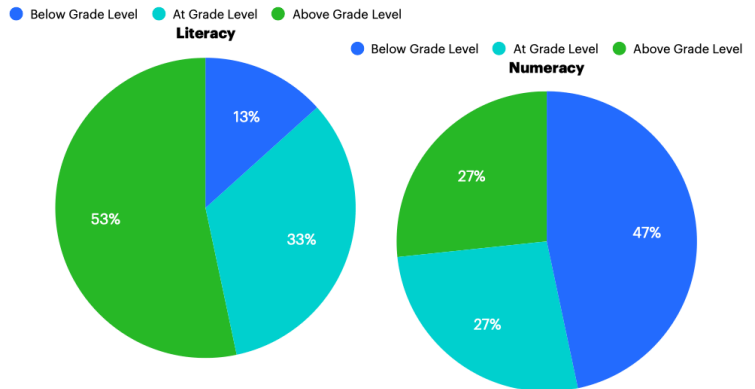


GOAL THREE will be measured through:

- Classroom and student observations by administrative team.
- Analysis of student work.
- Practice on standardized assessments such as: practice *PAT* exams and practice *OLSAT* & *SSAT* exams (and official *PAT* exams in the future).
- *Words Their Way* Series Assessments for spelling and orthographic development.
- *Fountas & Pinnell* guided reading levels.
- *Jerry Johns* Reading Series.
- *Woodcock Johnson*: Word Attack & Math Fluency & Applied Problems.

BASELINE NUMERACY & LITERACY TESTS OCTOBER 2020

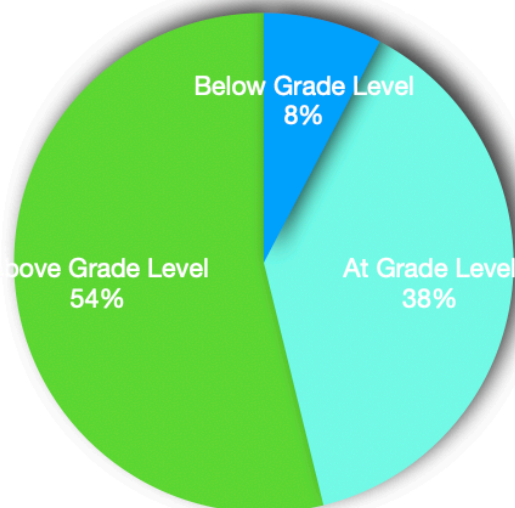
Where were our students at when they arrived at our school?



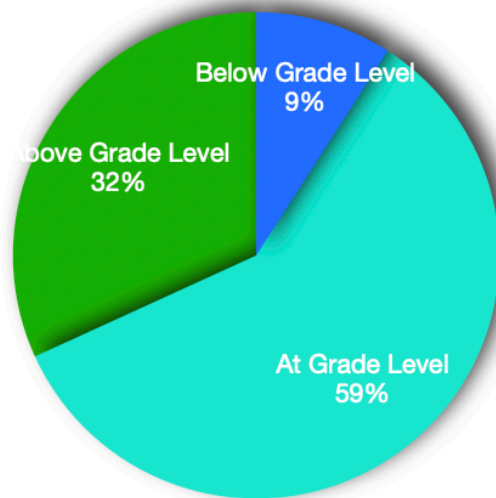
NUMERACY & LITERACY TESTS: April 2021

Legend: Below Grade Level (Blue), At Grade Level (Cyan), Above Grade Level (Green)

Literacy (Writing, Spelling & Comprehension)



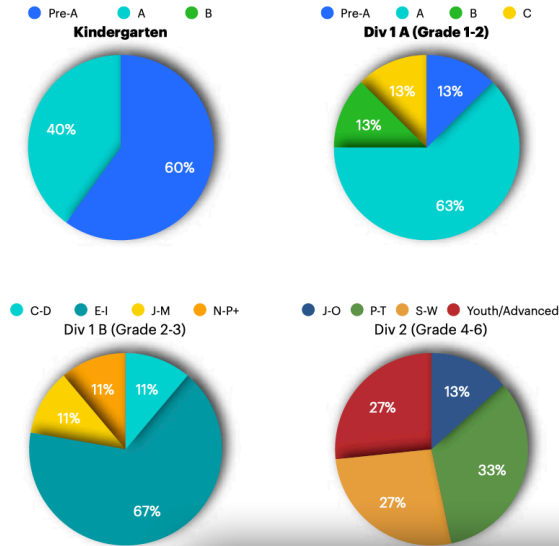
Numeracy (Math)





