



**ANNUAL EDUCATION RESULTS REPORT
for 2022/2023**

November 2023

Founded in 1985, the Calgary Waldorf School is a
WECAN Full Member School and an AWSNA Full Member and Accredited School

Accountability Statement

The Annual Education Results Report for the Calgary Waldorf School 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 *Ministerial 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 23, 2023.



Yves Pauchard

CWSS Board President

Calgary Waldorf School Vision

Our vision is to foster the development of our students through care and respect. We strive to nurture reverence, imagination, creativity, independent thinking, academic excellence, enthusiasm for life, and capacity for life-long learning. As teachers, staff, and parents, we are committed to realizing these qualities in our consciousness and in our daily actions.

Combined Fall 2023 Accountability Summary

Comment on Results: The decline of the three-year average in student learning and engagement is a direct result of the reporting in the 2021/2022 school year. The 2021/2022 year still reflected the feelings and opinions of the provincial Covid Response. It is worth noting that our results exceed the Alberta Provincial 3-year average.

Assurance Domain	Measure	Calgary Waldorf School Soc			Alberta			Measure Evaluation		
		Current Result	Prev Year Result	Prev 3 Year Average	Current Result	Prev Year Result	Prev 3 Year Average	Achievement Overall	Improvement	
Student Growth and Achievement	Student Learning Engagement	82.5	89.5	89.5	84.4	85.1	85.1	n/a	Declined	n/a
	Citizenship	88.6	92.9	91.1	80.3	81.4	82.3	Very High	Maintained	Excellent
	3-year High School Completion	n/a	n/a	n/a	80.7	83.2	82.3	n/a	n/a	n/a
	5-year High School Completion	n/a	n/a	n/a	88.6	87.1	86.2	n/a	n/a	n/a
	PAT: Acceptable	95.8	91.0	n/a	63.3	64.3	n/a	Very High	n/a	n/a
	PAT: Excellence	38.9	32.1	n/a	16.0	17.7	n/a	Very High	n/a	n/a
	Diploma: Acceptable	n/a	n/a	n/a	80.3	75.2	n/a	n/a	n/a	n/a
	Diploma: Excellence	n/a	n/a	n/a	21.2	18.2	n/a	n/a	n/a	n/a
Teaching & Leading	Education Quality	87.5	91.8	93.4	88.1	89.0	89.7	High	Declined	Acceptable
Learning Supports	Welcoming, Caring, Respectful and Safe Learning Environments (WCRSLE)	90.7	93.2	93.2	84.7	86.1	86.1	n/a	Maintained	n/a
	Access to Supports and Services	82.9	84.4	84.4	80.6	81.6	81.6	n/a	Maintained	n/a
Governance	Parental Involvement	87.9	78.4	84.3	79.1	78.8	80.3	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. Caution should be used when interpreting high school completion rate results over time, as participation in the 2019/20 to 2021/22 Diploma Exams was impacted by the COVID-19 pandemic. In the absence of Diploma Exams, achievement level of diploma courses were determined solely by school-awarded marks.
3. 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 9, 9 KAE), Français (9e année), French Language Arts (9e année), Mathematics (Grades 9, 9 KAE), Science (Grades 9, 9 KAE), Social Studies (Grades 6, 9, 9 KAE).
4. Participation in the Provincial Achievement Tests and Diploma Exams was impacted by the COVID-19 pandemic from 2019/20 to 2021/22. School years 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.
5. Participation in the Provincial Achievement Tests and Diploma Exams was impacted by the fires in 2018/19 and 2022/23. Caution should be used when interpreting trends over time for the province and those school authorities affected by these events.
6. 2022/23 Provincial Achievement Test results do not include students who participated in the optionally implemented/piloted curriculum and were excused from writing in those subject areas.
7. 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.
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 Exam 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.

Student Learning

At Calgary Waldorf School the students learn to a high academic standard. There is a care, effort and thoughtfulness that ensures the learning process brings value and meaning to the students' experiences.

