



CLEAR WATER ACADEMY

A Catholic School - Forming Christian Leaders

*Annual Education Results Report
For 2018/2019
&*

*Three Year Education Plan
For 2019/2020 to 2021/2022*

Accountability Statement

The Annual Education Results Report for the 2018/2019 school year and the Three-Year Education Plan for Clear Water Academy Foundation commencing September 1, 2019 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. 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 of Clear Water Academy Foundation approved the Three-Year Education Plan for 2019/2022 on January 17, 2020.

A handwritten signature in black ink, appearing to read "Bill Linn", written over a horizontal line.

Chairman of Board's Signature

Executive Director's Signature

Clear Water Academy

The mission of Clear Water Academy is to provide the highest quality education and foster integrally formed Christian leaders. This mission is fulfilled as Clear Water Academy students graduate as strong Christian leaders, convinced of the truth, prepared and committed to establish and foster a society where Christian values are taught, embraced and put into practice.

This mission is pursued through the development of the whole person, encompassing the commitment to three cornerstones of our educational philosophy:

To teach each student by transmitting knowledge appropriate to each grade level

To educate each student to love authentic values and to develop a sense of what is good, right, noble and just, and beautiful

To form the character of each student as the foundation of all virtue and integrity

Centered upon the sound principles of the Catholic faith, the methodology of education at Clear Water Academy is the Integral Formation of each of our students. Integral Formation is the harmonious development of the human person focusing on the following four dimensions; intellectual, character, apostolic, and spiritual - helping each student to fulfill the mission for which they were created.

Intellectual Formation – The objective of intellectual formation is to develop in our student’s their intellectual capacities and a love for learning and truth as they prepare for the future to which they are called.

Human Formation – Character is at the core of authentic leadership and is what enables students to be faithful to their personal convictions. Character formation assists students to grow in virtue, self-confidence, and leadership while building personal convictions based on truth. Christ is the center of all that we do and it is His model of charity that we foster amongst our children, parents and staff.

Apostolic Formation – The objective of apostolic formation is to develop in our students the heart of an apostle, a heart sensitive and responsive to the physical, emotional and spiritual needs of others, so that as an apostle of Christ, they will reach out to society in service.

Spiritual Formation – The objective of spiritual formation is to foster in our student’s a deep and genuine love for Jesus Christ, Mary, the Church, the Pope and the salvation of souls. As a private Catholic school Clear Water Academy fully supports the Magisterium of the Church and the spiritual leadership of the Bishop of Calgary. The study of our Faith is complemented by the encouragement of a life of grace through daily prayer and the sacraments.

Our goal is to provide a superior education and Integral Formation in the formation of strong authentic Christian leaders.

A Profile of Clear Water Academy

Clear Water Academy was incorporated in 1994. In 1995 a group of business people and lay leaders founded Clear Water Academy the first private Catholic school in Calgary. This group of parents, teachers and supporters recognized the growing demand in Calgary for a unique centre of learning based on the Catholic faith. The founders adopted a proven educational model, which emphasizes academic excellence and spiritual formation, as well as a strong program of character development and commitment to apostolic works.

Clear Water Academy has demonstrated strong, steady growth since opening in 1995. From a modest beginning with 25 students, and 2 teachers in a rented downtown office for a school, it now has enrolment of close to 420 students in Junior Kindergarten to Grade 12, including international students and a staff of over 70.

As one of only a few schools in Canada to offer a gender specific approach to education, Clear Water Academy is one of Alberta's premier schools, establishing a strong reputation for authentic Catholic education and formation, academic excellence and human formation.

Trends and Issues

The recession that has been impacting the City of Calgary for the last four years had impacted the enrollment of our school and our families' abilities to pay the tuition fees. We have instituted a new bursary program, - The Temporary Needs Bursary Program to assist our families. We have also had to make cuts to our expenses while ensuring that we are not impacting the quality of education and formation that we provide to our students and families.

We are projecting slow growth in enrollment for the next three years.

For the school year 2018/2019 Clear Water Academy moved back to private school status from being an Alternative Program School with Christ the Redeemer Catholic Schools. This change in governance was brought about by the implementation of Bill 1 in the spring of 2017. We have managed the change with minimal impact on students, parents and teachers. There has been additional work and challenges for our administrative staff, which we are working through.

