

The Father's House Christian School

2020-2025 Strategic Plan

Authority: 9253 The Father's House Christian Fellowship: Sturgeon County

Accountability Statement:

The five year strategic plan for the 2020/2021 – 2024/2025 school year starting August 31, 2020 for The Father's House Christian Fellowship: Sturgeon County (The Father's House Christian School) was prepared under the direction of the Board in accordance with its responsibilities under the Private Schools Regulations and the Education Grants Regulations. This document was developed in the context of the provincial government's business and fiscal plans. The Board has used the results reported in the document and stakeholder feedback to the best of its abilities to develop the five year strategic plan and is committed to implementing the strategies contained within the Education Plan to improve student learning and results.

The Board approved the five year strategic plan for 2020/2021 – 2024/2025 on November 24th, 2020.

This report is available at the TFHCS office.

The Father's House Christian School.

Box 3166, Morinville AB, T8R 1S1 / 55521 – RD 254 Sturgeon County AB, T8R 0S2

Phone: 780.939.2987

www.tfhschool.ca

TFHCS Mission:

The Father's House Christian School, in partnership with families and The Father's House Church, exists to equip and empower students to pursue academic excellence in a biblically-based educational environment, and to live as disciples who CARE. (Revised: August 2017 in collaboration with students, staff, parents and leadership representatives).

TFHCS Vision:

Students will leave TFHCS equipped to face life situations with quality of character, personal integrity, high moral and academic standards, and an understanding of their call and purpose in the Kingdom of God to better serve mankind.

Students will understand that optimism, perseverance, and diligence are key to overcoming challenges. They will gain the means and confidence to help themselves and others.

Students will have knowledge and understanding in the areas of: Language Arts, Mathematics, Science, Social Studies, and the use of technology, while gaining an appreciation for History, Literature, Physical Education, Art, Drama and Music.

Students will understand that learning never ends and that everyone around them: parents, church, school and community share with them the responsibility to ensure that they are provided with the best possible education.

Parents and school leadership will assist in the decisions on how to best use the available resources to enable students to meet and exceed accepted standards and expectations of learning, to ensure that the focus on spending will continue to support and improve student learning.

The school will demonstrate that students are learners. Teachers will continue to seek professional development opportunities and be well prepared to help students meet performance standards to attain learning expectations. Teachers have the freedom to teach, to develop new skills, share in decision-making and support one another.

Collaborative Involvement: Volunteer Parent Council Members, students, staff, and board were a part of our digital collaborative strategic planning sessions in September, October and November of the 2020/2021 school year. School staff, parents, pastors, and board members discussed the deficits within the reporting results to define required areas of growth. From these areas, collaborative groups developed ways to meet these areas through the objectives and strategies. TFHCS shared our Annual Education Results report with parent council, staff, and board in September/October 2020 to discuss any questions they had and define areas for improvement. Progress is reviewed throughout the year and Parent Council is involved in an advisory capacity on an on-going basis at our regular digital monthly meetings.

Financial Information

Total Revenues of \$3,060,796 in 2019-2020:

- 97.72% came from Alberta Education
- 2.28 % came from other sources
- 11.90% was received for Kindergarten and Grades 1 to 12
- 87.34% was received for Home Education
- 0.76% was received for Operations & Maintenance

Total Expenses of \$3,034,356 in 2019-2020:

- 12.30% was spent on Kindergarten and Instruction Grades 1 to 12
 - 81.59% was spent on Home Education
 - 6.11% was spent on Operations and Maintenance of Schools and Board and System Administration
- Surplus of \$26,439

Total Revenues of \$3,169,626.00 budgeted for 2020-2021:

- 96.28% comes from Alberta Education
- 3.72% comes from other source
- 12.66% is received for Kindergarten and Grades 1 to 12
- 85.92 is received for Home Education
- 1.42% is received for Operations and Maintenance of Schools and Board and System Administration

Total Expenses of \$3,165,617 budgeted for 2020-2021:

- 13.01% is spent on Instruction Kindergarten and Grades 1 to 12
- 79.51% is spent on Home Education
- 7.48% is spent on Operations and Maintenance of Schools and System Administration

Additional Information:

For additional financial information including the Audited Financial Statements for the 2019-2020 school year and the Budget Report for the 2020-2021 school year, please contact Silmara Guimaraes, Accounts Manager, The Fathers House Christian School, 780-939-2987.

The Three-Year Plan is communicated to the school community at an Annual Meeting of both the school and church. Ongoing communication regarding goals and priorities are provided by administration at monthly meetings such as : Parent Council, Quarterly Student Awards events, the annual Year End Banquet, newsletter updates, leadership team meetings and staff meetings.

2019-2020 FINANCIAL SUMMARY

Revenue Summary	
Alberta Education Grades K-8	294,821
Home Education	2,673,296
Operations & Maintenance	23,135
Fees	35,344
Other Revenue	34,200
Total Revenue	3,060,796

Expenses Summary	
Grades K-8	373,306
Home Education	2,475,837
Administration	58,223
Operations & Maintenance	126,991
Total Expenses	3,034,357

Total Revenue Less Expenses	26,439
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2020-2021 BUDGET

Revenue Summary	
Alberta Education Grades K-8	283,391
Home Education	2,723,400
Operations & Maintenance	28,812
System Administration	16,023
Fees	70,500
Other	47,500
Total Revenue	3,169,626

Expenses Summary	
Grades K-8	412,013
Home Education	2,517,008
Administration	38,533
Operations & Maintenance	198,063
Total	3,165,617

Total Revenue Less Expenses	4,009
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Definitions:

OTC: One Time Cost (Cost is not budgeted year to year)

AC: Annual Cost (To be included in budgets going forward)

Shaded areas indicate strategies will carry forward.
Large budget items.
X: indicates the year a strategy begins.
XX, XXX, XXXX, XXXXX: indicates the year a strategy begins and the consecutive years the budget is affected

1. Student Growth and Achievement

1.1. Increase growth in literacy and numeracy outcomes.

Context:

TFHCS has traditionally been an ACE school, using PACE’s for curriculum application. Transitioning Social, English (partial) and Science to classroom teaching (within a Christian worldview, through Christian curriculum, using Christian pedagogies, taught by Christian educators) will increase critical thinking skills, provide opportunities for writing practice, introduce short stories, poetry, novel studies, provide opportunity for sentence structure development, increase reading and writing comprehension and allow for applications of written work. Teacher development and increasing teacher FTE are key necessary components for success.