PAT Specific Course Results		Calgary Waldorf School Soc							Alberta			
		Achievement	Improvement	Overall	2023		Prev 3 Year Average		2023		Prev 3 Year Average	
					N	%	N	%	N	%	N	%
Course	Measure											
English Language Arts 6	Acceptable Standard	Very High	n/a	n/a	23	100	n/a	n/a	52,106	76.2	n/a	n/a
	Standard of Excellence	Very High	n/a	n/a	23	47.8	n/a	n/a	52,106	18.4	n/a	n/a
Mathematics 6	Acceptable Standard	Very High	n/a	n/a	23	95.7	n/a	n/a	52,551	65.4	n/a	n/a
	Standard of Excellence	Very High	n/a	n/a	23	34.8	n/a	n/a	52,551	15.9	n/a	n/a
Science 6	Acceptable Standard	Very High	n/a	n/a	23	95.7	n/a	n/a	54,859	66.7	n/a	n/a
	Standard of Excellence	Very High	n/a	n/a	23	60.9	n/a	n/a	54,859	21.8	n/a	n/a
Social Studies 6	Acceptable Standard	Very High	n/a	n/a	23	95.7	n/a	n/a	57,655	66.2	n/a	n/a
	Standard of Excellence	Very High	n/a	n/a	23	43.5	n/a	n/a	57,655	18	n/a	n/a
English Language Arts 9	Acceptable Standard	Very High	n/a	n/a	18	100	n/a	n/a	56,255	71.4	n/a	n/a
	Standard of Excellence	Very High	n/a	n/a	18	44.4	n/a	n/a	56,255	13.4	n/a	n/a
Mathematics 9	Acceptable Standard	Very High	n/a	n/a	18	94.4	n/a	n/a	55,447	54.4	n/a	n/a
	Standard of Excellence	Very High	n/a	n/a	18	33.3	n/a	n/a	55,447	13.5	n/a	n/a
Science 9	Acceptable Standard	Very High	n/a	n/a	18	94.4	n/a	n/a	56,311	66.3	n/a	n/a
	Standard of Excellence	Very High	n/a	n/a	18	38.9	n/a	n/a	56,311	20.1	n/a	n/a
Social Studies 9	Acceptable Standard	Very High	n/a	n/a	18	94.4	n/a	n/a	56,309	58.4	n/a	n/a
	Standard of Excellence	Very High	n/a	n/a	18	33.3	n/a	n/a	56,309	15.9	n/a	n/a

Comments on Results

Our Grade Six Class performed exceptionally well on the 2023 Provincial Achievement tests. All students who sat the exam met the Acceptable Standard and an average of 47% of the students met the Standard of Excellence. It is worth noting that 60.9% of the grade 6 students who sat the Science PAT met the Standard of Excellence.

The performance of our Grade Nine Class on the 2023 Provincial Achievement tests was also excellent. All students who wrote the exam achieved Acceptable Standard in every subject, again surpassing their provincial counterparts. The number of students who achieved the Standard of Excellence in Language Arts, Math, Science and Social Studies was significantly higher than the provincial percentages.

Strategies

- Continue standardised reading and numeracy assessment in classes 3 through 9.
- Learning support team has been expanded to support students with learning challenges in classes 1 through 9.

Early Year Literacy and Numeracy

The pedagogy and Curriculum of the Calgary Waldorf School focusses on formative assessment in the early years. This allows the building blocks of literacy and numeracy to be deeply taught before the introduction summative assessment. In the 2022/23 school year we looked at literacy and numeracy outcomes in our grade 2 and 3 classes. Their results were within the expected range of a Waldorf classroom.

Strategies

- We continue to expand our internal Learning Support program supporting students with learning challenges.
- Ongoing literacy and numeracy assessment in our classes 3 - 9 also ensures all students have the opportunity to meet or exceed Provincial Achievement Test (PAT) outcomes.

