
Authority: 0170 The Canadian Montessori School Ltd.



Calgary Montessori School

Three Year Education Plan
2016/2017 to 2018/2019
&
Annual Education Results Report (AERR)
2015/2016

[Message from the Board Chair](#)

The Calgary Montessori School was founded in 1919 as a day and boarding school for Grades One to Twelve to educate Calgary families following the Montessori method. Over the years the school has evolved based on Calgary's economy and the needs of our families. Its primary focus for over fifty years was quality Montessori preschool and elementary education. In 2005, the Board shifted its focus to offering only Preschool/Kindergarten. Based on the continued success of the program and the needs and wishes of our families to continue receiving excellent Montessori education past Kindergarten, the Board made the exciting decision to establish an elementary program in September 2015.

With the blessing of Alberta Education, we opened a classroom with nine students in Grades One to Three for the 2015/16 school year. It was a very busy year both in the classroom and out in the community for our students. For the 2016/17 school year, the elementary enrolment more than doubled to twenty students. The B.Ed. and AMI Montessori certified teacher has been joined by a second B.Ed. and AMI certified teacher. Our families and the Board are very excited about the prospective future growth of our school.

Accountability Statement

The Annual Education Results Report for 2015/2016 and the Education Plan for the three years commencing September 1st, 2016 for The Canadian Montessori School Ltd. were prepared under the direction of the Board in accordance with its responsibilities under the *Private Schools Regulation* and the *Education Grants Regulation*. 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, to the best of its abilities, to develop the Education Plan and is committed to implementing the strategies contained within the Education Plan to improve student learning and results.

The Board approved this combined Annual Education Results Report for the 2015/2016 school year and the three-year Education Plan for 2016/2019 on November 3rd, 2016.

Foundation Statements

Vision

Guided by Dr. Maria Montessori's philosophy and educational principles, The Canadian Montessori School strives to be a centre of excellence in teaching and learning, creating and nurturing global citizens committed to peace, sustainability and cohesive communities on a local, national and international level.

Mission

The Canadian Montessori School offers students and their families a quality Montessori Elementary program committed to implementing A.M.I. educational principles and practices as outlined in the Canadian Montessori Quality Assurance Program.

Core Values

Respect
Integrity
Independence
Community
Trust
Peace
Global Citizenship

Philosophy

Calgary Montessori School is committed to the provision of quality Montessori education to students from Preschool through Grade Six based on these key concepts:

- To honor the dignity of all children and trust in their innate desire to learn. Each child learns at their own pace with the teacher guiding and monitoring the learning environment.
- To have learning occur in an inquisitive, cooperative and nurturing atmosphere, with students increasing their own knowledge through self and teacher initiated experiences.
- The atmosphere at Calgary Montessori School is one that promotes academic excellence and instills a love of learning, leading to a positive self-image.
- To foster autonomous, competent, responsible, adaptive citizens who are life-long learners and problem solvers.
- To respect the whole personality of the student, not merely his/her intellectual faculties but also his/her powers of deliberation and initiative. The physical, emotional, social, aesthetic and cognitive needs and interests of the student being inseparable and equally important.
- To instill in students a respect for one-self, others, the environment and life, as necessary precursors to developing both their full potential as well as a caring attitude towards all people and the planet.

A Profile of the School Authority

Authority: 0170 The Canadian Montessori School Ltd.
(Operating as Calgary Montessori School)