Data Analysis:

1. Provincial Measures
 - 1.1 English Language Arts (Grade 6 and 9) PAT’s indicate high standards in reading and writing are required.
2. Local Measures:
 - 2.1 No data to evaluate PAT’s
 - 2.2 Teachers have raised concerns about student reading and writing levels in grades 6-8.
3. Stakeholder Feedback
 - 3.1 Parents have expressed concern of student writing skills.
 - 3.2 Parents have requested reading materials to use at home to support early literacy in students joining TFHCS from another school.
 - 3.3 Parents have expressed appreciation for the balance between teacher taught courses and independent learning courses.

Objective	Strategies & Timeline	Budget	Responsibility	Measurement
1.1.1 Coordinate curriculum to increase literacy (reading and writing) competencies,	Transition from Social PACE’s to Social Studies classes in grades 1 through 8 commencing the 2021/2022 school year.	Text books: \$2800 (OTC) Social: 7, 8 Science: 3, 4, 5, 6, 7, 8	TFHCS Team: professional staff & support staff.	All teachers are using the Alberta program of studies and Christian

<p>and foster engagement and lifelong learning.</p>	<table border="1"> <thead> <tr> <th>2020/2021</th> <th>2021/2022</th> <th>2022/2023</th> <th>2023/2024</th> <th>2024/2025</th> </tr> </thead> <tbody> <tr> <td>X</td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table> <p>Transition from a % of English and Word Building PACE's to Language Arts classes in grades 1 through 8 commencing the 2021/2022 school year.</p> <table border="1"> <thead> <tr> <th>2020/2021</th> <th>2021/2022</th> <th>2022/2023</th> <th>2023/2024</th> <th>2024/2025</th> </tr> </thead> <tbody> <tr> <td></td> <td>X</td> <td></td> <td></td> <td></td> </tr> </tbody> </table> <p>Transition from Science 7 & 8 PACE's to Science 7 and 8 classes in the 2020/2021 school year.</p> <table border="1"> <thead> <tr> <th>2020/2021</th> <th>2021/2022</th> <th>2022/2023</th> <th>2023/2024</th> <th>2024/2025</th> </tr> </thead> <tbody> <tr> <td>X</td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table> <p>Transition Science PACE's in grades 1 through 6 to Science classes in the 2022/2023 school year.</p> <table border="1"> <thead> <tr> <th>2020/2021</th> <th>2021/2022</th> <th>2022/2023</th> <th>2023/2024</th> <th>2024/2025</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td>X</td> <td></td> <td></td> </tr> </tbody> </table> <p>Transition from Literacy PACE's to Language Arts Supplemental Classes in grades 1 through 8 in the 2020/2021 school year.</p> <table border="1"> <thead> <tr> <th>2020/2021</th> <th>2021/2022</th> <th>2022/2023</th> <th>2023/2024</th> <th>2024/2025</th> </tr> </thead> <tbody> <tr> <td>X</td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025	X					2020/2021	2021/2022	2022/2023	2023/2024	2024/2025		X				2020/2021	2021/2022	2022/2023	2023/2024	2024/2025	X					2020/2021	2021/2022	2022/2023	2023/2024	2024/2025			X			2020/2021	2021/2022	2022/2023	2023/2024	2024/2025	X					<p>Language Arts: 3, 4, 5, 6, 7, 8 Note: Costs are offset by reduction in PACE orders.</p> <p>Teacher Resources: \$750.00 (OTC) Social: 7, 8 Science: 1, 2, 3, 4, 5, 6 Language Arts: 1, 2, 3, 4, 5, 6, 7, 8 Note: Costs are offset by reduction in PACE orders.</p>		<p>resources in Science, English and Social as per the transition schedule.</p> <p>Parent and staff satisfaction surveys, conversations, and written/oral feedback.</p> <p>Annual assessment of reading levels.</p>
2020/2021	2021/2022	2022/2023	2023/2024	2024/2025																																																		
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<p>1.1.2 Coordinate instruction to increase literacy (reading and writing) competencies, and foster engagement and lifelong learning.</p>	<p>Transition grades 5,6,7,8 to split classes (5 & 6) (7 & 8) by increasing FTE teacher by 1.0 FTE.</p> <table border="1"> <thead> <tr> <th>2020/2021</th> <th>2021/2022</th> <th>2022/2023</th> <th>2023/2024</th> <th>2024/2025</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td>X</td> <td>X</td> <td>X</td> </tr> </tbody> </table> <p>Increase literacy and numeracy teacher FTE from 0.675 to 1.0 FTE (0.375 increase).</p> <table border="1"> <thead> <tr> <th>2020/2021</th> <th>2021/2022</th> <th>2022/2023</th> <th>2023/2024</th> <th>2024/2025</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025			X	X	X	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025						<p>Teacher: 0.5 FTE \$34,000.00 (+/-) to 1.0 FTE 68,000.00 (+/-)</p> <p>0.375 FTE \$25,000.00 (+/-) (AC) Total: 1.375 FTE over two years.</p>	<p>Hiring Team: Senior staff, Principal, Board, Pastor</p>	<p>1.0 FTE professional certified Christian teacher hired.</p> <p>0.375 FTE professional certified Christian teacher hired.</p>																														
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	X	X	X	X																																																		
2020/2021	2021/2022	2022/2023	2023/2024	2024/2025																																																		
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<p>1.1.3 Increase reading competencies in accuracy and fluency to support comprehension and reading at grade level.</p>	<p>Application of Reading Roots and Sprouts Program in grades Kindergarten to grade three.</p> <table border="1"> <tr> <td>2020/2021</td> <td>2021/2022</td> <td>2022/2023</td> <td>2023/2024</td> <td>2024/2025</td> </tr> <tr> <td>X</td> <td>X</td> <td>X</td> <td>X</td> <td>X</td> </tr> </table> <p>Increased reading practice through pullouts in grades kindergarten to grade 3 through our volunteer program to build independent and guided reading competencies.</p> <table border="1"> <tr> <td>2020/2021</td> <td>2021/2022</td> <td>2022/2023</td> <td>2023/2024</td> <td>2024/2025</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </table> <p>Testing for reading levels in students to take place 3 times a year. September, January, June.</p> <table border="1"> <tr> <td>2020/2021</td> <td>2021/2022</td> <td>2022/2023</td> <td>2023/2024</td> <td>2024/2025</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </table> <p>Professional Development: Teaching Language Arts sharing session (Denise Barrett; Edmonton Public and Amy Wolfram; Edmonton Catholic, Andrea Acres; TFHCS) in January of 2021.</p> <table border="1"> <tr> <td>2020/2021</td> <td>2021/2022</td> <td>2022/2023</td> <td>2023/2024</td> <td>2024/2025</td> </tr> <tr> <td>X</td> <td>X</td> <td>X</td> <td>X</td> <td>X</td> </tr> </table> <p>'DEAR' drop everything and read program implementation for school wide sustained silent reading. Implementation within the library program.</p> <table border="1"> <tr> <td>2020/2021</td> <td>2021/2022</td> <td>2022/2023</td> <td>2023/2024</td> <td>2024/2025</td> </tr> <tr> <td></td> <td>X</td> <td>X</td> <td>X</td> <td></td> </tr> </table>	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025	X	X	X	X	X	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025						2020/2021	2021/2022	2022/2023	2023/2024	2024/2025						2020/2021	2021/2022	2022/2023	2023/2024	2024/2025	X	X	X	X	X	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025		X	X	X		<p>Substitute Teacher Costs: \$500.00 (AC)</p> <p>Appreciation gift cards: \$100.00 (OTC)</p> <p>Levelled Readers: \$1000.00 (AC) x 3 years</p>	<p>Teachers, Principal</p> <p>Teachers, Principals, Experienced presenters.</p> <p>Teachers and Support Staff</p> <p>Teachers and support staff</p>	<p>Students will participate in Reading Roots and Reading Sprouts program in Kindergarten and Grade 1.</p> <p>Students will increase reading levels working towards reading at grade level. Results will be noted in reading level assessments completed annually in September, January, and June.</p> <p>Student speech development will increase notably as assessed and noted through IPP evaluations.</p> <p>Student reading levels will increase through the assessments taking place three times each year.</p> <p>Teachers feel confident and are able to plan during monthly meetings for the following year's administration of English classes.</p> <p>Parent and Student feedback</p> <p>Students will increase reading levels working towards reading at grade level. Results will be noted in reading level assessments completed annually in September, January, and June.</p>
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<p>Development of guided reading sets (levelled readers) for students in Kindergarten through 8 to develop small group guided reading practice.</p> <table border="1"> <tr> <th>2020/2021</th> <th>2021/2022</th> <th>2022/2023</th> <th>2023/2024</th> <th>2024/2025</th> </tr> <tr> <td></td> <td>X</td> <td>X</td> <td>X</td> <td></td> </tr> </table> <p>Continue use of Lexia and one on one supports for reading competencies.</p> <table border="1"> <tr> <th>2020/2021</th> <th>2021/2022</th> <th>2022/2023</th> <th>2023/2024</th> <th>2024/2025</th> </tr> <tr> <td>X</td> <td>X</td> <td>X</td> <td>X</td> <td>X</td> </tr> </table>	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025		X	X	X		2020/2021	2021/2022	2022/2023	2023/2024	2024/2025	X	X	X	X	X	<p>Guided reading sets (Levelled Readers): \$500.00 (AC) x 3 years</p> <p>Lexia Program: \$400.00 (AC)</p>	Teachers	<p>Student reading levels will increase through the assessments taking place three times each year.</p> <p>Student reading levels will increase through evidence provided in diagnostic tests in the Lexia Program.</p>
	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025																		
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2020/2021	2021/2022	2022/2023	2023/2024	2024/2025																			
X	X	X	X	X																			