Citizenship – Measure Details

Citizenship – Measure Details

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

	Calgary Waldorf School Soc										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	201	87	181	89.3	136	90	147	92.9	131	88.6	Very High	Maintained	Excellent	265,614	82.9	264,413	83.3	230,843	83.2	249,770	81.4	257,231	80.3
Parent	49	91.8	50	95.2	32	91.1	30	94	16	92.3	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	131	69.3	121	72.8	90	80.5	101	85.9	100	77.4	Very High	Maintained	Excellent	197,090	73.5	193,577	73.8	169,741	74.1	167,120	72.1	193,015	71.3
Teacher	21	100	10	100	14	98.6	16	98.7	15	95.9	Very High	Maintained	Excellent	33,277	93.2	33,945	93.6	30,197	94.1	30,961	91.7	32,347	90.3

Notes:

1. Data values have been suppressed where the number of respondents/students is fewer than 6. Suppression is marked with an asterisk (*).
2. The AEA survey was introduced as a pilot in 2020/21, when participation was also impacted by the COVID-19 pandemic. Caution should be used when interpreting trends over time.
3. The Citizenship measure was adjusted to reflect the introduction of the new AEA survey measures in 2020/21. Caution should be used when interpreting trends over time.

Strategies

Ongoing initiatives include expanding our community service work, both locally and farther afield, throughout our Grade School, and increasing the opportunities for our Middle School Student Council to demonstrate their leadership capacities, both internally and externally to our school. Last year we were able to host the Middle School fast, where students raised money for the Calgary Food Bank.

First Nations Metis and Inuit -Measure Details

Assurance Domain	Measure	Calgary Waldorf School Soc (FNMI)			Alberta (FNMI)			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	<u>Student Learning Engagement</u>	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	<u>Citizenship</u>	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	<u>3-year High School Completion</u>	n/a	n/a	n/a	57	59.5	59.1	n/a	n/a	n/a
	<u>5-year High School Completion</u>	n/a	n/a	n/a	71.3	68	67	n/a	n/a	n/a
	<u>PAT: Acceptable</u>	n/a	*	n/a	40.5	43.3	n/a	n/a	n/a	n/a
	<u>PAT: Excellence</u>	n/a	*	n/a	5.5	5.9	n/a	n/a	n/a	n/a
	<u>Diploma: Acceptable</u>	n/a	n/a	n/a	74.8	68.7	n/a	n/a	n/a	n/a
	<u>Diploma: Excellence</u>	n/a	n/a	n/a	11.3	8.5	n/a	n/a	n/a	n/a
Teaching & Leading	<u>Education Quality</u>	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Learning Supports	<u>Welcoming, Caring, Respectful and Safe Learning Environments (WCRSLE)</u>	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	<u>Access to Supports and Services</u>	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Governance	<u>Parental Involvement</u>	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a

Strategies:

- At Calgary Waldorf School, we continue to do a significant amount of work throughout our curriculum to raise awareness and understanding of indigenous and aboriginal cultures, both historically and in modern times, in the Calgary area, in Alberta, and in Canada (as well as in many other parts of the world).
- When possible, have local Indigenous Elders working with classes during Main Lesson on local history and geography.

Leadership

Calgary Waldorf School operates under collaborative governance and leadership structures and practices that maintains financial stability, administrative responsibility, and shared responsiveness to the school community's needs.

Outcomes

Calgary Waldorf School has excellent teachers who are active leaders within the school and their field.

