

# Annual Education Results Report

TEACH  
TRUTH  
INSPIRE EXCELLENCE  
EXPERIENCE CHRIST

SERVE  
THROUGH  
LOVE

GLENMORE  
CHRISTIAN  
ACADEMY



2022-23

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## Accountability Statement

The Annual Education Results Report for GCA Educational Society for the 2022/2023 school year was prepared under the direction of the Board of Directors in accordance with the responsibilities under the Private Schools Regulation and the Education Grants Regulation. The Board is committed to using the results in this report, to the best of its abilities, to improve outcomes for students and to ensure that all students in the school authority can acquire the knowledge, skills and attitudes they need to be successful and contributing members of society.

This Annual Education Results Report for 2022/2023 was approved by the Board on November 09, 2023.



**Brian Hargreaves**  
**Chairperson of the Board of Directors**



## Our Mission:

Teach Truth, Inspire Excellence, Experience Christ,  
Serve Through Love

## Our Vision & Core Values:

### TEACH TRUTH

- Foster an understanding that God is the author of all truth
- Impart knowledge within the framework of Biblical principles
- Equip students to discern and engage with confidence

*"Guide me in your truth and teach me, for you are God my Saviour, and my hope is in You all day long." Psalm 25:5*

### INSPIRE EXCELLENCE

- Deliver exceptional academic and extracurricular programs
- Promote critical thinking, a strong work ethic, independence and resilience
- Discover potential, celebrating the unique gifts and talents God bestows

*"So... whatever you do, do it all for the glory of God." 1 Corinthians 10:31*

### EXPERIENCE CHRIST

- Nurture grace centered, transformative relationships with Christ
- Reveal the beauty and worth of life rooted in prayer and worship
- Encourage responsive discipleship

*Jesus told him, "I am the way, the truth, and the life. No one can come to the Father except through me." John 14:6*

### SERVE THROUGH LOVE

- Value others with love and compassion
- Instill a passion to serve
- Engage in local and global service opportunities

*"A new command I give you: Love one another. As I have loved you, so you must love one another. By this everyone will know that you are my disciples, if you love one another." John 13:34-35*



## Required Alberta Education Assurance Measures - Overall Summary Spring 2023

Authority: 9118 GCA Educational Society

Assurance Domain	Measure	GCA Educational Society			Alberta			Measure Evaluation		
		Current Result	Prev Year Result	Prev 3 Year Average	Current Result	Prev Year Result	Prev 3 Year Average	Achievement	Improvement	Overall
Student Growth and Achievement	<a href="#">Student Learning Engagement</a>	87.6	89.2	89.2	84.4	85.1	85.1	n/a	Maintained	n/a
	<a href="#">Citizenship</a>	87.1	87.6	89.0	80.3	81.4	82.3	Very High	Declined	Good
	<a href="#">3-year High School Completion</a>	n/a	n/a	n/a	80.7	83.2	82.3	n/a	n/a	n/a
	<a href="#">5-year High School Completion</a>	n/a	n/a	n/a	88.6	87.1	86.2	n/a	n/a	n/a
	<a href="#">PAT: Acceptable</a>	n/a	94.2	n/a	n/a	67.3	n/a	n/a	n/a	n/a
	<a href="#">PAT: Excellence</a>	n/a	44.5	n/a	n/a	18.0	n/a	n/a	n/a	n/a
	<a href="#">Diploma: Acceptable</a>	n/a	n/a	n/a	n/a	75.2	n/a	n/a	n/a	n/a
	<a href="#">Diploma: Excellence</a>	n/a	n/a	n/a	n/a	18.2	n/a	n/a	n/a	n/a
Teaching & Leading	<a href="#">Education Quality</a>	93.8	94.5	95.1	88.1	89.0	89.7	Very High	Declined	Good
Learning Supports	<a href="#">Welcoming, Caring, Respectful and Safe Learning Environments (WCRSLE)</a>	89.6	90.1	90.1	84.7	86.1	86.1	n/a	Maintained	n/a
	<a href="#">Access to Supports and Services</a>	89.7	90.9	90.9	80.6	81.6	81.6	n/a	Maintained	n/a
Governance	<a href="#">Parental Involvement</a>	86.8	86.9	91.1	79.1	78.8	80.3	Very High	Declined	Good

### Response to Summary

The Alberta Education Assurance Measures were a new initiative in 2020-2021 from Alberta Education. Throughout this document, GCA will comment on trends in the data from these measures. GCA will prepare a 2024-2025 Education Plan separately that will recommend strategies to address the results found in this document. The 2024-2025 Education Plan will be posted on GCA's website by May 31, 2024.

As this is a new initiative, there are a number of sections that show as "Not Applicable (N/A)" in the above chart. In future years, GCA will be able to compare the previous years' results, as well as review a three year average.

Overall, GCA is pleased with the results of the 2022-2023 Assurance Measures. There are, however, a number of areas where we will reflect and strategically plan towards improvements. These areas are outlined in this report.

# Student Growth and Achievement

## S.1 Student Learning Engagement - Measure History

Authority: 9118 GCA Educational Society

Province: Alberta

The percentage of teachers, parents and students who agree that students are engaged in their learning at school.

	GCA Educational Society										Alberta													
	2019		2020		2021		2022		2023		Measure Evaluation			2019		2020		2021		2022		2023		
	N	%	N	%	N	%	N	%	N	%	Achievement	Improvement	Overall	N	%	N	%	N	%	N	%	N	%	
Overall	n/a	n/a	n/a	n/a	705	89.1	713	89.2	699	87.6	n/a	Maintained	n/a	n/a	n/a	n/a	n/a	n/a	230,956	85.6	249,740	85.1	257,214	84.4
Parent	n/a	n/a	n/a	n/a	160	98.1	142	99.3	132	99.2	n/a	Maintained	n/a	n/a	n/a	n/a	n/a	n/a	30,994	89.0	31,694	88.7	31,862	87.3
Student	n/a	n/a	n/a	n/a	499	71.4	521	69.0	516	66.3	n/a	Maintained	n/a	n/a	n/a	n/a	n/a	n/a	169,789	71.8	187,102	71.3	193,029	70.9
Teacher	n/a	n/a	n/a	n/a	46	97.8	50	99.3	51	97.4	n/a	Maintained	n/a	n/a	n/a	n/a	n/a	n/a	30,173	96.0	30,944	95.5	32,323	95.1

## Response to Student Learning Engagement

Generally, parents of GCA students are more likely to agree that students are engaged in their learning in school. This is exemplified by the 99% of parents that agree to this statement, compared with 87% in Alberta. We're excited that 99% of parents agree that the literacy and numeracy skills that their children are learning at GCA are useful.

Students at GCA are as likely as other Albertan students to agree that they enjoy learning about language arts, math, social studies and science. GCA will continue to provide excellent learning opportunities that engage students in their learning, seeking the best learning outcomes possible for them.



# Student Growth and Achievement

## A.6 Citizenship - Measure History

Authority: 9118 GCA Educational Society

Province: Alberta

Percentage of teachers, parents and students who are satisfied that students model the characteristics of active citizenship.

	GCA Educational Society										Alberta												
	2019		2020		2021		2022		2023		Measure Evaluation			2019		2020		2021		2022		2023	
	N	%	N	%	N	%	N	%	N	%	Achievement	Improvement	Overall	N	%	N	%	N	%	N	%	N	%
Overall	700	89.8	723	90.4	705	90.0	714	87.6	700	87.1	Very High	Declined	Good	265,614	82.9	264,413	83.3	230,843	83.2	249,770	81.4	257,231	80.3
Parent	167	97.0	169	97.0	160	95.2	142	96.3	132	94.4	Very High	Maintained	Excellent	35,247	81.9	36,891	82.4	30,905	81.4	31,689	80.4	31,869	79.4
Student	487	74.5	504	76.6	499	77.5	522	71.9	517	71.8	High	Maintained	Good	197,090	73.5	193,577	73.8	169,741	74.1	187,120	72.1	193,015	71.3
Teacher	46	97.8	50	97.6	46	97.4	50	94.7	51	95.2	Very High	Maintained	Excellent	33,277	93.2	33,945	93.6	30,197	94.1	30,961	91.7	32,347	90.3

### Response to Citizenship

We are pleased that 94% of our parents believe that their students are modeling the characteristics of active citizenship, as compared to 79% of Albertan parents in other school districts.

