



# E2 Academy<sup>®</sup>

*EXPLORE, BELONG, THRIVE*

THREE-YEAR EDUCATION PLAN  
2024-2027

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## INTRODUCTION

E2 Academy's Three-Year Education Plan (3YEP) shares the school's new strategic plan for "Unlocking Exceptional Potential for an Exceptional Future" for twice-exceptional students. The plan demonstrates accountability of the E2 Society for Twice-exceptional Learners and provides assurance for all stakeholders that there is a process of continuous improvement and the delivery of quality teaching, learning and support for our students and families. The Visioning Committee was struck on February 25, 2023 and our core values were established:

**Student-Centered**

**Safe**

**Integrity**

**Limitless**

**Community**

The Visioning Committee is continuing to explore our mission, vision and philosophy to better align them with the core values and purpose. Key priorities and outcomes for growth and improvement are identified in the five key domains of: Student Learning, Growth and Achievement; Teaching and Leadership; Governance; Engagement; Facilities. We will support and encourage 2E individuals in striving for their own level of excellence and providing a safe and educational environment they can thrive in. Our ultimate goal is to empower 2E learners to reach their fullest potential and to have a place where 2E learners are celebrated, championed and given the tools to flourish in the world. E2 Academy is a place where 2E students belong, can explore the world and thrive. Infused throughout school programming is the inherent belief that 2E students add value to the world, have the potential to do great things and deserve a safe and caring place to belong. Through individualized programming, 2E learners are encouraged to push and explore their boundaries, while we nurture the passion of each student and normalize asynchronous learning. E2 Academy strives to provide exceptional education for:

**Exceptional Learners**

**Thinking Differently**

**Unique Solutions**

## ACCREDITED-FUNDED PRIVATE SCHOOL ACCOUNTABILITY STATEMENT

The Education Plan for the Society for Twice-exceptional Students commencing May 31, 2024 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 of Directors approved the 2024/2027 Education Plan on May 29, 2024 (Year 1). It can be viewed at <https://www.e2academy.com/strategic-plan>.



Mark Hughes  
Board Chair

### **Mission**

To establish E2 Academy as a first-of-its-kind centre of excellence in Alberta for the education of twice-exceptional children with complex needs and to deliver a unique talent and strength-based program of instruction adapted to the needs of twice-exceptional learners

### **Vision**

Our vision is to provide a school environment where twice-exceptional learners are welcomed, become members of a community of peers, and are encouraged to pursue their passions while still being exposed to a well-rounded curriculum.

### **Philosophy**

The Board's educational philosophy and approach in developing its program is to optimize each student's intellectual, academic and social development by building on their strengths and emphasizing talent development, in addition to supporting the learner in finding strategies to manage their areas of challenge.

### **Stakeholders**

#### **E2 Academy**

Board  
Staff  
Students  
Parents  
Alumni

#### **Community**

Doctors  
Psychologists  
Specialized Services Providers  
Local School Districts

#### **Affiliates**

Individual Donors  
Learning Disabilities Association of Alberta  
LD Edmonton  
SENG  
AISCA

#### **Government**

Alberta Education  
FSCD  
MLAs

## MESSAGE FROM THE BOARD CHAIR

The E2 Society for Twice Exceptional Learners was founded on the belief that there was a need to provide a safe and nurturing environment for neuro-diverse children that allows them to explore, belong and thrive as they develop and learn. The school has grown rapidly over the years after our foundation in 2015. Our growth has created the need to develop solid foundational policies and procedures to ensure a professional environment for our academic staff, with good governance principles and sound financial management. We are recognized as a significant resource for the province, having been classified as a Designated Special Education Private School (DSEPS). This designation will allow our school to provide better programming and resources to our students. We are now also providing early childhood services for neuro-diverse students at the beginning of their educational journey.