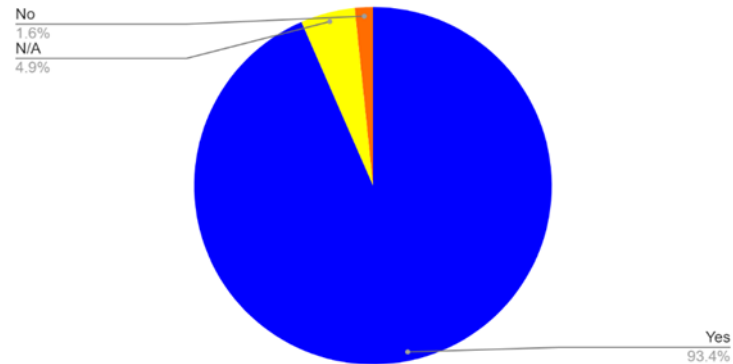
Calgary Waldorf School is a Full Member of the Association of Waldorf Schools of North America (AWSNA) and Waldorf Early Childhood Association (WECAN).

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.																							
	Authority										Measure Evaluation			Province									
	2019		2020		2021		2022		2023		Achievement	Improvement	Overall	2019		2020		2021		2022		2023	
	N	%	N	%	N	%	N	%	N	%				N	%	N	%	N	%	N	%	N	%
Overall	126	85.5	120	86.0	89	87.0	90	88.1	79	90.4	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	49	93.8	50	93.9	32	86.5	30	91.6	16	93.5	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	56	66.7	60	66.8	43	76.3	44	76.7	48	79.3	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	21	95.8	10	97.4	14	98.2	16	96.0	15	98.3	Very High	Maintained	Excellent	33,290	89.1	33,951	89.3	30,187	89.2	30,938	89.3	32,322	89.3

Notes:

1. Data values have been suppressed where the number of respondents/students is fewer than 6. Suppression is marked with an asterisk (*).
2. The AEA survey was introduced as a pilot in 2020/21, when participation was also impacted by the COVID-19 pandemic. Caution should be used when interpreting trends over time.

Is your child being taught the knowledge, skills and attitudes necessary for lifelong learning?



Comment on Results

We maintained our standard in this area, and we continue to exceed the Alberta average. Our community also supported this finding in our community survey, completed in May of 2023. Full results may be found in appendix A.

Strategies

We continue to offer a full Waldorf curriculum in which students learn two languages (German and French), Handwork, Practical Arts, Eurythmy, Fine Art and Music. Our teachers cycle with their class, which ensures that they have a deep understanding of each student’s learning capacity.

Our school programs, such as extracurricular sports, outdoor education and educational field trips returned to full operation in the 2022-2023 school year. We hosted the Class 5 Pentathlon and attended the Class 6 Medieval Games. Both events are held in conjunction with the W.I.S.E school in Edmonton.

Community Education and Engagement

The school serves as a community in which children benefit from teachers, staff and parents striving together to support Waldorf education and learning.

Outcomes

Calgary Waldorf School facilitates a strong community who are committed to supporting the education of our children through initiatives which are in service of the school.

Percentage of teacher, parents, 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.

	Calgary Waldorf School	Alberta
	2021 - 2023 Avg	2021 - 2023 Avg
	%	%
Overall	92.1	88.1
Parent	94.8	88.8
Student	86.9	82.0
Teacher	94.6	93.9

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

	Calgary Waldorf School	Alberta
	2021 - 2023 Avg	2021 - 2023 Avg
	%	%
Overall	83.7	81.1
Parent	82.0	76.5
Student	79.6	80.0
Teacher	89.3	88.8

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

	Calgary Waldorf School	Alberta
	2021 - 2023 Avg	2021 - 2023 Avg
	%	%
Overall	89.7	88.6
Parent	89.4	85.2
Student	88.4	85.8
Teacher	91.4	94.7

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

	Calgary Waldorf School	Alberta
	2021 - 2023 Avg	2021 - 2023 Avg
	%	%
Overall	91.9	85.4
Parent	95.3	86.2
Student	84.8	77.2
Teacher	95.7	92.8

Comment on Results

As a school community we continue to exceed the Alberta 3-year average.