- Calgary Montessori School offers an authentic Montessori program that strives to meet the criteria outlined by the Canadian Montessori Quality Assurance Program.
<http://www.montessoriqualityassurance.org/contactus.html>
- All classrooms at Calgary Montessori School are comprised of multi-aged, multi-graded groupings of children. These groupings reflect the planes of development put forth by Dr. Maria Montessori: 0-6, 6-12, 12-18 & 18-24. The Canadian Montessori School currently offers Preschool/Kindergarten for ages 3 to 6 and Lower Elementary for ages 6 to 9 (Grades 1 – 3).
- Alberta B.Ed-certified teachers with Montessori credentials work with the age level of students they are qualified to teach: Primary: 3 to 6, Elementary: 6 to 12. Students remain with the same teachers/classroom community for a three-year cycle.
- Each Prepared Environment has a full complement of Montessori materials and activities that foster independence (physical, emotional, cognitive and social). These exercises encourage spontaneous activity, self-directed learning and with repeated practice, promote mastery of concepts/skills.
- Students work at their own pace, at their own level and receive lessons on an individual, small group and large group basis. Collaboration, peer teaching and mentoring are core values of authentic Montessori practice.
- Each school day is structured with long, uninterrupted blocks of time, allowing children time to delve deeply into subject areas. Uninterrupted three-hour work cycles allow children time to absorb new concepts, make meaningful connections, practice new skills and reflect on newly acquired knowledge. Learning is mastery-based with each child progressing to the next lesson/concept acquisition when success has been observed by the teacher and/or demonstrated by the child.
- Curriculum specialists work with the children on certain subject areas such as second language instruction and physical education. Every effort is made to ensure these lessons are scheduled so as to involve minimal disruption to the daily three-hour uninterrupted work cycle.
- Dr. Maria Montessori's Cosmic Curriculum and the Great Lessons provide the children in the Elementary program with a jumping off point for exploration and discovery learning that integrates with Alberta Education's Program of Studies.

Trends and Issues

Growth

Calgary Montessori School is in the enviable position of having to plan for future growth. Having already doubled its Lower Elementary enrollment in just its second year of operation, the administration must plan for any additional space requirements for 2017-2018 year. Discussions are ongoing with the facility manager at Temple B’Nai Tikvah. To date, management have indicated their interest in making whatever accommodations are necessary to keep Calgary Montessori School’s Elementary program operating in its current location.

Student Retention (Kindergarten)

It is important for Calgary Montessori School’s Kindergarten students to complete their third year at Calgary Montessori School. The third year in a Montessori Preschool program allows Kindergarten students an opportunity to consolidate and synthesize the skills and concepts they have explored in their preschool learning communities. Pressure on families to enroll their children in local Kindergarten programs (and not complete what Montessori educators consider a three-year learning cycle) impacts our students: students will not have an opportunity to experience that same synthesis of learning and they will not have an opportunity to be the leaders and mentors they can be during that third year in their mixed-age learning community. Parent Education on this issue is ongoing and overall, there has been an improvement where retention of our Kindergarten students is concerned.

With the Montessori Elementary program now operating, families with Calgary Montessori School have an additional choice where Elementary schooling is concerned. More of our preschool families are expressing interest in continuing their child’s educational journey in a Montessori setting. Open Houses and Parent Education sessions regarding the Montessori Elementary program are well attended. Higher retention of Kindergarten students bodes well for Calgary Montessori School’s Elementary program, as the Preschool/Kindergarten program is foundational to the success and sustainability of the Elementary program.

Staffing

With the anticipated growth of student enrollment, hiring additional teachers with Montessori certification and Alberta certification is a top priority. Calgary Montessori School has always prided itself in its ability to attract and retain highly qualified, passionate educators. Staff stability leads to consistency and program stability over the long term.

Before and After School Care Program

Calgary Montessori School recognizes the difficulties some families have managing before and after school care for their children. With this in mind, efforts are underway to design a survey for parents, asking as to their needs and preferences where this issue is concerned. Once the survey results are in, decisions will be made regarding future steps to help our families in this regard.

