



ANNUAL EDUCATION RESULTS REPORT for 2020/2021

December 2021

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 2020/2021 school year was prepared under the direction of the Board/Board of directors in accordance with the responsibilities under the Education Act and the Fiscal Planning and Transparency Act. 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 2020/2021 was approved by the Board on November 25th, 2021.



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.

Trend Issues and Noteworthy Events

March 16, 2020, saw Alberta Education and Alberta Health Services close Alberta Schools indefinitely and a switch to Ongoing Learning occurred at the Calgary Waldorf School.

Our 2020/21 school year began on September 2, 2020, under Alberta Education's Scenario 1 Re-entry Plan.

At-home learning was mandated by the province for students in grades 7-12 on November 3rd 2020 until January 11th, 2021, and May 3rd -May 25th 2021.

All students from Preschool to grade Nine were mandated by the province to enter At-home-learning from January 4th until January 11th, 2021 and on May 7th until May 25th, 2021.

Decreased enrolment in September 2020 as families choose to home-school during the pandemic.

Our community and festival life was affected by external health mandates which did not allow us to gather as we would traditionally.

Combined 2021 Accountability Pillar Overall Summary

Caution should be used when interpreting survey results over time as 2020/21 was a pilot year for the AEA survey and participation was impacted by the COVID-19 pandemic. The 2020/21 survey results were **not**:

- o Evaluated against the provincial standards (Achievement) or previous 3-year averages (Improvement);
- o Included in the calculation of future provincial standards for new survey measures; or
- o Included in the calculation of 3-year averages used to evaluate improvement of future survey results.

Spring 2021

Authority: 9224 Calgary Waldorf School Society

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	Improvement	Overall
Student Growth and Achievement	Student Learning Engagement	88.7	n/a	n/a	85.6	n/a	n/a	n/a	n/a	n/a
	Citizenship	90.0	89.3	88.6	83.2	83.3	83.0	n/a	n/a	n/a
	3-year High School Completion	n/a	n/a	n/a	83.4	80.3	79.6	n/a	n/a	n/a
	5-year High School Completion	n/a	n/a	n/a	86.2	85.3	84.8	n/a	n/a	n/a
	PAT: Acceptable	n/a	n/a	94.4	n/a	n/a	73.7	n/a	n/a	n/a
	PAT: Excellence	n/a	n/a	34.4	n/a	n/a	20.3	n/a	n/a	n/a
	Diploma: Acceptable	n/a	n/a	n/a	n/a	n/a	83.6	n/a	n/a	n/a
	Diploma: Excellence	n/a	n/a	n/a	n/a	n/a	24.1	n/a	n/a	n/a
Teaching & Leading	Education Quality	93.0	94.9	94.2	89.6	90.3	90.2	n/a	n/a	n/a
Learning Supports	Welcoming, Caring, Respectful and Safe Learning Environments (WCRSLE)	91.6	n/a	n/a	87.8	n/a	n/a	n/a	n/a	n/a
	Access to Supports and Services	75.4	n/a	n/a	82.6	n/a	n/a	n/a	n/a	n/a
Governance	Parental Involvement	74.5	90.2	89.2	79.5	81.8	81.4	n/a	n/a	n/a

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 2020/21 administration of the AEA survey was a pilot. The Citizenship measure was adjusted to reflect the introduction of the new AEA survey measures. In addition, participation in the survey was impacted by the COVID-19 pandemic. Evaluations have not been calculated as 2020/21 survey results are not comparable with other years.
3. Participation in the 2019/20 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. Caution should be used when interpreting high school completion rate results over time.
4. The "N/A" placeholder for the "Current Result" for PAT and Diploma Exam measures are included until results can be updated in the Fall.
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 (6e et 9e année), French Language Arts (6e et 9e année), Mathematics (Grades 6, 9, 9 KAE), Science (Grades 6, 9, 9 KAE), Social Studies (Grades 6, 9, 9 KAE).
6. Participation in the Provincial Achievement Tests and Diploma Examinations was impacted by the fires in 2016 and 2019, as well as by the COVID-19 pandemic in 2020. Caution should be used when interpreting trends over time.
7. 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.