This speaks to GCA's focus on character formation for their students, and the encouragement of various community initiatives throughout all grades at the school. One of the ways that GCA ensures this is annual workshops that help their students to learn how to resolve conflict, respect one another, and follow rules.



# Early Years Literacy & Numeracy Assessment

	Name of Alberta Education approved assessment	Total number of students assessed at the beginning of the school year at each grade level	Total number of students identified as being at risk on initial assessments(s)	Total number of students identified as being at risk on final assessments (end of year)	Average number of months behind grade level of at risk students at time of initial assessments	Average number of months gained at grade level by at risk students at time of final assessments
<b>Literacy</b>						
Grade 1	CC3	92	1	0	5	4.4
Grade 2	CC3	95	0	0	N/A	N/A
Grade 3	CC3	95	0	0	N/A	N/A
<b>Numeracy</b>						
Grade 1	Alberta Education Numeracy Assessment (Sept. 2022 edition)	91	3	1	5.3	2.8
Grade 2	Alberta Education Numeracy Assessment (June 2022 edition)	95	8.3	0	8.3	2.8
Grade 3	Alberta Education Numeracy Assessment (June 2022 edition)	95	3	1	5.8	2.1

<b>Summary of Support Strategies</b>	
<b>Grade 1</b>	Two 0.5 Educational assistants employed for pull out and push in support dedicated to Grade 1. Students at risk in literacy receive literacy intervention three times per week led by a resource specialist. Teacher intervention with small group reading daily. Differentiated Learning Goals document created with goals and strategies for all at risk non-coded students. Individual Program Plans (IPPs) created for all coded students. Regular home-school communication with strategies for parents to support their child at home.
<b>Grade 2</b>	One 0.5 Educational assistant employed for pull out and push in support dedicated to Grade 2. Students at risk in literacy receive literacy intervention three times per week led by a resource specialist. Teacher intervention with small group reading daily. Differentiated Learning Goals document created with goals and strategies for all at risk non-coded students. IPPs created for all coded students. Regular home-school communication with strategies for parents to support their child at home.
<b>Grade 3</b>	Two 0.5 Educational assistants employed for pull out and push in support dedicated to Grade 3. Students at risk in literacy receive literacy intervention three times per week led by a resource specialist. Teacher intervention with small group reading daily. Differentiated Learning Goals document created with goals and strategies for all at risk non-coded students. IPPs created for all coded students. Regular home-school communication with strategies for parents to support their child at home.



# Student Growth and Achievement (Grades K-9)

## PAT Results Course Summary - By Number Writing

		Glenmore Christian Academy		Alberta	
		2022	2019 - 2021 Avg	2022	2019 - 2021 Avg
English Language Arts 6	Number Writing	95	97	47,534	49,639
	Acceptable Standard %	100.0	99.0	89.8	91.9
	Standard of Excellence %	52.6	45.4	22.3	19.6
French Language Arts 6 année	Number Writing	n/a	n/a	3,312	3,479
	Acceptable Standard %	n/a	n/a	81.1	89.7
	Standard of Excellence %	n/a	n/a	11.1	16.1
Français 6 année	Number Writing	n/a	n/a	698	642
	Acceptable Standard %	n/a	n/a	88.1	93.3
	Standard of Excellence %	n/a	n/a	21.5	25.4
Mathematics 6	Number Writing	95	97	47,909	49,753
	Acceptable Standard %	94.7	97.9	75.0	79.8
	Standard of Excellence %	28.4	45.4	14.8	16.6
Science 6	Number Writing	95	97	48,395	49,793
	Acceptable Standard %	93.7	97.9	83.4	85.5
	Standard of Excellence %	46.3	54.6	27.7	31.6
Social Studies 6	Number Writing	95	97	48,283	49,670
	Acceptable Standard %	98.9	99.0	79.3	84.1
	Standard of Excellence %	63.2	59.8	23.6	27.0
English Language Arts 9	Number Writing	83	72	28,956	42,002
	Acceptable Standard %	100.0	100.0	85.4	84.9
	Standard of Excellence %	26.5	50.0	15.8	16.7
K&E English Language Arts 9	Number Writing	n/a	n/a	987	1,263
	Acceptable Standard %	n/a	n/a	67.0	71.3
	Standard of Excellence %	n/a	n/a	6.6	6.7
French Language Arts 9 année	Number Writing	n/a	n/a	2,990	2,720
	Acceptable Standard %	n/a	n/a	79.4	85.6
	Standard of Excellence %	n/a	n/a	10.7	12.8
Français 9 année	Number Writing	n/a	n/a	411	385
	Acceptable Standard %	n/a	n/a	86.4	91.2
	Standard of Excellence %	n/a	n/a	27.0	26.8
Mathematics 9	Number Writing	84	72	27,331	41,612
	Acceptable Standard %	84.5	94.4	63.7	67.4
	Standard of Excellence %	39.3	58.3	20.1	21.4

Notes:

1. Data values have been suppressed where the number of respondents/students is fewer than 6. Suppression is marked with an asterisk (\*).
2. Participation in the Provincial Achievement Tests was impacted by the fires in 2018/19, as well as by the COVID-19 pandemic in 2019/20 and 2020/21. 2019/20, 2020/21 and 2021/22 are not included in the rolling 3-year average. Caution should be used when interpreting trends over time.
3. Part A, which requires students to complete number-operation questions without using calculators, was added to Mathematics 9 in 2017/18.
4. Security breaches occurred over the last few days of the 2021/22 PAT administration window. Students most likely impacted by these security breaches have been excluded from the provincial cohort. All students have been included in school and school authority reporting. Caution should be used when interpreting these results.

## Student Growth and Achievement

### PAT Results

Grade 6 & 9 - EAL Students

Grade 6 PAT results for EAL		
Gr 6 ELA	Standard of Excellence	30%
	Acceptable Standard	100%
Gr 6 Math Part A	Standard of Excellence	50%
	Acceptable Standard	90%
Gr 6 Math Part B	Standard of Excellence	10%
	Acceptable Standard	70%
Gr 6 Science	Standard of Excellence	30%
	Acceptable Standard	100%
Gr 6 Social	Standard of Excellence	40%
	Acceptable Standard	100%

Gr 9 PAT EAL results		
Gr 9 ELA	Standard of Excellence	0%
	Acceptable Standard	100%
Gr 9 Math Part A	Standard of Excellence	0%
	Acceptable Standard	50%
Gr 9 Math Part B	Standard of Excellence	0%
	Acceptable Standard	50%
Gr 9 Science	Standard of Excellence	0%
	Acceptable Standard	100%
Gr 9 Social	Standard of Excellence	0%
	Acceptable Standard	100%

Note: PAT results specifically related to FNMI students is not available as Glenmore Christian Academy does not currently have students self-identifying as FNMI.



