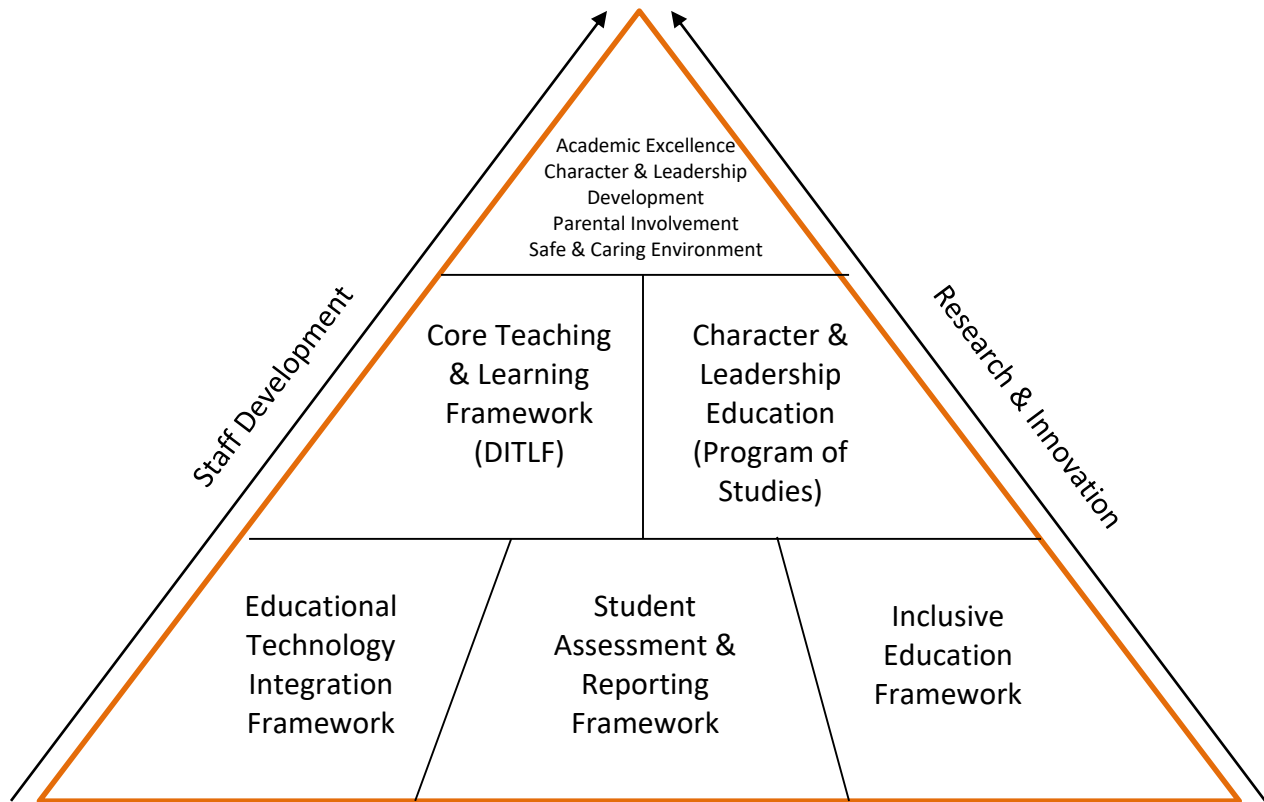




## 3-YEAR EDUCATION PLAN 2017-2020





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## ***MESSAGE FROM THE BOARD CHAIR***

As FFCA enters its third decade of operations, we are very proud of the work we have done in service of our mission. Our academic results have been consistently excellent and our families report great satisfaction with our focus on character and leadership development. Not being an organization to rest on its laurels, the Board of Directors of Foundations for the Future Charter Academy is actively seeking to continue to provide the foundations for our students' future in a rapidly changing world.

To that end, our Three-Year Education Plan 2017-2020 has identified three priority areas for our growth and development: 1) educational technology integration, 2) student assessment, and 3) inclusive education. While the distinctive teaching and learning framework of FFCA has already evolved greatly in past years, we believe that improving our understanding and effectiveness in these three areas will both support and drive innovation in our distinctive approach to teaching and learning. We will build on the foundations from the past and provide our students with the opportunity to develop the additional foundational competencies necessary for the future.

