

| STATEMENT OF POLICY AND PROCEDURE | | | |
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| Section: | [TBD] | | |
| Policy: | CHRISTIAN WORLDVIEW INTEGRATION AND OVERSIGHT | SPP No. | [tbd] |
| | | Issued: | Jan. 20, 2020 |
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1. POLICY

1.01 It is acknowledged that the Objects of the Calgary Society for Christian Education are:

...to undertake and promote scripturally directed learning of children – so that the Word of God in all its power is brought to bear upon the whole of their lives – and to this end, to establish, control and develop Christian elementary schools and Christian secondary schools for their daily instruction and education.

1.02 The Society will develop a plan or plans for the integration of Christian worldview in all curricular and extra-curricular activities undertaken or pursued at Calgary Christian School and will from time to time review those plans to ensure that they are consistent with the Foundational Documents.

1.02 In the carrying out their duties, Principals, teachers, staff and volunteers will refrain from promoting their personal theological beliefs (except to the extent those are specifically addressed in the Foundational Documents) in any circumstances where doing so could reasonably be expected to negatively impact any student, the school or the society.

1.03 Subject always to the Foundational Documents, the following principles shall guide all teaching of Christian doctrine, theology and practice at Calgary Christian School.

- (a) Christian doctrine, theology and practice will be taught in a positive and apologetic manner and in such a way as to affirm the subject is worthy of the utmost professionalism and respect.
- (b) The historic doctrine, theology and practice of the Reformed tradition may be the starting point for teaching or discussing Christian doctrine, theology and practice in general.
- (c) Calgary Christian School is an educational institution established for the promotion and advancement of Christian education, consistent with the core beliefs set out in the Foundational Documents; the Society is not a church and does not promote the doctrine, theology or practice of any particular Christian denomination.
- (d) Without limiting the overall goal of integrating a Christian worldview in all subjects, the curriculum involving Christian doctrine, theology or practice will be consistent with the Foundational Documents and will include the review of and consistently affirm the primary role of scripture in analyzing issues and include a comprehensive reading of and meditation on scripture.
- (e) The teaching of Christian doctrine, theology and practice at Calgary Christian School is a partnership involving school and parents, where:

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- (i) the role of the school as an educational institution includes teaching substantive Christian doctrine and theology, the promotion and encouragement of Christian beliefs and practices and development of Christian faith in individual students and the student body as a whole, but does not include the promotion of any particular set of Christian beliefs or practices, except as set out in the Foundational Documents; and
 - (ii) the role of the parents (in partnership with their own church community) is to promote and encourage Christian beliefs and practices in their children and the development of Christian faith consistent with the Foundational Documents and the doctrine, theology and practice of their family and church community.
- (f) Topics involving Christian doctrine, theology and practice which are to be taught or discussed in class will be made known in reasonable detail in advance to students and to their parents. Particularly where the topics include matters known to be the subject of controversy or division, teaching or discussion of such topics shall be confined (to the extent reasonably possible) to the classes set for such teaching and discussion, and students are to be explicitly and specifically encouraged to speak to their parents about the beliefs and practices of their parents and their church community as they apply to those topics. Parents may request, and the school shall facilitate, the removal of a child from any lesson involving Christian doctrine, theology or practice on a topic which is objectionable to the parents.
- (g) Open, honest, gentle and respectful discussion and debate on points of Christian doctrine, theology and practice among students shall be welcomed and encouraged.
- (h) Participants discussions about Christian doctrine, theology or practice shall by their words and their actions interact in a spirit of love, with the intent to educate and inform and to be educated and informed.
- (i) All discussion and debate concerning Christian doctrine, theology and practice shall take place in such a manner as to encourage all participants and observers to engage with and apply the truths of God's word in the context of their own circumstances.
- (j) The use of Christian doctrine, theology or practice to belittle, insult or bully others is neither gentle nor respectful and any person who engages in such actions will be subject to appropriate sanction.
- 1.04 The principles set out in 1.03 above shall also apply, with the necessary changes in terminology, to any assembly of students convened outside of a class or lesson for the purpose of teaching substantive Christian doctrine or theology, promotion and encouragement of Christian beliefs and practices and development of Christian faith in individual students or the student body as a whole.
- 1.05 In discussing doctrine, theology and practice, no person shall denigrate the doctrine, theology or practice of any Christian church or the Christian beliefs or practices of any person.

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1.06 Expressing disapproval of or disagreement with a particular point of Christian doctrine, theology or practice is not to be taken as denigration or lack of respect, provided such expression is made honestly and with humility, in love.

1.07 The expression of contempt or hatred by any person to whom this policy applies for any individual on the basis of their doctrinal or theological beliefs (whether Christian or not) may be grounds for immediate suspension, dismissal or expulsion from the school or the Society, or both, as the case may be.

1.08 Except as may be clearly set out in the Foundational Documents, no member (including any member of the board of directors), Principal, teacher, staff or volunteer shall express any particular doctrine or theological position as being the doctrinal or theological position of the Society.

2. PURPOSE

2.01 The purposes of this Statement of Policy and Procedure are

- (a) to ensure the business of the Calgary Society for Christian Education, including the operation of Calgary Christian School as contemplated under the Palliser Agreement, is carried out according to the core values of the Society;
- (b) to acknowledge the respective roles of the school and the parents in developing substantive knowledge of Christian doctrine and theology, promotion and encouragement of Christian beliefs and practices and development of Christian faith in individual students and the student body as a whole; and
- (c) to welcome and encourage the open, honest, gentle and respectful discussion of Christian doctrine, theology and practice in an atmosphere of humility and love, while at the same time recognizing that the Calgary Society for Christian Education is an educational institution and does not have the function or authority of a church, particularly as those functions and authority relate to matters of Christian doctrine, theology or practice and needs to be a safe place for all members of the school community to engage with God’s word regardless of their particular viewpoint on issues of Christian doctrine, theology or practice.