1.2. Increase the learning competencies in technology, health and options.

Context:

Currently Science PACES cover most health curriculum topics. Teachers supplement areas within the program of studies (not covered in PACE's) in independent health classes.

Data Analysis:

1. Provincial Measures
 - 1.1 Discrepancy between provincial measures (above 80%) and local measures (below 80%) indicate a need for improvement.
2. Local Measures:
 - 2.1 Measures indicate only 76.2% of parents are satisfied with the variety of courses offered at TFHCS, which is below the provincial measure of 82%.
3. Stakeholder Feedback
 - 3.1 Parents have indicated concern of student access to technology and options.
 - 3.2 Parents have indicated a desire to have a health course taught by teachers.

Objective	Strategies & Timeline	Budget	Responsibility	Measurement										
1.2.1 Develop monthly planning meetings to increase technology competencies within	<p>Implement monthly planning meetings for staff 10 Fridays within the school year to develop cross curricular planning.</p> <table border="1"> <tr> <th>2020/2021</th> <th>2021/2022</th> <th>2022/2023</th> <th>2023/2024</th> <th>2024/2025</th> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025							Teachers, Principal: Planning dates and meeting plans	Feedback indicates monthly meetings increase teacher competencies and confidence.
2020/2021	2021/2022	2022/2023	2023/2024	2024/2025										