We will be working diligently on the review and implementation of the curriculum changes as they are released by Alberta Education.

Highlights for 2018/2019

The year 2017/2018, was our last year in our four-year cooperative relationship with Christ the Redeemer as an Alternative Program School. a strong year for Clear Water Academy. Through the year we planned for the transition back to private school status, which included the following:

- Private school application to Alberta Education, along with meetings and communications with individuals at all level within the Ministry of Education.
- Winding up of the relationship and agreements with Christ the Redeemer.
- Negotiations with the ATA on the collective agreements for the teachers of Clear Water Academy.
- Decision and implementation of a new student data system.
- Ongoing communications with key stake holders, including teachers and staff, parents, Alberta Educations, Christ the Redeemer and the Dioceses of Calgary.

We also were busy with the plans for the development and construction of a new classroom building and addition to our athletics facility.

Following the educational model of the Integral Formation of our students, the following are the highlights for each of our four dimensions of formation:

Intellectual Formation:

- As a Catholic school, our mandate is to develop students who are able to demonstrate Catholic values as they take on leadership in society. Therefore, it is important for us to present the core curriculum within the context of our values of Catholic education. We continue to strive for this context in all that we do within the realm of the intellectual stimulation of our students, while simultaneously meeting all curricular requirements of Alberta Education.
- Clear Water Academy continues to be ranked one of the top Elementary schools in the Province of Alberta in the Fraser Reports Annual Report Card of Elementary Schools.
- At the elementary level we have increased our focus on mathematics and assessment.
- We graduated our 12th Grade 12 class in the history of Clear Water Academy with the students going on to post-secondary education and mission work.

Human Formation:

- Continued strong athletic performance in the AISAA.
- One on one attention to our students in Grade 6 to Grade 12 from the Deans of students.
- We continue to offer the Girl Power program for our students in Grades 3 and 4, to help in the formation of the social relationships of our younger female students.
- Improvements were made to our Outdoor Education Program for Grades 5 to 10.
- Swimming program continued to be offered to our Grade 4 to 6 students and a skating program was offered for our Kindergarten to Graded 2 students.
- Full day retreats for our Grade 4 to 12 girls and boys took place throughout the year.
- Student mentorship program across all grades.

Apostolic Formation:

- Apostolic programs for Grade 1 to 12 serving the school, the community of Calgary and the world.
- Partnership with Mary's meals helping to provide meals to children at school in third world countries across the world.

Spiritual Formation:

- We continue to offer the Catechesis of the Good Sheppard program for lower elementary students. Our school based program is one of only a few in all of Canada.
- One on one guidance from Religious.
- Daily Mass is offered, along with weekly Confession and monthly Adoration.
- We continue to have six to eight members of the National Evangelization Team (NET) at our school working with our students in Grades 7 to 12. We are the only school in Canada to have a NET based school team; NET typically has only parish based teams and road teams.
- High School trip to Rome and Italy during the Easter break.
- Spiritual growth talks, events and retreats were offered to staff and parents.