This work will be done by leveraging the strong leadership of our staff in partnership with our students and parents. Our shared commitment to the well-being and success of our students is what will continue make us who we are.

Cindy McGlashan-Beaucage  
FFCA Board Chair

## ***ACCOUNTABILITY STATEMENT***

The Education Plan for Foundations for the Future Charter Academy For the three years commencing September 1, 2017 was prepared under the direction of the Board in accordance with the responsibilities under the School Act. This Education Plan was developed in the context of the provincial government's business and fiscal plans. The Board has used its performance results to develop the Plan and is committed to implementing the strategies contained within the Plan to improve student learning and results.

The Board approved the Education Plan for 2017/2020 on November 29, 2017.

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Cindy McGlashan-Beaucage  
Chair, Board of Directors

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Roger Nippard  
Superintendent of Schools

\*PLEASE NOTE THAT A SIGNED COPY IS ON FILE AT THE FFCA CENTRAL OFFICE.

## ***FOUNDATION STATEMENTS***

### ***Vision***

*“Excellence in student achievement and character development through distinctive teaching and learning.”*

### ***Mission***

*“To provide a safe and caring environment where academic excellence, character development, parental involvement and staff leadership are valued and fostered.”*

### ***Guiding Principles***

FFCA fosters **strong, positive, respectful partnerships** among students, staff, parents and community. These relationships are characterized by trust, integrity, openness and collaboration, and exist to support learning for all stakeholders.

FFCA encourages **leadership** among all stakeholders through shared decision-making.

FFCA strives for **excellence** in:

- academic development and independent learning.
- personal and character development.
- the development of outstanding staff.

FFCA creates a **caring and optimal learning environment** for students by:

- setting clearly-defined learning standards.
- building students’ belief in their ability to learn.
- developing confidence through competence.
- fostering positive thinking and providing encouragement.
- optimizing learning time and student engagement.
- tailoring class size and composition to reflect the learning needs of students.

FFCA is “**one school**” on multiple campuses. We are coherent in our vision and unified in our practices, including:

- a common approach to instruction and classroom management.
- common core character virtues K-12 (respect, responsibility, integrity, self-discipline and compassion).
- cross-campus grade level and subject area collaboration.
- formal orientation, coaching and mentoring for teachers.
- use of subject specialists (e.g. Art, PE, Music, Spanish).
- parental commitment to a high level of involvement.
- wearing of student uniforms.

FFCA is purposeful and strategic in the selection and utilization of **teaching methods and resources**, including:

- Direct Instruction (explicit learning targets, continuous formative assessment, and sequential mastery learning).
- inquiry and cooperative learning.
- the infusion of creative and critical thinking.
- early literacy development (explicit phonics).
- integration of instructional technologies.
- homework that promotes the attainment of student learning targets.

The complete FFCA Charter 2012-2027 document can be found at: <https://ffca-calgary-com.webguideforschools.ca/download/35050>

## ***A PROFILE OF OUR CHARTER SCHOOL***

Foundations for the Future Charter Academy (FFCA) is a K-12 public Charter school with seven campus locations, offering a wide variety of learning experiences for a culturally diverse population across the City of Calgary and surrounding areas.

The culture of FFCA is a relational one, involving collaboration, engagement and acceptance of diversity across the school community. In delivering the Alberta Programs of Study through the lens of our Direct Instruction Teaching and Learning Framework, our distinct approaches foster the personal development of every child. FFCA's innovative approaches to teaching and learning allow our students to evolve from supported learners to independent thinkers who have internalized a deep understanding of character and leadership. FFCA's programs provide a positive, effective learning experience for students while responding to the broad range of learning needs through the provision of appropriate learning interventions.

Parents and students who choose FFCA as their school do so primarily because they support the distinctive approaches to instruction, the ethic of care, and focus on excellence and parental involvement that permeate our school culture. Public awareness of FFCA's educational program is spread primarily by word of mouth. There are currently more than 3500 students attending the school, and approximately 13,000 students on the waiting list for admission. This level of public demand demonstrates that FFCA appeals to a broad range of parents who feel that its educational program best meets their child's needs.