cross-curricular project based learning.	<p>Map technology outcomes across the grades to develop cross curricular projects ensuring no gaps exist. Incorporate technologies and application of different software programs into existing core classes.</p> <table border="1" data-bbox="380 269 1039 350"> <thead> <tr> <th>2020/2021</th> <th>2021/2022</th> <th>2022/2023</th> <th>2023/2024</th> <th>2024/2025</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025								<p>Kindergarten to grade 8 technology outcomes are mapped out and communicated to all professional teaching staff.</p> <p>Student and Parent Feedback</p>																				
2020/2021	2021/2022	2022/2023	2023/2024	2024/2025																														
1.2.2 Increase availability of personalized learning devices in all classrooms.	<p>Purchase chrome books for each student at TFHCS to promote means and access to technology and google classroom.</p> <table border="1" data-bbox="380 464 1039 578"> <thead> <tr> <th>2020/2021</th> <th>2021/2022</th> <th>2022/2023</th> <th>2023/2024</th> <th>2024/2025</th> </tr> </thead> <tbody> <tr> <td>X</td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table> <p>Set up google classrooms and emails for each student.</p> <table border="1" data-bbox="380 643 1039 724"> <thead> <tr> <th>2020/2021</th> <th>2021/2022</th> <th>2022/2023</th> <th>2023/2024</th> <th>2024/2025</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table> <p>Purchase 10 mac books suitable to meet the technology outcomes in media.</p> <table border="1" data-bbox="380 821 1039 935"> <thead> <tr> <th>2020/2021</th> <th>2021/2022</th> <th>2022/2023</th> <th>2023/2024</th> <th>2024/2025</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td>X</td> <td>X</td> </tr> </tbody> </table>	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025	X					2020/2021	2021/2022	2022/2023	2023/2024	2024/2025						2020/2021	2021/2022	2022/2023	2023/2024	2024/2025				X	X	<p>Chromebooks: \$8000.00 (OC)</p> <p>Macbooks: \$20,000.00 Note: Purchased over a 2 year period of time (\$10,000.00/year)</p>	Teacher, Support Staff	<p>Each student has a google drive and access to a chrome book.</p> <p>Each staff member has a google drive.</p> <p>Student and parent satisfaction</p> <p>Each student has exposure and resources to meet technology curriculum outcomes (media).</p>
2020/2021	2021/2022	2022/2023	2023/2024	2024/2025																														
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			X	X																														

1.3. More students complete high school and transition to a post secondary program or apprenticeship program after high school.

Context:

TFHCS serves 1867 home education students. The majority of these students reside in congregated sites. The culture within these communities adheres to all students completing their education at the end of grade nine. As a result, the accountability pillar is drastically skewed by the vast numbers of students who discontinue formal education at grade 10. What is not recorded is the large percentage of grade 10-11-12 students who reside in congregated sites who are informally receiving education on trades. Impacting this culture, to increase post secondary education is strongly resisted.

Data Analysis:

1. Provincial Measures
 - 1.2 Measures indicate a provincial high school completion rate of only 79%.

2. Local Measures:

2.1 Measures indicate an annual drop out rate of 26.1%.

3. Stakeholder Feedback

3.1 Parents have indicated a desire to see TFHCS provide consistency and a program that will enable students to transition to the local high school with ease.

Objective	Strategies & Timeline	Budget	Responsibility	Measurement										
1.3.1 Coordinate curriculum and instruction	Transition from Social PACE's to Social Studies classes in grades 1 through 8 commencing the 2021/2022 school year.	NOTED ABOVE	TFHCS Team: professional staff & support staff.	All teachers are using the Alberta program of studies and Christian resources in Science, English and Social as per the transition schedule. Parent and staff satisfaction surveys, conversations, and written/oral feedback. Annual assessment of reading levels.										
	<table border="1"> <thead> <tr> <th>2020/2021</th> <th>2021/2022</th> <th>2022/2023</th> <th>2023/2024</th> <th>2024/2025</th> </tr> </thead> <tbody> <tr> <td>X</td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>				2020/2021	2021/2022	2022/2023	2023/2024	2024/2025	X				
	2020/2021				2021/2022	2022/2023	2023/2024	2024/2025						
	X													
	Transition a % of English and Word Building PACE's to Language Arts classes in grades 1 through 8 commencing the 2021/2022 school year.				NOTED ABOVE									
	<table border="1"> <thead> <tr> <th>2020/2021</th> <th>2021/2022</th> <th>2022/2023</th> <th>2023/2024</th> <th>2024/2025</th> </tr> </thead> <tbody> <tr> <td></td> <td>X</td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	2020/2021				2021/2022	2022/2023	2023/2024	2024/2025		X			
	2020/2021	2021/2022			2022/2023	2023/2024	2024/2025							
		X												
	Transition from Science 7 & 8 PACE's to Science 7 and 8 classes in the 2020/2021 school year.	NOTED ABOVE												
	<table border="1"> <thead> <tr> <th>2020/2021</th> <th>2021/2022</th> <th>2022/2023</th> <th>2023/2024</th> <th>2024/2025</th> </tr> </thead> <tbody> <tr> <td>X</td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>				2020/2021	2021/2022	2022/2023	2023/2024	2024/2025	X				
	2020/2021				2021/2022	2022/2023	2023/2024	2024/2025						
	X													
	Transition Science PACE's in grades 1 through 6 to Science classes in the 2022/2023 school year.	NOTED ABOVE												
	<table border="1"> <thead> <tr> <th>2020/2021</th> <th>2021/2022</th> <th>2022/2023</th> <th>2023/2024</th> <th>2024/2025</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td>X</td> <td></td> <td></td> </tr> </tbody> </table>				2020/2021	2021/2022	2022/2023	2023/2024	2024/2025			X		
	2020/2021	2021/2022			2022/2023	2023/2024	2024/2025							
		X												
Transition from Literacy PACE's to Language Arts Supplemental Classes in grades 1 through 8 in the 2020/2021 school year.	NOTED ABOVE													
<table border="1"> <thead> <tr> <th>2020/2021</th> <th>2021/2022</th> <th>2022/2023</th> <th>2023/2024</th> <th>2024/2025</th> </tr> </thead> <tbody> <tr> <td>X</td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>		2020/2021	2021/2022	2022/2023	2023/2024	2024/2025	X							
2020/2021	2021/2022	2022/2023	2023/2024	2024/2025										
X														