**Accountability Pillar Overall Summary
Annual Education Results Reports - Oct 2018
School: 7976 Clear Water Academy**

Measure Category	Measure	Clear Water Academy			Alberta			Measure Evaluation		
		Current Result	Prev Year Result	Prev 3 Year Average	Current Result	Prev Year Result	Prev 3 Year Average	Achievement	Improvement	Overall
Safe and Caring Schools	Safe and Caring	93.5	95.7	94.0	89.0	89.5	89.4	Very High	Maintained	Excellent
Student Learning Opportunities	Program of Studies	70.3	66.1	68.7	81.8	81.9	81.7	Low	Maintained	Issue
	Education Quality	95.3	96.0	94.7	90.0	90.1	89.9	Very High	Maintained	Excellent
	Drop Out Rate	0.0	0.6	1.2	2.3	3.0	3.3	Very High	Maintained	Excellent
	High School Completion Rate (3 yr)	96.0	92.6	91.7	78.0	78.0	77.0	Very High	Maintained	Excellent
Student Learning Achievement (Grades K-9)	PAT: Acceptable	98.0	97.4	97.9	73.6	73.4	73.3	Very High	Maintained	Excellent
	PAT: Excellence	57.8	70.7	69.9	19.9	19.5	19.2	Very High	Declined	Good
Student Learning Achievement (Grades 10-12)	Diploma: Acceptable	93.8	86.6	89.7	83.7	83.0	83.0	Very High	Maintained	Excellent
	Diploma: Excellence	35.9	23.9	29.2	24.2	22.2	21.7	Very High	Maintained	Excellent
	Diploma Exam Participation Rate (4+ Exams)	67.8	92.6	90.2	55.7	54.9	54.7	Very High	Declined	Good
	Rutherford Scholarship Eligibility Rate	81.8	100.0	97.6	63.4	62.3	61.5	n/a	Declined	n/a
Preparation for Lifelong Learning, World of Work, Citizenship	Transition Rate (6 yr)	65.7	71.0	56.1	58.7	57.9	59.0	High	Maintained	Good
	Work Preparation	92.5	90.6	89.5	82.4	82.7	82.4	Very High	Maintained	Excellent
	Citizenship	91.3	93.8	90.9	83.0	83.7	83.7	Very High	Maintained	Excellent
Parental Involvement	Parental Involvement	92.1	90.0	89.1	81.2	81.2	81.0	Very High	Maintained	Excellent
Continuous Improvement	School Improvement	83.2	86.9	82.7	80.3	81.4	80.7	Very High	Maintained	Excellent

Notes:

1. Data values have been suppressed where the number of respondents/students is fewer than 6. Suppression is marked with an asterisk (*).
2. Overall evaluations can only be calculated if both improvement and achievement evaluations are available.
3. Results for the ACOL measures are available in the detailed report: see "ACOL Measures" in the Table of Contents.
4. Student participation in the survey was impacted between 2014 and 2017 due to the number of students responding through the OurSCHOOL/TTFM (Tell Them From Me) survey tool.
5. Aggregated PAT results are based upon a weighted average of percent meeting standards (Acceptable, Excellence). The weights are the number of students enrolled in each course. Courses included: English Language Arts (Grades 6, 9, 9 KAE), Français (Grades 6, 9), French Language Arts (Grades 6, 9), Mathematics (6, 9, 9 KAE), Science (Grades 6, 9, 9 KAE), Social Studies (Grades 6, 9, 9 KAE).
7. Participation in Provincial Achievement Tests was impacted by the fires in May to June 2016. Caution should be used when interpreting trends over time for the province and those school authorities affected by this event.
8. Aggregated Diploma results are a weighted average of percent meeting standards (Acceptable, Excellence) on Diploma Examinations. The weights are the number of students writing the Diploma Examination for each course. Courses included: English Language Arts 30-1, English Language Arts 30-2, French Language Arts 30-1, Français 30-1, Mathematics 30-1, Mathematics 30-2, Chemistry 30, Physics 30, Biology 30, Science 30, Social Studies 30-1, Social Studies 30-2.
10. Caution should be used when interpreting evaluations and results over time for Mathematics 30-1/30-2, as equating was not in place until the 2016/17 school year. Alberta Education does not comment on province wide trends until it has five years of equated examination data.
11. Participation in Diploma Examinations was impacted by the fires in May to June 2016. Caution should be used when interpreting trends over time for the province and those school authorities affected by this event. 10. Weighting of school-awarded marks in diploma courses increased from 50% to 70% in the 2015/2016 school year. Caution should be used when interpreting trends over time.
12. 11. Due to the change from previous data source systems to Provincial Approach to Student Information (PASI), Rutherford Scholarship Eligibility Rate results prior to 2015 are not available. 12. 2016 results for the 3-year High School Completion and Diploma Examination Participation Rates have been adjusted to reflect the correction of the Grade 10 cohort.

Measure Evaluation Reference (Optional)

Achievement Evaluation

Achievement evaluation is based upon a comparison of Current Year data to a set of standards which remain consistent over time. The Standards are calculated by taking the 3 year average of baseline data for each measure across all school jurisdictions and calculating the 5th, 25th, 75th and 95th percentiles. Once calculated, these standards remain in place from year to year to allow for consistent planning and evaluation.

