



HELPING KIDS SOAR



Education Plan 2023-2026

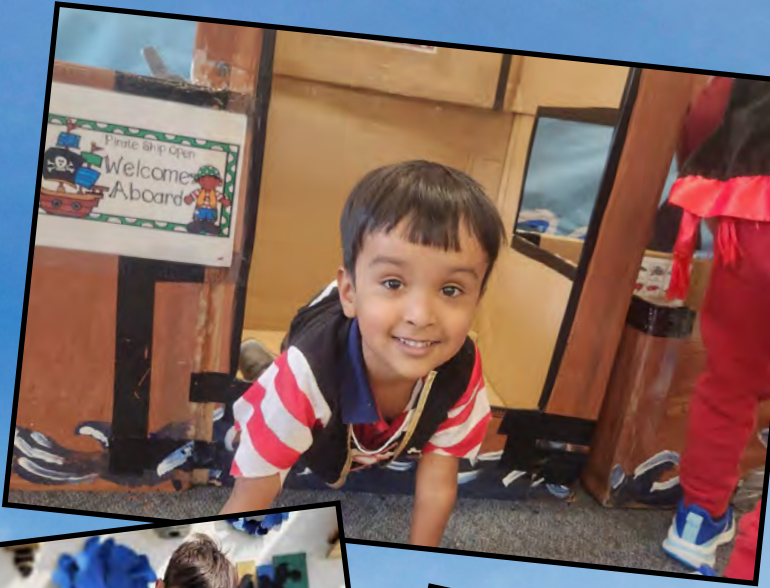
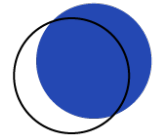




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Message from the Board Chair and the Executive Director



On behalf of the Board of Directors of Renfrew Educational Services we are pleased to present the Helping Kids Soar: Three Year Education Plan 2023-2026. This plan meets the requirements established by Alberta Education that supports, fosters, and enhances learning in our school environments.

The members of our Board of Directors are passionate about the work that is done for children, students, and their families. The Board of Directors are strong stewards supporting and guiding the governance of the organization.

Our Board of Directors along with senior management collaborate with community partners, parents, and staff to establish meaningful opportunities and goals to achieve success for every child and student. We have a strong focus on education, daily living, social/emotional development, and the overall well-being of every child and their family.

As a Designated Special Education Private School, the diverse and complex needs of our students and children require a stimulating, engaging, and highly skilled team. We are proud of our teams that are led by our teachers and include parents, child development facilitators, speech language pathologists, occupational therapists, physiotherapists, psychologists, music therapists, assistive technology specialists, and family support.

Our Three-Year Education Plan will help to lead and guide our priorities and programs into the future. It outlines our many initiatives and how we will implement them over the course of the next three years. As always, we look to continue to improve outcomes to ensure that our students and children are successful learners.

The recent engagement with the Field Services Manager with Alberta Education regarding our school monitoring provided us with the opportunity to reiterate the Board of Directors role and affirm their commitment and governance of the school.

We are proud of our 49-year history, knowing that Renfrew Educational Services is well established in the Calgary community and look forward to building our new legacy school as we expand services to include junior and senior high school students with disabilities.

As a united team we will work together Helping Kids Soar!

Thomas Buchanan
Board Chair

Janice McTighe
Executive Director

Accountability Statement

The Education Plan for Renfrew Educational Services Society commencing August 2023 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 reviewed and approved the 2023/2026 Education Plan on May 24, 2023.



Thomas Buchanan
Board Chair

Publication

You can find Renfrew's **Helping Kids Soar: Education Plan 2023-2026** on our website:

<https://renfreweducation.org/publications/>

Foundational Statements

OUR VISION

To create exceptional learning and supportive experiences in an optimal environment, opening a world of possibilities for every child and youth while welcoming and supporting families and caregivers.

OUR MISSION

We exist to serve and to provide the best possible programs and services so that children and youth can grow and work towards their potential.

OUR CORE VALUES

- Respect for each child, youth, and family/caregiver
- Commitment to continual learning and innovation
- Honour our commitment to staff to provide the resources needed to do the job, a safe inclusive environment and opportunities for growth and professional development
- Dedication to safe and caring environments
- Commitment to meet the needs of children, youth, families/caregivers, and staff
- Committed to a diverse and inclusive workplace
- Honour and value diversity in the workplace, classrooms, families and in the community
- Honouring our legacy into the future

OUR GUIDING PRINCIPLES

- **We believe** that intervention is crucial to the development of every child and youth.
- **We believe** that children and youth deserve the best intervention and program planning, based on current best practices and research to reach their full potential.
- **We believe** that both the dignity and worth of the family must always be respected and enhanced.
- **We believe** in family centred practice.
- **We respect** the cultural and diverse needs of our families/caregivers. Our programs and services are flexible and responsive to their inherent differences.
- **We are committed** to supporting staff to develop the knowledge, attitudes, and skills necessary to meet the needs of children, youth and their families.
- **We believe** in providing a continuum of programs and services creating a wrap-around approach for children, youth, families/caregivers.



4 SCHOOL SITES

40 BUS ROUTES

Who We Are

Renfrew Educational Services is a not-for-profit society and registered charity that has been welcoming children and parents since 1974. We provide an enhanced learning environment for children with special needs.

Renfrew recognizes that children, youth and their families need the best possible learning environment in which to grow and work towards their potential.