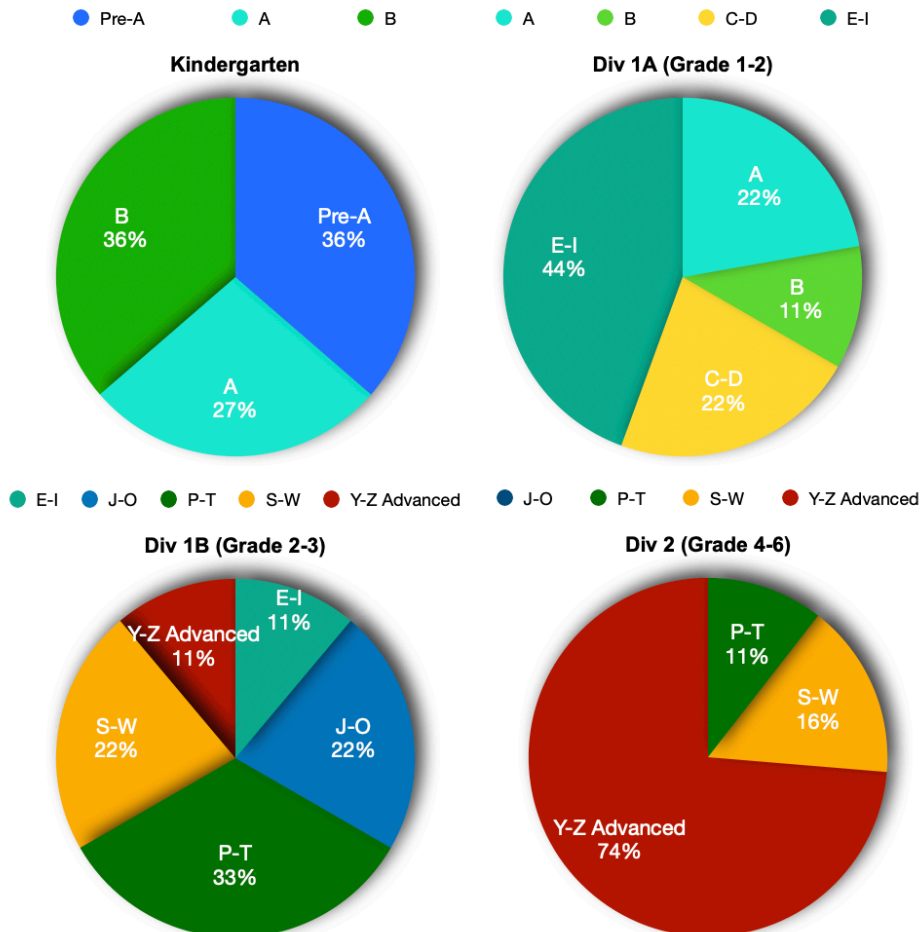
Our Student Guided Reading Levels: October 2020

*Note, COVID19 school closures may have had an impact on student reading levels the previous year for some students.



Grade Level	Fountas & Pinnell Guided Reading Level	Grade Level	Fountas & Pinnell Guided Reading Level
Kindergarten	A to B	Grade 4	P-T
Grade 1	C-I	Grade 5	S-W
Grade 2	J-M	Grade 6	V-Y (Youth Novels)
Grade 3	N-P		

Student Reading Levels: April 2021





FINANCIAL SUMMARY

2020-2021 Projected Results for Year Ended August 31, 2021

The school year 2020-2021 is Changemaker's first year of school operations. The projected financial results reflect the following:

Revenues

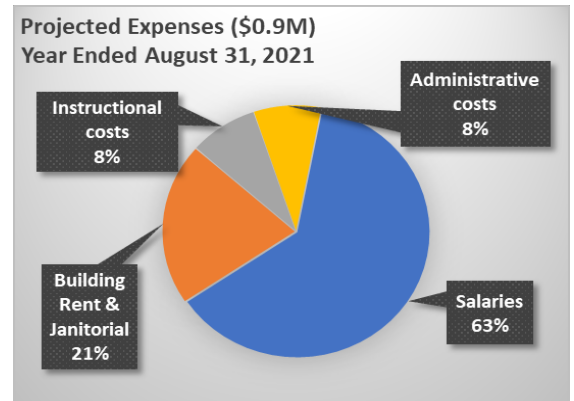
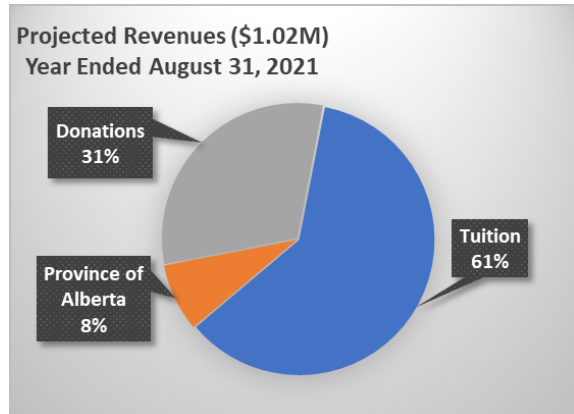
- Alberta Education does not fund Grades 1 – 12 students in the first year of a school's operation.
- Demonstrated the viability of the Changemaker education model.
- Obtained significant support in the form of grants and donations.
- Achieved initial expected enrollment levels.

Expenses

- Recruited and developed teaching staff.
- Established efficient systems and administrative and support staff.
- Established and implemented protocols to manage the impacts of the Covid pandemic.
- Equipped the school's classrooms and outdoor learning space and implemented technology network support.

Excess of Net Revenues over capital expenditures

- The projected excess of net revenues is planned to provide for fluctuations in costs and revenues in future budgets, including enrollment fluctuations, and capital needed for future expansions.



Revenue Summary		Percentage
Tuition	\$ 622,977	61%
Alberta Education Grants	83,279	8%
Donations and grants	318,833	31%
Total Revenues	\$ 1,025,089	
Expense Summary		
Salaries	\$ 517,634	63%
Instructional costs ¹	68,801	8%
Building rent and janitorial	173,349	21%
Administrative costs ²	67,743	8%
Total expense	\$ 827,527	
Excess of revenues over expense	\$ 197,562	
Capital expenditures	124,365	
Excess of net revenues over capital expenditures	\$ 73,197	

¹ Instructional supplies and educational enrichment

² Includes office supplies, insurance, banking, internet and audit fees



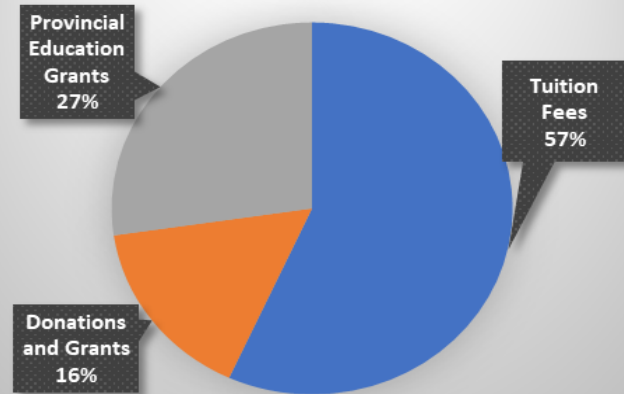
2021-2022 Budget for Year Ended August 31, 2022

The school year 2021-2022 will be Changemaker's second year of school operations. The budget reflects the following:

Revenues

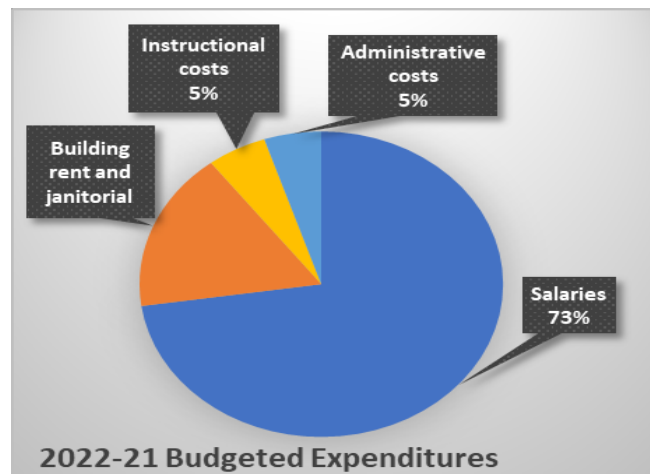
- Expected enrollment of 50 students Grades 1-8 students and 12 Kindergarten students. Alberta Education provides funding for all grades in addition to Kindergarten
- 90% of existing students have re-enrolled.
- Ongoing significant support in the form of grants and donations.

2022-21 Budgeted Revenues



Expenses

- Teaching staff and educational aides expanded for increased enrollment.
- Salaries at market rates.
- School classrooms expanded to meet future enrollment.
- Continued enrichment programs and focus on outdoor learning.



Revenue Summary		Percentage
Tuition	\$ 857,650	57%
Alberta Education Grants	412,475	27%
Donations and grants	240,00	16%
Total Revenues	\$ 1,510,125	
Expense Summary		
Salaries ¹	\$ 1,090,156	73%
Instructional costs	79,400	5%
Building rent and janitorial	253,450	17%
Administrative costs	76,200	5%
Total expense	\$ 1,499,206	
Excess of revenues over expense	\$ 10,919	
Capital expenditures	5,000	
Excess of net revenues over capital expenditures	\$ 5,919	

¹ All salaries including enrichment sessional instructors such as drama enrichment and Wellness Wednesdays

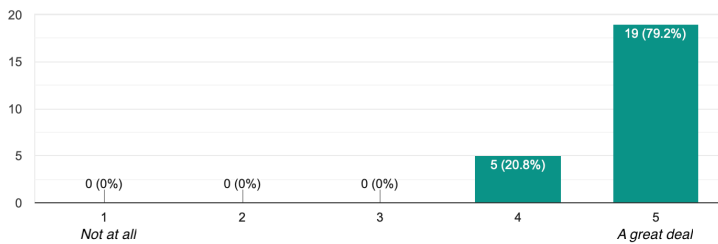


Calgary Changemaker School Parent Survey - April 2021

Thank you for sharing your experiences with our school.

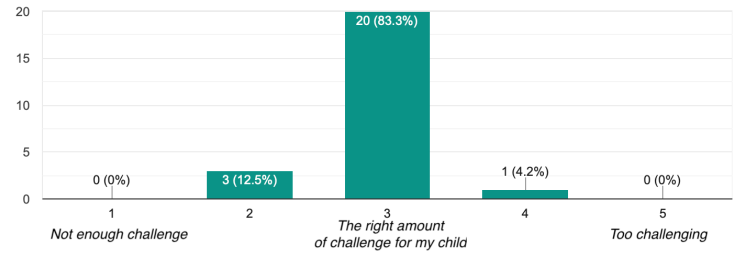
To what extent do you feel our school has created a safe, respectful and caring environment for our students?

24 responses



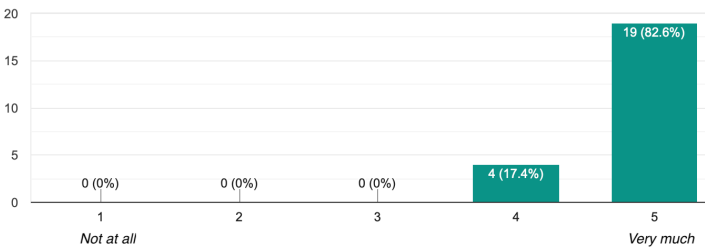
How do you feel about the academic challenge level of your child's work so far? *Choose 3 if you feel it's about right.