<p>1.3.4 Develop awareness and exposure to future possibilities and careers.</p>	<p>Develop programs; Life Fair, Career Day, and Gifting Testing throughout each school year.</p> <p>Life fair (2020/2021)</p> <table border="1" data-bbox="336 227 1039 349"> <thead> <tr> <th>2020/2021</th> <th>2021/2022</th> <th>2022/2023</th> <th>2023/2024</th> <th>2024/2025</th> </tr> </thead> <tbody> <tr> <td>X</td> <td>X</td> <td>X</td> <td>X</td> <td>X</td> </tr> </tbody> </table> <p>Career day (2021/2022)</p> <table border="1" data-bbox="336 406 1039 527"> <thead> <tr> <th>2020/2021</th> <th>2021/2022</th> <th>2022/2023</th> <th>2023/2024</th> <th>2024/2025</th> </tr> </thead> <tbody> <tr> <td></td> <td>X</td> <td>X</td> <td>X</td> <td>X</td> </tr> </tbody> </table> <p>Gifting Tests (2022/2023)</p> <table border="1" data-bbox="336 584 1039 706"> <thead> <tr> <th>2020/2021</th> <th>2021/2022</th> <th>2022/2023</th> <th>2023/2024</th> <th>2024/2025</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> <td>X</td> </tr> </tbody> </table>	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025	X	X	X	X	X	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025		X	X	X	X	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025					X	<p>Life Fair Supplies & Tests: \$400.00 (AC)</p>	<p>TFHCS Team</p>	<p>Student and parent satisfaction surveys and feedback.</p>
2020/2021	2021/2022	2022/2023	2023/2024	2024/2025																														
X	X	X	X	X																														
2020/2021	2021/2022	2022/2023	2023/2024	2024/2025																														
	X	X	X	X																														
2020/2021	2021/2022	2022/2023	2023/2024	2024/2025																														
				X																														
<p>1.3.5 Continue the discipleship pathways integration to support student transition the local high school.</p>	<p>Continue to implement and support youth group, young adults, engaging pastors in relationship building, chapel and hot lunches.</p> <table border="1" data-bbox="336 787 1039 909"> <thead> <tr> <th>2020/2021</th> <th>2021/2022</th> <th>2022/2023</th> <th>2023/2024</th> <th>2024/2025</th> </tr> </thead> <tbody> <tr> <td>X</td> <td>X</td> <td>X</td> <td>X</td> <td>X</td> </tr> </tbody> </table>	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025	X	X	X	X	X	<p>Pastoral Wages Note: This cost is covered in support fee.</p>	<p>Pastors, TFHCS Team</p>	<p>Student and Parent satisfaction</p>																				
2020/2021	2021/2022	2022/2023	2023/2024	2024/2025																														
X	X	X	X	X																														
<p>1.3.6 Develop a college fair for Home Education students willing to participate.</p>	<p>Home Education partners will development of a college fair with contacts and requirements of colleges, universities and trade schools.</p> <table border="1" data-bbox="336 1023 1039 1112"> <thead> <tr> <th>2020/2021</th> <th>2021/2022</th> <th>2022/2023</th> <th>2023/2024</th> <th>2024/2025</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025						<p>Roots Program Expenses Note: Costs are absorbed into Roots program</p>		<p>Roots Home Education will develop and host a college fair for all graduating students.</p>																				
2020/2021	2021/2022	2022/2023	2023/2024	2024/2025																														
<p>1.3.7 Develop lifelong love of learning.</p>	<p>Professional Development of book studies within staff annually. (On Christian Teaching).</p> <table border="1" data-bbox="336 1201 1039 1323"> <thead> <tr> <th>2020/2021</th> <th>2021/2022</th> <th>2022/2023</th> <th>2023/2024</th> <th>2024/2025</th> </tr> </thead> <tbody> <tr> <td>X</td> <td>X</td> <td>X</td> <td>X</td> <td>X</td> </tr> </tbody> </table>	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025	X	X	X	X	X	<p>Book study costs: \$200.00 (AC)</p>	<p>TFHCS Team, Volunteers</p>	<p>Students will develop interests in a variety of options throughout their junior high program to develop areas of possible career paths.</p>																				
2020/2021	2021/2022	2022/2023	2023/2024	2024/2025																														
X	X	X	X	X																														

	Develop Options program for Junior High Students in grade 7 and 8 to develop passions and interests outside core subject areas.					Options resources and supplies: \$1000.00 Options may include: food studies, sewing, wood working, etc. (AC)		Student and Parent Satisfaction surveys and feedback.
	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025			
			X	X	X			

2. Teaching and Leading

2.1 Increase pedagogies and competencies of Christian Teaching Practices

Context:

TFHCS currently has a young staff, and senior staff have traditionally used ACE PACE's to teach. Support is required to transition to classroom instruction with the necessary resources to make these changes.

Data Analysis:

1. Provincial Measures
 - 1.3 No Data
2. Local Measures:
 - 2.1 Measures indicate a steady decline over the past three years from 100% to 93% in Citizenship.
3. Stakeholder Feedback
 - 3.1 Parents have indicated a desire to a faith based pedagogy curriculum implemented at TFHCS not only in the core subjects, but also as a separate course of study.

Objective	Strategies & Timeline	Budget	Responsibility	Measurement	
2.1.1 Incorporate Professional development opportunities strategically throughout the school year for both professional and support staff.	Professional and support staff attend teachers convention.				
	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025
		X	X	X	X
	Two full day professional development days (Fall and Spring) for professional and support staff.				
		Conference Fee, Accommodations: \$500.00 (AC)	TFHCS team	Professional staff and support staff will attend the AISCA teachers convention annually.	
		Professional Speakers/Presenters: \$1000.00	Principal, TFHCS Team		