Outcome One: Alberta's students are successful

The 2020/21 Provincial Achievement Tests were optional. The following data reflects Calgary Waldorf School performance for 2016-2019.

- Participation in the Provincial Achievement Tests (PATs) and Diploma Examinations was impacted by the COVID-19 pandemic.
- Results for the 2019/20 school year are not available for the PATs, Diploma Examinations, and Diploma Exam Participation Rate.

Performance Measure	Results (in percentages)					Target	Evaluation		
	2016	2017	2018	2019	2020	2020	Achievement	Improvement	Overall
Overall percentage of students in Grades 6 and 9 who achieved the acceptable standard on Provincial Achievement Tests (overall cohort results).	97.1	98.7	93.2	95.7	n/a		Very High	Maintained	Excellent
Overall percentage of students in Grades 6 and 9 who achieved the standard of excellence on Provincial Achievement Tests (overall cohort results).	29.4	53.3	23.9	45.0	n/a		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. 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 (6e et 9e année); French Language Arts (6e et 9e année); Mathematics (Grades 6, 9, 9 KAE); Science (Grades 6, 9, 9 KAE); and Social Studies (Grades 6, 9, 9 KAE).
4. Participation in Provincial Achievement Tests was impacted by the fires in May to June 2016 and May to June 2019. Caution should be used when interpreting trends over time for the province and those school authorities affected by these events.

Comments on Results

Our Sixth Grade Class performed exceptionally well on the 2019 Provincial Achievement tests, with 100% of all students meeting Acceptable Standard in Language Arts, Science and Social Studies, and 23 of our 24 students meeting Acceptable Standard in Mathematics.

The performance of our Ninth Grade Class on the 2019 Provincial Achievement tests was also excellent. 100% of our students achieved Acceptable Standard in every subject, again surpassing their provincial counterparts. As well, the percentages of CWS Ninth Grade students achieving Standard of Excellence in Language Arts, Math and Science were higher than the provincial percentages.

Strategies

- Completed the work on formats for Student Assessment and Student Reports in each of the three Divisions (i.e., Early Childhood, Elementary, and Middle School Divisions). The process that began in 2019 will continue to finalize the development of a consistent, user-friendly approach for parents, students, and teachers.
- Continue working with two written assessments and two parent conversations spaced throughout the year. This was implemented in 2019/2020.
- Began to implement standardised reading and numeracy assessment in classes 3-9.

Citizenship – Measure Details

Percentage of teachers, parents and students who are satisfied that students model the characteristics of active citizenship.																							
	Authority										Measure Evaluation			Province									
	2017		2018		2019		2020		2021		Achievement	Improvement	Overall	2017		2018		2019		2020		2021	
	N	%	N	%	N	%	N	%	N	%				N	%	N	%	N	%	N	%	N	%
Overall	222	89.2	204	89.3	201	87.0	181	89.3	136	90.0	n/a	n/a	n/a	299,972	83.7	253,727	83.0	265,614	82.9	264,413	83.3	230,843	83.2
Parent	56	96.4	48	94.6	49	91.8	50	95.2	32	91.1	n/a	n/a	n/a	32,863	82.7	35,482	81.7	35,247	81.9	36,891	82.4	30,905	81.4
Student	132	73.5	134	75.3	131	69.3	121	72.8	90	80.5	n/a	n/a	n/a	235,647	74.4	185,623	73.9	197,090	73.5	193,577	73.8	169,741	74.1
Teacher	34	97.6	22	98.2	21	100.0	10	100.0	14	98.6	n/a	n/a	n/a	31,462	94.0	32,622	93.4	33,277	93.2	33,945	93.6	30,197	94.1

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2. The AEA survey was introduced as a pilot in 2020/21, when participation was also impacted by the COVID-19 pandemic.
3. The Citizenship measure was adjusted to reflect the introduction of the new AEA survey measures in 2019/20. Caution should be used when interpreting trends over time.
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.

Comment on Results

In 2021 we see an improvement of aggregated confidence between parents, students, and teachers.

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.