## Student Growth and Achievement

### PAT Results

#### Grade 6 - Students Achieving Excellence and Acceptable

##### Grade 6 - Trends -% of students achieving excellence

Language Arts 6	2016	2017	2018	2019	2021	2022	2023	Average
GCA	52.0%	43.7%	35.9%	45.4%	34.3%	52.1%	48.3%	44.52%
Province	20.4%	18.9%	17.9%	19.6%	37.2%	18.9%	18.4%	21.6%
Math 6	2016	2017	2018	2019	2021	2022	2023	Average
GCA	38.7%	38.0%	28.2%	45.4%	30.1%	28.1%	31.5%	34.28%
Province	13.8%	12.3%	13.5%	16.4%	26.9%	12.4%	15.8%	15.86%
Science 6	2016	2017	2018	2019	2021	2022	2023	Average
GCA	45.3%	52.1%	52.6%	54.6%	na	45.8%	57.3%	51.28%
Province	27.7%	29.5%	31.2%	32.4%	na	24.3%	22.5%	27.95%
Social Studies 6	2016	2017	2018	2019	2021	2022	2023	Average
GCA	56.0%	56.3%	55.1%	59.8%	na	62.5%	59.6%	58.22%
Province	22.6%	22.4%	23.7%	27.9%	na	20.8%	18.5%	22.65%
All Grade 6 PATs	2016	2017	2018	2019	2021	2022	2023	Average
GCA	48.0%	47.5%	43.0%	51.3%	na	47.1%	49.1%	47.67%
Province	21.1%	20.8%	21.6%	24.1%	na	19.1%	18.8%	20.92%

##### Grade 6 - Trends -% of students achieving acceptable

Language Arts 6	2016	2017	2018	2019	2021	2022	2023	Average
GCA	100.0%	100.0%	100.0%	97.0%	99.0%	99.0%	97.8%	99.0%
Province	82.9%	82.5%	83.5%	83.2%	95.0%	76.1%	76.2%	82.8%
Math 6	2016	2017	2018	2019	2021	2022	2023	Average
GCA	98.7%	97.2%	97.4%	96.0%	92.0%	93.8%	88.8%	94.8%
Province	71.4%	68.4%	71.9%	71.6%	84.0%	63.0%	64.4%	70.7%
Science 6	2016	2017	2018	2019	2021	2022	2023	Average
GCA	97.3%	98.6%	98.7%	96.0%	na	92.7%	95.5%	96.5%
Province	77.6%	76.9%	78.4%	77.4%	na	71.4%	66.7%	74.7%
Social Studies 6	2016	2017	2018	2019	2021	2022	2023	Average
GCA	97.3%	95.8%	100.0%	97.0%	na	97.9%	97.8%	97.6%
Province	71.1%	72.6%	74.9%	76.1%	na	67.9%	66.3%	71.5%
All Grade 6 PATs	2016	2017	2018	2019	2021	2022	2023	Average
GCA	98.3%	97.9%	99.0%	96.5%	na	95.9%	95.0%	97.1%
Province	75.8%	75.1%	77.2%	77.1%	na	69.6%	68.4%	73.9%

A much greater percentage of GCA's students continue to achieve excellence on the Provincial Achievement Tests than the provincial average. Grade 6 scores remain strong, with modest improvements in Math and Science compared to 2022.

# Student Growth and Achievement

## PAT Results

### Grade 9 - Students Achieving Excellence and Acceptable

Grade 9 - Trends - % of students achieving excellence								
Language Arts 9	2016	2017	2018	2019	2021	2022	2023	Average
GCA	35.9%	39.2%	41.9%	50.0%	36.4%	25.9%	41.4%	38.67%
Province	15.2%	14.9%	14.7%	16.7%	34.3%	12.9%	13.4%	17.44%
Math 9	2016	2017	2018	2019	2021	2022	2023	Average
GCA	23.4%	44.6%	37.5%	58.3%	46.2%	38.8%	33.3%	40.3%
Province	17.2%	18.7%	14.5%	20.8%	27.5%	16.1%	13%	18.28%
Science 9	2016	2017	2018	2019	2021	2022	2023	Average
GCA	42.2%	44.6%	56.9%	63.9%	na	49.4%	57.5%	52.33%
Province	22.5%	21.3%	24.4%	29.7%	na	22.7%	20.1%	23.45%
Social Studies 9	2016	2017	2018	2019	2021	2022	2023	Average
GCA	28.1%	54.1%	47.2%	50.7%	na	51.8%	31%	43.82%
Province	18.3%	20.2%	21.6%	23.1%	na	17.0%	15.9%	19.35%
All Grade 9 PATs	2016	2017	2018	2019	2021	2022	2023	Average
GCA	32.4%	45.6%	45.9%	55.7%	na	41.5%	40.8%	43.78%
Province	18.3%	18.8%	18.8%	22.6%	na	17.2%	15.6%	19.63%

Grade 9 - Trends - % of students achieving acceptable								
Language Arts 9	2016	2017	2018	2019	2021	2022	2023	Average
GCA	96.9%	98.6%	100.0%	98.6%	100.0%	97.6%	100%	98.8%
Province	77.0%	76.8%	76.1%	75.1%	94.0%	69.6%	71.4%	77.1%
Math 9	2016	2017	2018	2019	2021	2022	2023	Average
GCA	90.6%	93.2%	95.8%	93.2%	92.0%	83.5%	88.5%	91.0%
Province	66.7%	66.2%	58.0%	58.7%	71.0%	51.6%	53.2%	60.8%
Science 9	2016	2017	2018	2019	2021	2022	2023	Average
GCA	96.9%	94.6%	100.0%	97.3%	na	94.1%	97.7%	96.8%
Province	73.5%	73.2%	75.0%	74.4%	na	67.2%	65.5%	71.5%
Social Studies 9	2016	2017	2018	2019	2021	2022	2023	Average
GCA	87.5%	91.9%	98.6%	93.2%	na	94.1%	92.0%	92.9%
Province	64.6%	66.3%	66.0%	68.0%	na	60.0%	57.6%	63.8%
All Grade 9 PATs	2016	2017	2018	2019	2021	2022	2023	Average
GCA	93.0%	94.6%	98.6%	95.6%	na	92.3%	94.6%	94.8%
Province	70.5%	70.6%	68.8%	69.1%	na	62.1%	61.9%	67.2%

In Grade 9, LA and Science showed strong improvements, with Math and Social Studies below average for GCA, but still well above provincial averages, which declined. The Grade 9 Math cut score was increased to 84% from 80% (2022) despite the provincial drop, resulting in fewer students achieving excellence. Plans were already in place for the 2023-2024 year to have one teacher teaching all the Grade 9 Math in order to improve consistency.

It should be noted that last year's Social Studies results were skewed due to cheating on the exam. In response to this year's results, the Social 9 teaching team is working to collaborate and build consistency in the program between teachers by utilizing the most effective projects, assignments and assessments. Overall, we are pleased with the high achievement we continue to see at GCA despite provincial trends that have generally decreased.

## Teaching & Leading

### A.4 Education Quality - Measure History

Authority: 9118 GCA Educational Society

Province: Alberta

Percentage of teachers, parents and students satisfied with the overall quality of basic education.

	GCA Educational Society										Measure Evaluation			Alberta									
	2019		2020		2021		2022		2023		Achievement	Improvement	Overall	2019		2020		2021		2022		2023	
	N	%	N	%	N	%	N	%	N	%				N	%	N	%	N	%	N	%	N	%
Overall	700	94.8	723	95.7	703	95.2	714	94.5	700	93.8	Very High	Declined	Good	265,841	90.2	264,623	90.3	230,814	89.6	249,532	89.0	257,584	88.1
Parent	167	95.7	169	96.7	160	94.7	143	95.1	132	94.9	Very High	Maintained	Excellent	35,262	86.4	36,907	86.7	31,024	86.7	31,728	86.1	31,890	84.4
Student	487	91.0	504	92.1	497	91.6	521	90.1	517	90.4	Very High	Maintained	Excellent	197,282	88.1	193,763	87.8	169,589	86.3	186,834	85.9	193,343	85.7
Teacher	46	97.8	50	98.3	46	99.3	50	98.3	51	96.1	High	Maintained	Good	33,297	96.1	33,953	96.4	30,201	95.7	30,970	95.0	32,351	94.4

### Response to Education Quality

When asked “how satisfied or dissatisfied are you with the quality of education your child is receiving at school”, at least 99% of our parents answered they’re satisfied or very satisfied with the quality of education that their child is receiving.

More than 94% of students responded that the quality of the school and teaching is good or very good. Parents are more satisfied than the majority of the province. We remain well above the provincial average.

## Learning Supports

### W.1 Welcoming, Caring, Respectful and Safe Learning Environments (WCRSLE) - Measure History

Authority: 9118 GCA Educational Society

Province: Alberta

The percentage of teachers, parents and students who agree that their learning environments are welcoming, caring, respectful and safe.