	<table border="1" data-bbox="331 110 999 228"> <thead> <tr> <th>2020/2021</th> <th>2021/2022</th> <th>2022/2023</th> <th>2023/2024</th> <th>2024/2025</th> </tr> </thead> <tbody> <tr> <td></td> <td>X</td> <td>X</td> <td>X</td> <td>X</td> </tr> </tbody> </table> <p data-bbox="331 261 999 375">Professional Development Budget for all teachers, with policy indicating a minimum of one session/conference correlating to professional growth plan or 5 year strategic plan is required per school year.</p> <table border="1" data-bbox="331 378 999 496"> <thead> <tr> <th>2020/2021</th> <th>2021/2022</th> <th>2022/2023</th> <th>2023/2024</th> <th>2024/2025</th> </tr> </thead> <tbody> <tr> <td></td> <td>X</td> <td>X</td> <td>X</td> <td>X</td> </tr> </tbody> </table> <p data-bbox="331 529 999 610">Follow-up of Professional Growth Plans; each teacher will analyse their growth plan in May to summarize weather or not they reached their goals/</p> <table border="1" data-bbox="331 613 999 703"> <thead> <tr> <th>2020/2021</th> <th>2021/2022</th> <th>2022/2023</th> <th>2023/2024</th> <th>2024/2025</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025		X	X	X	X	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025		X	X	X	X	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025						<p data-bbox="1024 110 1073 142">(AC)</p> <p data-bbox="1024 232 1283 285">Professional development budget: \$1250.00</p> <p data-bbox="1024 289 1073 321">(AC)</p> <p data-bbox="1024 318 1289 383">Note: This budget item is already carried year to year. No new costs incurred.</p>	<p data-bbox="1327 232 1556 285">Principal, Board, TFHCS Team</p> <p data-bbox="1327 496 1503 550">Professional staff, Principal</p>	<p data-bbox="1608 232 1955 431">Professional development policy will be created requiring teachers to align professional development into their professional growth plans, and participate in a minimum of one session to support their goals.</p> <p data-bbox="1608 496 1892 578">Professional staff will create, revise, and analyse their professional growth plans.</p>
2020/2021	2021/2022	2022/2023	2023/2024	2024/2025																														
	X	X	X	X																														
2020/2021	2021/2022	2022/2023	2023/2024	2024/2025																														
	X	X	X	X																														
2020/2021	2021/2022	2022/2023	2023/2024	2024/2025																														
<p data-bbox="96 792 306 906">2.1.3 TFHCS staff will develop staff lifelong love of learning.</p>	<p data-bbox="331 792 999 846">Establish a professional development book study. (2021: On Christian Teaching, David Smith).</p> <table border="1" data-bbox="331 849 999 967"> <thead> <tr> <th>2020/2021</th> <th>2021/2022</th> <th>2022/2023</th> <th>2023/2024</th> <th>2024/2025</th> </tr> </thead> <tbody> <tr> <td>X</td> <td>X</td> <td>X</td> <td>X</td> <td>X</td> </tr> </tbody> </table>	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025	X	X	X	X	X	<p data-bbox="1024 792 1171 816">NOTED ABOVE</p>	<p data-bbox="1327 792 1451 816">TFHCS Team</p>	<p data-bbox="1608 792 1913 878">Staff will participate in monthly book studies as a group over a period of 10 months.</p>																				
2020/2021	2021/2022	2022/2023	2023/2024	2024/2025																														
X	X	X	X	X																														
<p data-bbox="96 1000 306 1260">2.1.4 Development of evaluation protocols and policy to ensure a rotating evaluation system for all professional and support staff based on the TQS and LQS.</p>	<p data-bbox="331 1000 999 1053">Policy development and established schedule for evaluations of best practices at TFHCS for all staff.</p> <table border="1" data-bbox="331 1057 999 1146"> <thead> <tr> <th>2020/2021</th> <th>2021/2022</th> <th>2022/2023</th> <th>2023/2024</th> <th>2024/2025</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table> <p data-bbox="331 1179 999 1260">Including subbing costs into annual budgets to ensure competencies and consistencies, without teacher burnout through internal coverage.</p> <table border="1" data-bbox="331 1263 999 1382"> <thead> <tr> <th>2020/2021</th> <th>2021/2022</th> <th>2022/2023</th> <th>2023/2024</th> <th>2024/2025</th> </tr> </thead> <tbody> <tr> <td>X</td> <td>X</td> <td>X</td> <td>X</td> <td>X</td> </tr> </tbody> </table>	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025						2020/2021	2021/2022	2022/2023	2023/2024	2024/2025	X	X	X	X	X		<p data-bbox="1327 1000 1524 1024">TFHCS Team, Board</p>	<p data-bbox="1608 1000 1955 1081">Each professional and support staff employee of TFHCS will undergo an evaluation every two years.</p>										
2020/2021	2021/2022	2022/2023	2023/2024	2024/2025																														
2020/2021	2021/2022	2022/2023	2023/2024	2024/2025																														
X	X	X	X	X																														
<p data-bbox="96 1411 306 1492">2.1.5 Provide consistent education standards</p>	<p data-bbox="331 1411 999 1492">Including subbing costs into annual budgets to ensure competencies and consistencies, without teacher burnout through internal coverage.</p>	<p data-bbox="1024 1411 1283 1464">Subbing Costs: \$20,000.00</p> <p data-bbox="1024 1442 1073 1474">(AC)</p>	<p data-bbox="1327 1411 1419 1435">Principal</p>	<p data-bbox="1608 1411 1955 1464">Teacher retention, satisfaction, and health.</p>																														

and care to TFHCS staff and students.	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025	Annual increase of \$5000.00 in wages. (AC)	Student and Parent Satisfaction surveys and feedback.
	X	X	X	X	X		
	Creation of a sustainable grid ensuring teacher raises are maintained.						
	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025		
					X		
	Return teacher RRSP's.						
2020/2021	2021/2022	2022/2023	2023/2024	2024/2025	RRSP's: \$6000.00 (AC)		
X	X	X	X	X			
Developed grid of sustainable teacher wage increases. Note: Funding received is 70% of publically funded schools, salaries are 70% of publicly funded salaries.							

2.2 Development of a Health classes through teacher instruction to meet Alberta Program of Studies.

Data Analysis:

1. Provincial Measures
 - 1.4 No Data
2. Local Measures:
 - 2.1 Survey questions indicate a desire for a health program to be implemented at TFHCS.
3. Stakeholder Feedback
 - 3.1 Parents have indicated a strong desire to see a faith based health curriculum taught at TFHCS separate from current PACE system.

