

# THREE-YEAR EDUCATION PLAN



**Destiny Christian School  
2026-2029**

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# Mission Statement

As a ministry of Home Church, the mission of DCS, in partnership with families and the church, is to (1) create disciples of Jesus, (2) train servant leaders, and (3) provide quality Christian education.

# Vision Statement

The vision of DCS is to nurture a community where students flourish in faith, servant leadership, and learning, preparing them to live out their God-given destiny as disciples of Jesus.

# Core Values

## Christlikeness:

Our staff fosters a Christ-like community through a personal relationship with Jesus, love for the Church, and treating others with the compassion and love Jesus would. We embrace our role as committed stewards of the mission, vision, and calling of Jesus as staff at Destiny Christian School.

## Student-Centered:

Our staff promotes a student-centered culture by deeply understanding and valuing each student as a unique individual with a God-given destiny. They manage with love and discernment to foster a thriving community where students can flourish.

# Faith Statement

DCS has the fundamental belief that all children are created and loved by God, each having a divine purpose for living. The goal of life is to discover God and His will for their life. The goal of the school is to support students to reach their full development: academically, physically, socially, emotionally, and spiritually.

DCS is a ministry of Home Church. Parents choose Destiny Christian School and agree with its mission and vision, along with Home Church's Statement of Faith. The application for enrollment specifies the philosophy and beliefs that DCS adheres to. Parents acknowledge and agree with these statements when they enroll their child(ren).

# Philosophy and Beliefs

At DCS we believe that "all children are gifts of the Lord and His reward (inheritance)" (Psalm 127:3). Children attending Destiny will be mentored in developing a personal faith in God and building a life relationship that will bring strength and direction to their personal lives through Biblical principles.

**Church** – Destiny is a ministry of Home Church; therefore, students and families are encouraged to connect and be a vital part of a local Christian community. We believe the **Local Church Family** is a vital part of the team to parents in the development and growth of their children.

**Parents** have been mandated by God to nurture and support their child(ren) (Proverbs 22:6), which affirms their responsibility in education of their children.

**School**, though significant and foundational, is only part of a life-long learning process.

# **Beliefs We Live By**

1. Parents have primary responsibility for raising their children to find and fulfill their God-given destiny.
2. Destiny's staff, parents, and student family are part of a team dedicated to supporting children to become lifelong learners who grow into their full potential and destiny, striving to be excellent learners with academic and personal excellence, aiming to fulfill our God-given destiny.
3. The local church family is a vital part of the team to assist parents in the training and growth of their children.
4. Children attending Destiny will be mentored in developing a personal faith in God and building a lifetime relationship that will bring strength and direction to their personal lives.
5. Children attending Destiny will be mentored in building meaningful life relationships using Biblical principles.

# Accountability Statement

The Education Plan for Destiny Christian School Society commencing May 31, 2026 was prepared under the direction of the Board of Directors 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 Board of Directors 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 2026/2029 Education Plan on May 28, 2026.

*Original copy signed*

Jachin Mullen, Chairman of the Board



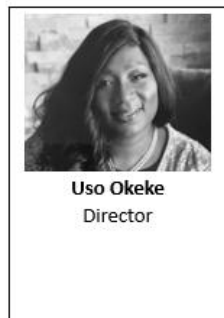
## Message from the Board Chair

Destiny Christian School remains committed to the complete development of every student – spiritually, academically, socially and physically. As an independent school under the spiritual covering of Home Church, we deeply value our strong partnerships with parents, our church community, Alberta Education, and the Association of Independent Schools and Colleges in Alberta (AISCA). These relationships continue to strengthen our ability to serve students with excellence.

Our core priorities remain centered on “building foundations for success” by intentionally creating disciples of Jesus, cultivating servant leadership, and equipping students with the skills and character needed to thrive. We are dedicated to empowering each learner to discover their God-given purpose while supporting families in laying strong foundations for future success. Together, we are shaping tomorrow’s leaders today.

Our teaching and administrative teams continue to provide quality Christian education and meaningful support to students and families. Their commitment ensures Destiny Christian School remains focused on developing capable, confident leaders who will influence every part of society.