Summary of Accomplishments

- Calgary Montessori School has offered families in the Calgary area a quality Montessori program since 1919. As such, Calgary Montessori School is one of the longest, continuously operating Montessori schools in all of North America.
- Calgary Montessori School's Elementary program officially opened its doors in September 2015 to a total of 9 children (7 Grade One, 1 Grade Two and 1 Grade Three). This year, the enrollment has grown to a total of 20 students, with 10 Grade Ones, 8 Grade Two's and 2 Grade Three's.
- A series of parent education events were held during the 2015-2016 school year that helped parents appreciate more fully the learning their children were involved in in the classroom environment. These talks helped parents fully understand how the Alberta Program of Studies and the Montessori Cosmic curriculum are integrated in the classroom environment. Aspects of the curriculum such as geometry and spelling were discussed and the teacher demonstrated work being carried out with didactic materials used to develop childrens' understanding of these concepts and skills.
- With 'peace' as one of Calgary Montessori School's core values, Calgary Montessori School students gathered on Calgary's Peace Bridge for the 4th year running, with over 100 students from other local Montessori schools to share a message of peace on September 21st, the International Day of Peace as designated by the General Assembly of the United Nations.
- To mark Universal Children's Day, November 20th, students from Calgary Montessori School's Elementary program reached out to Greg Clarke, leader of the Alberta Party and MLA for Calgary-Elbow. A visit to Greg Clarke's office was memorable as the children shared their thoughts and written texts/illustrations with Mr. Clarke about the rights of children (everywhere) to education and the necessities of life.
- Committed to establishing relationships with local community partners, Calgary Montessori School developed a relationship with Maison Senior Living, Britannia. Students visited the residence a total of three times and shared songs, poetry and a year-end musical play with the seniors. The highlight visit was undoubtedly when the students served tea and cookies to the seniors.
- A series of speaker events supported by Calgary Montessori School were warmly received by our parent community: the first speaker event was led by *Sandra Giralto* and focused on the child in the first plane of development, 0 to 6 years of age. The second speaker event, led by *Phyllis Pottish-Lewis* focused on educating participants on aspects of Montessori philosophy and pedagogy at the Elementary level. Another renowned local speaker, *Brian Keating*, spoke to parents and teachers about the important role nature plays in helping children learn about themselves, and the interconnectedness of all living things.

Outcome One: Alberta's students are successful

The performance measures listed in the table* do not apply to students who attended Calgary Montessori School for the 2015-2016 school year.

*High School Completion rate,

*Drop-Out rate,

*High School to Post Secondary transition rate,

*Percentage of Grade 12 students eligible for a Rutherford Scholarship and the *Percentage of students writing four or more diploma exams within three years of entering Grade 10.

Comments

Building on a lengthy tradition of offering a strong Montessori Preschool/Kindergarten program, Calgary Montessori School opened its doors in September 2015 to seven Grade 1 students, one Grade 2 student and one Grade 3 student. Calgary Montessori School is committed to ensuring students are successful in the pursuit of learning and to ensuring each child experiences a high-quality Montessori educational experience. In so doing, students will acquire the knowledge, skills and attributes necessary to set them up for successful completion of student learning outcomes and schooling in general.

Calgary Montessori School firmly believes in 'educating the whole child' and with this in mind, teachers, staff and administration believe that time and energy spent ensuring each child feels valued and respected is a worthwhile endeavor. Developing a strong sense of confidence, self-esteem, belonging and purpose within each child goes a long way towards nurturing successful, active citizens of tomorrow.

Strategies

- Individualized instruction, based on daily observations of students and their work.
- Instruction and lessons will accommodate each individual child's learning style and needs.
- Engaging students through self-selected/peer-selected project based work, with opportunities to represent learning using diverse media.
- Students will learn to set daily/weekly/monthly goals, make responsible choices and be accountable for their decisions.

Outcome Two: The achievement gap between First Nations, Métis, and Inuit students and all other students is eliminated

Comments

Calgary Montessori School does not currently have any self-identified FNMI students attending our program. Montessori's *cosmic curriculum* offers students a global perspective where culture and history are concerned and as such, provides students with opportunities to better understand and appreciate aboriginal cultures on a Canadian and International level.

