

Webber Academy

Three-Year Education Plan

Spring 2023 Submission



"To prepare students to thrive in university and beyond..."

Message from the President and Head of School

This document is a testament to the ongoing efforts made by our students to meet the high expectations they have set for themselves. They are to be commended for their scholastic achievements and eager participation in a wide range of extra-curricular activities.

It is inspiring to witness students embrace a positive approach to learning as they strive to attain excellence. Many have also earned our respect for the contributions they have made to better our school community, as well as, Calgary and globally. It is heart-warming to see so many caring individuals do their part to better the lives of others.

Success in school is also the result of determination and commitment to core values that are embraced by a purposeful parent community. Ongoing support is essential to the development, achievements and happiness of their children. The efforts made by parents to reinforce lessons learned in the classrooms are critical to the positive growth of all children.

Sincere thanks goes to Webber Academy teachers and support staff who continue to have a profound impact on student growth and are much appreciated for their tenacity, commitment, and compassion which are attributes they demonstrate every single day. I believe our teachers are providing Webber Academy students with first class instruction and it is truly a pleasure to work with such outstanding professionals.



Dr. Neil Webber
President and Head of School Webber Academy

Accountability Statement

The Education Plan for Webber Academy commencing June 2023 was prepared under the direction of the Board of Directors in accordance with the responsibilities under the *Private Schools Regulation* and the *Education Grants Regulation*. This 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.

This document is located on our school website at www.webberacademy.ca under the heading: Resources.

Reviewed and approved by Board Chairman, Mr. Lorne Webber.



Graduating Class of 2022



Webber Academy's Mission and Values Statement

"Preparing students to thrive in university and beyond."

This mission will be accomplished by creating an environment based on high expectations of achievement, behaviour and service. Our society needs citizens with strong moral and ethical values, who believe in the responsibilities of citizenship and service to others. At Webber Academy, we will actively encourage the growth and development of these traditional values in our students. Participation in, and enjoyment of school life will prepare our students for responsible involvement in their communities and our society as a whole.

Principles and values the Webber Academy Board of Directors and the school faculty believe in, include:

- Personal attention for each child.
- Creating an atmosphere where young people of many faiths and cultures feel equally at home.
- Providing a high calibre school whose graduates will have a positive influence in the world.

At Webber Academy, we will expect students to:

- Care for themselves,
- Respect themselves and their peers,
- Respect their teachers, leaders, and all adults,
- Honour their parents,
- Be truthful and honest,
- Work hard and use their talents and abilities,
- Speak well of others,
- Be loyal and trustworthy,
- Be courteous,
- Be cooperative and work as a team member,
- Honour our country's heritage and place in the world,
- Be committed to principles, and
- Reach their full potential.

A Profile of the School Authority

Webber Academy, located in southwest Calgary, serves students who reside in all quadrants of the city. We are a K-12 school that also offers a licenced pre-kindergarten program for four-year-old children. It is believed there is strong parental support within our school community for a structured and all-encompassing education to prepare students to pursue post-secondary education.

The student count as of September 30, 2022, was 1012, from Junior Kindergarten to grade 12. Total enrolment the year previous was 1002 students. June 2023 will see the nineteenth Webber Academy graduating class with a total of 79 grade 12 students moving on to University. This class of 2023 brings our student alumni count to 966 and many of them still take part in Webber Academy activities.

As we strive to meet the needs of every child and provide enriched academic and extra-curricular programs, the school is committed to providing outstanding educators. All children are viewed as remarkable individuals with great potential who must be challenged in a multitude of areas by inspiring teachers who endeavour to promote a love of learning.

Staff members regularly review curriculum and assessment objectives and contribute new ideas that are incorporated into Webber Academy practices that tie in well with the Alberta Programs of Studies. The Webber Academy curriculum will continue to reflect the needs, skills and abilities of our high achieving students.

The Board of Directors consists of Calgary and area residents with diverse backgrounds who strongly believe in the Mission and Values of Webber Academy. We are truly grateful for their expertise, service and loyalty.



Enrolment Summary

	Actual (at Sept 30, 2022) 2022-23	Projected 2023-24
JK	44	46
SK	66	65
GR 1-3	193	193
GR 4-6	195	200
GR 7-9	260	244
GR 10-12	254	252
TOTAL	1012	1000



Academic Plan

Webber Academy is a non-denominational, co-educational university preparatory private school for students who embrace learning and strive to achieve their very best. The Mission of all staff is to prepare students to thrive in university and beyond. The school was established in 1997 with classes for 82 students from Kindergarten to grade 5. Within the first month of school enrolment increased to 96 students. The population more than doubled the following year. Subsequent grades were added each year with three or four classes in each grade. The first class to graduate was in June 2005.

The focus of the school is to provide a vibrant and challenging academic program as well as a variety of extra-curricular activities to allow students opportunities to identify areas of strength and interest. Teachers share their knowledge and enthusiasm, creating an environment where students are eager to learn.