The table below shows the range of values defining the 5 achievement evaluation levels for each measure.

Measure	Very Low	Low	Intermediate	High	Very High
Safe and Caring	0.00 - 77.62	77.62 - 81.05	81.05 - 84.50	84.50 - 88.03	88.03 - 100.00
Program of Studies	0.00 - 66.31	66.31 - 72.65	72.65 - 78.43	78.43 - 81.59	81.59 - 100.00
Education Quality	0.00 - 80.94	80.94 - 84.23	84.23 - 87.23	87.23 - 89.60	89.60 - 100.00
Drop Out Rate	100.00 - 9.40	9.40 - 6.90	6.90 - 4.27	4.27 - 2.79	2.79 - 0.00
High School Completion Rate (3 yr)	0.00 - 57.03	57.03 - 62.36	62.36 - 73.88	73.88 - 81.79	81.79 - 100.00
PAT: Acceptable	0.00 - 66.22	66.22 - 72.00	72.00 - 81.95	81.95 - 85.72	85.72 - 100.00
PAT: Excellence	0.00 - 10.93	10.93 - 14.38	14.38 - 20.26	20.26 - 26.17	26.17 - 100.00
Diploma: Acceptable	0.00 - 72.08	72.08 - 78.77	78.77 - 85.43	85.43 - 89.96	89.96 - 100.00
Diploma: Excellence	0.00 - 7.77	7.77 - 11.90	11.90 - 18.63	18.63 - 22.99	22.99 - 100.00
Diploma Exam Participation Rate (4+ Exams)	0.00 - 31.10	31.10 - 44.11	44.11 - 55.78	55.78 - 65.99	65.99 - 100.00
Rutherford Scholarship Eligibility Rate (Revised)	0.00 - 43.18	43.18 - 49.83	49.83 - 59.41	59.41 - 70.55	70.55 - 100.00
Transition Rate (6 yr)	0.00 - 39.80	39.80 - 46.94	46.94 - 56.15	56.15 - 68.34	68.34 - 100.00
Work Preparation	0.00 - 66.92	66.92 - 72.78	72.78 - 77.78	77.78 - 86.13	86.13 - 100.00
Citizenship	0.00 - 66.30	66.30 - 71.63	71.63 - 77.50	77.50 - 81.08	81.08 - 100.00
Parental Involvement	0.00 - 70.76	70.76 - 74.58	74.58 - 78.50	78.50 - 82.30	82.30 - 100.00
School Improvement	0.00 - 65.25	65.25 - 70.85	70.85 - 76.28	76.28 - 80.41	80.41 - 100.00

Notes:

- 1) For all measures except Drop Out Rate: The range of values at each evaluation level is interpreted as greater than or equal to the lower value, and less than the higher value. For the Very High evaluation level, values range from greater than or equal to the lower value to 100%.
- 2) Drop Out Rate measure: As "Drop Out Rate" is inverse to most measures (i.e. lower values are "better"), the range of values at each evaluation level is interpreted as greater than the lower value and less than or equal to the higher value. For the Very High evaluation level, values range from 0% to less than or equal to the higher value.

Improvement Table

For each jurisdiction, improvement evaluation consists of comparing the Current Year result for each measure with the previous three-year average. A chi-square statistical test is used to determine the significance of the improvement. This test takes into account the size of the jurisdiction in the calculation to make improvement evaluation fair across jurisdictions of different sizes.

The table below shows the definition of the 5 improvement evaluation levels based upon the chi-square result.

Evaluation Category	Chi-Square Range
Declined Significantly	3.84 + (current < previous 3-year average)
Declined	1.00 - 3.83 (current < previous 3-year average)
Maintained	less than 1.00
Improved	1.00 - 3.83 (current > previous 3-year average)
Improved Significantly	3.84 + (current > previous 3-year average)

Overall Evaluation Table

The overall evaluation combines the Achievement Evaluation and the Improvement Evaluation. The table below illustrates how the Achievement and Improvement evaluations are combined to get the overall evaluation.