The pandemic has caused continued significant challenges for our school, students and families. In these difficult times, it has become clear that individuals with disabilities are disproportionately impacted. We have modified our operations to respond to the new environment and will continue to provide exceptional school programming for neuro-diverse students living in Edmonton and the surrounding area.

We provide a safe place for children who have difficulties in learning in the regular school system by providing supports and programs that are developed specifically for twice exceptional students. We provide a place where parents can feel relief that their children are able to learn and thrive, even in these difficult times. Over the next three years, we are expecting to continue to develop and expand our curriculum for high school students.

E2 Academy's Board continues to provide responsible oversight of the governance of the society. The board's broad range of skills and experience provides us with a collective strength to continue moving forward and ensuring sustainability of our programs and outreach. This year we will be going through a whole school review as part of continuous improvement to ensure our school is using the best practices available to us.

On behalf of the Board, I would like to thank our school leadership team, our faculty and staff for their efforts and dedication in ensuring our success. I would also like to thank all of my fellow Board Members and members of the Board Committees who have volunteered their valuable time, effort and expertise on behalf of E2 Academy over the past year.

Now that the restrictions related to the pandemic have ended, we are excited about how things have continued to progress since the foundation of the school and looking forward to continuing to see our students grow, learn and thrive.

Mark Hughes

Board Chair

## ENGAGEMENT

Stakeholders in education - staff, parents, students and community members - all play a role in supporting student achievement and overall well-being. Stakeholder engagement is embedded into the plan, as we recognize the importance of involving students, staff, board members, and the wider community in our improvement planning process in realizing E2 Academy's mission, vision and philosophy through our core values.

### Staff

All staff meet regularly to discuss various school and student issues, concerns and topics. This is done daily in morning meetings within individual classrooms and this year we implemented weekly staff meetings. These staff meetings will be an opportunity for 2e professional development, professional learning communities and expanded discussions on how best to support our students and school's mission, vision and philosophy. Staff will also choose a representative to sit on the school board in an advisory capacity.

### Parents

Parent input will be encouraged in expanded opportunities. Regular input into Individual Program Plans and Collaborative & Proactive Plans will continue. Parents receive regular communication through weekly school-wide and classroom newsletters. Local measures are being developed to evaluate the overall school program through a survey, and the establishment of a Parent Advisory Committee, in addition to parents making up a majority of the school board.

### Students

At the heart of all decisions made at the classroom and school levels, are our twice-exceptional students. Students are given a voice in identifying their strengths and interests, which in turn informs their individualized program and how they are assessed. Implementing a student council is also in the works, so that they can have a voice outside of their personalized learning environment.

### Community Members

Due to the complexity of our student's educational profile, E2 Academy works closely with a wide range of community members; physicians, psychologists, specialized support workers, various government and community agencies that support disabled and exceptional children. We are in the process of designing a work study program with several agencies that specialize in supporting 2e students. Community members will also be invited to serve as part of the school board in the near future.

## STUDENT LEARNING, GROWTH AND ACHIEVEMENT

**Outcome: E2 Academy will deliver evidence-based interventions, supports and curriculum delivery based on the strengths of the students and monitor their success based on empirical data collection.**

***E2 Academy is committed to strengthening the educational experience of students by offering curriculum delivery and extra-curricular activities by implementing the School-wide Enrichment Model which is based on the unique needs of twice-exceptional students through the following:***

### **Develop Stronger Curriculum Delivery**

- Identify curriculum milestones, target and timelines that support twice-exceptional learners and use curriculum compacting to inform planning
- Strength and talent based programming is clear in planning
- Project-based learning is implemented at all grade levels, and reflects best practices for twice-exceptional learners
- Implement **MAP** Growth program to measure achievement and growth in K–12 math, reading, language usage, and science.