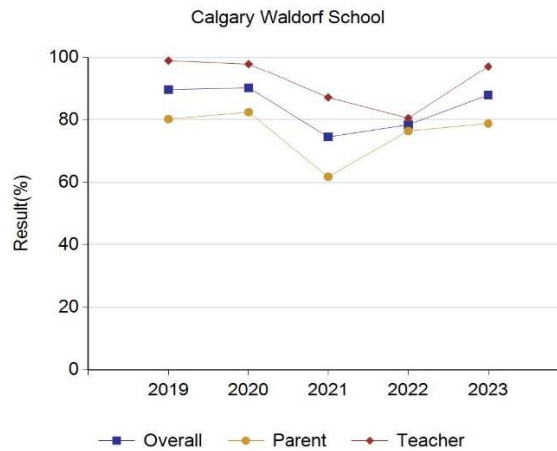
Strategies

Our robust community events program was almost back to full strength. We welcomed three guest speakers to engage with our community over zoom. This was part of the enlivening of the Parent Education program. This work will continue into 2023-2024.

Parent Involvement

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

	Calgary Waldorf School	Alberta
	2021 - 2023 Avg	2021 - 2023 Avg
	%	%
Overall	83.2	78.9
Parent	77.6	72.4
Teacher	88.8	85.5



The parents in our Calgary Waldorf School community have participated in the preparation of this combined Report and Plan through the following opportunities:

Calgary Waldorf parents serve on and make up the majority of members of standing Committees and ad hoc working groups. The Committee/working group activity fed into and informed this combined Report and Plan for Alberta Education.

Parents make up the majority of the members of our Board of Directors, and so our parent community had direct representation within the information-gathering, analysis, discussion, planning, and decision-making activities that went into the preparation of this combined Report and Plan for Alberta Education.

Local measures were taken from a community Survey completed in May 2023.

Summary of our Financial Results for the 2022/2023 School Year

The following Financial Statement Summary for the 2022/23 school year was approved by the Calgary Waldorf School Society's Board of Directors on November 23, 2023.

As of November 30, 2023, our complete 2022/23 Audited Financial Statements will also be available to our school community and to the public on our school's website (www.calgarywaldorf.org): within the secure "CWS Parents - Important Documents" zone and within the open-to-the-public "Resources - Public Documents" zone, respectively.

Statement of Revenue and Expenditures: Summary for the Year Ended August 31, 2023:

Tuition and other fees	2,586,725.00
AB Ed Grants	1,188,023.00
Donations & Gifts	56,521.00
Interest & Other Income	<u>412,426.76</u>
Total Revenue	4,243,695.76
Salaries & Employee Benefits	2,993,348.06
Services, contracts, supplies	1,108,511.51
Amort	<u>21,963.00</u>
Total Expenses	4,123,822.57
Excess of revenue over expenditures	119,873.19

[Link to Audited Financial Statement](#)

Whistle-blower Protection

No disclosures under the Public Interest Disclosure Act (2013) were received over the course of this year.

Timelines and Communication for this Annual Report Document

This Annual Education Results Report and Education Plan are available to the school community members on the school's website (www.calgarywaldorf.org).

Notice of the posting of the report is delivered to parents and the broader community via the monthly school e-newsletter.

All parents and members of the CWS community have access to the audited financial statements and summary budget through our website. Copies are available from the school upon request at any time during the year.

Addendum: Created February 28th, 2024.

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

	Calgary Waldorf School	Alberta
	2021 - 2023 Avg	2021 - 2023 Avg
	%	%
Overall	86%	84.8%
Student	69.5%	71.1%
Parent	93.1%	88.0%
Teacher	95.4%	94.3%

Professional Learning, Supervision and Evaluation:

The Calgary Waldorf School has a formal schedule for professional learning, supervision, and evaluation. Teachers who do not have their Waldorf Certification attend a yearly course to support their understanding of the Waldorf curriculum. All new educators to Waldorf are assigned a mentor and experienced teachers at the school use a peer mentorship system. All new teachers are evaluated annually. Once a teacher receives 'senior' status, they are evaluated every three to five years. All teachers may request an evaluation at any time and the school can initiate an evaluation if a need is identified.