Improvement	Achievement				
	Very High	High	Intermediate	Low	Very Low
Improved Significantly	Excellent	Good	Good	Good	Acceptable
Improved	Excellent	Good	Good	Acceptable	Issue
Maintained	Excellent	Good	Acceptable	Issue	Concern
Declined	Good	Acceptable	Issue	Issue	Concern
Declined Significantly	Acceptable	Issue	Issue	Concern	Concern

Category Evaluation

The category evaluation is an average of the Overall Evaluation of the measures that make up the category. For the purpose of the calculation, consider an Overall Evaluation of Excellent to be 2, Good to be 1, Acceptable to be 0, Issue to be -1, and Concern to be -2. The simple average (mean) of these values rounded to the nearest integer produces the Category Evaluation value. This is converted back to a colour using the same scale above (e.g. 2=Excellent, 1=Good, 0=Intermediate, -1=Issue, -2=Concern)

Outcome 1: Alberta's students are successful.

Measure Category	Clear Water Academy			Alberta			Measure Evaluation		
	Current Result	Prev Year Result	Prev 3 Year Average	Current Result	Prev Year Result	Prev 3 Year Average	Achievement	Improvement	Overall
Overall percentage of students in Grades 6 and 9 who achieved the acceptable standard on Provincial Achievement Tests.	98.0	97.4	97.9	73.6	73.4	73.3	Very High	Maintained	Excellent
Overall percentage of students in Grades 6 and 9 who achieved the excellent standard on Provincial Achievement Tests.	57.8	70.7	69.9	19.9	19.5	19.2	Very High	Declined	Good

Comment on Results

- Information on the exam results has been shared with the appropriate staff members. We are focusing on areas that fell short of our targets.
- Academic support is provided to students who have academic challenges.
- Parental involvement in our early literacy program remains strong – their volunteer reading with our students in Grades 1 to 3 remains a helpful intervention for our early readers.

Strategies

- Analyze PAT results from previous years and focus on areas of lower performance.
- Monitor student progress and provide necessary intervention.
- Professional development with a focus on mathematics and formative assessment strategies.
- We continue to provide early literacy intervention programs for our Grade One students.
- Hire and retain the best teachers.

Measure Category	Clear Water Academy			Alberta			Measure Evaluation		
	Current Result	Prev Year Result	Prev 3 Year Average	Current Result	Prev Year Result	Prev 3 Year Average	Achievement	Improvement	Overall
Overall percentage of students who achieved the acceptable standard and on Diploma Examinations	93.8	86.6	89.7	83.7	83.0	83.0	Very High	Maintained	Excellent
Overall percentage of students who achieved the standard of excellence on Diploma Examinations	35.9	23.9	29.2	24.2	22.2	21.7	Very High	Maintained	Excellent
High school completion rate of students within three years of entering Grade 10.	96.0	92.6	91.7	78.0	78.0	77.0	Very High	Maintained	Excellent
Annual dropout rate of students aged 14 to 18.	0.0	0.6	1.2	2.3	3.0	3.3	Very High	Maintained	Excellent
High school to post-secondary transition rate of students within six years of entering Grade 10.	65.7	71.0	56.1	58.7	57.9	59.0	High	Maintained	Good
Percentage of Grade 12 students eligible for a Rutherford Scholarship.	81.8	100.0	97.6	63.4	62.3	61.5	N/A	Declined	N/A
Percentage of students writing four or more Diploma Examinations within three years of entering Grade 10.	67.8	92.6	90.2	55.7	54.9	54.7	Very High	Declined	Good

Comment on Results

- The detailed reports on the diplomas have been shared with the appropriate staff members and instructional actions have been made in order to reach our targets.
- It is the expectation that all students will complete high school within three years of entering Grade 10.
- We have enhanced our programing with the addition of AP English and AP Math.
- We have expanded our Fine Arts program at High School with the offering of Art 10, 20 and 30.
- Continued emphasis on human formation for our students, building on virtue.
- Open and transparent communication with our parents and school community.
- Variety in our program offerings to increase student opportunities in core subjects and options.
- High school programming and support are designed to ensure student success.
- We have graduated 12 classes to date and do not anticipate any students dropping out of high school.
- It is expected that all students will transition into post-secondary within five years of entering Grade 10. A number of our students took time to do missionary work and /or discern vocations, which will lead them into post-secondary education. The tracking of students by Alberta Education needs to be reviewed, as some of our graduates attend post secondary institutions out of province and out of country, which are not included in the Alberta Education statistics. Approximately 95% of our High School graduates transition to post-secondary education within six years of entering Grade 10.