Strategies

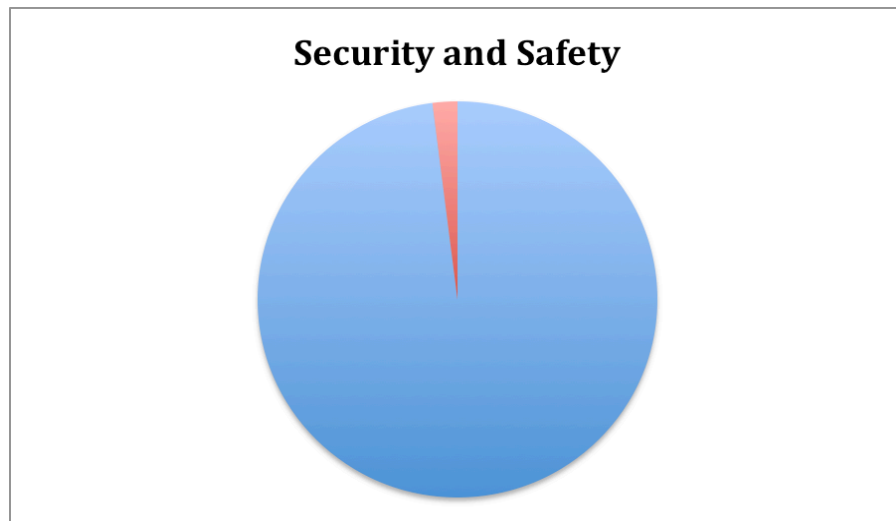
- Students will develop their understanding of FNMI history through studying the Social Studies curriculum outlined in Alberta Education's Program of Studies.
- Students will visit the Glenbow Museum to access their exhibits on Canadian aboriginal history and culture. (Indigenous Studies School Program)
- Students will host a school wide cultural celebration
- Students will seek opportunities to host an Aboriginal elder at school.

Outcome Three: Alberta’s education system is inclusive

Performance Measures

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.

	Strongly Agree/Agree	Disagree			
Students help create a safe learning environment for themselves and each other	5	2			
Your child is safe	7				
Students treat each other well	5	1	1		
Your child is treated fairly by staff	7				
Your child gets help at school with problems not related to school work	5	2			
When your child needs it, teachers are available to help him/her	6	1			
Your child understands his/her part in the shared responsibility for his/her learning	4	3			



98% Strongly Agree/Agree
2% Disagree

Comments

Calgary Montessori School offers students and their families an intimate, caring, nurturing learning environment. Relationships are key and play a crucial role in creating the strong sense of community that pervades the entire Calgary Montessori School community.

Relationships are formed over time. Calgary Montessori School is deeply committed to the concept of a three-year cycle, beginning at the preschool level and continuing at the Elementary level. Children remain in the same classroom community for a full three-year cycle, with the same teachers. This allows deep relationships to develop between peers as well as between teachers and children.

Strategies

- Lessons in Grace and Courtesy lie at the heart of Montessori pedagogy and inform students on how to interact and socialise with peers and adults.
- Peace Education is a focus in each Montessori learning community and conflict resolution strategies are introduced to the children by the teacher through the introduction of a peace table (or centre) in each learning environment.
- Safety, security and supervision practices are carried out on a regular basis, ensuring students feel safe and secure at school.
- Policies and procedures regarding school safety, health and safety, student code of conduct and an inclusive learning environment are in place.

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

Performance Measures

Overall teacher, parent and student satisfaction with the opportunity for students to receive a broad program of studies including fine arts, career technology, and health and physical education.

	Strongly Agree/Agree			Don't Know	
Your child is learning what he/she needs to know	5	1			1
Your child finds school work interesting	4	3			
Your child is offered opportunities to follow his/her own interests as they come up	7				
Your child finds school work challenging	4	3			
Students at your child's school help each other when they can	6	1			
Your child is encouraged to be involved in activities that help the community	7				
Your child is encouraged and supported to develop his/her ability to reason	6	1			
Your child clearly understands what he/she is expected to learn	5	1			1
Please indicate your level of satisfaction regarding the following	Very Satisfied	Satisfied	Dissatisfied	Very dissatisfied	Don't know
How satisfied are you with the variety of subjects available to your child?	5	2			
How satisfied are you with the opportunities your child has to participate in physical education?	4	2			1

Alberta has excellent teachers, school and school authority leaders



96% Strongly Agree/Agree, Very Satisfied/Satisfied
4% Don't know

Comments

Calgary Montessori School offers physical activity, music, art, French (or Spanish depending on availability of qualified staff) at all Grade levels.