Curriculum of Webber Academy, including our enhanced programming:

- Ensure that the learning outcomes for the new curriculum are implemented.
- Language instruction begins in Junior Kindergarten with an emphasis on the use of phonics. Spanish is mandatory for all students until the end of grade 6. Mandarin is mandatory for all students from grade 4 to the end of grade 6. In Junior High students study Spanish, Mandarin, or French, although some students choose to study two of these languages.
- Music is a required subject for all students up to the end of grade 6, with participation in choir available as an extra-curricular activity. In Senior School, music is an option and many students do enrol in our Concert Band program. Some also join Jazz Ensembles that meet and practice before and after school.
- Computer Technology has been taught through regularly scheduled classes from grades 1 to 6. Elementary students are exposed to Computer Technology through an integrated curriculum. Multiple computer technology courses are offered as options from grade 8 on, but computers are used in a number of subject areas.
- Art is an important aspect of the school curriculum and is integrated into a number of subject areas. Throughout Junior and Senior High, Art and Drama are offered as options, and student artwork is displayed throughout the school.
- Physical Education and Athletics are important to a well-balanced program for students of Webber Academy. Physical Education is mandatory for all students up to grade 10. In the early years, Physical Education consists primarily of exercise and game activities for skill development with sports being integrated into the program from grade 4. An athletics program for Junior and Senior High consisting of cross-country, running, golf, volleyball, basketball, badminton, soccer, and track and field is carried out throughout the year, both before and after school. Some of the physical education activities are taught at nearby facilities.
- A Robotics course is taught as an option in high school and a Robotics club is offered in junior high school.
- A unique course entitled Applied Science Project is offered in grade 11. Every student in this class is assigned a mentor, usually from the University of Calgary, to assist the students with a project for Science Fair submissions and presentations.

- Speech and Debate are important components of the school curriculum. Junior and Senior High students may participate in Speech and Debate clubs competing with other schools.
- In High School, students are offered both the Honours Program and the Advanced Placement Program (AP). Students must earn at least an 85 percent in a subject before being accepted into an AP class. AP students study content at first-year university level that is well beyond the already enhanced Webber Academy curriculum. The AP program is well recognized by universities throughout the world and particularly by North American universities.

Overall, Webber Academy is a highly academic school with generous opportunities for students to develop their skills and interest in the Fine Arts, Athletics, and many other extra-curricular programs. A combination of academic, social, and teamwork skills are taught to prepare students to become “well-rounded” and future leaders in society.



The expectations Webber Academy have for the Achievement, Behaviour, and Service Domain are set out below:

A. Achievement Domain

Performance Measures

- All Webber Academy students achieved a standard of excellence or an acceptable level on all Provincial Standardized tests.
- There were 69 graduates in the Class of 2022.
- Number accepted to university: 69 (100%)
- Percentage of students who took at least one AP course: 73%
- Number of AP exams written by this graduating class: 278
- Average exam mark: 4.5 (out of 5)
- Percentage of exams written with score of 3 or higher (out of 5): 98.2%
- Number of graduates who were eligible for the Alexander Rutherford Scholarship: 68 (98.6%) (based on criteria of having an average of over 75% in five courses, including ELA).

Where 2022 graduates are currently studying:

- Concordia University, McGill University; Medicine Hat University; Mount Royal University; Queen's University; St. Francis Xavier University; University of Alberta; University of British Columbia; University of Calgary; University of Toronto; University of Waterloo; Western University
- Princeton University; University of California, Irvine; University of Minnesota: Twin Cities; University of Notre Dame
- National University of Ireland, Galway; Royal College of Surgeons in Ireland; University College Cork
- St. George's University of London; University College London; University of St. Andrews
- Major scholarships awarded to our 2022 graduates by Canadian Universities (\$10,000 or more):
 - McGill University
 - Major Entrance Scholarship - \$40,000
 - University of Toronto
 - Scholars Program - \$16,500
 - Entrance Scholarship - \$12,000 (x3)
 - Principal's Scholarship - \$12,000
 - University of Waterloo
 - Schulich Leaders Scholarship - \$100,000
 - President's Scholarship of Distinction - \$14,000
 - René Descartes National Scholarship - \$18,000

Outcomes

- Students demonstrate a comprehensive understanding of provincial learning outcomes.
- Students demonstrate competencies in critical thinking, communication, problem solving, information management, creativity, and collaboration.
- Students have developed a plan for post-secondary education that takes into account their strengths, weaknesses, and interests.

Strategies

- Teachers conduct purposeful and focused reflection reviewing previous AP, PAT, and diploma results, program content and delivery, and identify the successful elements of areas of growth.

- Maintaining 'power hour' instruction to students who are struggling with aspects of the curriculum to ensure they improve on learning outcomes.
- Teachers provide meaningful instruction time with specific objectives outlined prior to each class to ensure students master the course material.
- Additional instruction time is made available to students who require extra support.
- Embrace advanced teaching practices especially in early years to set students up for success throughout their academic career. Specific attention is given throughout elementary on extensive reading and mathematical skill development.

B. Behaviour Domain

Performance Measures

- 93% of Webber Academy teachers, parents and students are satisfied that students model the characteristics of active citizenship.
- 95% of Webber Academy teachers, parents and students agree 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 - compared to the provincial average of 89%.
- 97% of Webber Academy teachers and parents agree that students are taught and demonstrate the knowledge, skills, and attitudes necessary for lifelong learning - compared to the provincial average of 81%.