Strategies

- Analyze Diploma results from previous years and focus on areas of lower performance.
- Monitor student progress and provide necessary intervention.
- Professional development with a focus on differentiated instruction and formative assessment strategies.
- Continue with our Fine Arts evening at Mount Royal University for our parents, show casing art, music and drama.
- Professional development of teachers is focusing on the best assessment approaches for students taking Diploma Exams. Teachers are provincial markers for diploma exams.
- Hire and retain the best teachers.
- Continued University Preparatory emphasis in program offering and teaching strategies.
- Ensure that students are receiving high quality instruction from capable and committed staff.
- Ensure that our students in Grade 9 to Grade 12 participate in our post-secondary advisory program.
- The high school timetable is designed to ensure students success along with one on one attention from faculty and staff with our smaller class sizes.
- Inform students of scholarship requirements and provide them with counselling to be successful.
- Continued parent/teacher/administrator open and honest communication that addresses how student needs can be best met.
- Ensure that we are addressing parent/student questions and concerns in a timely fashion.

Measure Category	Clear Water Academy			Alberta			Measure Evaluation		
	Current Result	Prev Year Result	Prev 3 Year Average	Current Result	Prev Year Result	Prev 3 Year Average	Achievement	Improvement	Overall
Overall teacher, parent and student agreement that students model the characteristics of active citizenship.	91.3	93.8	90.9	83.0	83.7	83.7	Very High	Maintained	Excellent
Overall teacher and parent agreement that students are taught attitudes and behaviours that will make them successful at work when they finish school.	92.5	90.6	89.5	82.4	82.7	82.4	Very High	Maintained	Excellent

Comment on Results

- Our results indicate that parents are satisfied that our school prepares students to be active citizens, Christian leaders who will transform society.
- Professional development for teachers to ensure best practices for instruction and assessment are being used.
- Provide teachers and students with the best in approved resources, in keeping with our model of Integral Formation and the Catholic faith.

Strategies

- Continued University Preparatory emphasis in program offering and teaching strategies.
- Space management of our school buildings is now more focused on the needs of the different learning levels we have in our school.
- Provide direction and advice for our high school students in course selection and career choices.
- Continued emphasis on human formation, spiritual growth, apostolic growth and academic excellence.
- Continued opportunities for students to take on leadership roles, engage in athletics, drama and school community events.

- Continued student opportunities to engage in apostolic and socially responsible activities.
- Mission trips to engage students in global responsibilities.
- Student to student mentorship program.
- Faculty development and training on Integral Formation.

Outcome 2: Alberta's education system supports First Nations, Metis and Inuit students' success.

Comments

- Currently we have no FNMI students enrolled at Clear Water Academy; we are open to and encourage applications from FMNI families.

Strategies

- Ensure that Social Studies and Religion curriculum include respect and appreciation for all individuals and cultures and faiths.
- Opportunities for field trips are encouraged to take advantage of FNMI cultural sites in Southern Alberta.
- Seek out opportunities for grade appropriate FNMI presentations for students.

Outcome 3: Alberta’s education system respects diversity and promotes inclusion.

Measure Category	Clear Water Academy			Alberta			Measure Evaluation		
	Current Result	Prev Year Result	Prev 3 Year Average	Current Result	Prev Year Result	Prev 3 Year Average	Achievement	Improvement	Overall
Overall teacher, parent and student agreement that students are safe at school, learning the importance of caring for others, learning respect for others and are treated fairly at school.	93.5	95.7	94.0	89.0	89.5	89.4	Very High	Maintained	Excellent
<p>Comment on Results</p> <ul style="list-style-type: none"> Staff/student interaction, a proactive approach to potential discipline issues and the human formation program have allowed us to create a safe and caring environment. The Deans of Students have also allowed us to reach this high level of satisfaction with our parent community. The mentoring program with our older students paring up with our younger students has helped to build community within the school, improve student relationships and provide a more caring environment. <p>Strategies</p> <ul style="list-style-type: none"> Active supervision with staff engaged with students to improve safety and formative behaviour of students. Continue with small class sizes and a high ratio of teacher/staff members to students for supervision promoting a safe and caring environment for all. Continue with virtue campaigns and virtue/saint of the month program to form virtue and character in our students. Ongoing staff professional development to maintain consistency in expectations for student behaviour. 									