Objective	Strategies & Timeline	Budget	Responsibilities	Measurements						
2.2.1 Provide health curriculum to students in Kindergarten through grade 8.	Implement Health classes in partnership with parents at TFHCS through classroom instruction and through the identity project.	Health Teacher Resources: \$250.00 (OTC)	Teachers	Students will receive the Alberta program of studies health curriculum through classroom instruction upon transition of Science PACE's. Student and Parent satisfactions surveys and feedback.						
	<table border="1"> <thead> <tr> <th>2020/2021</th> <th>2021/2022</th> <th>2022/2023</th> <th>2023/2024</th> <th>2024/2025</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td>X</td> <td>X</td> </tr> </tbody> </table>				2020/2021	2021/2022	2022/2023	2023/2024	2024/2025	
2020/2021	2021/2022	2022/2023	2023/2024	2024/2025						
			X	X						

3. Learning Supports

3.1 Identify and provide learning supports for students at TFHCS.

Data Analysis:

1. Provincial Measures
 - 1.1 78% of parents feel programs for at risk students are easy to access.
2. Local Measures:
 - 2.1 A 9.7% difference between parents and teachers view of the quality of education provided to students is evident.
 - 2.2 Teachers indicated a desire for budget to assess students for mild/moderate needs.
3. Stakeholder Feedback
 - 3.1 Parents have indicated a desire for accommodations to transition to students when they leave TFHCS.
 - 3.2 Parents indicated concern about students who require accommodations to be successful have the supports needed.

Objective	Strategies & Timeline	Budget	Responsibility	Measurement										
3.1.1 Development of IEP/IPP's for mild/moderate students along with severe students to support the diverse learning needs of all students at TFHCS.	<p>Transition meetings within all levels at TFHCS annually.</p> <table border="1"> <thead> <tr> <th>2020/2021</th> <th>2021/2022</th> <th>2022/2023</th> <th>2023/2024</th> <th>2024/2025</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025						<p>Continued Annual Speech Budget of \$9000.00</p> <p>Note: Severe funding is dependent on students with severe needs. Without severe needs, no speech budget is required.</p> <p>(AC)</p>	TFHCS Team	All students with diverse learning needs will have an Individualized Program Plan created for them by November 1 of each school year. IPP's will note student's achievement of individualized goals.
	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025									
<p>Continue supports and services through our speech pathologist Audrey Babonich.</p> <table border="1"> <thead> <tr> <th>2020/2021</th> <th>2021/2022</th> <th>2022/2023</th> <th>2023/2024</th> <th>2024/2025</th> </tr> </thead> <tbody> <tr> <td>X</td> <td>X</td> <td>X</td> <td>X</td> <td>X</td> </tr> </tbody> </table>	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025	X	X	X	X	X				
2020/2021	2021/2022	2022/2023	2023/2024	2024/2025										
X	X	X	X	X										
<p>Develop budget for assessments for students.</p> <table border="1"> <thead> <tr> <th>2020/2021</th> <th>2021/2022</th> <th>2022/2023</th> <th>2023/2024</th> <th>2024/2025</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025						<p>Annual learning assessment budget \$4000.00</p>			
2020/2021	2021/2022	2022/2023	2023/2024	2024/2025										

	<table border="1"><tr><td data-bbox="298 94 445 172"></td><td data-bbox="445 94 577 172">X</td><td data-bbox="577 94 709 172">X</td><td data-bbox="709 94 842 172">X</td><td data-bbox="842 94 989 172">X</td></tr></table>		X	X	X	X	<p>Note: Each assessment runs between \$3000.00-\$4000.00. (AC)</p>		
	X	X	X	X					

3. Governance

3.1 Teacher, Parent and Student involvement of education at TFHCS.

Context:

Results within the annual satisfaction surveys include those of home education providers as well as TFHCS. Results are not separated, and therefore

Objective	Strategies	Budget	Responsibility	Measurement										
1.4.1 Analysis of measurements within strategic plan and resource management in report format	<p>Development of annual Budget Report demonstrating effective management of resources, and provision of reasoning for variances.</p> <table border="1"> <thead> <tr> <th>2020/2021</th> <th>2021/2022</th> <th>2022/2023</th> <th>2023/2024</th> <th>2024/2025</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025							Principal	Analysis report created and submitted annually, using the parent Survey's.
2020/2021	2021/2022	2022/2023	2023/2024	2024/2025										
1.4.2 Development of annual parent and student involvement in Strategic Planning	<p>Continue Annual Envisioning Day Planning with stakeholders present (Board, Pastors, Parents, Students, Teachers, Administration) in May.</p> <table border="1"> <thead> <tr> <th>2020/2021</th> <th>2021/2022</th> <th>2022/2023</th> <th>2023/2024</th> <th>2024/2025</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025							TFHCS team, Parents, Students, Board, Pastoral Staff	Parent Satisfaction Surveys.
2020/2021	2021/2022	2022/2023	2023/2024	2024/2025										

it is hard to differentiate areas of growth within each of the three completely different organizations. Goals are represented in the inconsistent reporting structure.

Data Analysis:

1. Provincial Measures
 - 1.1 Only 69% of parents are satisfied/extremely satisfied with their input being used in decision making.
2. Local Measures:
 - 1.1 Only 73% of parents are satisfied/extremely satisfied with their input being used in decision making.
3. Stakeholder Feedback
 - 3.1 Parents have indicated a desire to be involved in decisions about their child's education.
 - 3.2 Parents have strongly communicated a desire to input the priority levels within the areas of growth.

5. Local and Societal Issues

5.1 Students, Parents and Staff are actively involved in creating a safe and inclusive Christian school culture

Context:

TFHCS is private Christian school, where we believe context of our Christian Faith provides our ultimate guide. Loving people for how God made each of them is what our mission focus on. Our values surround God's love for each of us, and our treatment of others.