The Board of Directors, along with school staff and families, work together to ensure that the vision, mission and values of Destiny Christian School are lived out with integrity and purpose. This shared commitment guides our direction and strengthens our impact as we move forward into the next three years.





## Message from the Principal

As the principal of Destiny Christian School, I want to reaffirm the vital role of Christian education in shaping the hearts and minds of our students. At DCS, we believe that education extends far beyond academic achievement. It is a calling to form disciples of Jesus, to nurture leadership rooted in Christlike character, and to guide students as they discover their God-given purpose.

Our mission and vision are grounded in the conviction that every student is uniquely created by God and designed for a specific destiny. We are committed to creating an environment where students can flourish spiritually, academically, socially, and emotionally. Discipleship, student leadership, and quality Christian education remain central themes of our work and will continue to guide our direction.

We also recognize that fulfilling our mission requires strong partnership. The home, the church, and the school each play an essential role in the growth and success of our students. Parents and guardians are the primary educators of their children, and the church provides important spiritual support and community. We wholeheartedly encourage families to engage actively in the life of both the school and the church as we work together to support each child's development.

Our commitment includes providing students with teachers who are passionate about Christian education and dedicated to nurturing the whole child. Our staff intentionally integrates biblical truth and Christian values into every aspect of teaching and learning, creating a school culture where students are encouraged to grow, explore, not only in their faith-life but also in their academics.

Together, we can equip our students to step confidently into their God-given destiny and purpose and become the leaders He has created them to be.

Tim Gill

*Principal of Destiny Christian School*

# DCS 2026-2029 Education Plan – Focus Areas

## Stakeholder Engagement

To inform this plan, DCS collected and analyzed feedback from:

- Parent Surveys
- Student surveys
- Staff discussions
- Board governance discussions

Key priorities identified are:

1. Improve literacy and numeracy outcomes
2. Expand student leadership opportunities
3. Strengthen discipleship and biblical worldview
4. Increase learning supports for diverse learners

## Current Results and Data Analysis (Baseline)

### Student Achievement

- Provincial Achievement Test (PAT) results indicate variability in numeracy performance across grades.
- Literacy assessments show approximately 65-70% of students achieving grade-level expectations.
- Numeracy assessments show that 81% of students in Kindergarten to grade 3 understand concepts taught without additional supports

### Student Engagement

- High engagement in faith-based programming
- Moderate engagement in student leadership opportunities

### Learning Supports

- Increasing number of students requiring targeted literacy and numeracy interventions

### Governance and Compliance

- All required Alberta Education submissions completed on time
- Opportunity to improve internal data tracking and reporting

## Discipleship

DCS is creating a playschool to grade 9 discipleship pathways in partnership with Home Church's Kids, Youth and Bible College ministries. We are building Bible-centered lessons that emphasize spiritual formation, weekly memory verses, and school-wide schedules of praise and prayer (chapel) and whole school assemblies. Home Church Bible College students also mentor our middle-school small groups. Parents are equipped through Family Nights, so church, home and school speak with one voice. Throughout the year, students engage in discipleship projects and milestone celebrations, and the journey culminates in an end-of-the-year grade 9 retreat designed to help them reflect on their growth, solidify their identity in Christ, and launch confidently into high school as servant-hearted leaders and disciples of Jesus.

## Student Leadership

The objective to transform into a Leadership School for students from Playschool to Grade 9 involves comprehensive strategies, including staff and team training through the John Maxwell iLead program. The approach includes training teachers to facilitate student-led parent-teacher interviews and establishing Student Leadership Portfolios tailored for each educational division, which will be integral to these interviews. Additionally, significant school events, that would provide leadership opportunity for whole school involvement, is planned to involve the school community and parents, grandparents, and local business leaders, aiming to highlight and celebrate leadership development. Progress towards these goals will be measured using parent surveys, focusing on leadership, culture, and academic achievements as key indicators of success and areas for further development.