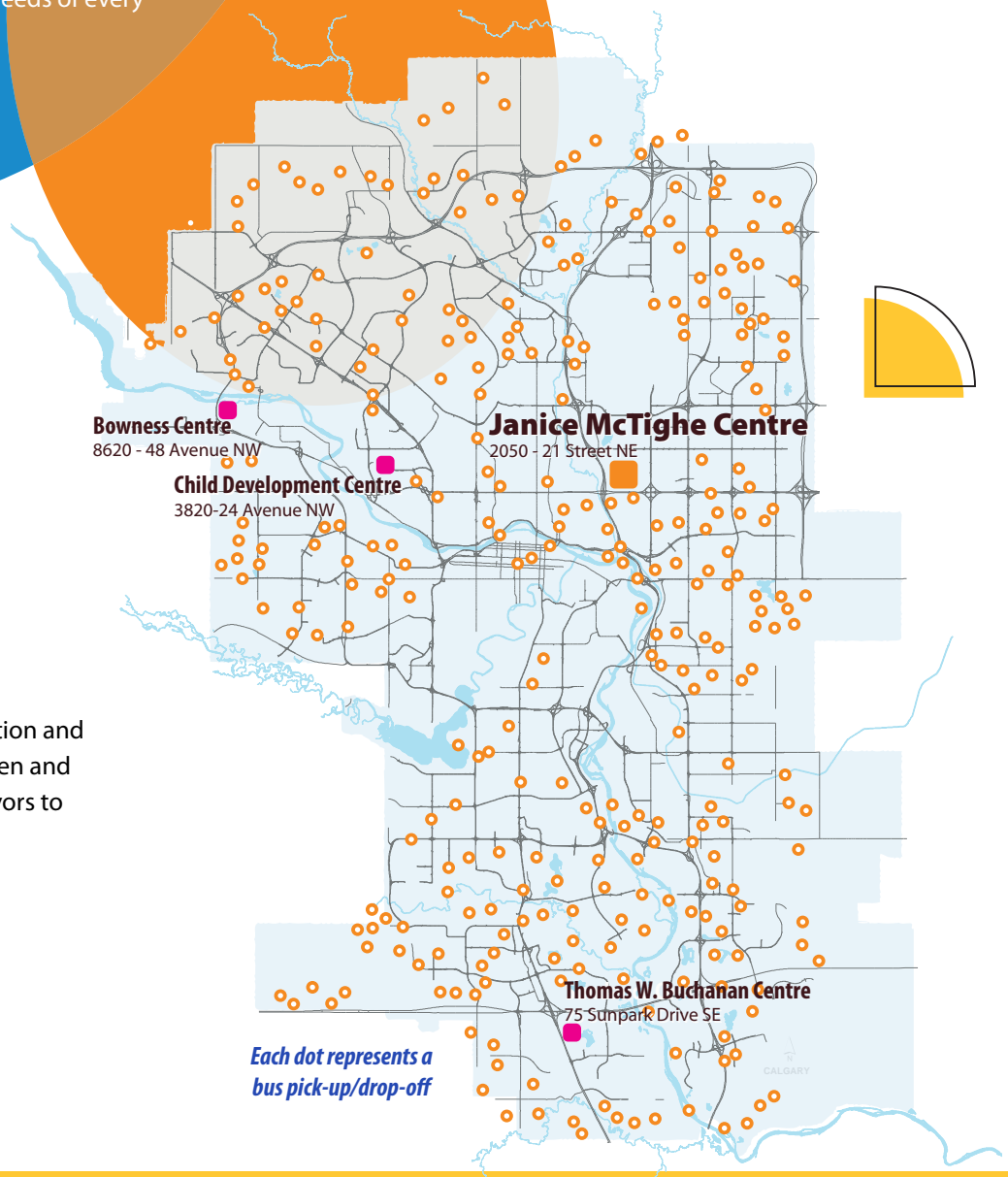
In several locations across Calgary, Renfrew has worked miracles in the lives of young children from preschool to Grade 7. We are excited to continue expanding our Junior High program next year.

A team of educational and therapeutic professionals work in every classroom, tailoring the learning environment to meet the unique needs of every Renfrew child.

We are committed to:

- High staff to child ratios
- Up-to-date learning resources
- Individualized programming
- Family support
- A safe and caring environment

We continue to provide the intervention and supports necessary to prepare children and students to succeed in future endeavors to the best of their abilities.



School Authority Profile



We serve children ECS to Junior High age and their families, who live in Calgary and the surrounding area (Chestermere, Okotoks, Cochrane, Langdon and Airdrie). Currently, we have four locations in Calgary: Janice McTighe Centre, Bowness Centre, Child Development Centre and Thomas W. Buchanan Centre. Renfrew Educational Services is a Designated Special Education School in Alberta.

Our preschool classrooms consist of children with mild/moderate and severe needs. Each classroom team is led by a qualified teacher. Children are supported in the classroom by child development facilitators as well as a therapy team. Children to adult ratios vary according to the needs of the children.