Outcome Two: First Nations, Métis, and Inuit students in Alberta are successful

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).
- The teacher's professional development includes a group study of the book *Decolonising Education* by Marie Baptiste.
- 2020/21 we continued a working relationship with Skaronhyase'kó:wa The Everlasting Tree School
- We have had local Indigenous Elders working with classes during Main Lesson on local history and geography.

Outcome Three: Alberta has excellent teachers, school leaders, and school authority leaders

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									
	2017		2018		2019		2020		2021		Achievement	Improvement	Overall	2017		2018		2019		2020		2021	
	N	%	N	%	N	%	N	%	N	%				N	%	N	%	N	%	N	%	N	%
Overall	144	84.2	127	85.0	126	85.5	120	86.0	89	87.0	n/a	n/a	n/a	207,304	81.9	175,907	81.8	181,846	82.2	184,393	82.4	157,680	81.9
Parent	56	90.7	48	91.8	49	93.8	50	93.9	32	86.5	n/a	n/a	n/a	32,874	80.1	35,489	79.9	35,252	80.1	36,901	80.1	30,817	81.7
Student	54	65.6	57	67.8	56	66.7	60	66.8	43	76.3	n/a	n/a	n/a	142,957	77.7	107,780	77.2	113,304	77.4	113,541	77.8	96,676	74.9
Teacher	34	96.3	22	95.4	21	95.8	10	97.4	14	98.2	n/a	n/a	n/a	31,473	88.0	32,638	88.4	33,290	89.1	33,951	89.3	30,187	89.2

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4. Student participation in the survey was impacted between 2014 and 2017 due to the number of students responding through the OurSCHOOL/TFM (Tell Them From Me) survey tool.

Comment on Results

- We continue to increase our outcome in this area.

Strategies

- We are beginning to implement a re-enlivened outdoor program. We will begin in the 2021/22 year with our Middle School and expand over the next 3-5 years.
- We have continued splitting classes for Practical Arts. ICT and Language programming in the Middle School to allow for a higher teacher to student ratio.
- Our music program implemented a strings (ukuleles) component to account for the inability to play wind instruments and sing. This addition will continue in our program beyond the pandemic.
- Our fine arts program continued into the 2020/21 school year allowing for students to have greater instruction in this area.

Outcome Four: Alberta's K-12 education system is well governed and managed

Performance Measure	Results (in percentages)					Evaluation		
	2017	2018	2019	2020	2021	Achievement	Improvement	Overall
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.	93.0	92.5	89.8	91.4	91.6	n/a	n/a	n/a
Percentage of teachers, parents and students satisfied with the overall quality of basic education.	93.4	93.9	94.0	94.9	93.0	n/a	n/a	n/a
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.	94.0	94.5	93.9	94.7	94.6	n/a	n/a	n/a

Percentage of teacher and parent satisfaction that students demonstrate the knowledge, skills and attitudes necessary for lifelong learning.	70.1	70.7	70.1	73.5	90.1	n/a	n/a	n/a
Percentage of teachers and parents satisfied with parental involvement in decisions about their child's education.	89.8	88.0	89.6	90.2	74.5	n/a	n/a	n/a
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.	83.6	83.4	83.0	85.8	70.5	n/a	n/a	n/a

Comment on Results

- Not all performance measures increased during 2020/21 school year. Many of the decreases can be accounted for in the lack of opportunity for parent involvement and change in school access for parents due to the pandemic. The inability to have community gatherings and parent volunteers within the classroom would have contributed to the drop in parent satisfaction

Strategies

- New Education Plan includes the use of parent focus groups and surveys to gather local data.
- Alternative Volunteer activities being offered.
- Increased opportunity for parents and community members to participate in parent education evenings. These are held quarterly and remotely. We often invite the Waldorf community from the W.I.S.E school in Edmonton.

Future Challenges

- An ongoing challenge is to strengthen our community as we move out of the pandemic.
- We also have the challenge of increasing our enrolment to pre-pandemic levels.

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 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.

Summary of our Budget for the 2020-2021 School Year

The following summary of our Budget for the 2020 – 2021 school year was approved by the Calgary Waldorf School Society’s Board of Directors on May 14, 2020.