24 responses



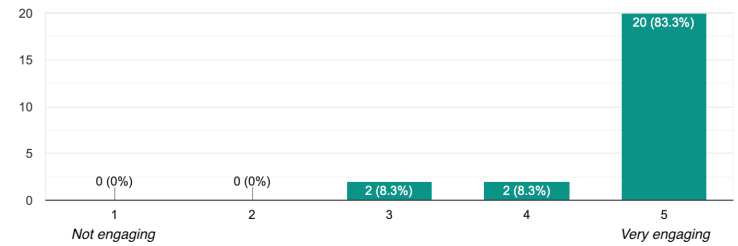
To what extent do you feel our school values and supports the diversity of our students and families?

23 responses



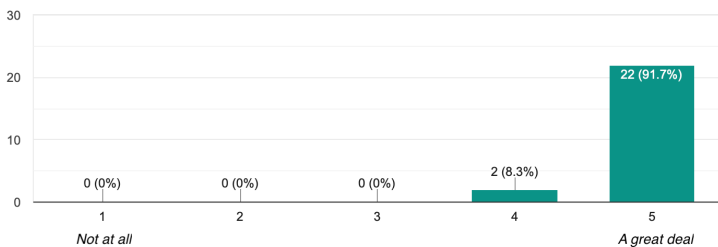
How engaging do you feel our school's activities and lessons have been for your child(ren) overall?

24 responses



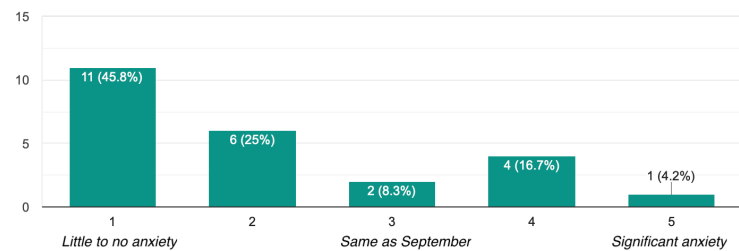
To what extent do you feel our school is supporting the social, emotional and mental health needs of our students?

24 responses



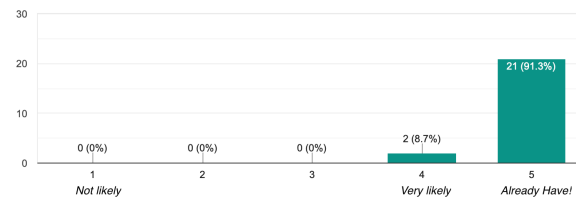
How high is your current anxiety level regarding your child attending our school during the COVID19 pandemic (April 2021)?

24 responses



How likely would you be to recommend our school to another parent?