	GCA Educational Society										Alberta													
	2019		2020		2021		2022		2023		Measure Evaluation			2019		2020		2021		2022		2023		
	N	%	N	%	N	%	N	%	N	%	Achievement	Improvement	Overall	N	%	N	%	N	%	N	%	N	%	
Overall	n/a	n/a	n/a	n/a	705	92.3	714	90.1	700	89.6	n/a	Maintained	n/a	n/a	n/a	n/a	n/a	n/a	231,091	87.8	249,941	86.1	257,391	84.7
Parent	n/a	n/a	n/a	n/a	160	96.5	142	97.6	132	94.2	n/a	Declined	n/a	n/a	n/a	n/a	n/a	n/a	30,980	88.2	31,715	86.9	31,885	85.6
Student	n/a	n/a	n/a	n/a	499	83.0	522	78.0	517	78.4	n/a	Maintained	n/a	n/a	n/a	n/a	n/a	n/a	169,900	79.8	187,258	77.7	193,156	76.6
Teacher	n/a	n/a	n/a	n/a	46	97.5	50	94.8	51	96.0	n/a	Maintained	n/a	n/a	n/a	n/a	n/a	n/a	30,211	95.3	30,968	93.6	32,350	92.0

### Response to Welcoming, Caring, Respectful and Safe Learning Environments

Parents continue to be highly satisfied with the way in which GCA promotes a safe and welcoming place for their children. The parent, student, and teacher satisfaction all exceed Alberta averages in this category. The decrease seems primarily related to the parents' view of how students treat and respect one another. Administration will continue to encourage parents to communicate concerns regarding how their students are interacting with one another so that appropriate interventions can take place.

GCA continues to intentionally provide opportunities for students to show care and respect for one another. One such example is partnering with Protect Young Eyes to educate students and parents about proper digital citizenship, including the prevention of cyber bullying. GCA has a school-wide (K-9) buddy program, which encourages connection and peer support across the school. GCA continues to offer counseling, conflict resolution sessions, and resources for social skills.



# Learning Supports

## H.1 Access to Supports and Services - Measure History

Authority: 9118 GCA Educational Society

Province: Alberta

The percentage of teachers, parents and students who agree that students have access to the appropriate supports and services at school.

	GCA Educational Society										Alberta													
	2019		2020		2021		2022		2023		Measure Evaluation			2019		2020		2021		2022		2023		
	N	%	N	%	N	%	N	%	N	%	Achievement	Improvement	Overall	N	%	N	%	N	%	N	%	N	%	
Overall	n/a	n/a	n/a	n/a	703	91.9	714	90.9	699	89.7	n/a	Maintained	n/a	n/a	n/a	n/a	n/a	n/a	230,761	82.6	249,570	81.6	256,994	80.6
Parent	n/a	n/a	n/a	n/a	160	95.2	142	95.4	132	94.2	n/a	Maintained	n/a	n/a	n/a	n/a	n/a	n/a	30,936	78.9	31,684	77.4	31,847	75.7
Student	n/a	n/a	n/a	n/a	497	82.3	522	79.8	516	78.0	n/a	Maintained	n/a	n/a	n/a	n/a	n/a	n/a	169,631	80.2	186,935	80.1	192,805	79.9
Teacher	n/a	n/a	n/a	n/a	46	98.3	50	97.6	51	96.9	n/a	Maintained	n/a	n/a	n/a	n/a	n/a	n/a	30,194	88.7	30,951	87.3	32,342	86.2

### Response to Learning Supports Chart

GCA is encouraged that, overall, there is a strong acknowledgement that GCA is providing appropriate supports and services to its students, to a much higher degree than there is acknowledgement across other Albertan schools. These results remained strong due to the efforts of our Educational Assistants, counsellors and pastors, and GCA's increasing allocation of resources to these key student supports.

We are encouraged that in Junior High, more students are aware that they can get help with problems unrelated to their school work (In 2022, 20% did not know supports are available; in 2023 6% did not know). In Elementary, 20% of our students responded that they "didn't know" that they could get help at school with problems unrelated to their school work. GCA will continue to intentionally communicate to students about the various resources and pastoral supports available to the students.

# Governance

## C.1 Parental Involvement - Measure History

Authority: 9118 GCA Educational Society

Province: Alberta

Percentage of teachers and parents satisfied with parental involvement in decisions about their child's education.

	GCA Educational Society										Alberta												
	2019		2020		2021		2022		2023		Measure Evaluation			2019		2020		2021		2022		2023	
	N	%	N	%	N	%	N	%	N	%	Achievement	Improvement	Overall	N	%	N	%	N	%	N	%	N	%
Overall	212	94.1	215	95.2	206	90.8	191	86.9	183	86.8	Very High	Declined	Good	68,116	81.3	70,377	81.8	60,919	79.5	62,412	78.8	63,935	79.1
Parent	166	88.7	165	93.2	160	87.3	141	85.5	132	85.1	Very High	Declined	Good	34,944	73.6	36,556	73.9	30,886	72.2	31,598	72.3	31,720	72.5
Teacher	46	99.6	50	97.2	46	94.3	50	88.4	51	88.5	Intermediate	Maintained	Acceptable	33,172	89.0	33,821	89.6	30,033	86.8	30,814	85.2	32,215	85.7

## Response to Parent Involvement

GCA acknowledges a decreasing trend year over year in parental involvement.

In the years of higher parental involvement, GCA had parent volunteers in the building every weekday, along with opportunities to be involved in supervision for field trips and events. Parent interactions decreased significantly during COVID-19, which contributed to the drop from 93.2% to 87.3% between 2020 and 2021.

With the reduction in COVID-19 restrictions, in 2022-2023, parent volunteering for field trips and throughout the school resumed. In 2023-2024, GCA has continued to increase opportunities for parents to gather, such as fundraising events, morning coffee events, and evening events with guest speakers. GCA will continue to explore other opportunities for parents to be involved in the school.





## Supplemental Alberta Education Assurance Measures - Overall Summary Spring 2023

Authority: 9118 GCA Educational Society

Measure	GCA Educational Society			Alberta			Measure Evaluation		
	Current Result	Prev Year Result	Prev 3 Year Average	Current Result	Prev Year Result	Prev 3 Year Average	Achievement	Improvement	Overall
<a href="#">Diploma Exam Participation Rate (4+ Exams)</a>	n/a	n/a	n/a	3.5	n/a	56.6	n/a	n/a	n/a
<a href="#">Drop Out Rate</a>	0.0	0.0	0.7	2.5	2.3	2.5	Very High	Maintained	Excellent
<a href="#">In-Service Jurisdiction Needs</a>	62.7	70.0	70.2	82.2	83.7	84.3	Very Low	Maintained	Concern
<a href="#">Lifelong Learning</a>	94.2	92.5	83.7	80.4	81.0	76.8	Very High	Improved Significantly	Excellent
<a href="#">Program of Studies</a>	92.0	92.6	92.9	82.9	82.9	82.6	Very High	Maintained	Excellent
<a href="#">Program of Studies - At Risk Students</a>	89.2	90.6	92.0	81.2	81.9	83.4	High	Declined	Acceptable
<a href="#">Rutherford Scholarship Eligibility Rate</a>	n/a	n/a	n/a	71.9	70.2	68.3	n/a	n/a	n/a
<a href="#">Safe and Caring</a>	92.1	92.6	93.5	87.5	88.8	89.1	Very High	Declined	Good
<a href="#">Satisfaction with Program Access</a>	75.9	75.7	78.4	72.9	72.6	73.9	Intermediate	Declined	Issue
<a href="#">School Improvement</a>	83.6	81.6	84.4	75.2	74.2	77.9	Very High	Maintained	Excellent
<a href="#">Transition Rate (6 yr)</a>	n/a	n/a	n/a	59.7	60.3	60.2	n/a	n/a	n/a
<a href="#">Work Preparation</a>	93.4	93.5	96.0	83.1	84.9	84.5	Very High	Declined	Good

### Response to Supplemental Measures Overall Summary

Overall, GCA continues to exceed provincial averages in most supplemental measures. As a K-9 school, a few of the supplementary measures do not apply to GCA, such as the Transition Rate and the Rutherford Scholarship eligibility. This is why no results are listed in a few of the categories. While some areas indicate a 'decline' in the improvement measure, these declines are less than one percent year over year.