Teachers at Calgary Montessori School are committed to ensuring students experience a rich, varied program of studies that keeps students engaged and challenged.

The administration at Calgary Montessori School is committed to ensuring teachers have the supports and resources they need to help them and their students feel successful.

Strategies

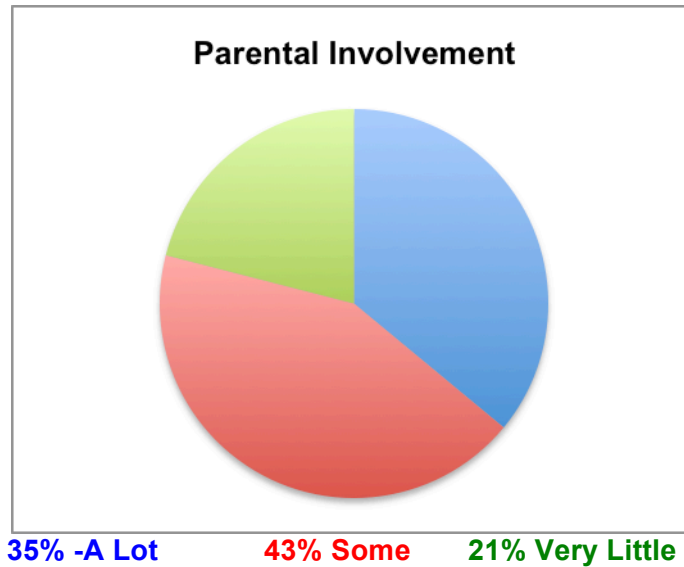
- Alberta's Teaching Quality Standard is reviewed each year with staff.
- Teachers develop professional growth plans as well as yearly lesson plans, with clearly defined learning objectives and goals.
- Teachers will participate in on-going professional development initiatives throughout the school year.
- Teachers will meet regularly as a group to discuss best practices in the classroom and collaborate on assessment practices.
- Program and teaching evaluations are in place to ensure best practices.

Outcome Five: The education system is well governed and managed

Performance Measures

1. Overall teacher and parent satisfaction with parental involvement in decisions about their child’s education.

	A Lot	Some	Very Little	Not At All	Don't Know
To what extent are you involved at your child's school?	1	4	2		
How satisfied are you with the opportunity to be involved in your child's education?	4	2	1		



Comments

Calgary Montessori School ‘s parent community for the 2015-2016 year was small and intimate due to a total enrollment of 8 families in the Lower Elementary program. Given this small number of students, the teacher did not require a lot of parent involvement in the classroom throughout the school year, other than some support during field trips and organizing special lunch days. It is expected this will change as the student enrollment grows, additional grades and additional staff are hired.

Strategies

- Creating a Parent Advisory Council will increase parent involvement.
- The PAC will play a role in supporting community-building activities and fundraisers, fostering discussion about school-related issues and promoting and facilitating communication and understanding among parents, staff, teachers and The Canadian Montessori School Board.