### **Student Council**

- Refer to “How to Create a District-Level Student Council” created by Alberta Education: Strategic Engagement Branch Work Experience Program
- Assign a staff member to oversee implementation of the student council
- Ensure school policy is written to support a student council

### **Work Experience Program**

- Offer credit for Work Experience 15-25-35 for high school students according to the Alberta Program of Studies requirements.
- Assistant Principal will oversee placement of students under the supervision of the principal.
- Partner with Employment Works through Centre for Autism Services Alberta

### **School-wide Enrichment Model**

- Inservice for staff covering the SEM programming model and their responsibilities in the program.
- Type I Enrichment Team will be responsible for planning enrichment activities, including a pilot enrichment cluster program.
- Schedule Type I Enrichment on a weekly basis.
- Begin curriculum compacting for Grades 6 - 9.

#### **Alberta Education Measures**

Provincial Achievement Test  
Diploma Exams  
Assurance Measures Survey

#### **Local Measures**

School Feedback Surveys  
Math Assessments  
Reading Assessments

## STUDENT LEARNING, GROWTH AND ACHIEVEMENT (cont.)

### Results Analysis and Key Insights (from 2024 Assurance Measures Survey)

\*Please note that there is no data from parents this year due to the low number of respondents.

#### Strength

- Students and Teachers reported that student engagement was maintained from last year and were on par with the provincial average. Students reported the highest engagement in the area of Science.
- E2 provides support for students through classroom Learning Facilitators, and through support services offered by Progressive Paediatrics (Speech-Language Pathologist, Occupational Therapist, Behaviour Specialists, Psychologist and Nurse).
- Student satisfaction that students model the characteristics of active citizenship went up by 10% and teacher satisfaction was maintained, with both being at par with the provincial average. They strongly agreed or agreed that students help one another and respect one another.
- Students reported a 10% increase in seeing E2 Academy as a welcoming, caring, respectful and safe environment, while teacher percentages remained the same, with both on par with the provincial average. There was a 100% favorable response rate by students to the statement, "My teachers care about me."
- Satisfaction percentages for student access to the appropriate supports and services at school remained steady for students and teachers, and were well above the provincial average.
- Students and teachers reported a 10% and 17% increase with being satisfied with the quality of education at E2 Academy.
- Percentage of teacher satisfaction that students demonstrate the knowledge, skills and attitudes necessary for lifelong learning rose by 15% and was 20% higher than the provincial average.
- Students reported that they are satisfied with the Physical Education they receive.

#### Areas for Growth

- The largest area that students reported less engagement was in Social Studies & Math, followed by Language Arts.
- Students and teachers reported that students did not model the characteristics of active citizenship in the students following the rules, or taking responsibility for their actions.
- While student satisfaction with the quality of education at E2 Academy rose, on average 30% of students in high school indicated that their school work is not challenging or interesting.
- Students in Grades 7 - 9 indicated that 27% of them would like more opportunities to demonstrate what they have learned.
- Percentage of students and teachers satisfied with the opportunity for students to receive a broad program of studies including fine arts, career, technology, and health and physical education was maintained, but categorized as low for students, and very

low for teachers. The area of most concern was access to library services by both groups, and high school students indicated they would like help planning for a career, as well as reading and writing help outside of school.

- Students indicated they would like more access to art, drama, health, music and technology training. Teacher reported that health should be more of a priority.

## TEACHING AND LEADERSHIP

**Outcome: E2 Academy will create a culture of continuous learning and improvement where all staff have capacity to effectively support twice-exceptional learners in various leader roles.**

*E2 Academy is committed to strengthening the educational experience of students by building capacity in all staff to learn best practices for meeting the unique needs of twice-exceptional students and providing opportunities to participate in supporting school initiatives in a leadership role through the following:*

### Professional Development - Twice-exceptional Learners

- Professional development opportunities from entities such as Bridges Academy, SENG, 2E at William and Mary, Western Canada Annual Autism Conference
- Principal working on Doctorate in Twice-exceptional Learners
- One staff meeting a month dedicated to 2E professional development
- PLCs lead by staff leaders to identify areas to strengthen 2E learning
- Staff lead out in professional development internally and externally

### Staff Relationship Building

- School Program Coordinator plans staff activities on a monthly basis

**Alberta Education Measures**  
Assurance Measures Survey

**Local Measures**  
School Feedback Surveys

## Results Analysis and Key Insights (from 2024 Assurance Measures Survey)

*\*Please note that there is no data from parents this year due to the low number of respondents.*

### Strength

- The percentage of teachers reporting that in the past 3-5 years the professional development and in-servicing received from the school authority has been focused, systematic and contributed significantly to their ongoing professional growth was very high.