## Supplemental Alberta Education Assurance Measures - Overall Summary

Spring 2023

Authority: 9118 GCA Educational Society

### Response to Supplemental Measures Overall Summary

Explanation on Drop-out Rate:

**Drop-out Rate:** percentage of students aged 14 to 18 (in the case of GCA, just 14-15) registered in the Alberta Kindergarten to Grade 12 system who drop out the following year, adjusted for attrition.

- Note: A student who was in Alberta's education system is considered to have dropped out if there is no evidence of their participation in the Alberta Education System the following school year.
- The dropout rate would only apply to students in grade nine at GCA. To our knowledge GCA's dropout rate would only represent students who have moved from an Alberta school to a school in another province or country.



## D.6 In-Service Jurisdiction Needs

### Measure History

**Authority: 9118 GCA Educational Society**

**Province: Alberta**

The percentage of teachers reporting that in the past 3-5 years the professional development and in-servicing received from the school authority has been focused, systematic and contributed significantly to their ongoing professional growth.

	GCA Educational Society										Alberta												
	2019		2020		2021		2022		2023		Measure Evaluation			2019		2020		2021		2022		2023	
	N	%	N	%	N	%	N	%	N	%	Achievement	Improvement	Overall	N	%	N	%	N	%	N	%	N	%
Overall	46	75.9	49	70.3	44	62.8	49	70.0	51	62.7	Very Low	Maintained	Concern	33,074	85.2	33,766	85.0	29,619	84.9	30,280	83.7	31,648	82.2
Teacher	46	75.9	49	70.3	44	62.8	49	70.0	51	62.7	Very Low	Maintained	Concern	33,074	85.2	33,766	85.0	29,619	84.9	30,280	83.7	31,648	82.2

### Response to In-Service Jurisdiction Needs

GCA recognizes that professional development and in-servicing is an area of growth.

Many teachers were discouraged by the quality of the 2022 ACSI conference they attended during the year, contributing to the decrease in 2023. At the time of surveying, few professional development events had occurred in relation to the new curriculum roll-out. Since then, more professional development has been focused on the roll-out of the new math and language arts curriculum.

In 2022, a Professional Development Committee was established, made up of administration and teachers. The committee has implemented a new model of professional development, moving away from one size fits all professional development opportunities and towards specific breakout sessions relevant to the grades taught. GCA strives to improve learning opportunities for their teachers to ensure they can flourish in their roles.

In addition to professional development opportunities, GCA supports its teachers through constructive feedback and evaluation. All new teachers to the school undergo a formal evaluation from their principal in their first two years, and receive an evaluation from a designated authority assigned by AISCA in their second year, if under an Interim Professional Certificate.

Teachers in Elementary are regularly supervised by administration through tracked classroom visits. Teacher supervision was completed through coaching observation reports in Junior High.

## A.7 Lifelong Learning

### Measure History

Authority: 9118 GCA Educational Society

Province: Alberta

Percentage of teacher and parent satisfaction that students demonstrate the knowledge, skills and attitudes necessary for lifelong learning.

	GCA Educational Society										Measure Evaluation			Alberta									
	2019		2020		2021		2022		2023		Achievement	Improvement	Overall	2019		2020		2021		2022		2023	
	N	%	N	%	N	%	N	%	N	%				N	%	N	%	N	%	N	%	N	%
Overall	211	77.2	210	74.9	198	91.2	189	92.5	178	94.2	Very High	Improved Significantly	Excellent	66,943	71.4	69,182	72.6	59,478	82.1	60,822	81.0	62,032	80.4
Parent	165	84.5	161	79.3	152	91.2	139	93.3	127	93.4	Very High	Improved	Excellent	33,876	64.0	35,454	64.6	29,693	75.3	30,314	74.6	30,381	73.4
Teacher	46	69.9	49	70.5	46	91.2	50	91.7	51	95.0	Very High	Improved Significantly	Excellent	33,067	78.8	33,728	80.6	29,785	88.9	30,508	87.4	31,651	87.3

### Response to Lifelong Learning

GCA is encouraged to see that parents continue to recognize that students are learning the knowledge, skills and attitudes necessary for lifelong learning. These results significantly exceed the Albertan comparison, highlighting GCA's commitment to nurturing an attitude of lifelong learning and excellence.

When asked about how their students were prepared for high school, 89% of parents agreed that their students demonstrate the knowledge, skills and attitudes necessary for learning throughout their lifetime.



## A.1b Program of Studies

### Measure History

Authority: 9118 GCA Educational Society

Province: Alberta

Percentage of teachers, parents and students satisfied with the opportunity for students to receive a broad program of studies including fine arts, career, technology, and health and physical education.

	GCA Educational Society										Measure Evaluation			Alberta									
	2019		2020		2021		2022		2023		Achievement	Improvement	Overall	2019		2020		2021		2022		2023	
	N	%	N	%	N	%	N	%	N	%				N	%	N	%	N	%	N	%	N	%
Overall	422	92.0	444	93.2	458	94.0	447	92.6	432	92.0	Very High	Maintained	Excellent	181,846	82.2	184,393	82.4	157,680	81.9	172,339	82.9	179,589	82.9
Parent	167	94.3	169	95.9	160	95.7	142	96.9	132	95.1	Very High	Maintained	Excellent	35,252	80.1	36,901	80.1	30,817	81.7	31,625	82.4	31,780	82.2
Student	209	84.1	225	86.3	252	88.8	255	84.7	249	84.0	Very High	Maintained	Excellent	113,304	77.4	113,541	77.8	96,676	74.9	109,776	76.9	115,487	77.4
Teacher	46	97.5	50	97.5	46	97.5	50	96.2	51	97.0	Very High	Maintained	Excellent	33,290	89.1	33,951	89.3	30,187	89.2	30,938	89.3	32,322	89.3

### Response to Program of Studies

GCA is encouraged to see that parents, students and teachers continue to be satisfied with the broad program of studies, including; fine arts, career, technology, and health and physical education. GCA commits significant resources to providing a broad range of opportunities for students to experience fine arts and athletics, including the Elementary Christmas Concert, field trips, spring drama production, intramurals programs and athletics teams. These results significantly exceed the Albertan comparison, highlighting GCA's commitment to a broad educational experience for its students.



## B.3 Program of Studies - At Risk Students

### Measure History

Authority: 9118 GCA Educational Society

Province: Alberta

Percentage of teacher, parent and student agreement that programs for children at risk are easy to access and timely.

	GCA Educational Society													Alberta									
	2019		2020		2021		2022		2023		Measure Evaluation			2019		2020		2021		2022		2023	
	N	%	N	%	N	%	N	%	N	%	Achievement	Improvement	Overall	N	%	N	%	N	%	N	%	N	%
Overall	699	91.5	723	93.4	703	92.1	713	90.6	699	89.2	High	Declined	Acceptable	265,362	84.7	264,165	84.9	230,686	82.7	249,524	81.9	256,932	81.2
Parent	166	93.0	169	97.2	160	93.9	141	94.2	132	92.3	Very High	Declined	Good	35,184	77.8	36,846	78.1	30,874	76.7	31,643	75.3	31,805	73.7
Student	487	81.4	504	84.2	497	82.3	522	79.8	516	78.0	Low	Declined	Issue	196,933	81.9	193,409	82.2	169,631	80.2	186,935	80.1	192,805	79.9
Teacher	46	100.0	50	98.7	46	100.0	50	98.0	51	97.4	Very High	Maintained	Excellent	33,245	94.5	33,910	94.4	30,181	91.2	30,946	90.3	32,322	89.9

### Response to Program of Studies - At Risk Students

GCA is encouraged that, overall, there is a strong acknowledgement from parents that GCA is providing programs for children at risk that are easy to access and timely. Over the past number of years, GCA has continued to increase its commitment to at-risk students through hiring educational assistants, resource teachers, counselors and pastors, and putting strategies in place to support these students.

