

**ST. MATTHEW LUTHERAN SCHOOL
THREE YEAR EDUCATION
PLAN
(2009-2010 TO 2011-2012)**

**June 2009
(Revised Oct. 20, 2009)**

**St. Matthew Lutheran School
5014 - 53rd Avenue
Stony Plain, Alberta
T7Z 1R8**

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Principal: Mr. Glen M. Schmitke **Board Chair:** Mr. Doug VanDerVeen

St. Matthew Lutheran School - Three Year Education Plan - 2009-2012

MESSAGE FROM THE BOARD CHAIR

St. Matthew Evangelical Lutheran Church is proud to present the Three Year Education Plan 2009-2012 for St. Matthew Lutheran School.

We look forward to working as partners with parents, staff and students to provide quality education programs and at the same time uphold and extend the values and principles which are taught at home and in the church. The focus is to educate the whole child; spiritually, academically and physically. This report allows us to look to the future and guides us through the planning cycle.

Mr. Doug VanderVeen
Chairman of the Board

ACCOUNTABILITY STATEMENT

The St. Matthew Evangelical Lutheran Church's Education Plan for the three years commencing September 1, 2009 was prepared under the direction of the board in accordance with responsibilities under the School Act and the Government Accountability Act. This education plan was developed in the context of the government's business and fiscal plans. The board is committed to achieving the results laid out in this education plan.

PUBLICATION

The Three Year Education Plan is posted on our website at:

www.stmatthewschool.ca

As well, copies of the report will be available from the school upon request from parents. The availability of the report will be communicated to the parents via the school newsletter.

St. Matthew Lutheran School - Three Year Education Plan - 2009-2012

VISION

St. Matthew Lutheran School's commitment is to provide for the spiritual, academic and physical needs of each child. The school assures that it will provide daily religious instruction to strengthen the faith founded on the Gospel of Jesus Christ, teach all subjects from a Christian perspective without neglecting the academic goals and objectives of the Alberta Curriculum, provide the necessary skills for Higher Education, productive living and effective citizenship. We encourage all of our students to strive for academic excellence, disciplined behaviours and to live Christ-like and God-pleasing lives.

THE MISSION

The mission of St. Matthew Lutheran School is to provide students with a quality academic education based on Scripture as God's inspired and inerrant Word, helping students to grow in their faith and trust in Jesus Christ as Lord and Savior.

THE MANDATE

The mandate of St. Matthew Lutheran School is to provide educational programs that respond to the learning needs of its students based on a Christian foundation while maintaining the goals and objectives of the Alberta Program of Studies.

STATEMENT OF PRINCIPLES AND BELIEFS

St. Matthew Lutheran School is a private Christian School that is an integral part of and operated by St. Matthew Evangelical Lutheran Church of Stony Plain. The Board of Education of St. Matthew believes that:

1. the overarching goal of Christian Education is to help children know and trust in Jesus Christ as their Savior.
2. Christian Education is primarily the responsibility of faithful parents.
St. Matthew Lutheran School - Three Year Education Plan - 2009-2012
3. our main task is to assist parents in forming their children's spiritual life and values by offering a high standard of educational opportunities for all students through the use of available resources.
4. our school should be open to all children and families who desire the benefits of Lutheran education, regardless of race, religion or social and economic

standing.

each person possesses inherent worth and dignity and is deserving of respect.

5. it is essential for St. Matthew to promote a school environment of respect for God's Word, those in authority, for classmates and other people, for their bodies and God given talents, for the learning process and the classroom environment and for our school, personal property and the property of others.
6. as a successful school, to provide a safe, caring and orderly environment for learning.

SCHOOL PROFILE

St. Matthew Lutheran School, operating as part of the ministry of St. Matthew Evangelical Lutheran Church of Stony Plain, is situated in Stony Plain, a community of 12,500 residents. Our school also serves the residents of Spruce Grove, 20,000 residents, and Parkland County, 29,000 residents. As our school began in 1905, we celebrated the Centennial along with the Province of Alberta at that time. Our academic program is inclusive from Pre-School through Grade Nine.

The eight member board meets monthly at the school. All board members are elected by congregational members of St. Matthew Lutheran Church.

Our program of studies consists of the full Alberta Curriculum along with a strong Christ-centered Christian Studies Program, a strong sports program with students participating in the Edmonton Area Christian Schools Athletic Association in Cross Country Running, Volleyball, Basketball, Badminton and Track and Field and an up-to-date computer lab. Our complementary courses include Art, Structures and Design, Computer Technology, Foods, Hunter Education, Student Leadership and Photo Shop and Web Page Design.