## Areas for Growth

- Professional development needs to focus on meeting the unique needs of twice-exceptional learners and be tailored to educators and learning facilitators (internal review).

## GOVERNANCE

**Outcome: E2 Academy will demonstrate the use of reflective practice and a continuous improvement model in relation to engaged and effective school governance.**

***E2 Academy is committed to strengthening and streamlining our governance model, daily operations and fiscal accountability through the following:***

### Policy

- Review existing policies and rewrite if further clarity is needed
- Review policies required by the Alberta Government and ensure that these school policies exist and are written correctly
- Identify areas of operations and fiscal accountability that are not currently supported by policy and create as necessary

### Handbooks

- Review existing student, parent and staff handbooks and rewrite or add information if further clarity is needed
- Review handbook policies required by the Alberta Government and ensure that handbooks include these

### Financial Procedures in Place

- Review existing financial policies and procedures and identify areas that need to be improved, added or removed
- Review policies and procedures legally required and ensure that policies and procedures exist and are written correctly

**Alberta Education Measures**  
Assurance Measures Survey

**Local Measures**  
School Feedback Surveys  
Internal Review

# Results Analysis and Key Insights (from internal review)

## Strength

- Financial procedures have been the focus for this current school year and are much improved.
- By-laws have been reviewed by a lawyer and are in the process of being approved.

## Areas for Growth

- Handbooks and policies are not current.

<b>Alberta Education Measures</b> Education Act	<b>Local Measures</b> Internal Review
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**FACILITIES**

**Outcome: E2 Academy will create an efficient and productive work space that accommodates the unique needs of our students, staff, parents and community.**

## Expanded Use of ARC (Additional Resource Centre)

- Identify ways the ARC could be used outside of school events
- Develop a rental agreement for outside parties
- Advertise space

## Library and Resources

- Form a Library & Resources Committee
- Purchase a library catalogue program
- Catalogue library books and staff resources

## Space Assessment

- Improve learning space environments through intentional design elements (seating, work space, lighting, storage, etc) that support the needs of twice-exceptional learners.

## In-house Server - Security

- Work with administration, office staff, teachers and technology leaders to identify how the server would be best organized for optimal usage.
- Partner with a technology expert to set up the current server correctly.

<b>Alberta Education Measures</b> Assurance Measures Survey	<b>Local Measures</b> School Feedback Surveys Internal Review
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## FACILITIES (cont.)

### Results Analysis and Key Insights (from 2024 Assurance Measures Survey)

\*Please note that there is no data from parents this year due to the low number of respondents.

#### Strength

- Classrooms and offices have recently been decluttered.

#### Areas for Growth

- Student results showed that they do not get the help they need to access the school library.
- Space for students and staff is limited and inadequate.

## ENGAGEMENT

**Outcome: E2 Academy will create, formalize and systemize collection of feedback from stakeholders, strengthen communication and find ways stakeholders can be involved in supporting the school.**

#### Parent Advisory Council

- Identify PAC President
- Use Alberta School Councils' Association "School Council Resource Guide" to help establish PAC goals, objectives, action plans and procedures
- Review school policy and by-laws to ensure support of PAC
- Become a member of the Alberta School Councils' Association

#### Parent Fundraising

- Create a Parent Fundraising Committee that works with administration to identify needs

#### Communication

- Each classroom sends a weekly update outlining what was covered in class that week
- Principal will send out a weekly newsletter to parents of important events, dates and announcements, featuring a section for each classroom to share information

**Alberta Education Measures**  
Assurance Measures Survey

**Local Measures**  
School Feedback Surveys

# Results Analysis and Key Insights (from 2024 Assurance Measures Survey)

\*Please note that there is no data from parents this year due to the low number of respondents.**Strength**

- The percentage of teachers that are satisfied with parental involvement in decisions about their child’s education rose by 12%, putting the school in the very high range.