An area of growth for younger grades is increasing awareness among the students of the supports available to them, and helping them to learn to self-advocate; 20% of students in Grades 4-6 responded that they 'didn't know' that the school can help them with problems that are not about their school work. One strategy will include introducing the counseling team to the students at the beginning of each school year.



## B.4 Safe and Caring

### Measure History

Authority: 9118 GCA Educational Society

Province: Alberta

Percentage of teacher, parent and student agreement that: students are safe at school, are learning the importance of caring for others, are learning respect for others and are treated fairly in school.

	GCA Educational Society										Alberta												
	2019		2020		2021		2022		2023		Measure Evaluation			2019		2020		2021		2022		2023	
	N	%	N	%	N	%	N	%	N	%	Achievement	Improvement	Overall	N	%	N	%	N	%	N	%	N	%
Overall	699	92.3	723	94.3	705	94.2	714	92.6	700	92.1	Very High	Declined	Good	265,382	89.0	264,204	89.4	230,987	90.0	249,835	88.8	257,278	87.5
Parent	167	98.1	169	98.3	160	97.3	142	98.4	132	95.8	Very High	Declined	Good	35,247	89.7	36,899	90.2	30,969	90.5	31,707	89.5	31,879	88.1
Student	486	82.7	504	86.7	499	87.6	522	83.8	517	84.4	Very High	Maintained	Excellent	196,856	82.3	193,364	82.6	169,813	84.0	187,165	82.5	193,049	81.5
Teacher	46	96.1	50	98.0	46	97.8	50	95.5	51	96.0	Very High	Maintained	Excellent	33,279	95.1	33,941	95.3	30,205	95.4	30,963	94.3	32,350	93.0

### Response to Safe and Caring

Overall, there continues to be agreement that GCA is a safe place for students. The decrease among parents was attributable to some parents concerned about how students treat one another. Administration will continue to encourage parents to communicate concerns regarding how their students are interacting with one another so that appropriate interventions can take place.

GCA was encouraged that 99% of parents agree that teachers care about their students and 96% agree that their student is treated fairly at school.

The student response is consistent with the WCRSLE results. GCA continues to implement strategies such as the buddy program, retreats, small groups and peer leadership to help students learn the importance of caring for one another and respecting their peers. GCA has also increased supervision during recess to ensure students have support in proper behavioral choices.

## B.2 Satisfaction with Program Access

### Measure History

Authority: 9118 GCA Educational Society

Province: Alberta

Percentage of teacher, parent and student satisfaction with the accessibility, effectiveness and efficiency of programs and services for students in their community.

	GCA Educational Society										Measure Evaluation			Alberta									
	2019		2020		2021		2022		2023		Achievement	Improvement	Overall	2019		2020		2021		2022		2023	
	N	%	N	%	N	%	N	%	N	%				N	%	N	%	N	%	N	%	N	%
Overall	692	80.2	713	81.0	702	79.6	708	75.7	699	75.9	Intermediate	Declined	Issue	263,978	73.1	262,662	75.2	228,281	71.8	247,744	72.6	255,597	72.9
Parent	164	78.8	161	87.4	158	86.7	141	82.8	132	84.8	Very High	Maintained	Excellent	34,371	61.1	35,963	68.4	29,417	65.7	30,664	67.4	31,117	68.4
Student	482	76.1	502	75.7	498	65.1	517	63.3	516	65.9	Very Low	Declined	Concern	196,411	78.8	192,861	79.0	168,839	71.9	186,237	73.5	192,269	74.3
Teacher	46	85.7	50	80.0	46	86.9	50	81.1	51	77.0	Low	Maintained	Issue	33,196	79.3	33,838	78.1	30,025	77.8	30,843	77.0	32,211	76.0

### Response to Satisfaction with Program Access

While parent satisfaction is encouraging, student satisfaction with program access continues to be an area of growth. The area of growth was mainly centered around questions not fully applicable to Grade 4-9 students. For example, there are low satisfaction rates related to questions such as “at school you can get help deciding what courses you take” and “at school, you can get the help you need planning your careers”. Students in Grade 6 choose options before the school year begins and continue in those options for all of Junior High generally speaking.

Additionally, there’s low results regarding questions centered around “getting help needed using the school library”. GCA was encouraged to learn that more Elementary students knew they could get the help they needed in using the school library, but this is still an area of growth. Administration will continue to have weekly library classes in which the librarian can help students find the books they need and read them a story.

GCA recognizes that teachers viewed its ‘resource support’ as a weakness. During the 2022-2023 school year, Administration recognized there were teachers concerned about how resources and supports were being deployed for students with learning difficulties. There have been changes in the management of these resources in the 2023-2024 school year to address these concerns.



## E.2 School Improvement

### Measure History

Authority: 9118 GCA Educational Society

Province: Alberta

Percentage of teachers, parents and students indicating that their school and schools in their jurisdiction have improved or stayed the same the last three years.

	GCA Educational Society										Measure Evaluation			Alberta									
	2019		2020		2021		2022		2023		Achievement	Improvement	Overall	2019		2020		2021		2022		2023	
	N	%	N	%	N	%	N	%	N	%				N	%	N	%	N	%	N	%	N	%
Overall	697	85.5	717	87.1	691	91.6	700	81.6	690	83.6	Very High	Maintained	Excellent	263,364	81.0	262,079	81.5	224,041	81.4	243,980	74.2	251,355	75.2
Parent	165	91.5	163	97.5	149	97.3	138	88.4	130	86.2	Very High	Declined	Good	34,159	80.3	35,896	80.0	28,016	81.7	30,147	70.0	30,371	72.5
Student	486	78.1	504	79.7	498	82.0	516	78.3	512	77.1	Intermediate	Maintained	Acceptable	196,592	79.4	192,917	79.6	167,992	79.1	185,107	76.3	191,142	75.0
Teacher	46	87.0	50	84.0	44	95.5	46	78.3	48	87.5	Very High	Maintained	Excellent	32,613	83.4	33,266	85.0	28,033	83.4	28,726	76.3	29,842	78.0

### Response to School Improvement

While still exceeding provincial averages, the number of parents who believe GCA has improved over the past three years has declined. There were a few parents that indicated they 'didn't know' if the quality of the education had stayed the same or improved, which contributed to the slightly lower parent satisfaction year over year. Similarly, in Grades 4-6, more students that in previous years indicated they 'didn't know' whether or not they were proud of their school.

GCA is encouraged by the increase in the number of teachers that believe their school has improved or stayed the same in the last three years.



## A.8 Work Preparation

### Measure History

Authority: 9118 GCA Educational Society

Province: Alberta

Percentage of teachers and parents who agree that students are taught attitudes and behaviours that will make them successful at work when they finish school.

	GCA Educational Society										Alberta												
	2019		2020		2021		2022		2023		Measure Evaluation			2019		2020		2021		2022		2023	
	N	%	N	%	N	%	N	%	N	%	Achievement	Improvement	Overall	N	%	N	%	N	%	N	%	N	%
Overall	212	97.3	206	98.4	190	96.5	184	93.5	176	93.4	Very High	Declined	Good	66,088	83.0	68,221	84.1	58,109	85.7	59,488	84.9	60,705	83.1
Parent	166	94.6	158	96.8	144	95.1	137	93.4	126	92.9	Very High	Maintained	Excellent	33,423	75.2	34,944	76.0	28,862	77.8	29,553	77.3	29,674	75.0
Teacher	46	100.0	48	100.0	46	97.8	47	93.6	50	94.0	High	Maintained	Good	32,665	90.8	33,277	92.2	29,247	93.7	29,935	92.5	31,031	91.3

### Response to Work Preparation

Overall, we are encouraged that 93% of parents agree that students are taught attitudes and behaviours that will make them successful at work when they finish school. GCA continues to teach lifelong habits that will help students be successful in the workplace.



## GCA Local Survey Comments

Following the 2021-2022 school year, GCA chose to annually survey its families through local measures. GCA made this decision because the Alberta Education Assurance Measure (AEAM) survey only targets our families with students in grades 4-9, and GCA wanted to ensure stakeholder engagement from Kindergarten through Grade 3 as well.