St. Matthew Lutheran School - Three Year Education Plan - 2009-2012

Our staff consists of eight full time teachers, one full time teacher/administrator, one half time teaching assistant, one part time librarian, a full time custodian and one full time administrative assistant.

The enrollment policy is an open policy to all students regardless of race, colour or religious backgrounds. However, families who enroll their children at St. Matthew

Lutheran School must comply with the vision and policies of the school.

Our low student/teacher ratio allows us to effectively meet the needs of all students, including those with learning difficulties and those requiring enrichment activities.

TRENDS AND ISSUES

1. The failure of Alberta Education to provide technology funding grants to independent schools, significantly challenges us in meeting the needs of students in a digital age.
2. While we offer 9 different Complementary Courses, we are finding it difficult to compete with our Public School neighbours offering 20 options. Due to declining enrollments, especially at the Junior High level, this becomes an ever increasing challenge.
3. As the demographics of our students abilities is changing from one of homogeneity to a greater population requiring IPP's, maintaining St. Matthew's goal of 90% of all students achieving the required standard of achievement on the Provincial Achievement Tests is becoming more difficult.
4. Our current declining enrollment is the most significant issue facing St. Matthew Lutheran School. The school is focusing on increasing its numbers so that a greater variety of programs can be offered to our students.
5. The availability of second language teachers

t. Matthew Lutheran School - Three Year Education Plan - 2009-2012

PRIORITY AREAS FOR IMPROVEMENT

Provincial Priority Area	Strategies
1. To offer High Quality Learning Opportunities for all.	a. Second Language - currently we do not offer a second language as we do not have a qualified teacher to teach this program. b. Fine Arts - Music and Drama - students have not selected Music or Drama when offered - hence we did not offer it as a complementary course this year.

	<p>c. While our parents score us very low - with the above exceptions, our students have indicated high satisfaction in Computers, Health, Art and Physical Education</p> <p>Strategies:</p> <ol style="list-style-type: none"> 1. To accommodate positive change, we will identify all our areas of weakness and try to coordinate the options desired as indicated by both students and parents. 2. When hiring new staff we will make it a priority to hire teachers with skills that our current teaching staff does not have.
<p>2. Excellence in Learner Outcomes</p>	<ol style="list-style-type: none"> a. Our PAT scores at the Acceptable Level and Excellence level did not fare well in comparison to previous years at our Grade 6 level in all subject areas, as 4 of the 11 students that wrote the PAT's were on IPP's. The PAT results for 2008 came as no surprise to our staff. b. Our PAT scores at the Acceptable Level and Excellence level for Grade 9 also did not compare well with previous years in all subject areas. While it is disappointing, this did not come as a great surprise, as we were battling apathy with 5 of the 14 students that wrote the PAT's all year. <p>Strategies:</p> <ol style="list-style-type: none"> 1. We have addressed this problem and have worked hard at keeping all our students engaged in the learning process, strongly encouraging them to put forth a genuine effort.

St. Matthew Lutheran School - Three Year Education Plan - 2009-2012

REQUIRED GOALS, OUTCOMES AND PERFORMANCE MEASURES AND TARGETS

Alberta Education has identified four goals with specific outcomes that describe the results the Ministry wants to achieve in fulfilling its mission. St. Matthew Lutheran School has aligned its goals, measures and strategies with Alberta Education's plan.

GOAL 1: High Quality Learning Opportunities For All

St. Matthew Lutheran School is committed to providing opportunities for learners. We will continue to expose students to a variety of teaching methodologies with a focus on engaging students in the educational process. We will encourage them to work with a genuine effort to achieve success.

Outcome: St. Matthew Lutheran School provide Safe and Caring Environments for Students

Performance Measure	Targets
* Overall teacher, parent and students agreement that students are safe at school, learning the importance of caring for others, learning respect for others and are treated fairly at school.	90% satisfaction
Strategies: St. Matthew consciously reinforces respectful behaviour. Specifically: * promote the 6 Respect Statements for Students and Staff. (Addendum B) * staff model caring behaviour and promote moral character. * maintain high visibility of administration and teaching staff in hallways and on school grounds. * publicly acknowledge student accomplishments. * focus on involving every student in at least one or more school activities.	

St. Matthew Lutheran School - Three Year Education Plan - 2009-2012

Outcome: The education system meets the needs of all students, society and the economy.