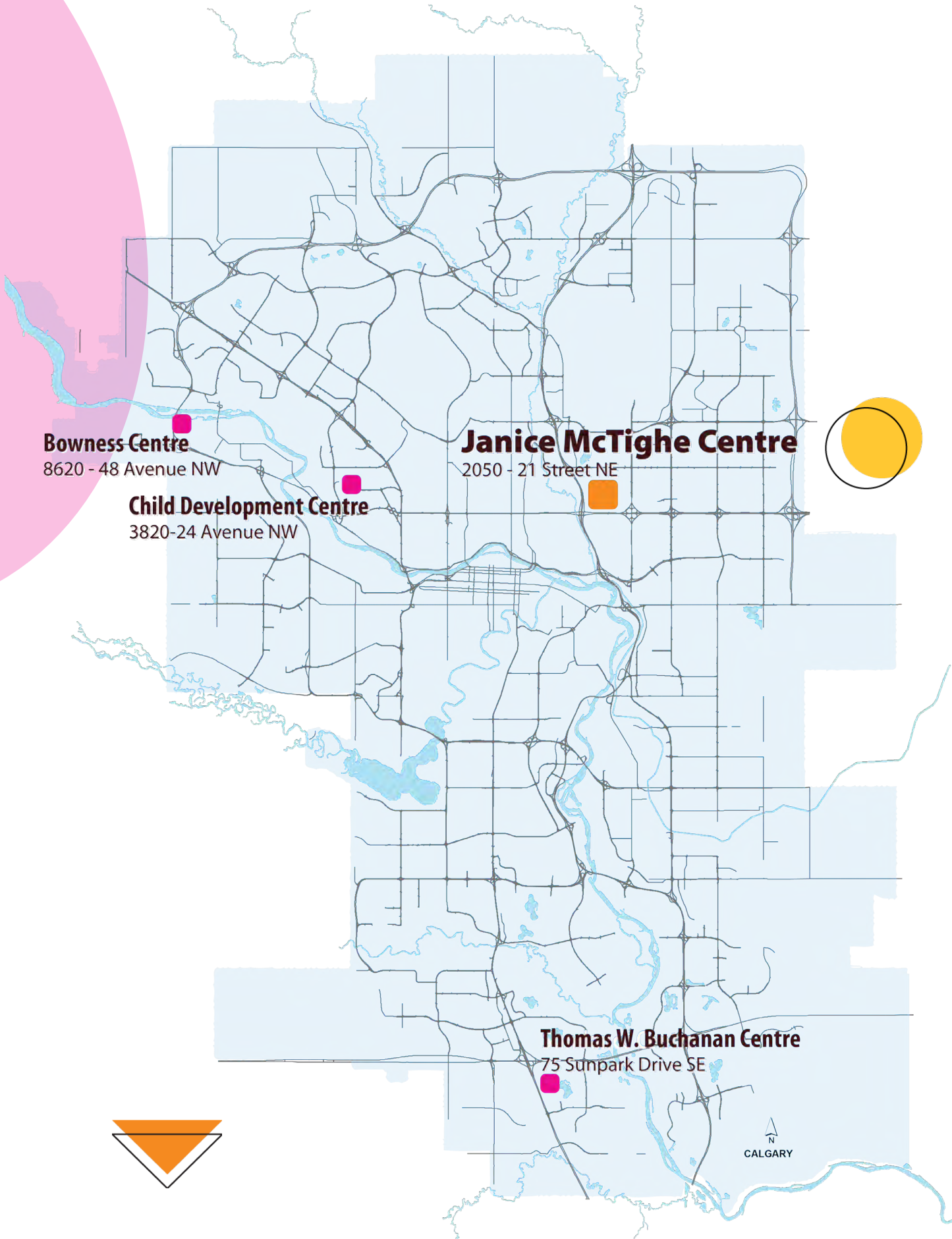
Our Elementary and Junior High classes are small in size, approximately 12 students. Classrooms are multi-age, comprised of children with a range of strengths, skills and needs. Teachers focus on providing dynamic, authentic activity-based programming utilizing not only the classroom environment but other spaces inside and outside the school. Students are supported in the classroom by a teacher, child development facilitators and therapy team.

Child development facilitators in all classrooms are responsible for working on the goals outlined in each child or student's IPP (Individual Program Plan)/ ISPP (Individual Service Program Plan), under the direction of the teacher.

IPP/ISPPs are designed by a team made up of the child's parents/guardians, classroom teacher, child development facilitator and site manager/principal. Appropriate personnel – speech language pathologists, occupational and physiotherapists, augmentative communication specialists, teacher of the blind and visually impaired, teacher of the deaf and hard of hearing and psychologists also assist in designing, implementing and evaluating program plans. Medical professionals or outside agencies are consulted when required.

Our Family Support Team is dedicated to the wellbeing of the families and children we serve. They provide family-centred services to facilitate connections and support in the home and in the community.





Looking Back and Moving Forward

The 2022-2023 school year provided opportunities for innovation, learning and creativity. We are once again welcoming families and visitors to our schools. It was a busy school year as we welcomed Alberta Education to our schools for a successful monitoring review. The monitoring practice provides the Minister of Education with assurance that the school is meeting legislative, regulatory, and policy requirements.

This year saw the kick-off to our Capital Campaign as we began to raise funds to build our Legacy School. The new school will allow us to expand services to include junior and senior high school students. Just like our other facilities this school will be specifically designed for students with disabilities. This state-of-the-art facility will provide specialty rooms (sensory integration, inclusive fitness, play therapy), unique design learning pods (science, art, drama, music), multi-media library, greenhouse, and outdoor education areas. It will also have a strong focus on life-skills and vocational training. We are excited about the opportunities our new school will provide and we look forward to working with our stakeholders to make this dream a reality.

In March 2023 Renfrew's Helping Kids Soar Gala was welcomed back by the Calgary community after a three year hiatus due to COVID. Over 500 guests enjoyed our 24th Annual event with an evening featuring a live and silent auction while showcasing our children greeting guests, performing in the choir and featured in our

video as we kicked off our capital campaign. This event wouldn't be possible without our Gala Committee led by a Board Member and supported by community stakeholders and Renfrew staff.

The JMC fitness room has been updated and renamed Planet Fitness. This space themed room is specifically designed for movement breaks for small groups of students. In addition to fitness equipment such as treadmills, a pilates reformer, stationary bikes, dual extremity ergometer we have added sensory equipment including sensory star lights and a sensory projector. This added sensory equipment will support calming and regulation activities such as yoga and meditation.