Outcome 4: Alberta has excellent teachers, school leaders, and school authority leaders.

Measure Category	Clear Water Academy			Alberta			Measure Evaluation		
	Current Result	Prev Year Result	Prev 3 Year Average	Current Result	Prev Year Result	Prev 3 Year Average	Achievement	Improvement	Overall
Overall teacher, parent and student satisfaction with the opportunity for students to receive a broad program of studies, including fine arts, career, technology, health and physical education.	70.3	66.1	68.7	81.8	81.9	81.7	Low	Maintained	Issue
<p>Comment on Results</p> <ul style="list-style-type: none"> The academic program at Clear Water continues to be strong with good instruction and assessment. Professional development opportunities for teachers have played an important part in the success of the program. High level of satisfaction with our athletic program and our drama, music and art programs. Some parents, students and staff would like additional course offerings that are not part of the pedagogy of our school or where resources, space and time are not currently available to offer these additional programs. <p>Strategies</p> <ul style="list-style-type: none"> Continue to offer clubs and activities during break time to keep students engaged and active. We have expanded our Fine Arts program at High School with the offering of Art 10, 20 and 30. Continue with our Fine Arts evening at Mount Royal University for our parents, show casing art, music and drama. Option classes are being offered to all Grade 4 to 6 students, these classes include cooking, typing, karate, debate, and woodworking. 									

Outcome 5: Alberta’s education system is well governed and managed.

Measure Category	Clear Water Academy			Alberta			Measure Evaluation		
	Current Result	Prev Year Result	Prev 3 Year Average	Current Result	Prev Year Result	Prev 3 Year Average	Achievement	Improvement	Overall
Overall teacher and parent satisfaction with parental involvement in decisions about their child’s education.	92.1	90.0	89.1	81.2	81.2	81.0	Very High	Maintained	Excellent
Overall 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.	83.2	86.9	82.7	80.3	81.4	80.7	Very High	Maintained	Excellent
Overall teacher, parent and student satisfaction with the overall quality of basic education.	95.3	96.0	94.7	90.0	90.1	89.9	Very High	Maintained	Excellent

Comment on Results

- Transparency and good communication with the parents continues to be a key priority for the school.
- Updates on curriculum changes and ongoing professional development for teachers, as well as administrative support for teachers have enabled students to meet the high expectations.
- We are emphasizing more active learning with our students through different instructional strategies and use of different furniture and equipment in the classroom to meet student needs.
- The majority of our parents believe that we and the schools in our jurisdiction have stayed the same or improved over the last three years. Some parents may not be aware of the other schools in our jurisdiction and whether they have improved.

Strategies

- To continue to encourage parent involvement in varied areas.
- Proactive communication from teachers and administrative staff to parents.
- Volunteer training session to encourage parental support in the school.
- Monthly coffee and conversation sessions for parents.
- Continue to provide teachers with opportunities to attend local professional and curriculum development sessions.
- Continue to enable staff to attend Integral Formation Conferences and online workshops.
- Senior Administrators to conduct site visits to our schools in the US.
- Membership in the Calgary Regional Consortium.
- Membership in the Association for Supervision and Curriculum Development.
- Membership with the Alberta Assessment Consortium – the membership provides us with PD and many resources to improve our reporting and assessment practices.
- Parents, students and teaching staff participate in the annual Alberta Education surveys. Results from surveys will be reviewed and analyzed and action plans are developed for those areas that need improvement.
- Ensure that staff professional development/in-service needs are addressed in specific professional development days.
- Continue with the role of Dean of Academics for Kindergarten to Grade 12 to support the teaching staff and improve the learning environment for teachers.
- Continued diligence to be paid to high academic standards and measures.
- Offer teachers monthly professional development opportunities to improve curriculum implementation.
- Ensure that all Alberta Education Curriculum changes are thoroughly reviewed with staff.