Outcomes

- Students will develop active citizenship skills, caring for others and treating each other with respect.
- Students will feel safe in school.
- Students will develop the skills, attitudes, and behaviours necessary for learning beyond school.

Strategies

- Familiarize students with specific virtues throughout K-6 in a number of ways, including assembly presentations, health lessons, and highlighting student behaviours. This includes a Citizenship award for a Grade 6 student.
- In Junior High, students are awarded Student of the Month, which highlights positive behaviours.
- Webber Academy continues to provide opportunities for staff and students to give back to their local community through a range of philanthropic initiatives.
- In both Junior High and Senior High, our year end awards recognize good citizenship, work ethic, and positive behaviours.
- Continue to ensure that each grade level complete meaningful assignments that will ensure students learn about First Nations, Metis, and Inuit perspectives and experiences.
- Continue to hold students accountable for their actions and behaviours, creating an environment where all students feel safe and supported.
- Continue to deliver a range of extra-curricular opportunities for students in the elementary including, but not limited to: Division I Choir, Division II Choir, Cross-Country Running Club, Chess Club, Math and Science Contests, Spelling Bee, Coding Club, Book Club, Science Olympics, Volleyball, Basketball, and Dance Club; each showcasing the required skillset for lifelong learning.
- Continue to deliver a range of extra-curricular activities for Senior School students including, but not limited to: JH and SH Jazz Bands, Art Club, JH Drama Club, Model United Nations, Speech, Debate, Reach for the Top, Robotics, JH Student Council, SH

Student Council, Science Olympics, Students on the Beamline, Designer Genes, Big Data Club, Math Contests, Math Society, Voices Magazine, Legacy Project, JH and SH Investment Clubs, GSA.

- Continue to offer a full Athletics program over the academic year. JH and SH Students participate in the CISAA, competing in Cross Country, Golf, Volleyball, Basketball, Badminton, Soccer, and Track and Field.

C. Governance Domain

Performance Measure

- 88% of Webber Academy teachers and parents satisfied with parental involvement in decisions about their child's education - compared to the provincial average of 79%.

D. Learning Support Domain

Performance Measure

- 90% of Webber Academy teachers, parents and students who agree that students have access to the appropriate supports and services at school - compared to the provincial average of 82%.

E. Teaching and Leading Domain

Performance Measures

- 96% of teachers, parents and students are satisfied with the overall quality of basic education - compared to the provincial average of 89%.
- 94% 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 - compared to the provincial average of 83%.

Outcomes

- Our school community is satisfied with the experience our students are given both in the classroom and further afield.
- Our parent community recognizes an ongoing effort by the staff of Webber Academy to continuously improve.

Strategies

- Teaching staff continue to meet to discuss learning outcomes and the delivery of the curriculum that best suits our student population.
- Webber Academy will continue to fund and support teacher's professional development, allowing them to work with an administrator to determine opportunities for personal growth and development.
- Webber Academy will continue to engage with parents, students, and teachers through annual surveys. These will provide valuable insight into important matters, such as programs offered, homework, and overall student experience.
- Continue to work alongside a strong Parent Advisory Council to further develop positive opportunities for students in school and improve our already outstanding facility.
- Continue to work alongside our parent body to achieve engagement in our philosophy and practices, in addition to developing an understanding that these values are specific to Webber Academy as a private school authority.

Future Development

Webber Academy Athletic Park

- In 2021, the school purchased 530 acres of land located approximately 10-minutes from our current facility. Construction commenced on the grounds for four baseball diamonds, a soccer pitch, and a 50,000 square foot indoor field house.
- In the Spring of 2022, the Webber Academy Athletic Park opened a fully turfed baseball field. A second fully turfed field has now been completed. This park and its facilities are providing an environment for students and members of the public to partake in athletics, develop fundamental skills, offer training opportunities, and create lifelong healthy habits.



Budget Summary for 2023-2024

- Enrolment for 2023-2024 is projected to be 1,000 students.
- Tuition fees for 2023-2024 for Senior Kindergarten to Grade 12 range from \$20,900 to \$22,400 and increased by 7% over the prior year.
- Student scholarships and bursaries totaled \$740,000.
- Staffing levels increased by approximately 2 teachers from 2022-2023 to ensure class sizes are appropriate.
- Webber Academy is projecting a surplus of \$500,000 for the 2023-2024 school year.

Revenue		
Instructional fees	\$20,625,000	71%
Government funding	\$5,700,000	20%
Food sales	\$790,000	3%
Interest	\$690,000	2%
Baseball fees	\$647,000	2%
Sublease	\$350,000	1%
Other revenue	\$398,000	1%
Total	\$29,200,00	100%

Expenses		
Wages and benefits	\$16,720,000	58%
Rent	\$4,830,000	17%
Donation to West Aspen Holdings	\$2,700,000	9%
Utilities	\$600,000	2%
Bus Transportation	\$567,000	2%
Other expenses	\$3,283,000	12%
Total	\$28,700,000	100%
Annual Surplus	\$500,000	