## CHARTER SCHOOL GOALS 2017-2020

**Charter Goal 1: Distinctive Teaching and Learning – Improve student learning via enhanced professional practices which reflects a shared deep understanding of effective assessment, inclusion and technology integration as applied through our distinctive approach to teaching and learning.**

- Outcome 1.1:** Develop and implement (align organizational practices) a framework for educational ICT integration at FFCA that:
- a. defines why and how technology is leveraged in instruction at FFCA to help students meet educational (competencies & curricular outcomes)
  - b. defines why and how technology is used in instruction at FFCA to develop students' abilities to:
    - i. critically utilize digital information
    - ii. optimize communication in a digital environment
    - iii. use technology to solve problems
    - iv. be able to use technology to enact ethical leadership
  - c. outlines consistency or equity expectations for access and use including:
    - i. Student
      1. Technology within campus
      2. Opportunities to develop the ability to effectively use technology
    - ii. Staff
      1. Alignment to TQS, curricular revisions
      2. Integrate how technology is used with the DITLF (core teaching framework)
  - d. has strong connection to other supporting frameworks
    1. Core Instruction (DITLF)
    2. Assessment
    3. Inclusion

Performance Measure	Baseline	Targets		
	2017	2018	2019	2020
*Performance Measures will be identified in year one of the plan following the development of the ICT Integration Framework. Baseline levels of performance on these measures will be established and used to inform future targets.	TBD	TBD	TBD	TBD

### FFCA Outcome 1.1 Strategies

- Establish Admin Council Steering Committee
- Drafting of FFCA framework
  - Establish Benchmarks
    - Tech to support communication
    - Tech to support daily work
    - Tech to support assessment, grade books, etc...
      - Portfolio development (student input to summative report)
    - Tech to support reporting (internal / external) CLEVR
  - Establish Device Sustainability Plan
  - Give consideration to other frameworks
  - Use tech to automate some teaching processes

- Implementation Plan
  - Identify Performance Indicators and Baseline Performance Levels
    - Qualitative Measures
      - In what ways are staff and students using ICT to develop core competencies at present?
    - Quantitative Measures
      - To what extent are staff and students using ICT to develop core competencies at present?
  - Identify Organizational Learning Needs
    - Teacher PD needs in using tech
    - Teacher PD needs in integrating tech
    - Student ICT learning needs
  - Develop Learning Plan
    - Align PD & PGP
      - Staff development portfolio
  - Develop Communication Plan
- Research Plan
  - Research the impact of developing a coherent educational ICT integration framework on teacher practice and student learning



**Outcome 1.2:** *Develop and implement (align organizational assessment practices) a framework for student assessment and reporting at FFCA that:*

- a. clearly outlines why and how we assess which includes:
  - a. Rationale
  - b. Purpose
  - c. Guiding Principles
  - d. Standards of Practice on Various Issues
    - i. E.g. operational stances and philosophical stances align (ex. zeroes, efforts/participation, grading homework, zeroes, online continual reporting, etc...
  - e. Resources (as needed)
- b. has strong connection to other supporting frameworks
  - a. Core Instruction (DITLF)
  - b. ICT Integration
  - c. Inclusion
- c. defines organizational assessment practices such that:
  - a. formative assessment drives learning (conscious competence)
  - b. assessment reflects what we are teaching and reporting
  - c. assessment aligns with teaching quality standard
  - d. student reporting system reflects informed and Thoughtful Formative and Summative Feedback Practices

Performance Measure	Baseline	Targets		
	2017	2018	2019	2020
*Performance Measures will be identified in year one of the plan following the development of the ICT Integration Framework. Baseline levels of performance on these measures will be established and used to inform future targets.	TBD	TBD	TBD	TBD

**FFCA Outcome 1.2 Strategies**

- Establish Admin Council Steering Committee
- Drafting of FFCA framework
  - Leverage Work Started by ad hoc 16-17 Assessment committee
  - Establish Guiding Principles
    - Define exemplary practice
    - Give consideration to other frameworks
- Implementation Plan
  - Identify Performance Indicators and Baseline Performance Levels
    - Qualitative Measures
      - In what ways are staff and students using formative and summative assessment practices to develop core competencies at present?
    - Quantitative Measures
      - To what extent are staff and students using formative and summative assessment practices to develop core competencies at present
    - Use data gathering from multiple sources (student surveys, parent surveys, classroom observations) and feedback provided to teachers/administrators
  - Identify Organizational Learning Needs
    - Teacher PD needs in assessment
    - Teacher PD needs in evolving assessment practice
    - Student formative assessment learning needs

- Develop Learning Plan
  - Develop Assessment Toolkit
  - Align PD & PGP
    - Use Collaborative Inquiry (learning teams)
    - Staff development portfolio
  - Develop assessment repository (exemplars)
    - Teacher
    - Student
- Develop Communication Plan
  - Rationale (why)
- Research Plan
  - Research the impact of developing a coherent assessment and reporting framework on teacher practice and student learning.