## Areas for Growth

- Implementing a Parental Advisory Council.
- A school-wide survey needs to be developed to explore areas not covered in the Assurance Measures Survey, and to ensure that potential insufficient parental participation in the AMS will be offset by another measure.

<b>FACILITIES</b>
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<b>Alberta Education Measures</b> Assurance Measures Survey	<b>Local Measures</b> School Feedback Surveys Internal Review
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# FACILITIES (cont.)

## Results Analysis and Key Insights (from 2024 Assurance Measures Survey)

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### Strength

- Classrooms and offices have recently been decluttered.

### Areas for Growth

- Student results showed that they do not get the help they need to access the school library.
- Space for students and staff is limited and inadequate.

## FIRST NATIONS, MÉTIS, AND INUIT STUDENTS ARE SUCCESSFUL

**Outcome: E2 Academy will form relationships with multiple partnerships, a number of available supports and resources and build capacity in our staff and students to support indigenous students.**

- As an act of reconciliation, and as a commitment to developing healing relationships, continue to develop key community partnerships.
- Ensure all First Nations, Metis and Inuit students have equitable access to services as part of the Inclusive Education Model.
- Engage consultants to work with individual teachers or groups of teachers to improve and enhance the quality of literacy and numeracy instruction.
- Student Success Team will include educators as learning coaches to assist staff in implementing a variety of strategies to ensure success for all First Nations, Metis and Inuit students.
- Support administrators and teachers in developing and applying foundational knowledge and understanding about First Nations, Metis and Inuit for the benefit of all students. This includes working to ensure all staff meet the related Teaching and Leadership Quality Standards, while also recognizing that these understandings are essential to long-term reconciliation.
- Provide counselling support to Indigenous students.

**Alberta Education Measures**  
Assurance Measures Survey

**Local Measures**  
School Feedback Surveys

## IMPLEMENTATION PLAN

The key strategies in the 2024 - 2027 Three Year Education Plan are informed by E2 Academy's Strategic Action Plan, the 2023-2024 AERR, internal reviews and on-going feedback from our stakeholders. The process for monitoring progress and adjusting this Three Year Education Plan include:

- |                       |  |
|-----------------------|--|
| <b>September 2024</b> | Review and analyze data collection from the 2024-2025 Assurance Measures Survey and local measures.        |
| <b>January 2025</b>   | Review and analyze data from Diploma Exams and PAT results   |
| <b>March 2025</b>     | Administer and review data from school-wide surveys and local measures.                                    |
| <b>May 2025</b>       | Analyze results from all measures and identify key insights to inform goals for the 2025-2026 school year. |

# BUDGET

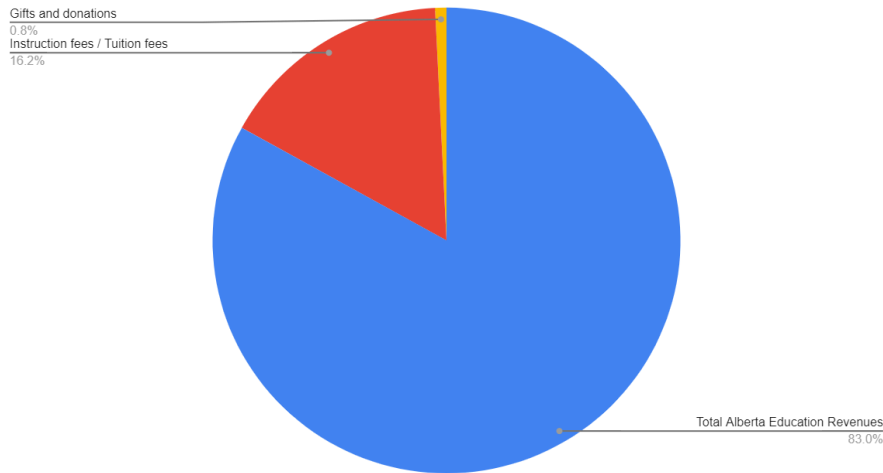
## Society for Twice-Exceptional Learners

