



## EDUCATION PLAN

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Neriah Christian School 2026/27 – 2028/29

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## 1.0 Accountability Statement

*The Education Plan for Neriah Christian School commencing September 1, 2026 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 2026/2027 Education Plan on May 12, 2026.

\_\_\_\_\_ original signed

Daniel Visser

*Position: Board Chair*

\_\_\_\_\_ original signed

Darlene Dekker

*Position: Principal*

## 2.0 School Profile

### 1.1 Introduction

Neriah Christian School (NCS) is an accredited independent school operated by the Neriah Christian School Society of the Netherlands Reformed Congregation. NCS operates under the authority of the society’s school board consisting of 5 elected society members. There is also 1 appointed consistory member and the school’s principal who both act as advisory members on the board.

Presently there are 6 students enrolled in the school spanning K-9. Based on parent interest additional students are expected to enroll in years to come so growth is expected and anticipated both in terms of student population and staff. Currently the school operates out of a portion of the building owned by the Netherlands Reformed Congregation in Calgary, Alberta.

### 1.2 Vision

To provide Christian education through learning based on God’s Word.

### 1.3 Mission

To ensure that all students are instructed in all subjects according to God’s infallible Word, so they have a strong understanding of their duty to be compassionate, responsible, contributing members of society.

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## 1.4 Values

- ❖ **Respect:** Showing reverence for God, and respect for authority and others.
- ❖ **Love:** Loving God and our neighbour.
- ❖ **Integrity:** Living consistently with our beliefs in public and private.
- ❖ **Community:** Bringing families and other members of the community together to promote Christian education.
- ❖ **Stewardship:** Using our gifts responsibly to the glory of God and the benefit of those around us.

## 3.0 Education Program

### 2.1 Context for Education Plan Development

After three years of operation, we remain deeply humbled and thankful for God’s providence, the diligent efforts of the staff, and the strong community support that we have experienced. Much has been accomplished in establishing procedures and culture, and areas where additional or continued focus is needed have become clear.

Supporting staff to provide a favourable learning environment for our students has been a central priority. As we look forward to continued growth, and the oldest students moving into high school in the coming year, the board and administration are actively developing plans, applying for permits, and awarding contracts for the expansion of the school building. The school board and administration continue to demonstrate a strong commitment to recruit qualified staff. These efforts reflect a dedication to maintaining high educational standards and ensuring students have access to the support they need.

Community involvement has remained strong, being promoted and maintained through frequent community events allowing students to showcase their work, and community members to engage with the school and provide input. We are grateful to those who share their experience, skills, and insights with the students, as well as with the board and staff.

Reviews and updates of governance and policy documents have been completed, incorporating findings from our review of regulatory and contractual requirements, as well as valuable feedback received from stakeholders such as Alberta Education and financial auditors. Recent events have emphasized the importance of safety and security for staff and students, and accordingly the board is engaged in a comprehensive review of safety, security, and emergency preparedness with a view to building appropriate measures into our planned building expansion, as well as retrofitting existing facilities as applicable.

We are grateful for the involvement and advice of partners such as Alberta Education, AISCA,

and others throughout the education community, and we are committed to continuing to strive to meet our mission and values while remaining accountable to all of our stakeholders.

The Neriah Christian School 2026-2029 Education Plan was completed in consideration of the [Education Ministry Business Plan – Budget 2026](#).

## 2.2 Education Goals

### Goal 1: Provide Excellent Christian Education

(Assurance Domains: Student Growth and Achievement, Local & Societal Context)

<b>Desired Outcome:</b> Students will demonstrate ongoing internalization of Christian worldview.		
<b>Strategies:</b>	<b>2026/2027 Implementation</b>	<b>Measures</b>
<ul style="list-style-type: none"> <li>Update Life &amp; Human Development Program</li> <li>Find apologetics curriculum suitable for secondary grades.</li> </ul>	<ul style="list-style-type: none"> <li>Review NRCEA Life and Human Development program. Update local scope and sequence in correlation with local curricula.</li> <li>Incorporate apologetics into secondary Bible curriculum.</li> </ul>	Local measures: <ul style="list-style-type: none"> <li>Updated Scope and Sequence</li> </ul>
<b>Desired Outcome:</b> Students will achieve success in the Alberta Program of Studies.		
<b>Strategies:</b>	<b>2026/2027 Implementation</b>	<b>Measures</b>
<ul style="list-style-type: none"> <li>Implement all new required provincial curricula.</li> <li>Develop and monitor trends in standardized testing program in elementary and middle school.</li> <li>Implement Heggerty Bridge to Writing program</li> <li>Design and develop curriculum and</li> </ul>	<ul style="list-style-type: none"> <li>Implement new curriculum in elementary and middle school.</li> <li>Extend MAP testing through middle school and secondary.</li> <li>Analyze results from pilot Measures of Academic Progress (MAP) assessment testing fully.</li> <li>Analyze Early Literacy and Numeracy assessment results, and PAT results.</li> <li>Resources for secondary (e.g. career planning) that reflect NCS' desire for students to have a strong understanding of their</li> </ul>	Local measures: <ul style="list-style-type: none"> <li>Measures of Academic Progress (MAP) assessment results</li> <li>Develop learning documents and activities that reflect new required provincial curriculum.</li> <li>Literacy Assessments: Use Writing Assessment Exemplars (curriculum.learnalberta.ca) (<a href="https://apl.ca/pd-resource/english-writing-exemplars-rubrics-scoring-rationale-grades-1-11-alberta-curriculum-aligned/">https://apl.ca/pd-resource/english-writing-exemplars-rubrics-scoring-rationale-grades-1-11-alberta-curriculum-aligned/</a>)</li> <li>Student portfolios that give evidence of how they integrate Christian perspective into Applied Learning Projects, career</li> </ul>

