



Four Year School Education Plan
HERITAGE CHRISTIAN ACADEMY

2024 - 2025
Year Three

Mission Statement

“Equipping students for life through quality Christian education that inspires commitment to Jesus Christ, and academic excellence, Christlike character and service to others.”

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HERITAGE CHRISTIAN ACADEMY MISSION STATEMENT

“Equipping students for life through quality Christian education that inspires commitment to Jesus Christ, and academic excellence, Christ-like character and service to others.”

CORE VALUES

The Word of God | Our Foundation

Spiritual Disciplines | Our Priority

People | Passion

Stewardship | Our Privilege

VISION STATEMENT

- ❖ We envision students being challenged to know Jesus Christ as Savior and Lord.
- ❖ We envision a community where families and educators work together to develop the God-given potential in each child.
- ❖ We envision school facilities that provide each child the opportunity to explore their gifts and talents in academic, creative, athletic and technological environments.
- ❖ We envision programs tailored to individual students' needs to build academic success and positive self-esteem.
- ❖ We envision learning opportunities that provide students with the skills and knowledge that will allow them to actively participate as citizens of a rapidly changing world and to serve others in a variety of ways.
- ❖ We envision students knowing clearly what they are expected to learn, developing high expectations for themselves and taking responsibility for their learning.

BELIEFS

1. We believe the basic tenets of the Christian faith as outlined in the Apostles' Creed: We believe in God the Father Almighty, maker of heaven and earth; and in Jesus Christ, His only begotten Son, our Lord, who was conceived by the Holy Spirit, born of the Virgin Mary, suffered under Pontius Pilate, was crucified, dead and buried; He descended into hell; the third day He rose again from the dead; He ascended into heaven, and sits at the right hand of God the Father Almighty; from where He shall come to judge the quick and the dead. We believe in the Holy Spirit, the holy Christian church, the communion of saints, the forgiveness of sin, the resurrection of the body, and the life everlasting. Amen.
2. We believe that all persons are made in God's image, and as such, deserve to be treated with love, respect and dignity.
3. We believe that each person has unique gifts and talents which, in collaboration with others, advances the learning of each student.
4. We believe that parents are given the responsibility for the education of their children and the school works closely with the family to achieve this goal.
5. We believe that Christian education requires dedicated and qualified staff, both teachers and support staff, to accomplish our stated mission.

6. We believe that curriculum must be taught from a Biblical worldview, relevant to the 21st century, and provide the basic skills and knowledge required by Alberta Education.
7. We believe that Christian education develops the total person; spiritually, academically, socially and physically.
8. We believe our Vision and Belief statements serve to guide decision-making at HCA.

SCHOOL PROFILE

From its inception in 1979 until June of 2006 Heritage operated as an independent Christian school. In September of 2006 the HCA Society Board of Directors entered into a Master Agreement with the Palliser Regional Schools Board of Trustees and HCA became an Alternative program within the Palliser School Division based out of Lethbridge, Alberta.

HCA Student enrollment

2021-22	645 students
2022-23	692 students
2023-24	685 students
2024-25	690 students

Our school is located in an industrial park in the north-east quadrant of Calgary. Due to our close proximity to the Calgary airport and McKnight Blvd., we have excellent visibility and access. Our school is large enough to accommodate a 215 seat theatre, 11,000 sq. ft. double gymnasium, cafeteria, library, 33 classrooms, offices and a courtyard on a 9 acre site. We have room in our present facility to house over 700 students. Our new gymnasium was completed in Spring 2024 which adds a second, full-size

gym, a Discipleship space, 2 multipurpose spaces, offices and storage.

We currently draw students from a wide area in Calgary, but our location in the northeast quadrant of the city means that we have significant numbers of families from multi-ethnic, multicultural backgrounds. This has meant an increase in our English as an Additional Language population and the need for early literacy and language support is critical to our students' success. We value inclusive programming and provide support for students with a variety of learning modalities.

We are very privileged to have a dedicated and qualified staff that shows a strong sense of commitment to the students and to their peers. They go to great lengths to establish a safe and caring environment at our school. Their excellent work ethic, their strong Christian commitment, and their ability to function as a team are all admirable qualities that are serving to bring our students success.