Summary of Financial Budget

**BUDGET HIGHLIGHTS
2018/2019**

	Budget 2018/2019	Percentage
REVENUE SUMMARY		
Alberta Government	\$2,105,514	28%
Federal Grants	Nil	Nil
Other Revenue		
▪ Tuitions	\$4,942,677	65%
▪ Fundraising	\$100,000	1%
▪ Other	\$493,148	6%
TOTAL REVENUES	\$7,641,339	100%
EXPENDITURE SUMMARY		
Salaries and Benefits	\$5,805,582	70%
Operations & Maintenance	\$1,602,828	20%
Other	\$829,698	10%
TOTAL EXPENDITURES	\$8,238,108	100%

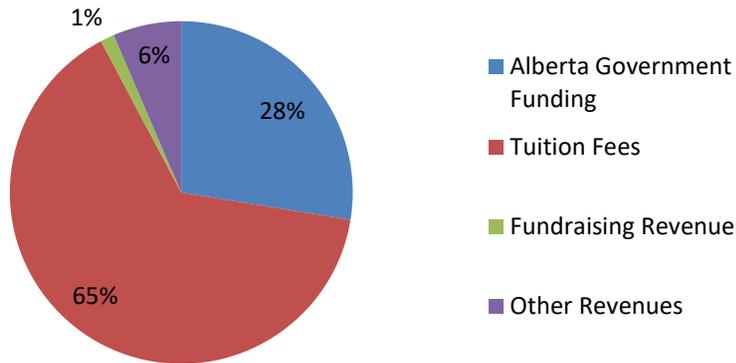
Notes:

The increase in Tuition Fees for the 2019-2020 school year will move us towards a balanced budget; the current year deficit is offset by previous years' surpluses.

**CLEAR WATER ACADEMY
FOUNDATION
2018 - 2019 BUDGET
HIGHLIGHTS**

REVENUES

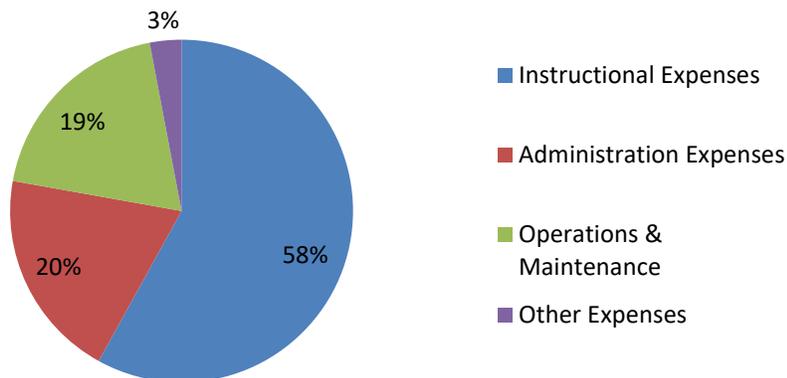
September 2018 - August 2019



Total funding from the Alberta Government is budgeted to be \$2,105,514

EXPENSES

September 2018 - August 2019



Summary of Facility and Capital Plans

- In 2019 we will begin construction on a New Elementary Classroom Building and an expansion to our Athletics Facility. The New Elementary Classroom Building will be home to our Junior Kindergarten to Grade 6 students and the projected completion date of construction is the spring of 2020. The expansion of the Athletics Facility will serve the whole school with an addiotnal gymnasium, along with new locker rooms, fitness center and multi-purpose spaces. The projected completion date of construction of the Athletics Facility is summer 2020.
- We will be undertaking renovations to Athlone Hall, which will house our Grade 7 to Grade 12 students in the winter of 2021.

Timelines and Communication

- The Annual Education results report for 2017/2018 and the Three Year Education Plan for 2018/2019 to 2020/2021 will be posted on our website in the School Life section at www.clearwateracademy.com.

Whistleblower Protection

- As per the Public Interest Disclosure (Whistleblower Protection) Act, Clear Water Academy Foundation had no disclosures in the 2018/2019 school year and had no disclosures as of December 31, 2019.