

# SCA SPIRITUAL PROGRAMMING SUCCESS FACTORS

May 2022 Update

# OVERVIEW

- **Objective:**







- This presentation is to help EIPS and the Society to understand several key spiritual programming success factors for Strathcona Christian Academy Elementary School (SCE) and Strathcona Christian Academy Secondary School (SCS). The intent is to continuously improve and evaluate the Christian programming at SCE and SCS.
- The December update is an internal health check that is to be reviewed by the Society and SCE/SCS Administration.
- The May update is intended to be a discussion between the Society and EIPS leadership and shared with parents & caregivers at School Council.

- **Content:**





- The categories of the spiritual success factors are as follows:

<b>Stakeholder</b>	<b>Key Performance Indicators (KPIs)</b>
Students	In School Activities
	Mission Trips
Staff/EIPS	Spiritual Support
	Principal Alignment and Staff Planning
	Relationship
Parents	In School Activities





# STUDENTS – IN SCHOOL ACTIVITIES

Measure	Target KPI	December KPI	May KPI	On Target?	Comments
Morning Devotions - Elementary	98% (Every morning)	100%	100%		Homeroom teachers lead 5-10 min devotionals in the morning
Morning Devotions - Secondary	98% (Every morning)	100%	100%		Pastor Jordie leads school wide devotionals on Monday mornings, first block teachers lead devotionals with their classes
Chapel - Elementary	10 per year	1/10 – 10%	4/10 – 40%		Large chapels impacted due to COVID restrictions from Sept to Dec
Chapel - Secondary	10 per year	2/10 – 20%	4/10 – 40%		School wide chapels impacted due to COVID restrictions from Sept to Dec. Held chapel like experiences in individual classes.
Spiritual Emphasis Event/Retreat - Elementary	98% Attendance (One day for Grade 4, 5 and 6)	98%	98%		Moved from two day Grade 6 retreat to one day retreats in Grades 4, 5 and 6
Spiritual Emphasis Event/Retreat - Secondary	98% Attendance (One for Grade 9 and 12)	0%	0%		Planning on doing a Grade 9 and 12 Retreat in June



# STUDENTS – MISSIONS TRIPS

Measure	Target KPI	December KPI	May KPI	Status	Comments
Elementary - Annual Exchange Program	1 Plan per year	0%	100%		Hosting FFHM Leaders in May 2022
Elementary - Missions Giving Program	1 Plan per year	0%	100%		Not applicable for 2021/2022
Secondary - Missions or Service Event Involvement	Every student part of missions/service event	0%	50%		Missions Classes are doing Outreach in partnership with SPAC in May to Millbourne area providing needs for the community
Missions 10/20/30 Classes	3 Mission classes being held	100%	100%		89 Students registered in Missions 10/20/30 (25% of High School students)






# STAFF/EIPS – SPIRITUAL SUPPORT

Measure	Target KPI	December KPI	May KPI	Status	Comments
Morning Staff Devotions - Elementary	98% (3 per week)	33%	99%		Held virtually once a week in fall and are back to 3/week in person
Morning Staff Devotions - Secondary	98% (3 per week)	33%	99%		Back to in person 3/week and start each staff meeting with a devotion
Joint Christian PD Day	98% Attendance by all Teachers	98%	98%		Impacted by new EIPS calendar, no longer attending ACSI conference but hosting with FSCS, SCS & SCE a Christian PD Day. Teachers attend according to their FTE.
Christian Worldview Training	100% Attendance for Teachers -2 sessions through out the year	0%	0%		In August, SCS & SCE hosting a training day for all teachers on integrating Christian Worldview led by Mr. De Roo

## STAFF/EIPS – PRINCIPAL ALIGNMENT, STAFF PLANNING & RELATIONSHIP

Measure	Target KPI	December KPI	May KPI	Status	Comments
Society Participation in Interviews	100% of Society Participation in Interviews	N/A	100%		Partnered with EIPS to be part of the hiring process for Secondary Principal in 2021
New Principal Planning Involvement	Includes pre-engagement with potential future candidates	N/A	N/A		No specific measure. Pre-engagement plan has been completed and utilized for Secondary Principal in 2021.
Principal Performance (Discussion)	N/A	N/A	N/A	N/A	N/A
Alternative Program Agreement Review (Discussion)	N/A	N/A	N/A	N/A	N/A

# PARENTS

Measure	Target KPI	December KPI	May KPI	Status	Comments
Family Commitment Form Signed	100%	100% - EIPS Registration Commitment Statement  97% Society Docusign	100% - EIPS Registration Commitment Statement  85.7% Society Docusign		Forms sent out in March after EIPS Re-registration. 97% signed for 2021/2022 85.7% signed for 2022/2023
Alternative Program Fees Paid	97.5%	94.1%	94.1%		
Fee Assistance Provided	2.5%	1.6%	1.6%		0.3% requested fee assistance for 2022/2023 as of right now
New Parent Meet & Greet/Orientation	98%	100%	100%		SCE meets with each family and student that comes to SCE. SCS hosted their New Parent Orientation in March.
School Council Engagement	2 Meetings per school per year at both School Councils	150%	400%		Society has attended all School Council meetings so far this year (15/15). Council Chairs also attended 1 Society meeting.

# FLOURISHING SCHOOL CULTURE INITIATIVE

May 2022 Update



# PURPOSE

- STRENGTH
  - Responsibility
    - Leaders, teachers, and support staff feel a sense of shared ownership for school mission, success, and improvement.
  - Holistic Teaching
    - Teaching involves helping students develop spiritually and emotionally (teaching the heart and soul, as well as the mind).
- OPPORTUNITY
  - Questioning
    - Students have doubts about their faith, lack time to pray or study the Bible, and feel that most Christians are too judgmental. Very common at all schools, not necessarily a “negative” if it’s openly discussed

# RELATIONSHIPS

- STRENGTH
  - Supportive Leadership
    - Principals are trusted, teachers feel that leaders “have our backs,” and leaders empower teachers and staff to make decisions.
- OPPORTUNITY
  - Caring Environment
    - From the perspective of school graduates, teachers were kind, students felt included in class, and students were protected from bullying. Bullying, safety has really been impacted by Covid, also related to cyber bullying, training on social media, cyber bullying.

# TEACHING AND LEARNING

- STRENGTH
  - Professional Development
    - PD is provided on-site and is subject- and role-specific.
  - Qualified Staff
    - New teacher hires are credentialed (licensed/certified) and have classroom experience
- OPPORTUNITY
  - Outcomes Focus
    - Process doesn't matter if it isn't producing results, and change is distracting if it doesn't lead to increases in student achievement. Busyness construct, cut through it and find what's really impacting students, could be exaggerated by Covid, does your strategic plan include things we'll stop doing?

# EXPERTISE AND RESOURCES

- STRENGTH
- OPPORTUNITY
  - Resource Planning
    - A strategic financial plan and master facilities plan is in place, and financial planning is a strength of the board. Definitely this is something we all had listed before the survey was done. This is one of our key items for next year.

# WELL-BEING

- STRENGTH
- OPPORTUNITY
  - Stress
    - Constant feelings of stress and being overwhelmed accompany a lack of time to prepare for instruction (Teachers) or to focus on physical health (Leaders).
    - Commentary: (many others in that boat, do you have a wellness plan, definitely a COVID item, we did establish a wellness committee)