**Outcome 1.3:** *Develop and implement a framework for inclusion and diverse learning needs at FFCA that:*

- a. clearly outlines:
  - a. Rationale
  - b. Belief Statements
  - c. Guiding Principles
  - d. Standards of Practice
  - e. Scope of Supports
  - f. Nature of Supports
  - g. Process for Accessing Supports
  - h. Reporting on Supports
  - i. Tracking Supports
- b. has strong connection to other supporting frameworks
  - a. Core Instruction (DITLF)
  - b. ICT Integration
  - c. Assessment

Performance Measure	Baseline	Targets		
	2017	2018	2019	2020
*Performance Measures will be identified in year one of the plan following the development of the ICT Integration Framework. Baseline levels of performance on these measures will be established and used to inform future targets.	TBD	TBD	TBD	TBD

### FFCA Outcome 1.3 Strategies

- Establish Administration Steering Committee
- Develop process document with strategies
  - Outline of transitions
  - Intake process
  - Informing community, keeping the community informed, both internal and external
- Establish Working groups on inclusion
  - 1 per campus
  - regularly meets
- Pilot & refine the process document
  - Consistency & efficacy
    - intake process
    - Support
    - Transitions
    - Tracking
    - Reporting
- identify Learning Needs (gaps in professional knowledge and skills)
  - system leaders
  - campus leaders
  - teachers
  - support staff
- Professional development
  - standardized assessment training
  - CLEVR training
  - Targeted Learning Needs Training
    - Executive Functioning
    - Anxiety
    - Etc.

- Develop Resources Toolkit
  - Include community partnerships
  - standardized assessment training
  - CLEVR training
- Align our teaching and administrative practices to the developed Inclusion & Diverse Needs Framework
  - Allocation of Resources
  - Building Capacity
  - Identification
  - Intervention
- Research the impact of developing a coherent inclusion and targeted learning needs framework on teacher practice and student learning

**Charter Goal 2: Charter Mission – Continue meeting the FFCA charter mandate as articulated in the key elements of our mission statement: Academic Excellence, Character Development, Parental Partnership, & Staff Leadership**

NOTE: This is not a priority goal within FFCA's 3-year education plan 2017-2020, but we wish to continue monitoring a number of historical performance measures to ensure the efficacy of our program.

*Academic Excellence*

NOTE: Performance Measures for Academic Excellence can be found in Provincial Goal Number 1 – Student Success.

*Character and Leadership Development*

Performance Measures	Results (in percentages)					Target
	2013	2014	2015	2016	2017	2018
Overall teacher, parent, and student agreement that students are safe at school, learning the importance of caring for others, learning respect for others, and are treated fairly at school.	91.8	91.5	91.0	92.4	92.4	92
Overall teacher, parent and student agreement that students model the characteristics of active citizenship.	86.9	87.5	87.0	89.1	90.7	90
Percentage of students who agree that their campus provides opportunities to develop character and leadership.	-	92.0	91.0	92.0	92.0	92
Percentage of staff and parents who are satisfied with activities provided by the campus that promote ethically engaged citizenship through service learning (i.e. volunteerism, community contributions, etc.)	-	93.0	92.5	93.0	94.0	93
Percentage of students who agree that their campus supports student-developed service learning projects and focus.	-	84.0	84.0	85.0	88.0	85
Percentage of staff, students and parents who are satisfied with their knowledge about the elements of digital citizenship.	-	81.3	90.3	92.6	94.6	92
Percentage of staff and students who agree that they apply the elements of digital citizenship.	-	81.5	91.0	92.5	94.0	93

*Parental Partnership*

Performance Measures	Results (in percentages)					Target
	2013	2014	2015	2016	2017	2018
Percentage of parents who are satisfied with the opportunities they have to be involved within their school community in ways that promote ethical citizenship.	-	98.0	98.0	97.0	97.0	97