Performance Measure	Targets		
* Teacher, parent and student satisfaction with the opportunity for students to receive a broad program of studies, including fine arts, career technology and health and Physical Education.	09-10 11-12 75%	10-11 80%	85% satisfaction
* Overall teacher, parent and student satisfaction with the overall quality of education.	80%	85%	90% satisfaction
* Overall teacher and parent satisfaction that high school graduates demonstrate the knowledge and skills for lifelong	80%	85%	90% satisfaction

Strategies:

As we recognize the diversity of skills and knowledge base of our students, we feel that it is important that all our students experience all that we have to offer, including the writing of the Provincial Achievement Tests. This includes all students, even those on IPP's. While we know that they may impact the overall scores of the PAT's in a negative sense, we celebrate the gifts that they have been given and contribute to St. Matthew Lutheran School.

Our focus be one of developing well rounded students who are exposed to host of educational and relational experiences, including:

- * to employ differentiated learning strategies, assessment of and for learning.
- * the Alberta Initiative for School Improvement (AIS) project focusing on Differentiated Learning strategies to engage students in the learning process utilizing digital technology.
- * to continue to offer a broad range of co-curricular and extra-curricular activities.
- * increased communication about the school results and its programs with parents in newsletters, website, school council and local newspapers.
- * inviting guest speakers to share information regarding various professions
- * invite parents to speak about their professions.

St. Matthew Lutheran School - Three Year Education Plan - 2009-2012

GOAL 2: Excellence in Student Learning Outcomes

Outcome: Students demonstrate high standards in learner outcomes.

Performance Measure	Targets	
* Overall percentage of students in Grades 3, 6 and 9 who achieved the Standard of Acceptable Standard, and the percentage who achieved the Standard of Excellence on Provincial Achievement Tests (PAT's).	<u>09-10</u> <u>11-12</u> 90% 90% Acceptable Standard 20% 20% Standard of Excellence	<u>10-11</u> 90% 90% Acceptable Standard 20% 20% Standard of Excellence

Strategies:

St. Matthew will continue to upgrade its resources including:

- * Written materials such as texts.
- * Implementation of additional digital technology such as 'Smartboards' to engage students in the learning process.

- * Pursuit of Professional Development activities for staff in Differentiated Learning, Math, Technology and Language Arts.
- * AISI funds and special private grants to support the goals and objectives of the AISI project in Differentiated Learning utilizing digital technology.
- * emphasizing “effort based” learning with students.
- * provision of enrichment activities for students exceeding grade expectations.

Outcome: Students are well prepared for employment.

Performance Measure	Targets		
* Teacher and Parent agreement that students are taught attitudes and behaviours that will make them successful at work when they finish school, preparing them for life-long learning and service to God and their community.	09-10	10-11	
	<u>11-12</u>	83%	85%
	87%		
	satisfaction		

- Strategies:**
 St. Matthew will help students and parents focus on socially acceptable behaviours and responsibilities through:
- * the use of Daily Agenda’s as an organizational tool.
 - * reinforcing the values of consistent effort, teamwork and tolerance of individual differences.
 - * encouraging goal-setting and meeting deadlines of assignments.
 - * providing for an awareness of and service opportunities to those in need in the Parkland and Edmonton areas.

St. Matthew Lutheran School - Three Year Education Plan - 2009-2012

Outcome: Students model the characteristics of active citizenship.

Performance Measure	Targets		
* Teacher, parent and student agreement that students model the characteristics of active citizenship.	09-10	10-11	
	<u>11-12</u>	83%	85%
	87%		
	Satisfaction		

- Strategies:**
 At St. Matthew, all our students from ECS to Grade 9 will be taught the importance of active citizenship through:
- * student self-reflection, recognition and character development programs.
 - * the DARE program.
 - * the Christian Studies Program for all grade levels.
 - * school Spirit Teams, Spirit meetings and student involvement in organizing activities around the school.

- * Citizenship awards
- * Re-cycling programs
- * Chapel offerings being directed to specific mission organizations
- * Remembrance Day observation and activities.
- * the 'Heros' program for positive personal growth towards success in life.

GOAL 3: Success for First Nations, Metis and Inuit Students

Outcome: Key learning outcomes for FNMI students improve.