23 responses

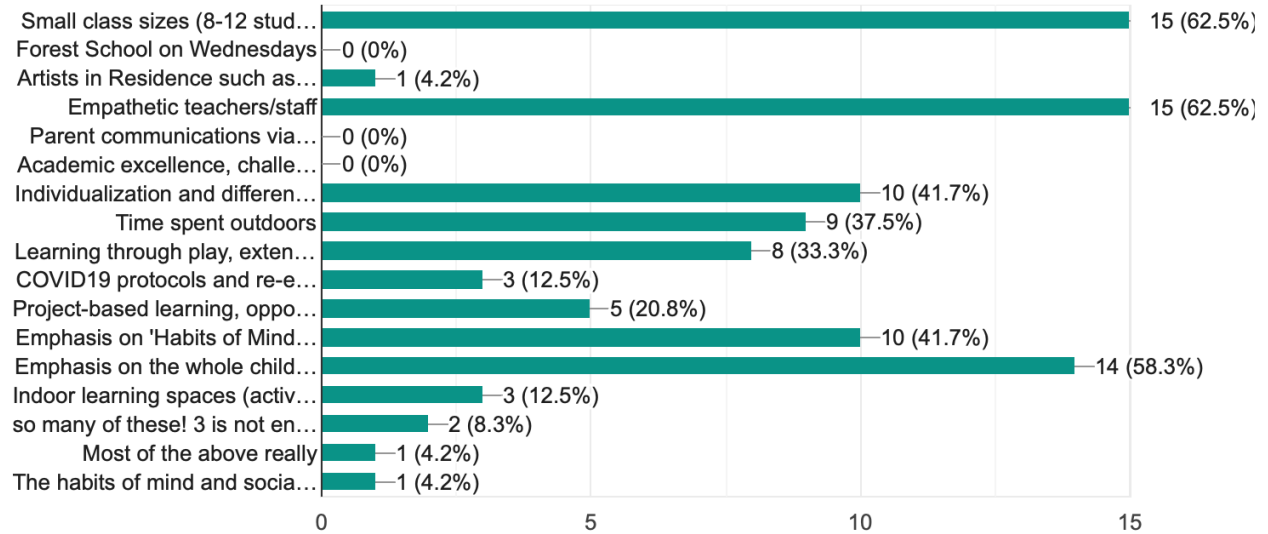




April 2021 Parent Survey continued:

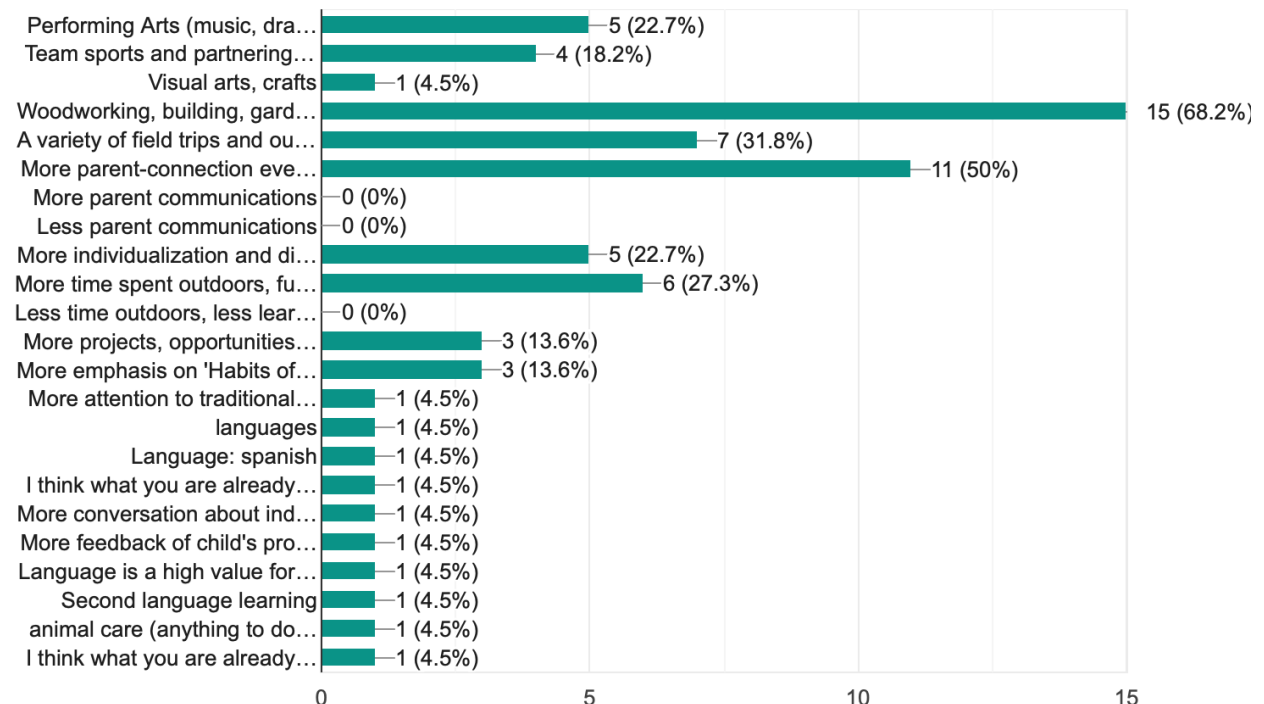
As a parent, which of the following do you feel are the top 3 benefits/features of our school?
(Check your top 3).

24 responses



As a parent, which of the following would you like to see MORE of next year? (Check your top 3).