*Staff Leadership*

Performance Measures	Results (in percentages)					Target
	2013	2014	2015	2016	2017	2018
Percentage of staff who are satisfied with the opportunities they have to take on leadership roles that promote ethical citizenship.	-	98.0	97.0	93.0	98.0	95

## ***PROVINCIAL DESIRED OUTCOMES***

### **Provincial Outcome One: Alberta's students are successful.**

Performance Measure	Baseline	Targets		
	2017	2018	2019	2020
Overall percentage of students who achieved the acceptable standard on diploma examinations (overall results).	93.2	94	95	96
Overall percentage of students who achieved the standard of excellence on diploma examinations (overall results).	41.0	40	40	40
Overall percentage of students in Grades 6 and 9 who achieved the acceptable standard on Provincial Achievement Tests (overall cohort results).	92.7	93	94	95
Overall percentage of students in Grades 6 and 9 who achieved the standard of excellence on Provincial Achievement Tests (overall cohort results).	34.7	35	37	40
High School Completion Rate - Percentage of students who completed high school within three years of entering Grade 10.	93.9	94	95	96
Drop Out Rate - annual dropout rate of students aged 14 to 18	0.3	0	0	0
High school to post-secondary transition rate of students within six years of entering Grade 10.	90.0	91	93	95
Percentage of Grade 12 students eligible for a Rutherford Scholarship.	86.6	87	88	89
Percentage of students writing four or more diploma exams within three years of entering Grade 10.	92.2	93	94	95
Percentage of teachers, parents and students who are satisfied that students model the characteristics of active citizenship.	88.7	89	90	91
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.	91.5	92	93	94

### **Provincial Outcome One Strategies**

In addition to the strategies to support **Charter Goal 1**, the following strategies will serve to meet this outcome:

- Maintain opportunities for career exploration and career path identification in conjunction with the teaching of the Health and Life Skills Curriculum K-9 and CALM.
- Maintain opportunities for middle and high school students to engage in career exploration and career path identification with school counselors.
- Maintain a personal/professional portfolio in the High School leadership program, including a post-secondary career plan.
- Maintain a comprehensive guidance program.
- Maintain conferencing with grade 12 students to review post-secondary information and future plans.
- Maintain opportunities for students to self-reflect on character and leadership growth as well as the impact of their involvement in service learning projects.
- Leverage collaborative inquiry to drive professional growth conversations among various campus and inter-campus teams focused on student learning.
- Explore ways to enhance students' intellectual and academic engagement with the core competencies.
- Maintain course review time at the end of diploma courses.
- Expand vertical team dialogue to identify key diploma course themes and skills to be taught in pre-requisite courses.
- Continue to provide targeted support for ESL students.
- Maintain full year ELA programming as an opportunity to close the ESL gap.
- Maintain full year Mathematics programming as an opportunity to close the performance gap.
- Plan for student success with ongoing reviews of students' programs and progress by administration and high school counselor.
- Explore additional options for high school dual-credit programs

**Provincial Outcome Two: The systemic education achievement gap between First Nations, Métis and Inuit students and all other students is eliminated Alberta’s students are successful.**

As FFCA does not have a declared FNMI student population sufficient for reporting on provincial performance measures, our focus on this goal is to develop staff and student understanding of First Nations, Métis and Inuit perspectives and experiences, treaties, and the history and legacy of residential schools.

**Provincial Outcome Two Strategies**

- Engage the services of a local First Nations Elder to counsel / advise our learning about Indigenous perspectives.
- Conduct professional development for system leadership team, campus leadership teams and campus staff focusing on Indigenous perspectives.

**Provincial Outcome Three: Alberta’s education system is inclusive**

Performance Measure	Baseline	Targets		
	2017	2018	2019	2020
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.	92.1	93	94	95

**Provincial Outcome Three Strategies**

- Focus on inclusive education as an administrative growth priority. Charter Goal Outcome 1.3 Strategies all relate to the development of an inclusion framework for FFCA which will be coherent with our core teaching and learning framework.
- Maintain program flexibility and individual support for ESL students focusing on closing the ESL gap.
- Meet the individual needs of ESL students throughout our campuses.
- Maintain support through a system-wide student support team including counselors, family-school liaison and psychological services.
- Maintain proactive communication with parents, staff and students regarding our performance, growth and improvement.
- Continue to explore quality professional development opportunities for staff to support their work in our more inclusive environment.
- Continue to focus on character and leadership development as a means to build a caring and respectful learning community for all students, parents and staff.
- Pursue partnerships with external agencies, service providers, and DSEPs to provide professional learning and student support.

