

The Canadian Montessori School (Calgary Montessori School)



Assurance Framework (Education Plan) 2025-2028

Accountability Statement

The Education Plan for The Canadian Montessori School Ltd. (0170) commencing September 2, 2025 was prepared under the direction of the operator and/or governing body in accordance with the responsibilities under the Private Schools Regulation and the Ministerial Grants Regulation. This plan was developed in the context of the provincial government's business and fiscal plans. The operator and/or governing body 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 three years on May 27, 2025.

Alison O'Dwyer
Board Chair

*Original signed

Key Insights from Results Analysis

- The results from Calgary Montessori School's Annual Education Results report (AERR) and well as our Parent satisfaction survey have informed this Education Plan.
- Some key areas for growth are: professional development, student retention rate and more frequent communication between teachers and parents.
- Some key areas of strength are: quality of teaching, communication with administration and access to student supports.
- Results from the Early Years Literacy and Numeracy assessments indicate that most students are meeting or exceeding grade level expectations and we are committed to sustaining high achievement and providing superior support where needed.
- Our Provincial Achievement exams also indicate a that our grade 6 students are all at or above grade level.

Stakeholder Engagement

Stakeholders including students, parents, staff and the Board of Directors contributed to the development of this Education Plan.

- The AEA (Alberta Education Assurance) is sent to teachers, parents and students in grade 4 and above each spring. These results inform both the outcomes in our Education Plan and our AERR results report.
- Calgary Montessori School's Parent Satisfaction survey is sent to parents each spring. These results play a large role in the development of this Education Plan.
- The teachers are further engaged through ongoing dialogue at bi-weekly staff meetings throughout the school year.
- Both the AERR and Education Plan are posted on the school's website for stakeholders to view.
- The Board of Directors carefully reviews the Education plan and works directly with the Principal to make any necessary changes.
- The Board of Directors also approves the budget, so they ensure that all outcomes are aligned with the school's budget.
- The Parent Advisory Council is also consulted for their considerations.

Outcome 1: Student growth and Achievement

K-6 students will demonstrate continuous growth in literacy and numeracy.

Strategies

- Grade 1-3 students will use a leveled reading program daily.
- Students in grade 4-6 will use leveled reading comprehension texts with accompanying questions so teachers can track their progress.
- Teachers work with student's one on one when necessary to ensure they have a solid understanding of any concept before moving on to the next step.
- Students will be given opportunities to go beyond grade level expectations in all subject areas using tactile Montessori materials.
- Classes will be broken into multi age groups so students can work with a variety of grade levels and experience the value of collaboration within a classroom context.
- Students will be assessed in October, January and June in mathematics and language to ensure they are continuing to make progress.
- Any children that are flagged as needing more support and are not already on an IPP will receive a learner support plan. This will include a meeting with their parents to go over the plan and check points throughout the year.
- Ideally, students are in the same classroom with the same teacher for a 3-year cycle. This allows teachers to track their growth and development.
- Teachers will ensure that students are meeting the required Alberta curricular elements by the end of each grade level through both individual, small and large group lessons.

Measures

Provincial

- Provincial literacy and numeracy screenings k-4
- AEA survey results
- Provincial achievement tests for grade 6
- PM benchmark assessments

Local

- Report card results
- Anecdotal observations from staff
- Local survey results

Plan for implementation

- Parent education nights will be held multiple times a year to help parents understand the importance of these subject areas, how we approach them in the classroom and how they can be supported at home.
- Purchase of a new reading assessment program by the 26/27 school year.
- Professional development days to train staff on implementation and analysis of required provincial assessments.
- Support from Renfrew Educational Services if required.
- Data from assessments will be analyzed on yearly basis to track progress.
- Budgetary decisions will be based on student focused programs and supporting achievement in learning outcomes.

Outcome 2: Teaching and Leading

Staff will engage in individual and collective professional development to sustain knowledge on Montessori Education, effective communication skills and the diverse learners in their classrooms.

Strategies

- The teachers at Calgary Montessori School are passionate about Montessori education and strive to help every child reach their full potential.
- They continually strive to improve their pedagogy and are constantly learning, growing and changing to meet the needs of each child.
- Engage in professional development to improve their pedagogy and better meet the needs of all students. This professional development includes but is not limited to workshops, mentorship from senior teachers, team meetings and goal setting with school leaders.
- Apply the TQS and LQS to support their teacher practice and professional development.
- Teachers will develop Teacher Professional Growth Plans annually that are specific to areas that need improvement in their practice. These will be shared with the principal, who will check in throughout to the year to see he/she can best support them on these goals.
- Expectations for student conduct, discipline and support is consistent across all programs.

Measures

Provincial

- AEA survey results

Local

- Local survey results
- Teacher evaluations from Principal
- Informal observations by Principal
- Staff retention rate

Plan for implementation

- Staff will engage in an IPP writing workshop in fall 2025.
- Staff will participate in a communication and teamwork workshop in February 2026.
- Staff will continue to engage in dialogues about student support, student conduct and discipline at bi-weekly staff meetings to ensure it is consistent throughout all classrooms.
- Local and provincial survey results will be analyzed on a yearly basis to ensure the goal is being met.
- Budgetary decisions will be made in order to support ongoing professional development of teachers.