Future Challenges

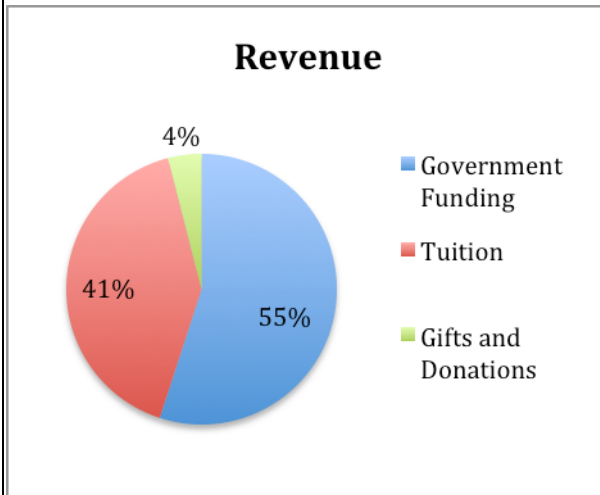
Calgary Montessori School currently serves families with children in its Preschool Montessori program as well as students in its Montessori Lower Elementary program (Grades 1 – 3). Plans to establish an Upper Elementary program is an important part of Calgary Montessori School's future growth plan, as this will allow students and their families the opportunity to remain at the same school for the entire Elementary cycle of 6 years.

A financial plan, facility space and staffing are integral aspects of this future growth.

Continuing to attract new families/students will also be an important consideration.