Christian Discipleship

At HCA the Bible is taught as a core subject and is foundational in providing the overall perspective for our curriculum. Daily devotionals and weekly chapels encourage students to pursue depth in their faith. Opportunities for mentoring and community projects ignite a passion for Christian character and support a life of service to others.

Excellence

The pursuit of excellence is evident in every aspect of school life. From athletic banners and team championships to an award-winning music program, students learn from the onset to do their best and strive for excellence. At Heritage Christian Academy we believe in the unique potential and opportunity that every student has to learn and succeed in their own ability and way.

Community

It is our desire that every person feels connected, valued and a great sense of belonging to our school community. We embrace diversity by understanding differences, whether it is from culture, language, or learning abilities. Most of all, we hope students will discover who they are in Christ in a safe, caring and supportive learning environment.

HIGHLIGHTS AND CELEBRATIONS

Our school is large enough to be able to offer many options to our students, and we have several strong programs at HCA.

- Our new facility has been completed! We have now added a second full-sized gym, 2 multipurpose spaces, Discipleship space and offices.
- Heritage Fest – a Cultural Celebration Day
- Choir, School Band and Chapels
- Athletics – Skill-based practice and development, outside activities, creative physical education programming
- High Academic programming
- Kindergarten Graduation & Grade 12 Graduation ceremony
- Spiritual Emphasis Days/Week
- We desire our students to learn the joy of serving others, and we offer many opportunities to do so in the community as well as overseas.
 - Red Deer, Alberta Mission and local Calgary mission to Mustard Seed
- 23 students and 5 adults traveled to Greece on a Spiritual Formation Trip in April. They visited Athens, Acrocorinth, Corinth, Delphi, Thermopylae, Meteora, Dion, Veria and Thessaloniki, as they traced some of Paul's second missionary journey.
- We also have local opportunities throughout the year such as a collection of highly needed items for the Mustard Seed in Calgary. As a school we donated over 650 items.
- Our music program is world-class, offering students excellent opportunities in choir and band. Generally each year our senior music groups travel to competitions regionally or internationally, including Orlando in 2014, Amsterdam in 2015, Seattle in 2017, Washington DC in 2018, Los Angeles in 2019 and Whistler, BC 2023.
- This year our Senior High choir and band went to southern Alberta on a mini-tour to Medicine Hat, Lethbridge, Monarch and Vulcan. While on tour, students performed, raised money and volunteered for the Prairie Gleaners, and were clinicians at two schools along the way.
- Our athletic program has a very strong reputation in our league, zone and across the province. We remain competitive and host our annual H.I.T. tournaments which build community and team spirit.
 - Our Senior High mixed curling team represented HCA at Provincials in Drayton Valley. They had a great first time at provincials.
 - Our Senior High boys basketball team represented HCA at Provincials Edmonton again this year. They finished 6th in the province.
- We also offer a variety of other options such as Art, Foods, Leadership, Photography, Wildlife, Forensics, Jazz Band, Vocal Jazz, Worship Arts, Outdoor Education, Sports Medicine, Drafting & Design, Computer Programming and more.
- We have two full time Discipleship Pastors who work alongside staff to support students in their walk with Jesus.

Elementary



Outdoor Education



Athletics



Retreat



Spiritual Formation



Music



PROFESSIONAL DEVELOPMENT PLAN

Date	Site or Division	Who is involved	PD Activity
August 26	Site	All staff	Administration and Society – Retreat
August 29	Division	All Staff	Opening Ceremony
August 27-28	Site	All teachers	Planning and prep, year planning, Divisional and all staff collaborative planning, PD, TFT sessions
August 30	Site	All Teachers	Teacher Directed
September 27	Division	All Teachers, Some Support Staff	Summit Day
October 25	Off-site	All teachers	ACSI Teachers Convention
November 29	Site	All teachers	Wellness and PD around Assurance Measures
January 27	Site	All teachers	Spiritual Refocus and PD around Assurance Measures, TFT sessions
February 20-21	Division	All teachers	Palliser Teachers Convention
March 21	Division (local)	All staff	Local Collaboration Groups
May 16	Site	All teachers	Full day PD – Assurance Measures, Wellness Session, ATA sessions TFT sessions
June 6	Site	K-12 staff	PD session – Year reflection, Christian Discipleship Focus, High School Grad
June 26	Site	All teachers	Teacher Directed

On-Going Professional Development Opportunities

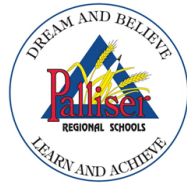
Professional development in the area of instructional supervision will include time at the monthly Divisional Meetings, Faculty Meetings and site-based PD days both Christian and Academic.