Data Analysis:

1. Provincial Measures
 - 1.1 Only 78% of students in grades 7-9 feel students treat other students well and 76% of student sin grades 4-6 feel students treat other students well.
2. Local Measures:
 - 1.2 No data
3. Stakeholder Feedback
 - 3.1 Parents have indicated a strong concern for the emotional and spiritual health and safety of their children.
 - 3.2 Parents have strongly advocated for healthy relationships within the school and family to create the braid (church-home-family) support network.

Objective	Strategies	Budget	Responsibility	Measurement																																								
<p>5.1.1 Engaging the people and culture of all the different cultures within TFHCS.</p>	<p>Implement world windows to bring a Christian context to world Issues, and provide opportunity for students to pray for world events.</p> <table border="1" data-bbox="403 224 1079 305"> <thead> <tr> <th>2020/2021</th> <th>2021/2022</th> <th>2022/2023</th> <th>2023/2024</th> <th>2024/2025</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table> <p>Develop monthly themes to provide character building opportunities that increase awareness of culture and loving and accepting people within TFHCS.</p> <table border="1" data-bbox="403 393 1079 474"> <thead> <tr> <th>2020/2021</th> <th>2021/2022</th> <th>2022/2023</th> <th>2023/2024</th> <th>2024/2025</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table> <p>Coordinate daily devotions to explore inclusion and increase acceptance around the monthly themes.</p> <table border="1" data-bbox="403 561 1079 643"> <thead> <tr> <th>2020/2021</th> <th>2021/2022</th> <th>2022/2023</th> <th>2023/2024</th> <th>2024/2025</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table> <p>Administer the Identity Project Faith based perspective on relationships, sex, and loving our neighbours every second year.</p> <table border="1" data-bbox="403 730 1079 841"> <thead> <tr> <th>2020/2021</th> <th>2021/2022</th> <th>2022/2023</th> <th>2023/2024</th> <th>2024/2025</th> </tr> </thead> <tbody> <tr> <td></td> <td>X</td> <td></td> <td>X</td> <td></td> </tr> </tbody> </table>	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025						2020/2021	2021/2022	2022/2023	2023/2024	2024/2025						2020/2021	2021/2022	2022/2023	2023/2024	2024/2025						2020/2021	2021/2022	2022/2023	2023/2024	2024/2025		X		X		<p>Pastoral Support Note: Covered in admin fee</p>	<p>TFHCS Team</p>	<p>Student and Parents satisfaction.</p>
2020/2021	2021/2022	2022/2023	2023/2024	2024/2025																																								
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	X		X																																									
<p>5.1.2 Build context and faith into curriculum and culture at TFHCS.</p>	<p>Implementation of co-curricular outreach into community (faith based) Acts of Serving.</p> <table border="1" data-bbox="403 946 1079 1057"> <thead> <tr> <th>2020/2021</th> <th>2021/2022</th> <th>2022/2023</th> <th>2023/2024</th> <th>2024/2025</th> </tr> </thead> <tbody> <tr> <td></td> <td>X</td> <td>X</td> <td>X</td> <td>X</td> </tr> </tbody> </table> <p>Include a family prayer schedule for each classroom to connect students with other students in the school.</p> <table border="1" data-bbox="403 1190 1079 1271"> <thead> <tr> <th>2020/2021</th> <th>2021/2022</th> <th>2022/2023</th> <th>2023/2024</th> <th>2024/2025</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table> <p>Design cross-curricular planning meetings to plan for and build context and faith into TFHCS curriculum, culture and special events.</p> <table border="1" data-bbox="403 1359 1079 1440"> <thead> <tr> <th>2020/2021</th> <th>2021/2022</th> <th>2022/2023</th> <th>2023/2024</th> <th>2024/2025</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025		X	X	X	X	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025						2020/2021	2021/2022	2022/2023	2023/2024	2024/2025						<p>Bussing fees: \$500.00.</p>	<p>TFHCS Team</p>	<p>Students will apply biblical principals outside TFHCS. Student and Parent Satisfactions.</p>										
2020/2021	2021/2022	2022/2023	2023/2024	2024/2025																																								
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	<p>Identity Project Faith based perspective on relationships, sex, and loving our neighbours. Every second year (Pastor leading)</p> <table border="1" data-bbox="403 159 1077 269"> <thead> <tr> <th data-bbox="403 159 537 207">2020/2021</th> <th data-bbox="537 159 672 207">2021/2022</th> <th data-bbox="672 159 806 207">2022/2023</th> <th data-bbox="806 159 940 207">2023/2024</th> <th data-bbox="940 159 1077 207">2024/2025</th> </tr> </thead> <tbody> <tr> <td data-bbox="403 207 537 269"></td> <td data-bbox="537 207 672 269">X</td> <td data-bbox="672 207 806 269"></td> <td data-bbox="806 207 940 269">X</td> <td data-bbox="940 207 1077 269"></td> </tr> </tbody> </table>	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025		X		X		<p>Pastoral Support Note: Covered in admin fee</p>		
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	X		X											
<p>5.1.3 Building relationship of all the stakeholders within TFHCS.</p>	<p>Develop a facebook messenger group for TFHCS families during COVID to provide support for connection, questions, and prayer requests</p> <table border="1" data-bbox="403 423 1077 524"> <thead> <tr> <th data-bbox="403 423 537 472">2020/2021</th> <th data-bbox="537 423 672 472">2021/2022</th> <th data-bbox="672 423 806 472">2022/2023</th> <th data-bbox="806 423 940 472">2023/2024</th> <th data-bbox="940 423 1077 472">2024/2025</th> </tr> </thead> <tbody> <tr> <td data-bbox="403 472 537 524"></td> <td data-bbox="537 472 672 524"></td> <td data-bbox="672 472 806 524"></td> <td data-bbox="806 472 940 524"></td> <td data-bbox="940 472 1077 524"></td> </tr> </tbody> </table>	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025							<p>Parents, Principal</p>	<p>Parent satisfaction</p>
2020/2021	2021/2022	2022/2023	2023/2024	2024/2025										