Performance Measure	Targets								
* Parent, student and teacher satisfaction the FNMI students receive a quality education program and have the opportunities to improve.	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%; border-bottom: 1px solid black;">09-10</td> <td style="width: 50%; border-bottom: 1px solid black;">10-11</td> </tr> <tr> <td style="border-bottom: 1px solid black;">11-12</td> <td style="border-bottom: 1px solid black;"></td> </tr> <tr> <td style="text-align: center;">88%</td> <td style="text-align: center;">89%</td> </tr> <tr> <td style="text-align: center;">90%</td> <td style="text-align: center;">satisfaction</td> </tr> </table>	09-10	10-11	11-12		88%	89%	90%	satisfaction
09-10	10-11								
11-12									
88%	89%								
90%	satisfaction								

Strategies:
 The relative population of FNMI students at St. Matthew is very limited. Rarely do we have a self-identified FNMI student. When we do have one, he/she is integrated into every aspect of the programs available at St. Matthew.

- * Increased library materials in support of FNMI curriculum infusion
- * Increased Teacher Resources in support of the infusion of FNMI perspectives in curriculum
- * Teaching of FNMI perspectives and culture in the Social Studies curriculum

St. Matthew Lutheran School - Three Year Education Plan - 2009-2012

GOAL 4: Highly Responsive and Responsible School Authority

Outcome: St. Matthew Lutheran School demonstrates leadership and effective working relationships with its constituents.

Performance Measure	Targets								
* Teacher and Parent satisfaction with parental involvement in decisions about their child's education.	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%; border-bottom: 1px solid black;">09-10</td> <td style="width: 50%; border-bottom: 1px solid black;">10-11</td> </tr> <tr> <td style="border-bottom: 1px solid black;">11-12</td> <td style="border-bottom: 1px solid black;"></td> </tr> <tr> <td style="text-align: center;">83%</td> <td style="text-align: center;">85%</td> </tr> <tr> <td style="text-align: center;">88%</td> <td style="text-align: center;">satisfaction</td> </tr> </table>	09-10	10-11	11-12		83%	85%	88%	satisfaction
09-10	10-11								
11-12									
83%	85%								
88%	satisfaction								

Strategies:
 At St. Matthew we encourage parents to have significant and regular interaction with the school regarding their child. That message is consistently communicated through:

- * listening to concerns and addressing them in a meaningful and timely manner.
- * scheduled and un-scheduled parent-teacher interviews, Meet the Teacher events
- * active Parent Advisory Committee.
- * invitations to parents for participation in reading programs, student assistance, field trips, etc.
- * regular written, email and phone communication - eg. "ET Phone Home"
- * recognize staff for involving parents.

Outcome: St. Matthew Lutheran School demonstrates leadership, innovation and continuous improvement.

Performance Measure	Targets										
* The percentage of teachers and parents indicating that St. Matthew has improved or stayed the same in the past three years.	<table border="0"> <tr> <td style="border-bottom: 1px solid black;">09-10</td> <td style="border-bottom: 1px solid black;">10-11</td> </tr> <tr> <td style="border-bottom: 1px solid black;">11-12</td> <td></td> </tr> <tr> <td style="text-align: center;">83%</td> <td style="text-align: center;">85%</td> </tr> <tr> <td style="text-align: center;">87%</td> <td></td> </tr> <tr> <td colspan="2" style="text-align: center;">satisfaction</td> </tr> </table>	09-10	10-11	11-12		83%	85%	87%		satisfaction	
09-10	10-11										
11-12											
83%	85%										
87%											
satisfaction											
* The percentage of teachers indicating that in the past 3 years the professional development received from St. Matthew has been focused and contributed significantly to their ongoing professional growth.	<table border="0"> <tr> <td style="border-bottom: 1px solid black;">09-10</td> <td style="border-bottom: 1px solid black;">10-11</td> </tr> <tr> <td style="border-bottom: 1px solid black;">11-12</td> <td></td> </tr> <tr> <td style="text-align: center;">90%</td> <td style="text-align: center;">92%</td> </tr> <tr> <td style="text-align: center;">95%</td> <td></td> </tr> <tr> <td colspan="2" style="text-align: center;">satisfaction</td> </tr> </table>	09-10	10-11	11-12		90%	92%	95%		satisfaction	
09-10	10-11										
11-12											
90%	92%										
95%											
satisfaction											

Strategies:

- * The improvement aspect will be a cumulative measure based on the impact of all of our day to day decisions over the course of the school year.
- * The Professional Development aspect will be based on our PD program and the effort of the school to provide opportunities for teacher development and growth.

St. Matthew Lutheran School - Three Year Education Plan - 2009-2012

LOCALLY DEVELOPED GOALS

GOAL 5: Students Have Access to the Support Services They Require

Outcome: Students with special needs have access to the services that they require.