## Quality Christian Education

To achieve the goal of providing Quality Christian Education, a comprehensive plan focusing on teacher supervision, evaluation, and growth is being developed. Strategies for realization include utilizing tracking sheets for teacher supervision, annual evaluations for teaching and non-teaching staff, and requiring teachers to submit detailed plans that align with biblical principles. Professional development sessions will reinforce the integration of faith into the curriculum, and strategic plans to increase results in numeracy and literacy are being laid out. The effectiveness of these strategies will be measured through feedback forms from teachers' post-professional development sessions and thorough evaluations of the principal by the board of directors, alongside regular updates on the strategic plan and 3-year education plan.

## Provincial Assurance Measures Alignment

Destiny Christian School aligns with Alberta Education's Assurance Framework by monitoring the following assurance measures:

- Student Learning Engagement: Baseline moderate-high; target to maintain high, move to very high by 2029
- Teaching and Leading: Baseline moderate-high; target to maintain high, move to very high by 2029
- Parental Involvement: Baseline high; target to increase positive results by 5% by 2029
- Education Quality: Maintain very high
- Safe and Caring Environment: Maintain very high
- Citizenship: Increase student participation in service to 90% by 2029
- Access to Supports and Services: Baseline low-moderate; target to increase to moderate-high by 2029

# Domain 1: Student Growth and Achievement

## Outcomes

- Students achieve strong literacy and numeracy outcomes and demonstrate growth over time
- Increase scripture memory across the school, specifically in grades 7-9
- Students demonstrate Christlike character through service, humility, and community engagement.

## Measures

- Provincial Achievement Tests (Grades 6 & 9)
- School-based literacy and numeracy assessments
- Student engagement surveys
- Scripture memory tracking (target  $\geq$  90% gold)

## Targets

- Increase numeracy PAT acceptable standard by 10-15% by 2029
- Increase literacy proficiency to 85% at grade level
- Increase scripture memory participation to 90% of students receiving Gold-scripture memory awards

## Strategies

- Implement structured literacy programming
- Use consistent numeracy assessment and interventions
- Provided targeted intervention supports
- School-based literacy assessments using programs like Reading Eggs and Fountas and Pinell reading assessments and intervention
- Numeracy assessments utilizing programs like IXL and Math Seeds
- Use consistent numeracy assessment tools and continue using foundational principles for math facts using homework strategies and regular reviews
- Expand service and leadership opportunities
- Integrated Bible that is consistent across all grades that includes weekly memory verses and spiritual formation and reflection
- Continue weekly praise and prayer across all divisions (ECS to Gr 3, Gr 4-6, Gr 7-9) and full school assemblies three times per year
- Mentoring and small groups with Home Church Bible College students mentoring grades 7-9 students in bible study and one-on-one check ins
- Introduce service opportunities within the school (peer tutoring, classroom helpers)
- Launch community service partnerships (seniors' homes, food banks, churches, school events)
- Create a Leadership in Action option class Grades 7-9
- Evaluate leadership growth using surveys, reflections, and community feedback
- Integrate leadership outcomes into the Annual Education Results Report

## Assurance/AERR

- B.1 Student Learning Engagement (maintain high or move to very high)
- A.4 Education Quality (maintain very high)
- A.6 Citizenship (Maintain excellent; students modeling characteristics of active citizenship)

# Domain 2: Teaching and Leading

## Outcome

Teachers apply quality, evidence-based and faith-integrated instructional practices.

## Measures

- Teacher evaluations
- Professional development participation
- Classroom observations

## Targets

- 100% of teachers engaged in annual professional development
- Improved instructional consistency across grade levels

## Strategies

- Continue to provide literacy and numeracy training. Teachers and EAs are given the opportunity to attend professional development training in these areas.
- Continue with instructional coaching and mentoring. For example, any new teaching staff member is paired with a mentor teacher for the year.
- Conduct annual evaluations and professional growth plans.
- Continue teacher discipleship training, ensuring staff model spiritual leadership, particularly for new team members.
- Implement structured literacy programming

## Assurance/AERR

- A.4 Education Quality (maintain very high)
- H.1 Access to Supports and Services (maintaining educational assistant support for students)

# Domain 3: Learning Supports (Enhanced)

## Outcome

Students receive timely, targeted, and effective support to meet diverse learning needs.