Through the latest local survey that took place in June 2023, it is helpful to note that GCA received a response rate of approximately 25% of our families.

Out of those who responded, the vast majority of parents are quite satisfied with their experience at GCA.



# Survey of Student Growth and Achievement Completed by GCA JK-Gr. 5 Parents of Elementary Students

	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW	N/A	TOTAL
My student's mental health is supported at GCA.	48.94% 46	44.68% 42	4.26% 4	0.00% 0	2.13% 2	0.00% 0	94
My student receives an excellent academic education.	68.09% 64	29.79% 28	1.06% 1	0.00% 0	1.06% 1	0.00% 0	94
My student feels safe at GCA.	64.89% 61	29.79% 28	5.32% 5	0.00% 0	0.00% 0	0.00% 0	94
My student is educated about mental illness and anxiety.	26.60% 25	26.60% 25	9.57% 9	2.13% 2	28.72% 27	6.38% 6	94
My student is gaining a better understanding of First Nations, Metis and Inuit cultures.	25.53% 24	45.74% 43	4.26% 4	1.06% 1	17.02% 16	6.38% 6	94
My student is taught how to treat those of other cultural and racial backgrounds with love and respect.	52.13% 49	42.55% 40	0.00% 0	0.00% 0	5.32% 5	0.00% 0	94



# Survey of Student Growth and Achievement Completed by GCA Gr. 6-9 Parents of Jr. High Students

	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW	N/A	TOTAL
My student's mental health is supported at GCA.	40.00% 20	42.00% 21	10.00% 5	2.00% 1	6.00% 3	0.00% 0	50
My student receives an excellent academic education.	58.33% 28	39.58% 19	2.08% 1	0.00% 0	0.00% 0	0.00% 0	48
My student feels safe at GCA.	52.00% 26	38.00% 19	8.00% 4	0.00% 0	2.00% 1	0.00% 0	50
My student is educated about mental illness and anxiety.	36.00% 18	42.00% 21	8.00% 4	2.00% 1	12.00% 6	0.00% 0	50
The Junior High retreats foster community, belonging and spiritual growth in my student.	60.00% 30	34.00% 17	4.00% 2	0.00% 0	2.00% 1	0.00% 0	50
My student is gaining a better understanding of First Nations, Metis and Inuit cultures.	42.00% 21	34.00% 17	4.00% 2	2.00% 1	18.00% 9	0.00% 0	50
My student is taught how to treat those of other cultural and racial backgrounds with love and respect.	50.00% 25	38.00% 19	2.00% 1	4.00% 2	6.00% 3	0.00% 0	50
My student is taught age-appropriately about biblical truths regarding gender and sexual identity.	54.00% 27	34.00% 17	2.00% 1	4.00% 2	6.00% 3	0.00% 0	50
My student is taught to treat those with differing views of gender and sexual identity with love and respect, while being able to express biblical truths on the subject.	46.00% 23	38.00% 19	8.00% 4	4.00% 2	4.00% 2	0.00% 0	50



## Overall Summary of Student Growth and Achievement

We continue to have strong support from our school families for the programs we are offering.

There is clear evidence that the increased efforts to support our students through mental health, spiritual formation and learning supports have been helpful. This includes ECLS (Expanding Capacity Learning Supports) presentations on anxiety to Grade 8 and Grade 9 groups, HPLS (Health & Personal Living Skills) lessons on anxiety and mental health, and FSLC (Family/School Liaison Counsellor) time with intentional one-on-one counselling. This will be an area we need to continue to be vigilant with as students continue to walk through the uncertainties of their culture. We also added time to our Pastoral team and our Resource team to provide additional support in spiritual and academics in addition to mental health.

Another area of growth is finding new ways to educate our students regarding First Nations, Metis and Inuit Cultures. During the 22-23 school year, GCA engaged in various professional development opportunities to help teachers educate their students in these matters, including a blanket exercise and Indigenous ways of knowing. More opportunities will continue to be made available in the 23-24 school year.

GCA also recognizes that most of its students feel supported, but there is some uncertainty from parents who may not be aware of what supports are offered by GCA with regards to mental health and anxiety. Going forward, GCA will work to educate families as to what supports are available. In Elementary, one of the counselors now go into the classroom to talk about mental health and anxiety once a month. GCA is focused on this area and will work to be more responsive and to continue providing resources in this area.



# Learning Supports - Elementary

	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW	N/A	TOTAL
My student feels included at GCA.	61.70% 58	34.04% 32	4.26% 4	0.00% 0	0.00% 0	0.00% 0	94
My student feels supported at GCA.	64.89% 61	30.85% 29	2.13% 2	1.06% 1	1.06% 1	0.00% 0	94
My student feels supported by the pastoral staff at GCA.	45.74% 43	24.47% 23	6.38% 6	0.00% 0	15.96% 15	7.45% 7	94
My student feels supported by the Family School Liaison Counselors at GCA.	35.11% 33	11.70% 11	3.19% 3	0.00% 0	28.72% 27	21.28% 20	94
Appropriate learning supports are available to my student.	53.19% 50	30.85% 29	4.26% 4	0.00% 0	3.19% 3	8.51% 8	94



# Learning Supports - Junior High

	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW	N/A	TOTAL
My student feels included at GCA.	50.00% 25	44.00% 22	6.00% 3	0.00% 0	0.00% 0	0.00% 0	50
My student feels supported at GCA.	50.00% 25	42.00% 21	8.00% 4	0.00% 0	0.00% 0	0.00% 0	50
My student feels supported by the pastoral staff at GCA.	50.00% 25	36.00% 18	2.00% 1	2.00% 1	8.00% 4	2.00% 1	50
My student feels supported by the Family School Liaison Counselors at GCA.	36.00% 18	24.00% 12	2.00% 1	2.00% 1	20.00% 10	16.00% 8	50
Appropriate learning supports are available to my student.	44.00% 22	34.00% 17	6.00% 3	2.00% 1	8.00% 4	6.00% 3	50





## Summary of Learning Supports

GCA continues to expand learning supports available to its students. This includes two full-time pastors, and three Family School Liaison Counsellors. GCA will continue to highlight these supports to both students and parents, to ensure that all stakeholders are aware of the supports available. GCA is encouraged that parents recognize these important supports.



# Teaching and Leadership - Elementary

Elementary	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023
	Strongly Agree	Strongly Agree	Agree	Agree	Disagree	Disagree	Strongly Disagree	Strongly Disagree	Total Responses	Total Responses
GCA employs high quality teachers	56%	65%	39%	29%	1%	4%	1%	1%	98	94
My student's teachers care about them	76%	78%	22%	19%	1%	2%	0%	1%	98	94
My student feels supported by the teacher	66%	71%	31%	25%	1%	4%	1%	0%	98	94
Students at GCA experience excellence in teaching	64%	69%	31%	27%	1%	3%	1%	0%	98	94
Students at GCA experience Christ centered instruction	78%	72%	21%	28%	0%	0%	0%	0%	98	94
Leadership is effective at handling discipline issues	44%	51%	32%	26%	8%	6%	2%	5%	98	94
Leadership is effective in developing school culture	53%	60%	37%	31%	2%	5%	1%	2%	98	94
Leadership is effective at keeping the mission at the forefront of their decision making	53%	59%	38%	32%	0%	2%	0%	1%	98	94



# Teaching and Leadership - Junior High

Jr. High	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023
	Strongly Agree	Strongly Agree	Agree	Agree	Disagree	Disagree	Strongly Disagree	Strongly Disagree	Total Responses	Total Responses
GCA employs high quality teachers	45%	48%	39%	52%	0%	0%	2%	0%	57	50
My student's teachers care about them	53%	56%	36%	40%	4%	2%	0%	0%	57	50
My student feels supported by the teacher	41%	52%	44%	40%	5%	2%	0%	0%	57	50
Students at GCA experience excellence in teaching	46%	46%	36%	44%	0%	6%	0%	0%	57	50
Students at GCA experience Christ centered instruction	48%	58%	47%	40%	0%	0%	0%	2%	57	50
Leadership is effective at handling discipline issues	32%	41%	41%	33%	9%	16%	4%	0%	57	50
Leadership is effective in developing school culture	32%	48%	43%	32%	5%	12%	5%	0%	57	50
Leadership is effective at keeping the mission at the forefront of their decision making	41%	48%	43%	34%	2%	8%	0%	0%	57	50



## Summary of Teaching and Leadership

GCA continues to exceed provincial standards in large part because it employs passionate teachers who feel called to both the profession as well as the school. This is reflected through the strong survey results in both the 2022 and 2023 school year. One of GCA's greatest blessings continues to be its high quality teachers. This is reflected in the survey that 96% of families believe that GCA has high quality teachers. GCA is thankful for the efforts of the teaching staff who continue to exemplify this high standard.