Performance Measure	Targets

* The percentage of teachers and parents satisfied with the support services, such as 'Speech Pathology', offered at St. Matthew.	09-10	10-11	
	<u>11-12</u>		
	88%	89%	90%
	satisfaction		

Strategies:

- * Provide an Early Literacy Program
- * Develop a close working relationship the St. Albert and Area Student Health Initiative.
- * Adapt an Individualized Education Plan for students with learning disabilities.

GOAL 6: Students at St. Matthew are involved in meaningful community service opportunities

Outcome: Students have the opportunity to develop character and an appreciation for those in need through service opportunities

Performance Measure	Targets												
* Percentage of students satisfied with the Service Opportunities provided	<table border="1"> <tr> <td>09-10</td> <td>10-11</td> <td></td> </tr> <tr> <td colspan="2"><u>11-12</u></td> <td></td> </tr> <tr> <td>80%</td> <td>82%</td> <td>85%</td> </tr> <tr> <td colspan="3">satisfaction</td> </tr> </table>	09-10	10-11		<u>11-12</u>			80%	82%	85%	satisfaction		
09-10	10-11												
<u>11-12</u>													
80%	82%	85%											
satisfaction													

Strategies:

- * Maintain and develop support relationships with local organizations requiring assistance with their programs
- * Junior High students will serve for a day at The Rock, Mustard Seed, Food Bank etc.
- * All students assist in Food Drives for the Concordia Lutheran Seminary Food Bank and The Rock.
- * All students assist in neighbourhood clean up opportunities.

St. Matthew Lutheran School - Three Year Education Plan - 2009-2012

BUDGET HIGHLIGHTS

Revenues	Budget 2009-2010	Budget 2008-2009	Actual 2007-2008
Tuition & Fees	\$ 211,500	\$ 223,450	\$ 234,792
Church Grant	\$ 52,700	\$ 52,700	\$ 52,000
AB. Learning Grant	\$ 486,179	\$ 544,424	\$ 441,955

Donation / Other	\$ 79,350	\$ 77,650	\$ 178,338
Total Revenues	\$822,029	\$ 898,224	\$ 907,085
Expenditures			
Employee Expense	\$ 633,488	\$ 703,831	\$ 692,618
School Supplies	\$ 38,222	\$ 35,398	\$ 36,669
Misc Supplies	\$ 77,560	\$ 75,460	\$ 111,744
Operations / Maint	\$ 55,587	\$ 56,580	\$ 53,858
Administration	\$ 5,150	\$ 8,150	\$ 3,533
Total Expenditures	\$ 810,007	\$ 879,419	\$ 898,423
Surplus / Deficit	\$ 12,022	\$ 18,805	\$ 8,661

St. Matthew Lutheran School - Three Year Education Plan - 2009-2012

GUIDING PRINCIPLES

1. EARLY LITERACY

The Early Literacy program will continue to be supported by the per pupil rate for funded ECS and Grade 1 & 2 students.

2. ALBERTA INITIATIVE FOR SCHOOL IMPROVEMENT (AIS I)

The focus of the AISI grant will be on Differentiated Instruction utilizing digital technology. The plan is to install Smartboards into every

classroom, fund an Apple Laptop for each staff member, purchase interactive office software (interactive with parents) and provide for Professional Development activities for our staff in Differentiated Instruction and use of technology in the classroom. By better engaging students in the learning process we hope to show performance improvements on the PAT's.

As this will require additional funds to fulfill the above project, we are pursuing financial assistance from individuals and other organizations.

3. ALLOCATION OF RESOURCES

All government and local revenues generated during the fiscal year will be allocated to cover instructional, operational and capital costs to deliver instructional services to our students.

4. Capital / Facilities Plan

At this time a special School Building Committee has been established and plans are progressing for a new school building. The land purchase is in process and the fund raising for the project is to begin soon. The plan is for St. Matthew Lutheran School to open the 2012/2013 school year in a new facility on a new location.

St. Matthew Lutheran School - Three Year Education Plan - 2009-2012

PUBLICATION AND COMMUNICATION

A. FINANCIAL REPORTING NOTIFICATION

Upon enrollment of their children at St. Matthew Lutheran School, all parents are eligible to examine the current budget and audited financial reports for St. Matthew Lutheran School available in the school office. The school office is open from 8:30am to 4:00pm each day of regular operation September through June, should anyone like to pick up a copy of the above reports.

B. THREE YEAR EDUCATIONAL PLAN 2009 - 2012

The St. Matthew Lutheran School Three Year Educational Plan for 2009 – 2012 will be located on the St. Matthew Lutheran School website at www.stmatthewschool.ca.

St. Matthew staff, parents and general public have access to this site.