The complete 2020 – 2021 Budget and the Budget Report Form filed with Alberta Education is available to parents and other members of the Calgary Waldorf School community, by contacting the Financial Manager via the School office.

Summary of the Budget for the 2020 – 2021 School Year:

Revenue

Tuition and other fees	\$2,210,577
Alberta Education grants	1,159,821
Interest and other income	100,500
Total Revenue	<u>\$3,470,898</u>

Expenses

Salaries and employee benefits	\$2,887,610
Services, contracts, and supplies	632,866
Amortization of capital assets	20,000
Total Expenses	<u>\$3,540,476</u>

Excess (deficit) of Revenue over Expenditures	(\$69,576)
Operating surplus, as at Aug 31, 2020	<u>\$544,255</u>
Net surplus (deficit)	\$474,679

Key Financial Information for the 2020 – 2021 School Year:

The 2020 - 21 budget approved by the Board of Directors was based on enrolment of 204 students. Our actual enrolment as of September 30, 2020, was 186, thus tuition revenue is expected to be \$200,000 less.

The Calgary Waldorf School (CWS) received \$465,800 through the Canada Employment Wage Subsidy (CEWS) during the 2019-20 school year. Due to this funding, there was an operating surplus of \$544,224 as of August 31, 2020.

Due to significantly decreased enrolment, CWS anticipates continuing to qualify for CEWS funds in the 2020-21 school year. The dollar amount of these funds is uncertain due to the ever-changing nature of the program.

Any accumulated operating surplus as a result of the CEWS grant money will be transferred to our Future Operations Fund to ensure the school remains operational after the impacts of the decreased enrolment experienced in the 2019-20 and 2020-21 school years.

The CWS Tuition Fees were increased by 2%.

The Budget is based on operating revenues and costs and does not include any potential income from fundraising or donations.

Summary of our Budget for the 2021-2022 School Year

The following summary of our Budget for the 2021 – 2022 school year was approved by the Calgary Waldorf School Society’s Board of Directors on May 20, 2021.

The complete 2021 – 2022 Budget and the Budget Report Form filed with Alberta Education is available to parents and other members of the Calgary Waldorf School community, by contacting the Financial Manager via the School office.

Summary of the Budget for the 2021 – 2022 School Year:

Revenue

Tuition and other fees	\$2,089,189
Alberta Education grants	1,159,821
Interest and other income	85,540
Total Revenue	\$3,224,550

Expenses

Salaries and employee benefits	\$2,852,063
Services, contracts, and supplies	740,071
Amortization of capital assets	20,000
Total Expenses	\$3,592,134
Excess (deficit) of Revenue over Expenditures	(\$257,584)
Operating surplus, as at Aug 31, 2021	\$1,161,200
Net surplus (deficit)	\$903,616

Key Financial Information for the 2021 – 2022 School Year:

The 2021 - 22 budget approved by the Board of Directors was based on enrolment of 200 students. Our actual enrolment as of September 30, 2021 is 212, thus tuition revenue is expected to be \$94,000 more.

The Calgary Waldorf School (CWS) received \$713,094 through the Canada Employment Wage Subsidy (CEWS) and the Canada Emergency Rent Subsidy (CERS) during the 2020-21 school year. Due to this funding, there was an operating surplus of \$1,161,200 as of August 31, 2021.

Due to decreased enrolment, CWS anticipates continuing to qualify for CEWS funds for the available periods in 2022. The dollar amount of these funds is uncertain due to the ever-changing nature of the program.

Any accumulated operating surplus as a result of the government subsidies will be transferred to our Future Operations Fund to ensure the school remains operational after the impacts of the decreased enrolment experienced in the 2019-20 and 2020-21 school years.

The 2021-22 CWS Tuition Fees remained the same as 2020-21.

The Budget is based on operating revenues and costs and does not include any potential income from fundraising or donations.

Parent Involvement

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. This 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.

Whistleblower 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 newsletter.

All parents and members of the CWS community have access to the financial reports, which were also shared at the annual school meeting held in February 2020.

Copies are available from the school upon request at any time during the year.