We will continue to offer as many opportunities to connect with all stakeholders in as many ways as possible, online, outdoor events, virtual tours, social media and in person. In addition to our survey and conversations with community stakeholders, the results from the Accountability Pillar Report were used to review outcomes that align with the Minister of Education's business plan. Alberta Education Survey results from parents and teachers indicate Renfrew has been performing in the excellent range for several years which is above the provincial average. Renfrew's local measures reported positive results from families and teachers. Outcomes trends will continue to be monitored and information will be gathered to change processes and priorities as needed.

The Renfrew Choir singing at our Helping Kids Soar Gala



OUTCOME 1: All students and children will be provided with the best intervention and program planning to reach their full potential.

Every child/student's program is uniquely designed to meet their needs. We constantly reflect on current practices and research new trends and innovations to implement in our schools.

OUTCOME 2: Continue to increase opportunities for family and community engagement with Renfrew Educational Services.

Renfrew values our connections with families and the community stakeholders and is committed to increasing our relationships to ensure our programs are supported, sustainable and continue to grow.

OUTCOME 3: Renfrew Educational Services will continue to promote professional skill development of our educators.

Life-long learning is imperative to the success of our children and students. Renfrew has skilled and innovative educators who are provided with and encouraged to engage in further professional development.



**Our Service Dog,
Renny**

Outcomes

OUTCOME 1: All students and children will be provided with the best intervention and program planning to reach their full potential.

Strategies	Measures
<ul style="list-style-type: none"> • Junior High teachers will continue to expand developmentally appropriate electives and learning opportunities. • Junior High teachers will expand outdoor education opportunities in various environments. • Junior High teachers will expand vocational experiences/programs with students. • Teachers initiate the Areas for Growth and Getting to Know Forms to gather family areas of priority then collaborate with families to develop individual program plans and conduct ongoing reviews. • Teachers will continue to plan, implement and modify a wide variety of developmentally appropriate, play based activities to target learning areas and goals as we value play as the foundation for learning. • Teachers will continue to plan, implement and modify a wide variety of developmentally appropriate life skills and pre-vocational activities to support elementary programming for students. • Teachers will continue to share in-depth information through progress report and discussions with parents and transdisciplinary team regarding student/child success. • All students including our self-identified First Nations, Metis and Inuit (FNMI) students/children will participate in the curriculum, modified as appropriate for their individual learning needs. • All students including our self-identified FNMI students/children in the elementary/Junior High programs, in consultation with families, will be given the opportunity to participate in the provincial achievement tests using supports as permitted. 	<p>Provincial Measures</p> <ul style="list-style-type: none"> • Survey measure of student learning opportunities • Survey measure of citizenship • Survey measure of work preparation <p>Local Measures</p> <ul style="list-style-type: none"> • Informal and formal assessments • Classroom observation • Parent report • Video and picture documentation • Family feedback during IPP reviews • Family feedback during Parent/Teacher conferences • Intake process • Child/Student engagement observations • Team planning • IPP documentation • Indigenous family and community involvement /feedback

Outcome 1 Insights

Provincial and local measures reflect that the majority of families and teachers agree/strongly agree that children/students have access to the appropriate supports and services at school. IPPs play an integral role in our program, local measures reflect that the majority of families and teachers agree/strongly agree that students are growing and learning as they achieve their IPP goals. Results from the local measure indicate that the majority of students achieved all their IPP goals. Music therapy has become embedded in our programming to support emotional regulation, transitions, social interactions, mobility and communication. Art, drama, dance, music are highly engaging and important elements of daily programming that supports the development of a wide range of skills. Resources will be allocated over the next three years for Junior High teachers to research and develop electives and vocational programs. Research time and resources will be budgeted over the next three years for outdoor education programs ensuring all students can participate.





Terry Fox Day

Bloom Dance



100 Days of School

Using an Alternative Communication device



OUTCOME 2: Continue to increase opportunities for family and community engagement with Renfrew Educational Services.

Strategies	Measures
<ul style="list-style-type: none"> • Renfrew will continue to expand its partnership with the Tsuut’ina Nation by supporting a specialized classroom for children. • Teachers will offer in person, Microsoft Teams, or phone conferences to accommodate family preference. • Renfrew will continue to organize an outreach day and expand collaboration with the Alberta Children’s Hospital seating clinic physiotherapists, occupational therapists and technicians, vendors and families. • Renfrew will collaborate with the Community Health Nurse to provide monthly family resources and student vaccinations. • Renfrew will support community families with therapy services (assessments, consultation, intervention) through our Assessment Therapy Service (ATS) department. • Renfrew’s Low Incidence Assistive Technology department will continue to provide the community based Augmentative Alternative Communication (AAC) Everywhere program for children and youth. • Renfrew’s Family Support will continue to offer: <ul style="list-style-type: none"> - family networking opportunities through various activities e.g. Cat Yoga, Science Centre visit - 6-week sessions of the parenting program throughout the year - multiple “Where to after Renfrew” school transition information sessions - the “Helping Hands” outreach program for the holiday season • Renfrew will continue to offer respite for the community through the Stepping Out on Saturday program. • Renfrew will support families to access respite services by advertising in our staff newsletter. • Renfrew will continue to participate in a variety of community and family resource fairs e.g. Bearspaw Community Fair, Children’s Link Resource Fair. • Renfrew will continue to collaborate with post-secondary institutions through participation in advisory committees, student information sessions, tours and practicum placements. • Renfrew will continue to explore opportunities for families to access specialized equipment, materials, clothing and resources through secured partnerships with businesses/vendors in the community. • Renfrew will continue to offer a community specialized equipment lending program. • Renfrew will continue to be Alberta Aids to Daily Living (AADL) level 3 authorizer to ensure families can access essential resources. • Renfrew will continue to provide work placement opportunities for Renfrew Alumni in our various school sites. 	<p>Provincial Measures</p> <ul style="list-style-type: none"> • Survey measure of learning supports • Survey measure of parent involvement <p>Local Measures</p> <ul style="list-style-type: none"> • Parent surveys • Family Support data collection • Formal IPP/ISPP reviews • Assessment and Therapy Services data • Social media platform data



Outcome 2 Insights:

Local and provincial measures indicate Renfrew families were pleased with the opportunities to be involved with their child’s school. Community connections and partnerships have increased this year which benefit Renfrew families and the larger community. Our increased presence on social media platforms and updated website, has broadened our connections to families and other schools,

agencies and businesses. Over the next three years, Renfrew will continue to focus on media platforms to enhance our connection with families and our community stakeholders. We will continue to work with our post-secondary partners and other agencies to foster and expand relationships over the next three years.