## Provincial Outcome Four: Alberta has excellent teachers, school and school authority leaders

Performance Measure	Baseline	Targets		
	2017	2018	2019	2020
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.	82.5	83	84	85

### Provincial Outcome Four Strategies

- Maintain a teacher orientation program which sets new teachers up for success.
- Involve all teachers in a program of peer coaching focusing on professional classroom practice.
- Encourage teachers to align their professional growth plans to the Teaching Quality Standards and FFCA's Direct Instruction Teaching and Learning Framework.
- Maintain opportunities for collaborative teacher leadership at campus and school levels.
- Facilitate collaboration within our school calendar and professional development schedule:
  - within grade levels
  - between grade levels
  - between campuses
  - within subject specializations
  - across disciplines
- Maintain common professional development experiences and specialized professional development experiences when appropriate.
- Create opportunities for teacher leadership with the campus and school administrators.
- Continue to evolve our use of Collaborative Inquiry to drive the professional learning of system and campus leadership teams.
- Expand use of Collaborative Inquiry to build staff teams focused on their professional growth.
- Continue to provide opportunities for university students to complete practicum sessions.
- Maintain the use of specialist teachers in art, music, and physical education as well as the grade 4 to 8 Spanish second language program.

## Provincial Outcome Five: The education system is well governed and managed

Performance Measure	Baseline	Targets		
	2017	2018	2019	2020
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.	83.0	84	85	86
Percentage of teachers and parents satisfied with parental involvement in decisions about their child's education.	84.7	85	87	89
Percentage of teachers, parents and students satisfied with the overall quality of basic education.	93.1	93.4	93.7	94

### Provincial Outcome Five Strategies

- Revise the FFCA Society bylaws and Board structure / election process to improve efficacy and sustainability of governance.
- As part of Charter Goal Outcome 1.2, consider assessment and reporting practices which may improve ongoing dialogue with parents regarding student progress.
- As part of Charter Goal Outcomes 1.1 and 1.2, seek to use ICT to inform parents about their children's progress and provide parents with an opportunity to support learning at home.
- Maintain ongoing communication and collaboration with all stakeholders regarding initiatives and improvements in our system including, but not limited to: the Board Strategic Plan, School Education Plan Priorities, Campus Transition Strategies
- Encourage parental participation in school leadership through involvement with their respective School Councils, the Association of School Councils (ASC), Board of Directors, and other opportunities.



## ***BUDGET SUMMARY 2017-2018***

### **Guiding Principles for Financial Planning**

- Establish staffing levels that maintains specialists and current class size
- Provide fair and equitable salaries
- Support for focusing on the four strategic directions
  - Broaden programs offered
  - Diversify instructional programming
  - Establish a support system for research and innovation
  - Partner in new ways
- Support for staff development

### **Operating Budget**

- Seven campuses, K to 12
- **0%** grant increase on basic per student grants
- Staff allocations:
  - Kindergarten ~20.5:1 plus .3 (AB ED guideline 17:1)
  - Grades 1 to 3 ~20.5:1 plus .3 (AB ED guideline 17:1)
  - Grades 4 to 6 ~25:1 plus .3 (AB ED guideline 23:1)
  - Grades 7 to 12 ~25.3:1 plus .4 (AB ED guideline 25:1)
  - which includes PE, AP and specialty (Art, Music & Phys. Ed) positions (AB ED class size guidelines)
- Salary grids increased by 0%
- Grid increase for one more year of experience, FFCA average teacher salary will be close to **6** years of education and **7.5** years of experience
- Support staff frozen at 2016-17 levels
  - 0.5 FTE Library Technician per campus
  - 4.8 FTE Technology Support
  - 7.21 FTE Learning Assistants allocated at \$113/student
  - 12.45 FTE ESL Assistants 60:1 students
  - 2.74 FTE Lunch Assistants (Gr 1 to 8) allocated at \$33.60/student
  - 7.0 FTE Counsellors (4 Elem; 2 Middle & 1 HS + 1 HS Teacher)
- Substitute Teacher Costs = 9 days/teacher (includes sick days, appointments, coaching, etc), rate to \$215 + 9% benefits per day (rate unchanged from 2014-15)
- Campus resource allocations on a per student at same rate as 2016-17
- Professional Development – assume same as 2016-17