The Palliser School Division has also identified goals in the areas of Literacy, Numeracy and Wellness. This year, we will continue to work in Literacy/Numeracy and Wellness with a focus on teaching, learning and actively using Executive Functioning skills. Research shows that strong executive functioning skills support and enhance academic performance, long term success, enhanced social skills, reduction of behavioral concerns, supports diverse learners, supports real-world connections, improves brain development and closes gaps by use of strategic interventions.

Working in grade level or subject area groups we will intentionally work on developing executive functioning skill plans that support learning in all subject areas. We will also build upon our Discipleship program through the learning of the Teaching for Transformation platform.

During Divisional Meetings there will be a focused PD item presented that will align with one of the two school goals.

The HCA Administration team will work collaboratively with the Professional Development Committee to identify needs for all site-based PD days.



Assurance Measures 2024 - 2025

Equipping students for life through quality Christian education that inspires excellence in academics, moral character and service to others

School Assurance Measure 1

We will work together to develop executive functioning skills that empower students to become independent learners who can effectively navigate challenges and achieve their full potential. We will strive to equip students with tools for academic success and beyond, enhancing their literacy and numeracy skills.

Measures:

* AERR * Anecdotal * Engagement * Observations * Surveys * Formative and Summative Assessments * Alberta K-3 Assessments * Fountas and Pinnell * EAL Benchmarks * Collective Reflections

Areas of Focus from Our Desired States

- Teachers and leaders seek out ways to engage with staff, students and community to ensure each stakeholder group takes ownership of learning success to support optimal learning.
- Students are engaged in their learning and approach each situation with a growth mindset to be ready for collaborating, problem solving, critical thinking, creativity and communicating.
- The Palliser Board will continue to advocate for the success of all learners.

Strategies

Executive Functioning Skills:

- Provide PD opportunities to help develop skills in how to implement Executive Functioning skills
- Engage experts in specific areas to come and facilitate learning opportunities. Staff need to learn these skills as well.
- Develop Concrete steps to implement the skills (impulse control, emotional control, flexible thinking, working memory, self-monitoring, planning & prioritizing, task initiation, organization) in all areas.
- Provide resources and tools that support executive functioning skills, such as planning tools, calendars, etc.
- Continued communication between stakeholders - parents, students, teachers, support staff, etc.

Teach executive functioning skills implicitly in numeracy and literacy to support the learning process in these areas.

May include but not limited to:

- Further develop implementation of Science of Reading.
- Literacy Strategies - ensure staff understand the [Palliser Literacy Framework](#) and teach Executive skills to support literacy development within the framework.
 - Working Memory
 - Use of graphic organizers (story maps, venn diagrams, flowcharts and more), teach summarization, repetition and practice, Mnemonic devices
 - Flexible Thinking
 - Perspective-taking activities, genre exploration, debates, discussions
 - Impulse Control
 - Focused reading and writing time, clear guidelines for reading and writing to minimize distractions
 - Planning and Organization
 - Teach outlining, use writing prompts, help create timelines, use checklists and provide reading logs and journals to organize and reflect on progress
 - Self-Monitoring
 - Personal reading comprehension checks, peer reviews, use of rubrics to help students self-assess, reflection journals
 - Task Initiation
 - Engaging reading prompts, writing starters, clear instructions that are concise, motivational strategies
 - Emotional Control
 - Positive reinforcement, techniques to manage anxiety related to reading aloud or writing under time constraints, provide a supportive environment where mistakes are learning opportunities
- Numeracy Strategies
 - Working Memory
 - Chunking information, use of visual aids, use of manipulatives, repetition and practice, use of mnemonic devices
 - Flexible Thinking
 - Multiple approaches to solve problems, real-life applications, use of open-ended questions
 - Impulse Control
 - Focused attention activities, clear instructions - concise
 - Planning and Organization
 - Step by step Plans - use of a problem solving framework, intentional teaching on breaking down problems, time management skills
 - Self-Monitoring
 - Provide frequent feedback, reflect on problem solving and use mental math to check reasonableness, set goals
 - Task Initiation
 - Start routines, Clear instructions, motivation and incentives
 - Emotional Control
 - Stress-reduction techniques, positive reinforcement, supportive learning environment (it's okay to make mistakes)

School Assurance Measure 2 - Community that Promotes Wellness:

We will work to promote Christian values/character by demonstrating dignity and caring for self and others.