3. SCOPE

3.01 This policy applies to the Board of Directors, all members of the Society, the Principals, all teaching staff, all Society staff, all volunteers and all students.

4. RESPONSIBILITY

4.01 It is the responsibility of the Board of Directors to from time to time receive, solicit and review information or reports from the Executive Director and others, as appropriate, to ensure that the purposes of this Statement of Policy and Procedure are being met.

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- 4.02 The Executive Director will ensure that plans will be developed in consultation with the Principals and the Director of Faith Formation (if any), with the advice and oversight of the Board of Directors.
- 4.03 It is the responsibility of the Executive Director to oversee implementation and administration of all plans in conjunction with the Principals and the Director of Faith Formation (if any).
- 4.04 It is the responsibility of the Executive Director to coordinate with Palliser respecting the integration of this Statement of Policy and Procedure with any applicable policies or procedures of Palliser and to bring any conflict or inconsistency to the attention of the Board of Directors.
- 4.05 It is the responsibility of the Board of Directors, with the advice of the Executive Director, to determine any sanction affecting a member of the Society.
- 4.06 It is the responsibility of the Executive Director to determine any sanction affecting Society staff.
- 4.07 It is the responsibility of the Principals to determine any sanction affecting teaching staff, volunteers, or students.

5. DEFINITIONS

- 5.01 “Foundational Documents” means, collectively: (a) the Objects; (b) the Basis and Educational Creed; and (c) the CCS Educational Vision and Philosophy.
- 5.02 “Palliser” means the Palliser Regional School District.
- 5.03 “Palliser Agreement” means the agreement dated March 2015 between the Society and Palliser respecting Calgary Christian School.
- 5.04 “Principal” means either or both of the individuals holding the position of “principal” from time to time at the elementary campus and secondary campus of Calgary Christian School.
- 5.05 “parent” means any person who is the parent or legal guardian of a student.
- 5.06 “person” means any natural person regardless of age and includes students at Calgary Christian School who are minors.
- 5.07 “Society” means the Calgary Society for Christian Education.
- 5.08 “student” includes any person who is enrolled in an educational program at Calgary Christian School from pre-school to grade 12.
- 5.09 “teaching staff” includes all employees of Palliser whose place of employment is Calgary Christian School.
- 5.10 “volunteers” includes all persons who are volunteering at Calgary Christian School in any capacity that involves interaction with students.

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6. REFERENCES AND RELATED STATEMENTS OF POLICY AND PROCEDURE

- 6.01 Objects and Bylaws of the Society
- 6.02 Basis and Educational Creed
- 6.03 CCS Educational Vision and Philosophy

7. PROCEDURES

7.01 Development of Christian Worldview Integration Curriculum and Program

- (a) The Executive Director will budget time and resources for the development and implementation of a comprehensive Christian Worldview Integration Program that provides:
 - (i) A scope and sequence of learning and outcomes for the CCS K- 12 education program, and
 - (ii) Age-appropriate content and activities for
 - The reading, study, and comprehension of the Bible in its entirety
 - The instruction of all disciplines, including the Alberta Program of Studies and extracurricular activities, through a Christian worldview
 - The development of personal faith disciplines of students through communal and individual activities, and
 - Opportunities to put faith and learning into active practice in the world through service within and outside the school.

- (b) The process of Program Development will be coordinated by the Executive Director and include a working team consisting of principals, select staff, and other advisors or professionals as may be deemed suitable to strengthen and inform the process.
 - (i) The Work Team will identify, review, define and adopt the content and means by which the Christian Worldview program of studies will be taught
 - (ii) Content and activities within the program may be acquired from existing, third party resources.
 - (iii) When contemplating the adoption of third party content or a significant change to an existing CCS program, time will be allotted to assess such changes through pilot programs or other review processes to measure how effective and appropriate the content is relative to CCS program objectives.

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- (iv) The program – in whole and in part – will be circulated to teachers and the CSCE Board for feedback prior to its formal adoption, or implementation of periodic revisions.

7.02 Publication and Communication

- (a) The Scope and Sequence of the program will be published and made readily available for review by current and prospective families, students, and staff.
- (b) Reasonable notice will be provided to parents in advance of any content within a lesson or activity considered sensitive or controversial. Parents may request, and the school shall facilitate, the removal of a child from any lesson involving Christian doctrine, theology or practice on a topic which is objectionable to the parents.

7.03 Equipping Instructors for Program Delivery

- (a) The Executive Director, working with the Principals, will ensure the scheduling of regularly-recurring opportunities to provide instruction to teachers on content, lesson plan development, strategies for instruction, outcomes, and other germane details of the Program to ensure continuous improvement in its development and delivery.

7.04 Assessment

- (a) The Executive Director, working with the Principals, will ensure that through active observation of classroom instruction, student surveys, staff interviews, and peer discussions teachers will be formally assessed and receive feedback on the efficacy of their instruction relative to Program goals and objectives.
- (b) Teachers will be encouraged to share their challenges and successes relative to the program with their peers to foster continued learning and development of the program
- (c) The Program will be formally assessed on a recurring basis of not less than every three years but not more than five year in a process defined and operated by the Executive Director.

8. ATTACHMENT

None.