## Measures

- Number of students receiving interventions
- Progress monitoring data (literacy and numeracy growth)
- Student success rates after interventions
- Parent feedback and satisfaction

## Targets

- Reduce number of students requiring intensive intervention by 10% by 2029
- Increase success rate of intervention students by 15%
- 100% of identified students have documented support plans

## Strategies

- Implement an intervention model
- Expand small-group and targeted instruction
- Provide individualized learning plans where needed
- Increase educational assistant (EA) support where required
- Use evidence-based programs for literacy and numeracy intervention

## Assurance/AERR

- C.1 Parental Involvement (maintain very high or move to excellent)
- B.1 Student Learning Engagement (maintain high or move to very high)
- A.4 Education Quality (maintain very high)
- H.1 Access to Supports and Services (maintain excellent; improve Teacher and Student Results)

## Domain 4: Governance

### Outcome

Destiny Christian School operates with effective governance and accountability.

### Measures

- Compliance audit results
- Timely Alberta Education submissions

### Targets

- 100% compliance with Alberta Education requirements

### Strategies

- Conduct internal compliance audits
- Strengthen financial planning and reporting

### Assurance/AERR

- E.2 School Improvement (maintain excellent)

## Indigenous Education and Truth & Reconciliation

Destiny Christian School is committed to integrating Indigenous perspectives and supporting Truth and Reconciliation by:

- Inserting Indigenous knowledge and perspectives into curriculum where appropriate
- Teaching age-appropriate content related to residential schools and their legacy
- Providing annual staff professional development (target: 100% participation)
- Promoting respect and reconciliation within a Christ-centered framework

Progress will be monitored through staff participation, curriculum evidence, and student reflection.

## Monitoring and Reporting Process

Progress will be monitored through:

- Quarterly data reviews (literacy, numeracy, interventions)
- Ongoing classroom observations
- Annual PAT and AERR reporting