Outcome 3: Learning supports

All students enrolled in Calgary Montessori School will have their individual needs supported and feel welcome and included.

Strategies

- Students have access to learning supports including; extra help from staff, social skills workshops, speech, occupational and physical therapy.
- Students are given opportunities to work at their own pace based on their individual learning needs.

- Students' specific needs are clearly communicated to their parents and their individual education plans are discussed frequently.
- The nature of Montessori Education allows for all children to work at their own pace and work towards their individual potential.
- Students will learn in a safe and supportive environment.
- Parents will be provided with strategies to work with their child at home when necessary.
- Teachers participate in both individual and collective PD opportunities specifically related to neurodiversity in the classroom.

Measures

Provincial

- AEA survey results
- Provincial literacy and numeracy screenings
- PM benchmarks assessments

Local

- Local survey results
- Student retention rate

Plan for implementation

- Staff will participate in an IPP writing workshop in Fall 2025.
- Children from kindergarten to grade 6 will receive the opportunity for speech therapy, occupational therapy, psychology and physical therapy in small target groups through the ECLS fund.
- Therapists will work directly in the classroom to ensure that teachers are aware how to effectively implement strategies into the classroom on a regular basis.
- Plan to pilot a sensory break out space in the 2025/26 school year at our Britannia location.
- Staff given extra prep time based on how many children with unique needs they have in their classroom.
- Local and provincial survey results will be analyzed on a yearly basis to ensure the goal is being met.
- Expanding Capacity and Learner Support (ECLS) fund will be available for services for both staff and students with occupational, speech and physio therapists as well as registered psychologists.
- Additional funds will be allocated from the school's budget to support this outcome.

Outcome 4: Governance

Strengthen the interest, involvement and dedication of our Parent Advisory Council.

Context

- From 2016-2020 Calgary Montessori School had a very strong, involved PAC. However, since the Covid 19 pandemic we have struggled to gain momentum and rebuild our council.

Strategies

- Hold parent events throughout the school year to bring parent community together.
- Set and advertise meeting dates at the beginning of the school year, so parents have plenty of notice to attend.
- Have a representative from Parent Council attend our uniform sale in the spring to let new parents know what they do and who they are.
- Parent council will plan a fundraising initiative for the school year.
- Plan a large school event in the fall to bring families together. Example, Fall Carnival.
- Parents will have an active voice in the school community.
- The parent council will operate according to their bylaws.

Measures

Provincial

- AEA survey results

Local

- Local survey results
- Parent focus groups

Plan for implementation

- Our parent council was in a rebuilding year for the 24/25 school year. They plan to revise bylaws and begin meet more formally in fall 2025.
- Principal will support the parent council to rebuild and be an active part of the community.
- Parent council specific survey will be created by administration and be sent to the executive council of the parent advisory council each spring.
- Parent council will organize a parent focus group to gain insight from parents and pass that information onto the principal.

Outcome 5: Local and Societal Context

Growth of our Upper Elementary program (grades 4-6).

Strategies

- Expand Lower Elementary program to two classrooms to be able to accept more grade one students.
- Upper Elementary students will actively participate in school community: opportunities to work with Kindergarten students and Lower Elementary students, volunteer at PAC events, volunteer in the community.
- Upper Elementary students will host a work showcase at the end of the fall semester each year for all the parent body.
- Parent education night in January where alumni speak about their experience in Upper Elementary.
- Upper Elementary students take on leadership roles within the school community.

Measures

Provincial

- AEA survey results

Local

- Student retention rate
- Local survey results

Plan for implementation

- Meeting with Upper Elementary guide and administration at the beginning of the school year to plan initiatives for the students.
- Upper Elementary student liaison with parent council.
- Principal will meet with administration from other Montessori Schools to gain insight into the success of their Upper Elementary programs.
- Exit surveys for families who choose to leave the school after grade 3.
- Increase the student retention rate to 75% of students moving from lower to upper elementary by fall 2026.
- 90% of students will complete the 3 year cycle in Upper Elementary over the next 3- 5 years.

First Nations, Metis and Inuit student success

Although Calgary Montessori School does not currently have any FMNI students we are dedicated to integrating FMNI studies into our school culture and curriculum in the following ways:

- Students explore the unique perspective of FMNI cultures and apply it to their own learning.
- School wide events and activities in honor of National Day of Truth and Reconciliation.
- Continued relationship with a Metis Elder.
- Teacher workshops to continue to learn and grow their knowledge on FMNI teachings and how to integrate them into their classrooms.

Budget Summary 2025-26

REVENUE

Government Funding	\$503,016
Tuition Fees	\$367,500
Other	\$4,100
Total Revenue	\$874, 616

EXPENSES

Instruction- ECS	\$165,864
Instruction – Grade 1-6	\$592,089
Operations and maintenance	\$38,500
Board and system administration	\$78,029
Total Expenses	\$ 87,482
Surplus	\$134

We received less money from Alberta Education for the 25/26 school year, so that affected our overall budget. In addition, we switched to outsourcing our bussing for field trips, this was a new element to our budget. To maintain a small teacher to student ratio we have brought on new staff members this school year. This means an increase in instructional costs from previous years. We took all this into account when creating this plan and will continue to document the budgetary impact of our objectives in our education plan year to year.