Assessment and Therapy Services



OUTCOME 3: Renfrew Educational Services will continue to promote professional skill development of our educators.

Strategies	Measures
<ul style="list-style-type: none"> Teachers and school leaders will continue to be encouraged to participate in professional development opportunities and conferences to support implementation of the new curriculum. Renfrew children/students, teachers and school leaders will be provided with opportunities and resources to broaden their understanding of residential schools and FNMI reconciliation. Staff will share information from external workshops/conferences attended with colleagues. Renfrew will have staff currently working with First Nations health and education programs to share information from FNMI training opportunities with teachers, school leaders and support staff. Renfrew will continue to bring in supplementary movement, music, yoga programs for children/students during the year to further enhance programming and broaden teacher skills. Renfrew will continue to host speakers that effectively address the ongoing professional development for teachers in “best practices” for children/students with disabilities. Renfrew’s Low Incidence Assistive Technology team will continue to provide up to date resources, materials and training. Renfrew’s Vision Specialist and Deaf and Hard of Hearing teacher and Audiologist will share expertise and knowledge. A variety of in-services will be implemented that increase teachers’ knowledge and understanding of learning areas. Teachers will continue to participate in a peer coaching program where programming is observed, and feedback provided. Teachers will continue to meet regularly to share and discuss best practices in program planning. All Renfrew staff will complete the Brain Story Certification and Alberta Education Respect in the Workplace and Respect in Schools training. 	<p><u>Provincial Measures</u></p> <ul style="list-style-type: none"> Survey measure of continuous improvement Survey measure of in-service needs Survey measure of student learning opportunities learning supports <p><u>Local Measures</u></p> <ul style="list-style-type: none"> Staff surveys, informal feedback Annual staff performance evaluations FNMI resource inventory Professional development evaluations Annual teacher peer coaching data will be collected and reflected upon by teachers and administration

Outcome 3 Insights:

Local and provincial measures indicate Renfrew teachers were very positive with the opportunities that were available to them for professional development. Renfrew will continue to implement a variety of programs to meet the needs of children/students such as music and physical education lead by specialists. This year Bloom Dance, worked with all classrooms with an inclusive focus on opportunities to break physical barriers through dance while fostering social connections. Renfrew will continue to bring in similar programs over the next three years. Teachers will continue to integrate technology into their classrooms supported by our Low Incidence Team. Over sized core boards were installed on the playground and gym. SoundField systems were installed in classrooms and common areas to support the speech clarity of the speaker to enhance learning engagement. Purchase of an additional 3-D printer has enabled creation of individualized resources to support communication and universal tools. We will continue to explore opportunities in how we can use the 3-D printer to

enhance student success over the next three years. Staff will also be provided with opportunities to broaden their understanding of different cultural perspectives including Indigenous people through a variety of workshops, family panel, implementation of new resources, discussions and cultural diversity events. We were invited to participate in the First Nations Educators Conference a two day event in Calgary . We also had the opportunity to develop a video highlighting our partnership with the Stoney Nakoda Nation. Renfrew will continue to work in collaboration with our Nation partners over the next three years.



Pink Shirt Day



Stakeholder Engagement

Renfrew recognizes that in a rapidly changing world and with increased expectations being placed on educators and schools, supporting children and students cannot be accomplished in isolation. In our 49 year history we have recognized the importance of effective partnerships within our community, post-secondary institutions, First Nations, service providers, various government ministries, and with our corporate supporters. We have worked to maintain long-established partnerships while reaching out to build new ones in support of providing quality programs and services to our children, students and families.

FAMILY INVOLVEMENT



Family Support Parent Events and Programs



Families were involved in the development of the education plan in a variety of ways. Families provided feedback on programs and services through surveys and discussion. For example families complete pre/post-surveys when participating in our Family Parenting program, completing the Family Support Needs Assessment, families provide program feedback during Parent Advisory Council (PAC) meetings. Parent Advisory Councils (PAC) have the opportunity to review survey results. Families also participate in the Alberta Education Assurance (AEA) survey. This information and data is used to review and update the local priorities in the plan.