<p>resources that equip secondary students to transition successfully into life beyond high school from a Christian perspective.</p>	<p>duty to be compassionate, responsible, contributing members of society.</p>	<p>planning, and real life responsibilities.</p> <ul style="list-style-type: none"> <li>• Student growth in NCS values.</li> <li>• Student engagement in community.</li> </ul> <p>Provincial Measures:</p> <ul style="list-style-type: none"> <li>• Alberta Education survey measures: Citizenship, Academic Engagement</li> <li>• Early Literacy and Numeracy assessments</li> <li>• Provincial Achievement Tests</li> </ul>
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## Goal 2: Nourish Individuals

(Assurance Domains: Teaching & Leading; Learning Supports)

<b>Desired Outcome:</b> Respectful and positive relationships among students and staff.		
<b>Strategies:</b>	<b>2026/2027 Implementation</b>	<b>Measures</b>
<ul style="list-style-type: none"> <li>• Develop routines for onboarding of new staff.</li> <li>• Schedule weekly meetings with staff.</li> <li>• Schedule a time each week during which students reflect on values of respect and stewardship.</li> </ul>	<ul style="list-style-type: none"> <li>• Review and edit (if necessary) staff handbook.</li> <li>• Make sure new staff is familiar with NCS Mission, Vision and Values.</li> <li>• Review NCS policies, safety procedures and regular classroom procedures with new staff.</li> <li>• Set weekly meeting times with new staff for mentoring support.</li> <li>• Organize an opportunity for new staff to meet with community.</li> <li>• Meet with new staff before schoolyear begins to discuss needs.</li> <li>• Implement disciplinary initiatives &amp; procedures.</li> <li>• Focus on NCS' values: respect and stewardship</li> </ul>	<p>Local Measures:</p> <ul style="list-style-type: none"> <li>• Reflection of staff during weekly meetings.</li> <li>• Evidence of implementation of values in planning documents.</li> <li>• Student handbook.</li> </ul> <p>Provincial Measures:</p> <ul style="list-style-type: none"> <li>• AB Ed survey measures: Citizenship, Academic Engagement</li> </ul>

	to extend to high expectations for learning and the learning environment.	
<b>Desired Outcome: Well supported staff.</b>		
<b>Strategies:</b>	<b>2026/2027 Implementation</b>	<b>Measures</b>
<ul style="list-style-type: none"> <li>Ongoing professional development for teaching strategies, curriculum and leadership.</li> <li>Opportunities for collaboration with other educational professionals.</li> </ul>	<ul style="list-style-type: none"> <li>Attend AISCA leadership conferences in August and October.</li> <li>Attend AISCA teacher conferences in February.</li> <li>Attend NRCEA conference in August.</li> <li>Meet with literacy specialist/learning assistance coordinator in March.</li> <li>Seek for further opportunities for professional development throughout the year.</li> </ul>	<p>Local measures:</p> <ul style="list-style-type: none"> <li>Weekly staff meetings with administration.</li> <li>Staff mid-year and end of year check-in meetings with school board.</li> <li>3<sup>rd</sup> Party collaboration with industry experts (peer review, performance review, meeting with literacy specialist, meeting with learning assistance coordinators)</li> <li>Participation in professional development opportunities for teaching strategies, curriculum and leadership.</li> </ul> <p>Provincial Measures:</p> <ul style="list-style-type: none"> <li>AB Ed survey measures: Education Quality, Relevance of PL</li> </ul>

### Goal 3: Adapt Infrastructure to Support Our Work

(Assurance Domain: Governance)

<b>Desired Outcomes:</b> Adequate resources and clear policies and practices.		
<b>Strategies</b>	<b>2026/27 Implementation</b>	<b>Measures</b>
<ul style="list-style-type: none"> <li>Develop and approve required governance policies.</li> <li>Review policies that have been established on a regular basis to</li> </ul>	<ul style="list-style-type: none"> <li>Rotate through all policies by reviewing some every month with the board and principal.</li> <li>Develop required policies as Alberta Ed requires or the board deems necessary.</li> </ul>	<ul style="list-style-type: none"> <li>Re-approval of policies as well as development of new policies as deemed required.</li> </ul>