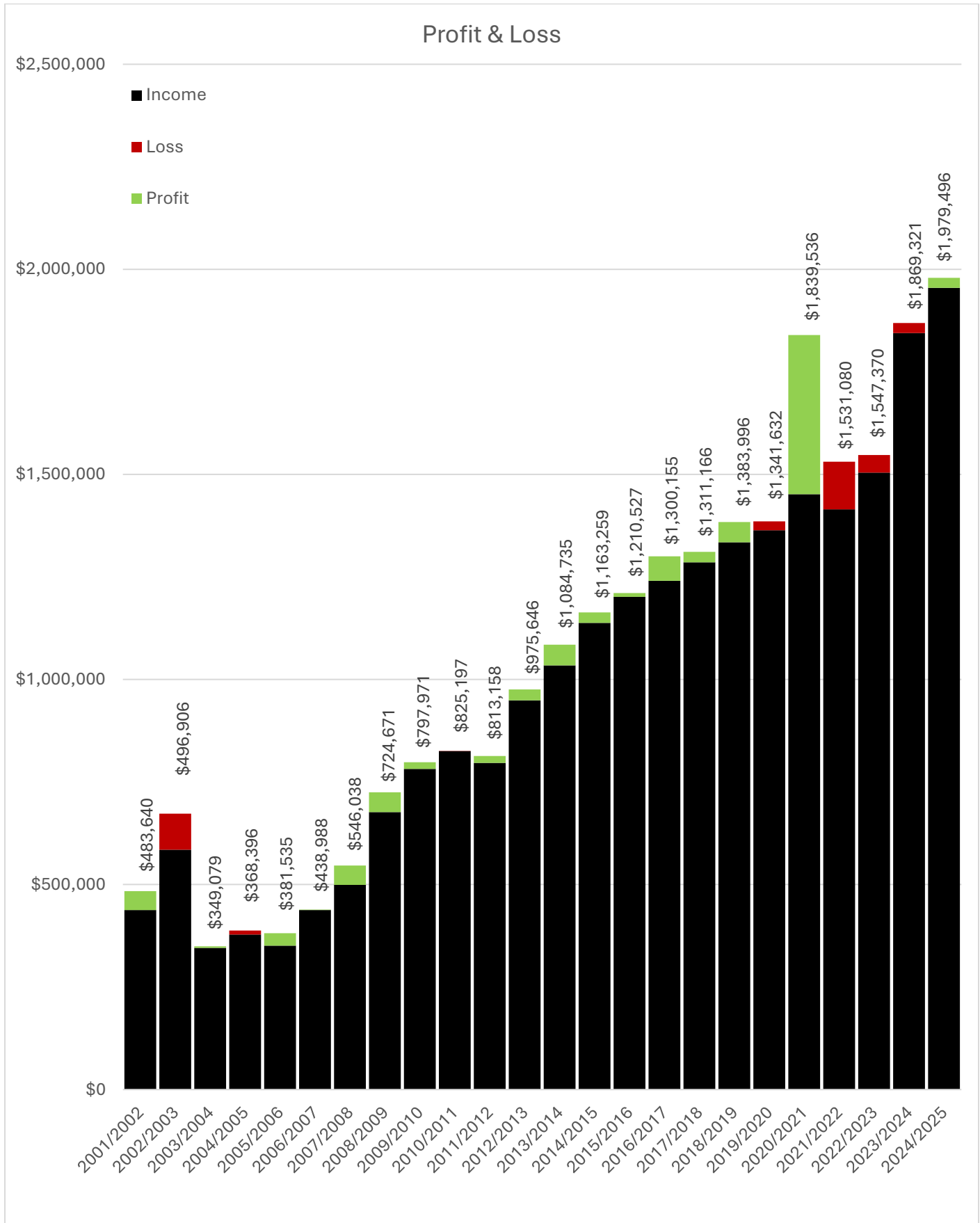
## Financial and Resource Alignment

Resources will be allocated to:

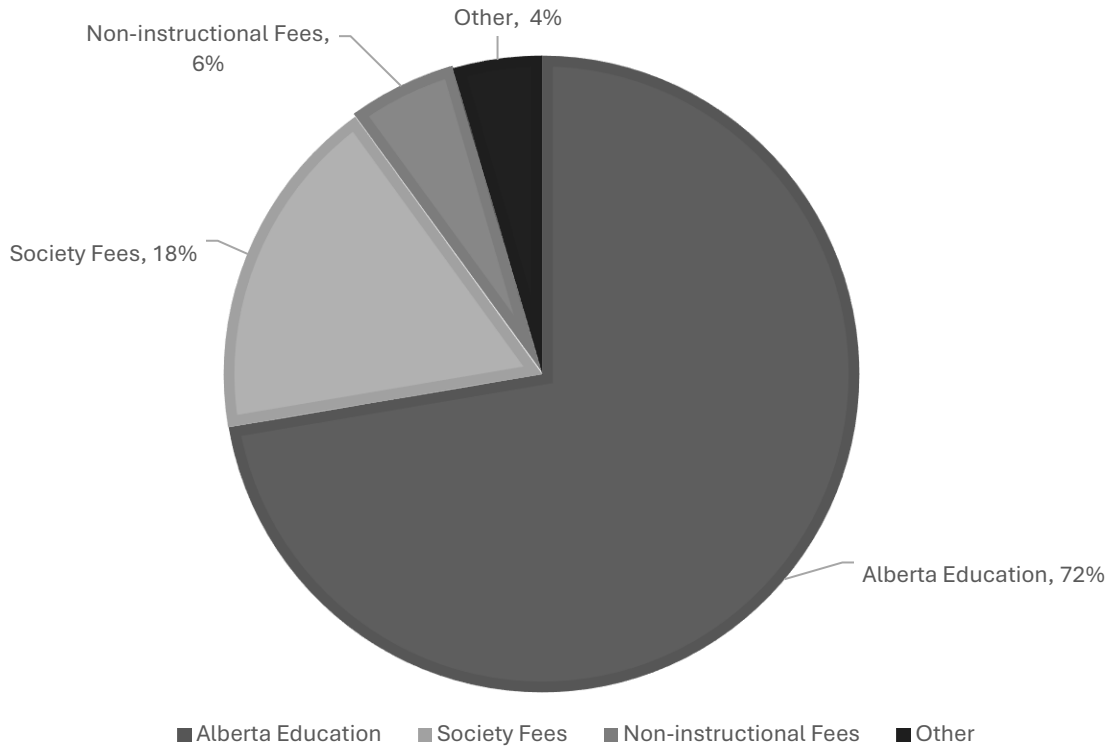
- Literacy and numeracy programming
- Learning supports and Educational Assistants staffing
- Professional development
- Leadership and discipleship initiatives