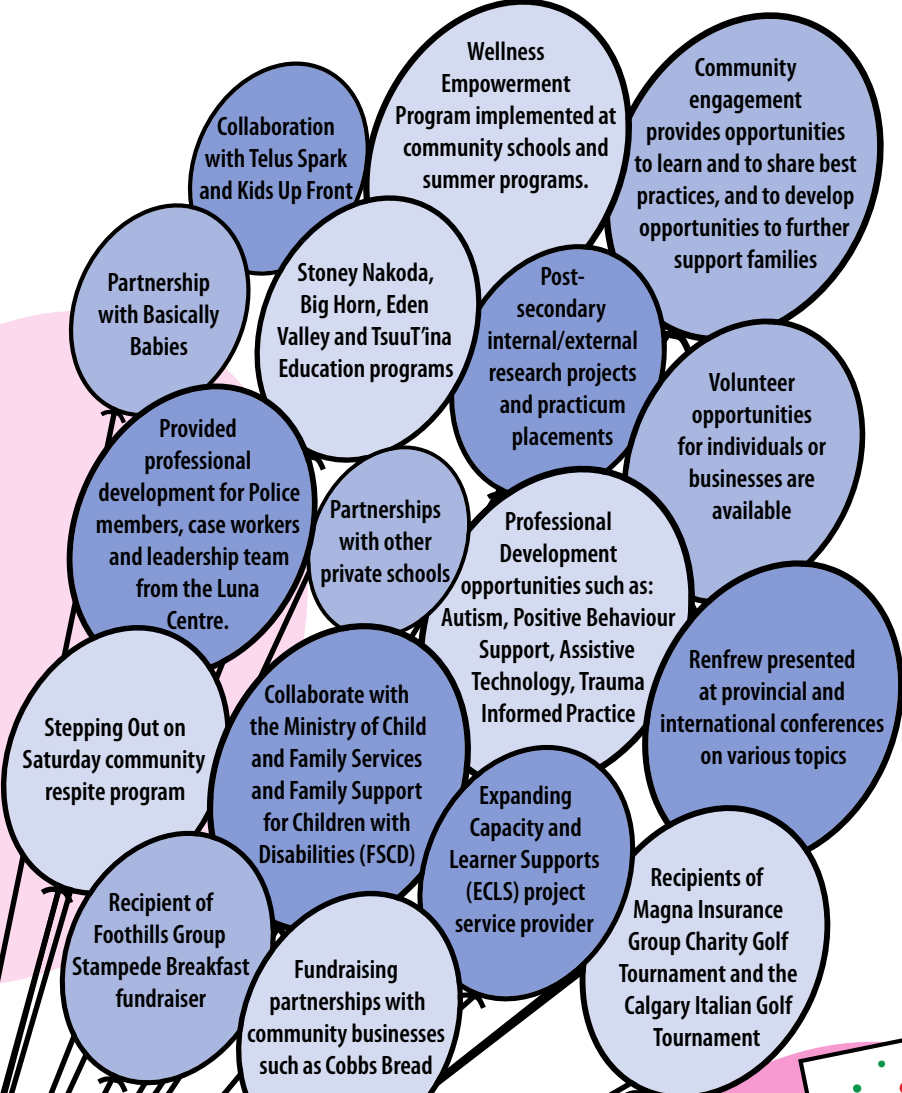
TEACHER INVOLVEMENT

Teachers were involved in the development of the education plan through meetings, individual discussions and participation in surveys. To gather further information regarding our local context a Renfrew teacher survey is implemented annually. Information gathered from teachers will be used to update local priorities in the plan.



COMMUNITY ENGAGEMENT

Our community partners were engaged through a variety of collaborations and partnerships. Information is gathered through meetings, working groups and informal discussions that provide insights to add or update the local priorities in our education plan.



Calgary Waldorf School student visit

Cobbs Bread, Magna Insurance Golf Tournament & Calgary Italian Open Fundraising Partnerships



Basically Babies



Stepping Out on Saturdays (SOS) Respite Program



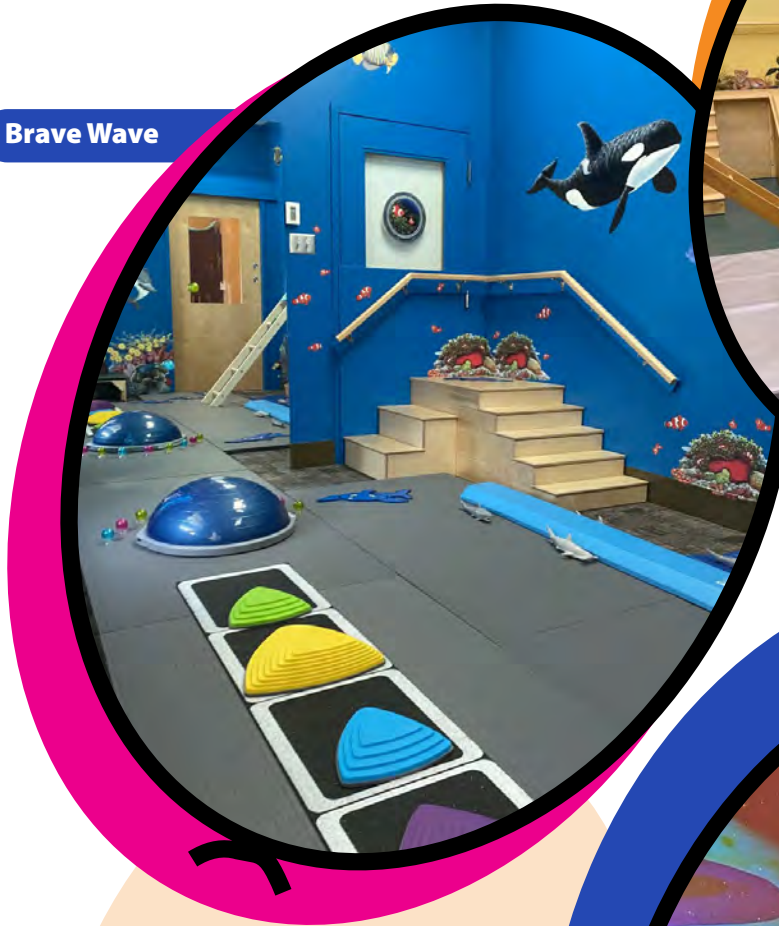
Orange Shirt Day



Specialized Rooms

Each of our centres has a variety of specialized rooms.