## OPERATING BUDGET 2017-2018

REVENUE SOURCES	SYSTEM ADMIN and INSTRUCTION			P O & M	TRANSPORTATION	2016-17 BUDGET		% of Total	
<u>Provincial Government</u>									
Alberta Education		\$ 28,294,369		\$	1,485,322		\$ 29,779,691	82.11%	
Alberta Education - Sys Admin clawback		-180,000					-180,000	-0.50%	
Alberta Education - PO&M		130,000		2,434,333			2,564,333	7.07%	
Provincial Revenues Sub-Total		\$ 28,244,369		\$ 2,434,333		\$ 1,485,322	\$ 32,164,024	88.68%	
Parent Fees		508,400			1,763,770		2,272,170	6.27%	
School Generated Funds		1,124,075					1,124,075	3.10%	
Revenue Generation		20,000					20,000	0.06%	
Miscellaneous Income+SHIP Funding+CRC		286,642		400,000			686,642	1.89%	
<b>TOTAL REVENUE SOURCES</b>		<b>\$ 30,183,486</b>		<b>\$ 2,834,333</b>		<b>\$ 3,249,092</b>	<b>\$ 36,266,911</b>	<b>100.00%</b>	
EXPENDITURE CATEGORIES	% of	SYSTEM ADMIN and INSTRUCTION		P O & M	TRANSPORTATION	2016-17 BUDGET		% of Total	
	Instruction		FTE				FTE		
Salaries & Benefits	86.23%	\$ 26,249,881	239.92	\$		\$ 25,947,757	239.92	72.99%	
Administration & POM - Salaries & Benefit	3.09%	939,205	7.20	1,187,242	18.02	20,000	2,110,608	5.94%	
Administration - Other	1.56%	474,553				17,232	489,622	1.38%	
Inclusion	0.39%	117,500					117,500	0.33%	
Classroom\Campus\Curriculum Resources	2.95%	899,580					934,940	2.63%	
Professional Development	0.68%	207,773					271,625	0.76%	
School Generated Funds	3.69%	1,124,075					841,000	2.37%	
Technology	1.27%	386,200					386,200	1.09%	
Other Services & Supplies	0.14%	44,000		1,647,091		3,211,860	4,446,003	12.51%	
Contingency									
<b>TOTAL EXPENDITURE CATEGORIES</b>	100.00%	<b>\$ 30,442,767</b>	247.12	<b>\$ 2,834,333</b>	18.02	<b>\$ 3,249,092</b>	0.00 \$ 35,545,255	265.14	<b>100.00%</b>
<b>% of Total Expenditure</b>		85.65%		7.97%		9.14%	102.760%		
<b>Draw on Reserve (Revenue less expenditures)</b>		<b>\$ (259,281)</b>		<b>\$ 0</b>		<b>\$ 0</b>			

Link to FFCA 20172018 Budget: <http://www.ffca-calgary.com/board/finance2>

## FACILITIES AND CAPITAL PLAN 2018-2021

A summary of FFCA's capital plan is below. It identifies our capital priorities as follows:

1. Phase 3 approval for our FFCA High School campus replacement project currently on hold. (This new replacement school project is included on the Provincial 2016 Capital Plan of approved projects (<http://www.infrastructure.alberta.ca/6.htm>).
2. Construction of new Northwest Elementary campus
3. Modernization of our South Middle Campus
4. Modernization of our Southeast Elementary Campus
5. Modernization of our North Middle Campus
6. Modernization of our Southwest Elementary Campus
7. Modernization of our Northeast Elementary Campus