# Summary of Financial Results

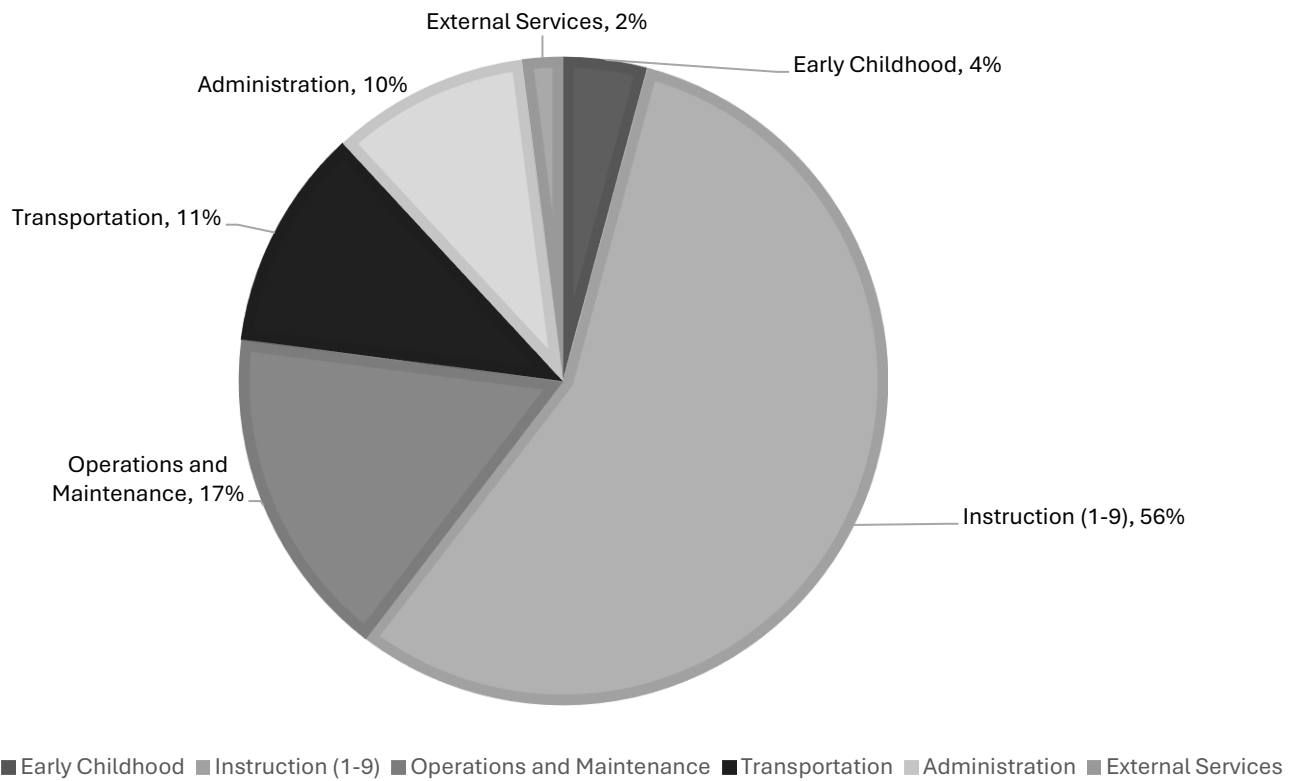
\*Note projected results will be updated once the 2026-2027 operating budget is approved.



## DESTINY CHRISTIAN SCHOOL 2025-2026 PROJECTED INCOME



## DESTINY CHRISTIAN SCHOOL 2025-2026 PROJECTED EXPENSES



## **Conclusion**

This three-year education plan outlines Destiny Christian School's commitment to academic excellence, spiritual growth, and leadership development, aligned with Alberta Education expectations.