Brave Wave



Brave Cave



Multi-Sensory Room





Greenhouses

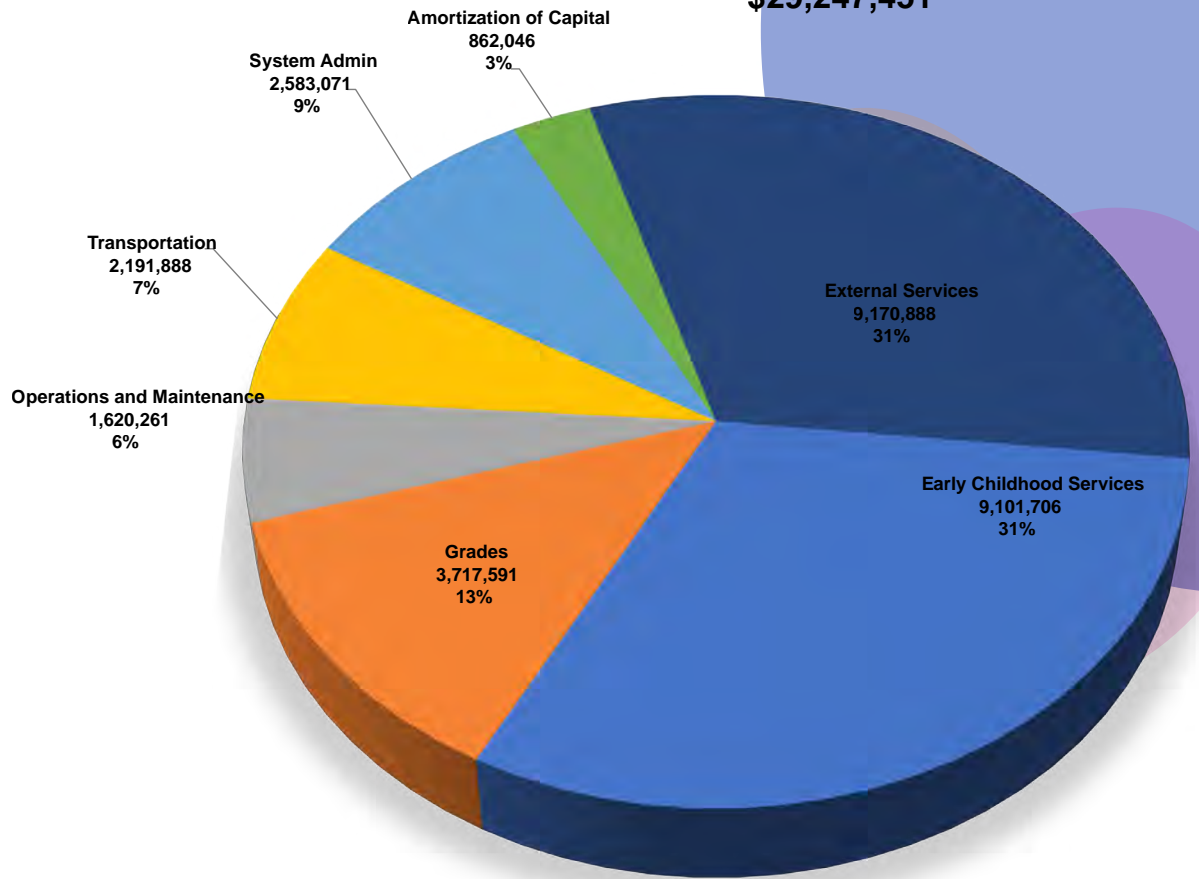


Mind and Movement Rooms

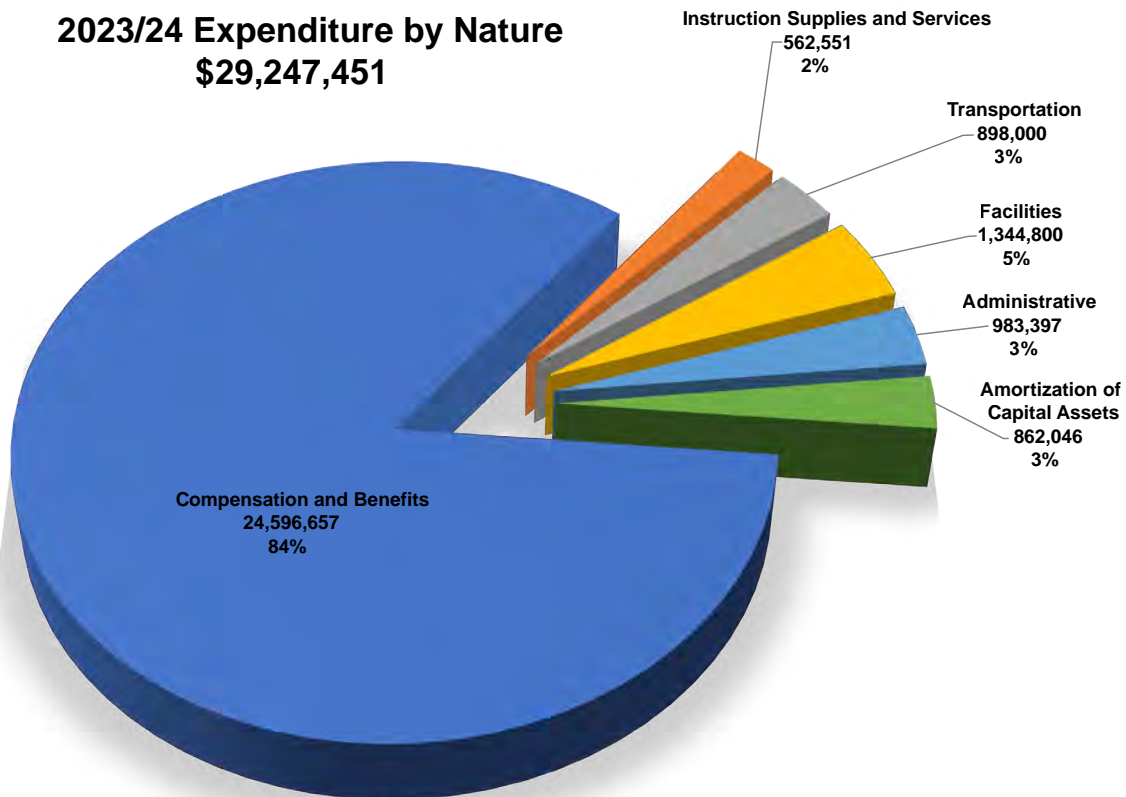


Budget Highlights 2023-2024

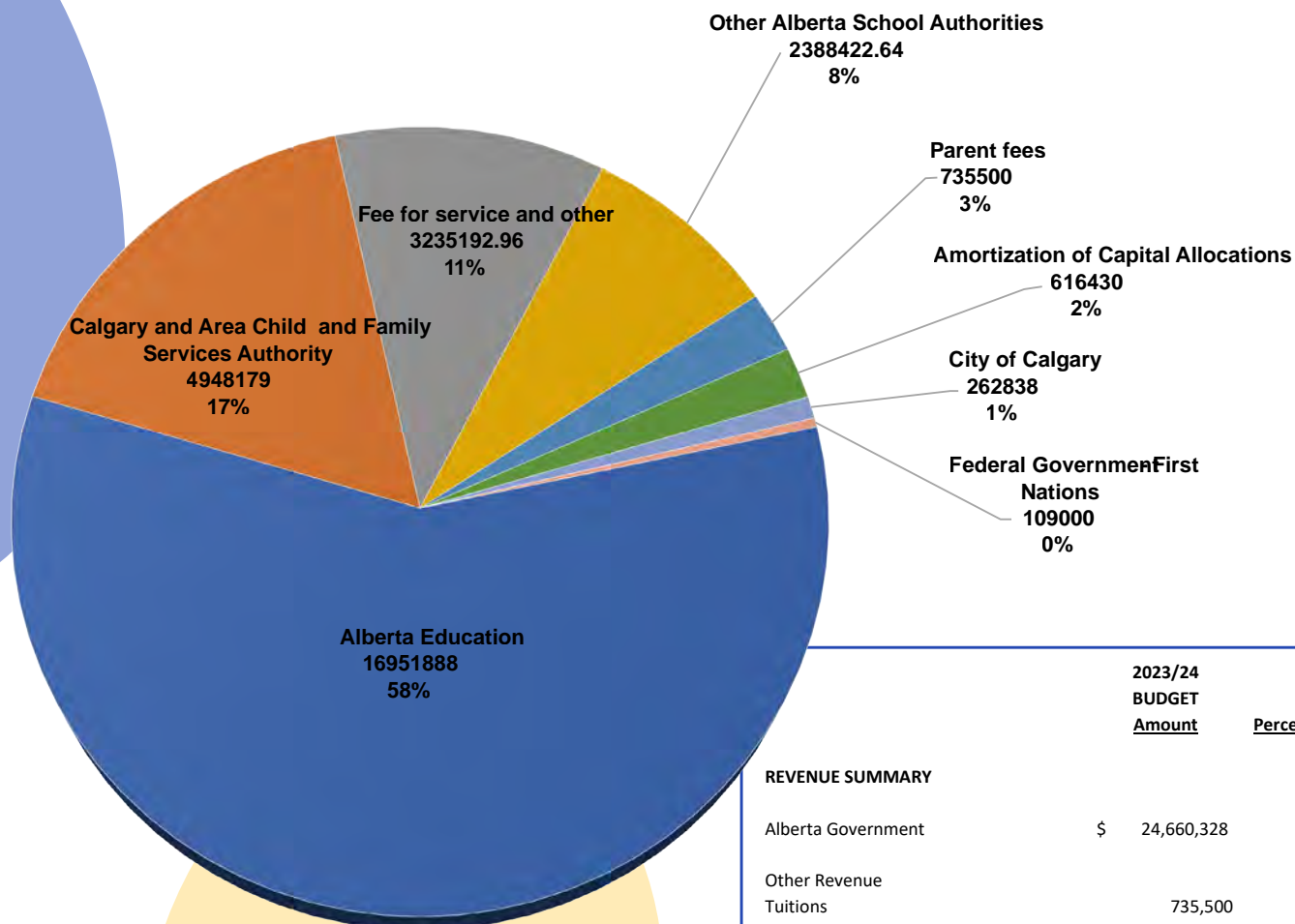
2023/24 Budget Expenditures by Program \$29,247,451



2023/24 Expenditure by Nature \$29,247,451



2023/24 Budget - Revenue by Source \$29,247,451



	2023/24 BUDGET	
	<u>Amount</u>	<u>Percentage</u>
REVENUE SUMMARY		
Alberta Government	\$ 24,660,328	84%
Other Revenue		
Tuition	735,500	3%
Fundraising/gifts	124,000	0%
All Other	3,111,193	11%
Amortization of Capital Allocations	616,430	2%
TOTAL REVENUES	\$ 29,247,451	100%
EXPENDITURE SUMMARY		
Instruction	\$ 12,819,297	44%
Administration	2,583,072	9%
Operations and Maintenance	1,620,261	6%
Transportation	2,191,888	7%
Other	9,170,887	31%
Amortization of Tangible Capital Assets	\$862,046	3%
TOTAL EXPENDITURES	\$ 29,247,451	100%
	\$ -	

Guiding principle used for financial planning.
Financial planning is based on a consideration of students' needs and safety while operating in a fiscally responsible manner to ensure that adequate revenues are generated to meet all planned expenditures.