Approved - Board Meeting: March 15, 2017

### Estimated Costs

	Elementary				Middle		High School	Totals
	Southeast <i>Alice M Curtis</i>	Northeast <i>St. Clement</i>	Northwest <i>St. Lawrence</i>	Southwest <i>Southwood</i>	South <i>Andrew Davison</i>	North <i>Greenview</i>	Montgomery	
**Approved Replacement Phase 1							7,300,580.00	
**Approved Replacement Phase 2 Mgmt & Design							100,000.00	
**Approved Replacement Phase 2							13,912,141.00	
<b>Totals</b>	-	-	-	-	-	-	21,312,721.00	<b>21,312,721.00</b>
<b>2018-19</b>								
Portable Addition					300,000.00			
Portable Replacement		450,000.00			600,000.00			
**Replacement Phase 3							15,277,199.00 #1	
<b>Totals</b>	-	450,000.00	-	-	900,000.00	-	15,277,199.00	<b>16,627,199.00</b>
<b>2019-20</b>								
			<u>New Location</u>					
New construction			16,000,000.00 #2					
Modernizations	3,521,500.00 #4			#3	4,931,700.00	4,778,000.00 #5		
<b>Totals</b>	3,521,500.00	-	16,000,000.00	-	4,931,700.00	4,778,000.00	-	<b>29,231,200.00</b>
<b>2020-21</b>								
Modernizations		3,869,234.00 #7		4,289,700.00 #6				
<b>Totals</b>	-	3,869,234.00	-	4,289,700.00	-	-	-	<b>8,158,934.00</b>

#### Notes to the Capital Plan:

\*\*Partnership discussions are ongoing with the University of Calgary about linking our replacement high school project with their capital plan.

FFCA leases buildings that are on average 57+ years old and have had no modernizations.

**Replacement** - Total cost estimate from Value Scoping Fall 2015 \$36.6M for 9,333 sq ft (\$3921/sq ft). Phase 1 & 2 = 5,333 sq ft; Phase 3 = 4,000 sq ft

**New Construction** - #2 St. Lawrence must be replaced with a larger more functional facility

**Modernizations** - #3 Audit done in 2010; #4 Audit done in 2012; #5 Audit done in 2011; #6 Audit done in 2010; and #7 Audit done in 2012

**Portable Addition** - Two additional portables required at South Middle for the progression of students up through Southeast & Southwest Elementary

**Portable Replacement** - Health & Safety the existing portables have gone well beyond their life cycle and need to be replaced.

# COMMUNICATION PLAN

## Objectives

- awareness building
- accountability
- accessibility
- media relations

## Audiences

### External:

- Alberta Education
- The Association of Alberta Public Charter Schools
- Other charter schools
- Other public and private school authorities
- Media
- Prospective parents/students
- Teachers outside of FFCA
- Graduating university students (education/prospective employees)
- Potential donors and supporters
- Communities where FFCA campuses are located
- Members of the general public

### Internal:

- FFCA students
- FFCA parents
- FFCA School Councils and Association of School Councils (ASC)
- FFCA staff and administration
- FFCA Board of Directors

## Key Messages

- FFCA is a tuition-free public education alternative focused on academic excellence, character development, parental involvement and staff leadership.
- FFCA provides a safe and caring environment for all students.
- FFCA is focused on offering a choice to all those who are interested in this distinctive approach to education.
- FFCA students are well prepared for lifelong

learning, employment, and active citizenship.

- To meet the needs of members of the Charter School Society and key stakeholders, FFCA seeks access to facilities through the following avenues:
  - Permanent charter status
  - Surplus school reserve land
  - Funding to build new schools
  - Access to program-ready facilities in a timely manner
  - Funding to modernize existing leased facilities

## Action Plan

- Provide stakeholders four (2) Board newsletters per year.
- Provide monthly campus newsletters during the school year including Board updates.
- Regular news release distribution.
- Building relationships with MLAs.
- Building relationships with education media.
- Conference attendance and speaking engagements.
- Nurturing partnerships with post-secondary education programs.
- Reaching out to communities where FFCA campuses are located through community service.
- Solidifying FFCA's corporate branding policy to streamline logo usage and overall FFCA brand.
- Administering a survey to parents to gauge satisfaction with the school, the staff and student learning.
- Hosting special events such as appreciation evenings for staff and parents.
- Participating fully in The Association of Alberta Public Charter Schools (TAAPCS).
- Supporting and participating in the biennial TAAPCS conference.
- Exploring the use of technology and social media to enhance stakeholder communications in the future.

## ***PARENTAL INVOLVEMENT***

The administration of FFCA has ensured that all of our Campus Councils, as parent leaders, have been apprised of and offered the opportunity to provide input and give feedback on the Annual Educational Results Report and this Three-year Education Plan. Their feedback has been considered in the final draft of this Three-year Education Plan.

## ***PUBLICATION***

### ***How to Obtain a Copy of this Plan***

This report, as well as a summary report, is posted to the FFCA website at the following link:

<http://www.ffca-calgary.com/board/documents-and-publications>