Summary of Financial Results for 2015/2016

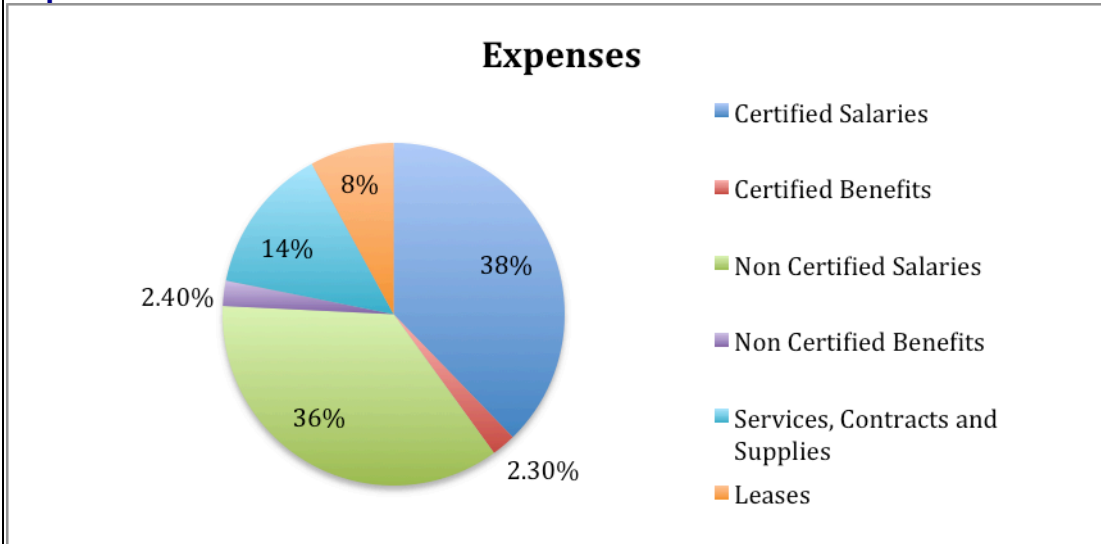
Revenue



Government Funding	\$475,886
Tuition Fees	\$352,950
Gifts and Donations	\$30,000

Total Revenue **\$858,836**

Expenses



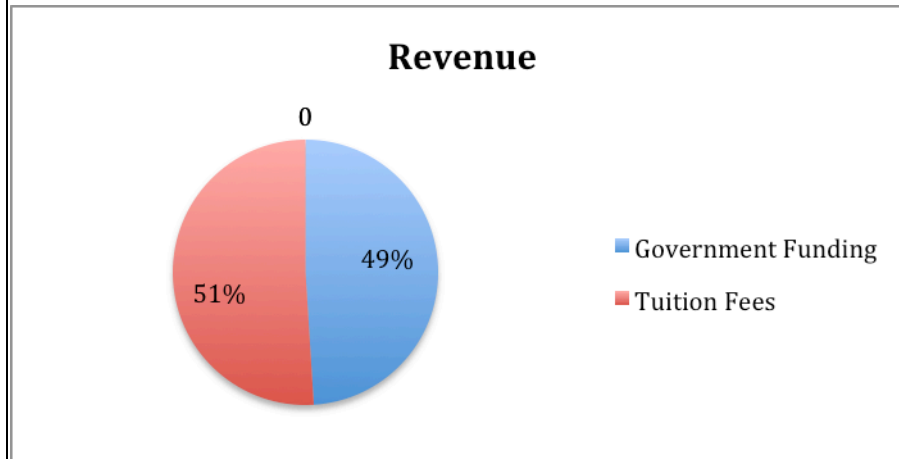
Certified Salaries	\$322,758
Certified Benefits	\$19,823
Non Certified Salaries	\$307,136
Non certified Benefits	\$17,483
Service Contracts & Supplies	\$120,292
Leases	\$69,767

Total Expenses **\$857,259**

Surplus (Deficit) \$1577

Budget Summary 2016/2017

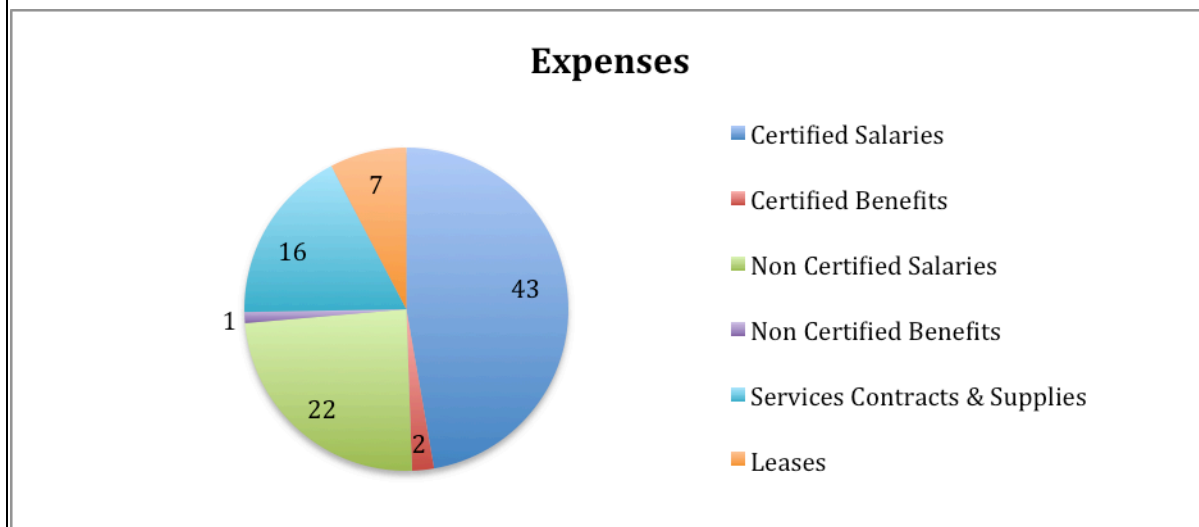
Revenue



Government Funding	\$433,809
Tuition Fees	\$442,750

Total Revenue **\$876,559**

Expenses



Certified Salaries	\$365,616
Certified Benefits	\$18,500
Non Certified Salaries	\$189,400
Non Certified Benefits	\$10,100
Service Contracts & Supplies	\$134,945
Leases	\$59,155
Severe Dis. (PUF)	\$83,922

Total Expenses **\$861,638**

Surplus (Deficit) \$14,921

Capital and Facilities Projects

- Currently, there are no capital plans or facility projects being considered.

Timelines and Communication

- The Board of Directors of The Canadian Montessori School Ltd. will approve Calgary Montessori School's Three Year Education Plan during its annual fall meeting. It will be submitted to Alberta Education by November 30th, 2016. The Three Year Education Plan/ AERR will be circulated to parents and hard copies will be available on site. Members of the general public will have access to this document on the school's website.

Whistleblower Protection

- There are no disclosures to report.