22 responses





AREAS OF GROWTH & NEXT STEPS

Alberta Education Outcome One: *Alberta's students are successful*

- Develop and implement a common/standardized data collection method and/or assessment program as one measure to indicate and share student progress in literacy and numeracy.
- Continue to build trust and offer more opportunities for parents to collaborate and connect with the school.
- Implementing a standardized portfolio and parent-student communication tool/app across all classes/teachers.

Alberta Education Outcome Two: *Alberta's education system supports First Nations, Métis, and Inuit students' success*

& Alberta Education Outcome Three: *Alberta's education system respects diversity and promotes inclusion*

- Incorporate more authentic experiences and programming for First Nations, Metis and Inuit understandings by seeking out programs offered by local Elders and Indigenous owned educators and businesses.
- Continue to develop one-of-a-kind choice world language program and offer more teacher-led instruction and support in second language learning including Cree and other Indigenous languages.
- For the 2021-22 school year, we have hired two new full-time educational assistants and one additional part-time educational assistant to offer extra support to all learners and to those with higher needs. This will allow for even greater success with our fully-inclusive classroom practices.



AREAS OF GROWTH & NEXT STEPS (CONTINUED)

Alberta Education Outcome Four: *Alberta has excellent teachers, school and school authority leaders*

- In order to attract and retain excellent certified teachers and administrators, starting in the 2021-22 school year, all staff will be paid on a salary grid that is comparable to public, charter and most of the smaller independent schools.
 - **In 2020-2021, our teaching staff were on a slightly reduced salary while our admin team and Head of School volunteered their time and/or took more than a 50% pay cut in our start-up year).*
 - ***We have a 100% return rate of staff in 2021 (and over 90% return rate of students).*
- Professional development for teachers to improve project based and outdoor learning.
- Further developing our option classes & choice clubs.
- Further developing our performing arts & team sports programs.
- Continue with new teacher internship/mentorship program.
- Continue to provide opportunities to develop each staff member's individual professional interests and ability to fulfill Teacher Professional Growth Plan (TPGP) goals.
- Provide significant financial support through Professional Development funding by the school.
- Provide a minimum of 10 staff organizational/professional development/training days throughout the school year in order to enhance school development and discuss progress of goals.
- Provide scheduled teacher collaboration time to improve learning experiences for students.
- Ensure that the Teaching Quality Standards (TQS) and Leadership Quality Standards (LQS) are met, through professional development and training sessions as well as through regular informal supervision, feedback and formal evaluations.

Alberta Education Outcome Five: *Alberta's education system is well governed and managed*

- All Board members will attend training and/or be briefed on modern governance and best practices in the summer of 2021.
- The Board will further develop and refine our member application and nomination procedures in the summer of 2021 so the process of board expansion can begin in September 2021.
- The Board will develop a clear 'pathway for complaints' document for parents and stakeholders to be distributed no later than September 2021.
- In May 2020 an additional Board Member (parent within school) was nominated and voted in.
- **AM/PM group transportation to and from our school continues to be cost-prohibitive and an issue for some of our families and was made more challenging with the pandemic and county parking limitations. Daily bus transportation has been put on hold for this 3-year term but will be revisited by the board after pandemic restrictions have been lifted.*



CONTINUOUS IMPROVEMENT CYCLE

The Calgary Changemakers in Education Society is committed to the continuous improvement of the Calgary Changemaker School and this Education Plan through the following four step process:

Explore: Involves analyzing and interpreting accurate and relevant data and, identifying and understanding an issue, concern or problem.

Develop: What needs to be improved? Involves identification of a problem or challenge that can be addressed.

Take Action: What actions need to be taken as the plan evolves? Involves learning as the plan is implemented and making adjustments based on observations, assessments and feedback.

Evaluate: Involves evaluating the impact of the plan. Key question: Did our planned strategies have the desired outcomes? What next?

*“A primary purpose of the **Education Plan** is to identify key priorities, outcomes and strategies that will be implemented to improve results in those areas” (Alberta Funding Manual For School Authorities, 2021).*

This Educational Plan will be reviewed annually and is to be posted on the publicly accessible policy and handbooks section of our website and will be provided upon request to any individual.

Board Approval: May 21, 2021

Next Review Date: April 2022



Calgary Changemaker School

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