TEACH  
TRUTH  
INSPIRE EXCELLENCE  
EXPERIENCE CHRIST  
SERVE  
THROUGH  
LOVE  
GLENMORE  
CHRISTIAN  
ACADEMY



## Stakeholder Engagement Strategies

GCA has an active parent community. Parent involvement includes some of the following activities:

- Volunteering in classrooms, on field trips and school-wide activities
- Organizing and facilitating school-wide and fundraising activities
- Coaching sports teams
- Assisting with drama productions
- Annual parent surveys
- Offering parent teacher conferences with teaching staff and administration twice annually.
- Meeting with parents regarding Individual Program Plans
- Regular in-person parent meetings regarding beginning of the year activities, retreats and camps
- Parent information sessions with guest speakers
- GCA has performed a third party culture audit, engaging the Board of Directors, parents, staff, and students
- Each teacher is expected to reach out to a parent from each student in their class to introduce themselves and build relationships with the families in their class

GCA also involves stakeholders through:

- Teacher surveys
- Regular one-on-one meetings and personal phone calls with stakeholders
- Offering school tours and open houses for prospective parents
- Annual assurance surveys
- Grade 9 exit surveys



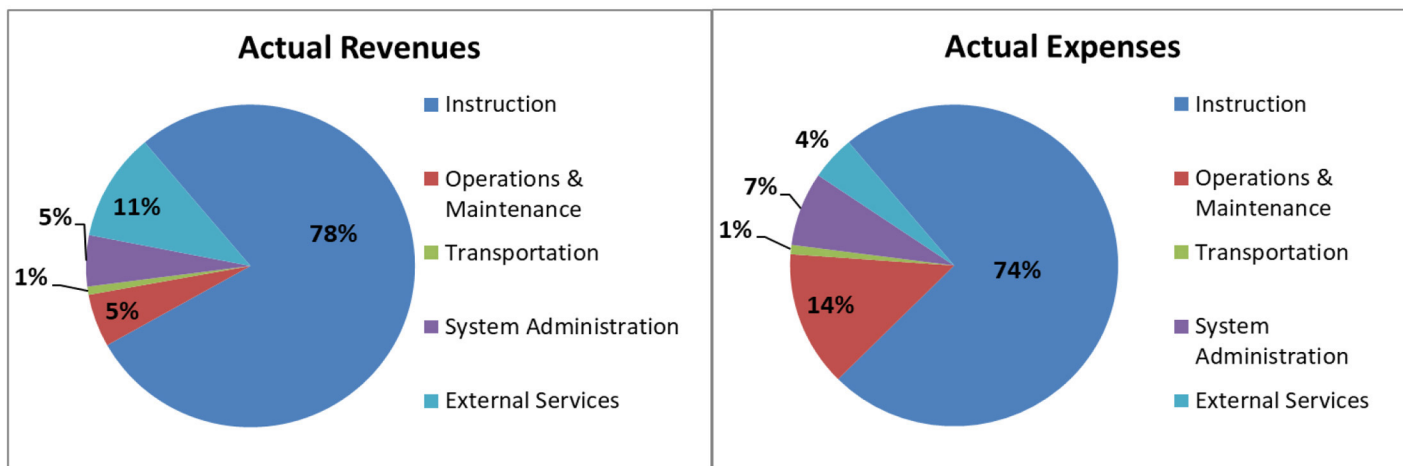
# Summary of Financial Results

## Allocation of Actual Revenues and Expenses to Programs For the Year Ending August 31, 2023

	Actual	Budget
<b>Revenues:</b>		
Instruction	11,114,235	10,309,506
Operations & Maintenance	756,911	638,369
Transportation	116,283	110,700
System Administration	730,711	315,493
External Services	1,542,523	961,140
<b>Total Revenues</b>	<b>14,260,663</b>	<b>12,335,208</b>

	Actual	Budget
<b>Expenses:</b>		
Instruction	9,024,283	9,125,272
Operations & Maintenance	1,668,482	1,638,706
Transportation	114,361	141,545
System Administration	907,893	1,240,909
External Services	542,615	552,955
<b>Total Expenses</b>	<b>12,257,634</b>	<b>12,699,387</b>

<b>Surplus (deficit) of revenues over expenses</b>	<b>2,003,029</b>	<b>(364,179)</b>
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Actual funding received from Alberta Education for 2022-2023 was \$5,308,287.

For further financial information, please contact:

Lyden Price

Executive Director of Finance

Telephone: 403-254-9053

Email: [l.price@gcaschool.com](mailto:l.price@gcaschool.com)

## Summary of Financial Results

### Analysis of Financial Results

#### *Revenues*

- GCA met revenue budgets for the majority of its categories.
- GCA's revenues reflect a high demand and high occupancy rate, with the majority of its classes full.

#### *Expenses*

- GCA was under-budget on the majority of the expense categories, due to conservative budgeting practices.
- GCA exceeded the operations and management budget due to inflationary pressures, specifically regarding janitorial and other maintenance supplies.

#### *Surplus*

- GCA recorded an operating surplus. All annual surpluses are reinvested in the school's future activities, including educational programming, capital investments, and capital debt reduction.

### Capital Projects

GCA maintains a ten year capital plan, reviewed by its Board of Directors, to ensure the continued renewal of its campus, equipment, and technology. GCA's capital budgeting priorities include:

- Maintaining a safe environment
  - GCA prioritizes the procurement of assets and completion of renovations that improve student safety
  - In 22-23, to help promote a safe environment, GCA replaced its door access security system.
- Maintaining & improving the student experience
  - GCA ensures equipment is replaced near the end of its useful life, before disruptive problems occur
  - GCA maintains its equipment through continual maintenance that improves the useful life of its assets
  - GCA prioritizes the acquisition of new assets or completion of renovations that will positively impact the student experience at GCA
    - In 22-23, GCA replaced aging equipment, procured iPads, Chromebooks and SMART systems, added new play structures to one of its playgrounds, replaced student desks and chairs, and replaced cabinetry in Division 2 classrooms.

## Whistleblower Disclosure

Glenmore Christian Academy, a private school registered and accredited under the school act in Alberta, must adhere to The Public Interest Disclosure (Whistleblower Protection) Act. The Act requires that private schools disclose, in their annual reports, any activities regulated by this legislation.

The Public Interest Disclosure (Whistleblower Protection) Act came into effect in June 2014. This law gives employees a clear process for disclosing concerns about significant and serious matters (wrongdoing) in the Alberta public service sector, and strengthens protection from reprisal. All disclosures receive careful and thorough review to determine if action is required under the Act, and must be reported in the school's Annual Report in accordance with Section 32 of the Act.

The following is a summary of Whistleblower Disclosures received by Glenmore Christian Academy for the school year that ended August 31, 2023.

Information Required Annually (Per Section 32 of the Act)	School Year 2022-23
The number of Whistleblower Disclosures received; The number acted on; and The number not acted on	Zero
The number of investigations commenced as a result of Whistleblower Disclosure(s).	Zero
In the case of an investigation that results in finding or wrongdoing and any recommendations made or corrective measures taken in relation to the wrongdoing or the reasons why no corrective measure was taken.	Zero

X 

Brian Hargreaves  
Chair Person of the Board