<p>ensure that they remain practical.</p> <ul style="list-style-type: none"> <li>• Review policies with leadership staff to ensure awareness and compliance.</li> <li>• Commissioning new school.</li> <li>• Continued advertising.</li> </ul>	<ul style="list-style-type: none"> <li>• Receive development permit for expansion, begin excavation for foundation, erect pre-cast panels, and complete wood frame and finishing.</li> <li>• Recruit additional staff member with Middle School / Secondary as primary target.</li> </ul>	<ul style="list-style-type: none"> <li>• Completion of planned expansion of classrooms and gym to school.</li> <li>• Onboarding staff</li> </ul>
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## 4.0 Insights from Results Analysis

Our second Annual Education Results report was created on November 30, 2025. Analysis of the results of the second year of operation (2024-2025) have informed this Education Plan. Early literacy assessments identified a continued need for targeted Language Arts programs in the areas of writing, and a need for targeted fluency in numeracy which has prompted us to do further research in terms of writing resources and numeracy development. As a result, daily numeracy fluency drills have been implemented. In addition to this, the setup of Measures of Academic Progress Growth (MAP NWEA) computer-based assessment program has also been completed so assessment of students in reading, language and math has begun. Ongoing open communication with parents and community members prompted administration to organize a topic evening during which ‘I can’ statements were developed and these statements will now guide us in focusing on the NCS’ values of respect and stewardship. After approval from the community at the AGM, the board continues to plan for the addition of 2 classrooms, an extension to the activity hall, and a gym.

## 5.0 Stakeholder Engagement

Neriah Christian School Board and staff are strongly committed to establishing and maintaining open communication processes within the school community and with external stakeholders and partners. We have an active Board that consists of 5 board members with 2 advisory members; most students have a parent on the board. As the board and administration developed this Education Plan under the Assurance Framework, we considered: our foundational statements (mission statements, values, etc.), the Assurance Framework Domains and local data from our stakeholders.

## 4.1 Who are our Stakeholders:

- Students and Parents
- Board and Staff
- Community Members
- AISCA
- Educational Professionals
- Alberta Education
- Community and Government agencies
- Municipal government
- Other Schools

## 4.2 How they were engaged:

All members of stakeholders in our education at Neriah Christian School have been involved in this Education plan:

- Through student check-in meetings, weekly emails, monthly school newsletters, Learning Celebrations, parent-teacher conferences, direct conversations, and community events (Christmas Program, Science Fair, Mother’s Day Tea, end-of-year picnic).
- Through daily commitment of our board and administration in engaging with our students, staff, and the wider community. The board regularly conducts classroom visits and the principal attends monthly meetings with the board.
- Through specific events and activities that engage community members in our school community.
- Through open and direct communication processes within the school community such as emails, phone calls, and conversations.
- Through direct conversations with AISCA, and staff attendance at AISCA teacher and leadership conferences.
- Through direct conversations with representatives from Alberta Education.

## 4.3 How their input informed local priorities:

Through ongoing reflection and discussion, the staff and Board of Neriah Christian school strive to respond to stakeholder input in ways that serve the broader school community and strengthen our educational practices. Parents and community members continue to express a desire for an independent, community-minded, faith-based school that is fully accredited and aligned with Alberta Education curriculum reinforcing our commitment to academic excellence. This feedback has served as a key catalyst in shaping the direction of the Board and administration as the Education Plan was developed. Stakeholder input has also helped guide the development and refinement of our literacy program, ensuring it reflects both best practices and the needs of our students. Stakeholders emphasized the importance of a variety of engaging educational experiences. In response, staff have explored and implemented strategies to support these priorities. Community input has also identified a growing need for facility expansion to

accommodate increased enrollment, including enhanced spaces for physical education and activity for older students. Alongside this, stakeholders have expressed the need for additional staffing to ensure that teaching multiple grades simultaneously in addition to administrative work remains manageable and that students continue to receive high-quality instruction and support.

## 6.0 Our Commitment to First Nations, Metis and Inuit Teaching and Learning

Although Neriah Christian School, with its small enrolment, does not have self-declared First Nation, Metis and Inuit students, we are committed to the teaching and learning about First Nations, Metis, and Inuit. Planning documents clearly outline how the First Peoples Principles of Learning are implemented in each subject and First Nations, Metis, and Inuit content is integrated into learning activities. Students are taught extensively about Truth and Reconciliation Day using information and resources taken from site such as the Alberta Teachers’ Association. When completing projects First Nations, Metis, and Inuit perspectives are included. Effort is also put into organizing fieldtrips, such as the Blackfoot Historical Crossing, that teach our students about First Nations, Metis, and Inuit history.

## 7.0 Budget

The guiding principles used in our financial planning involve working within the parameters of government funding we receive as well as the funds received by our community, while keeping the needs of our students and staff in the foreground. The budget for the 2026-2027 school year was approved by the board on May 12, 2026.

REVENUE		2026-2027 Budget
AB Education Revenue	\$	92,972
Tuition	\$	26,050
Donations	\$	145,000
Other Revenue	\$	21,707
<b>Total</b>	<b>\$</b>	<b>285,729</b>

EXPENSES		2026-2027 Budget
Salaries & Benefits	\$	224,046
Services, Contracts & Supplies	\$	61,075
<b>Total</b>	<b>\$</b>	<b>285,121</b>

<b>Operating Surplus/(Deficit)</b>	<b>\$</b>	<b>608</b>
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