Measures:

* AERR * Anecdotal * Observations * Surveys * Collective Reflections * Engagement

Areas of Focus from Our Desired States

- Teachers and leaders bring care and competence to all their interactions; care with all stakeholders, both within and beyond their buildings, and competence evidenced by appropriate pedagogy and consistent professionalism.
- The Palliser Board and Staff attend with agility and flexibility to the distinct learning needs, mental health, interests, aspirations and diverse cultural, social and economic circumstances of all students.
- Infrastructure (including all central office departments) support learning and strives to meet the needs of Palliser students, families, staff and our communities.

Strategies

We will work towards the continued development of a Discipleship rich environment.

- Through Discipleship pastor, Administration and regular PD we will continue to work on school culture building opportunities throughout the school.
- Staff will regularly highlight the school theme in their daily routine with students and make connections to life/character applications. School Theme for 2024-2025: It All Comes Down to This: Act Justly, Love Mercy and Walk Humbly before our God
- Professional Development provided for staff in the area of Christian Discipleship.
- We will be working through modules from Teaching for Transformation - they will provide specific tools for implementing our faith throughout the curricula

Ongoing:

- Chapels occur once per week.
- Devotions and prayer incorporated into every classrooms' daily routine
- Discipleship/Bible Classes
- Pastors in co-teaching some Discipleship classes
- Retreats provided for spiritual wellness, team building and student collaboration.
- High School - monthly discipleship groups
- Biblical Worldview intentionally incorporated across the curricula
- Regularly encourage discussion and open dialogue in order to develop critical thinking while keeping in mind the main tenets of the statement of faith where applicable
- Recognize that current societal and political viewpoints often are points of discussion within the classroom setting and are addressed through a Biblical Worldview and with respectful and balanced discussions.
- Spiritual Emphasis Days: Days planned throughout the year to refocus our attention on Jesus and His character.
- Posters and Scriptural references highlighted throughout the school.
- Regular review of programming effectiveness. Provision of professional development and individual/collective reflection time.

We will create a team based approach to wellness and work towards the continued development of a community that welcomes, cares for and respects all members.

- Wellness Team will lead and provide opportunities for staff to in turn lead and develop and promote opportunities for staff and students to engage in.
 - Staff-led wellness activities, such as cooking, painting, plants, workout, etc.
 - FSLC sends out regular emails with wellness tips
 - FSLC creates an engaging monthly wellness-themed bulletin board
- By promoting Executive Functioning skills we are promoting wellness.
- Brainwise - FSLC and MCW will be working through the program of The Proven Method for Making Smart Choices
- Research, Develop, utilize and incorporate resources that promote wellness:
 - the development of authentic faith in Jesus and the understanding that each individual is created by God, created with purpose, is valued and loved - Spiritual Wellness.
 - All staff: teachers, support staff and Discipleship Pastor work toward the development of spiritual wellness through the intentional implementation of a Discipleship rich environment.
 - The incorporation of the Family School Liaison Counselor and Making Connections Worker into the school setting for the purpose of promoting student wellness.
 - Classroom presentations
 - Counseling
 - Family connections
- Physical Education programs, Wellness programs, CALM and Daily Physical Activity developed to promote physical wellness.
- Continue mentorship and tutoring programs
- Secondary quiet space available and snack breaks in the schedule
- Newly made Discipleship Space available to connect with students
- Continued development of a student school council that promotes student engagement in the community.
- Celebrations to promote and develop community
 - Classroom celebrations planned and incorporated to highlight student accomplishments and character development.
 - Whole school celebrations - concerts, whole school celebrations, chapels, assemblies, Heritage Fest and mixed division chapels
 - Staff Celebrations and team building activities

We will use data to guide us in our decisions about instruction in our school / classroom.

- Each School Assurance will indicate data tools used
- Time will be provided for staff to analyze data and create plans based upon the outcomes of the analysis

We will provide/create structures to support professional learning.

- Professional Development Days
- Staff Meetings
- Professional Learning Communities
- Promote and support Conferences and Book Studies
- Instructional Supervision