### OPERATING BUDGET 2024 - 2025

For the period September 1, 2024 to August 31, 2025

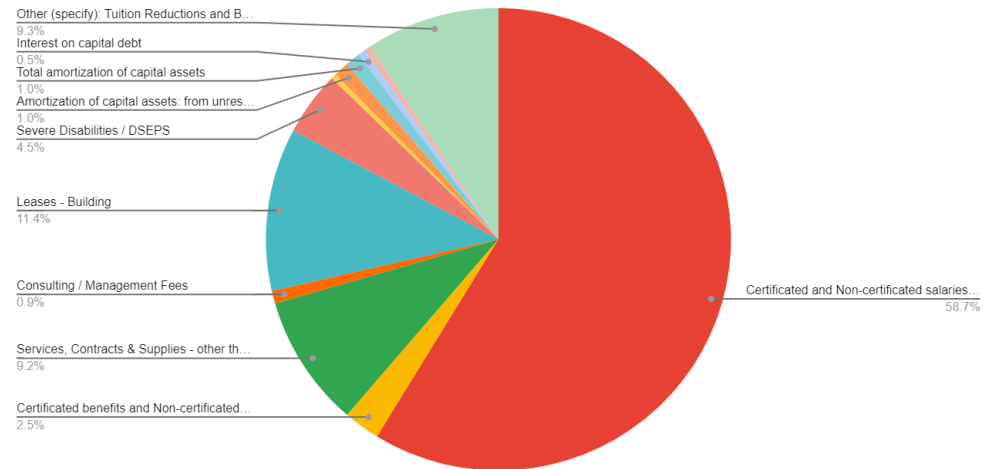
**Revenue: \$1,274,633**

Revenue 2024-2025



**Allocations: \$1,217,049**

Expenses 2024-2025



As directed by Alberta Education, E2 Academy has incorporated the accrual method of accounting. Capital assets are being amortized. For detailed financial information contact the Business Office at (780) 438-0824. This operating budget scan be viewed on <https://www.e2academy.com/strategic-plan>

Audited statements are available upon request.  
Auditor: Yates Whitaker

# OPERATING BUDGET

## 2024 - 2025

Revenue	
<b>Alberta Education (excluding Home Education)</b>	-
Total Alberta Education Revenues	\$1,059,633
Instruction fees / Tuition fees	\$206,400
Gifts and donations	\$10,000
Allocation/ Expenses	
<b>Certificated salaries and Non-certificated salaries and wages (excluding Home Education)</b>	\$788,325
<b>Certificated benefits and Non-certificated Benefits (excluding Home Education)</b>	\$34,014
<b>Services, Contracts &amp; Supplies - other than Consulting / Management fees, and Leases (excluding Home Ed.)</b>	\$124,001
<b>Consulting / Management Fees</b>	\$12,000
<b>Leases - Building</b>	\$152,709
<b>Leases - Other</b>	\$0.00
<b>Severe Disabilities / DSEPS</b>	\$60,000
<b>Program Unit</b>	\$5,000
Amortization of capital assets: From restricted funds	\$0.00
Amortization of capital assets: from unrestricted funds	\$14,000
<b>Total amortization of capital assets</b>	\$14,000
Interest on capital debt	\$7,000
Other interest charges	\$6,000
Losses (gains) on disposal of capital assets	\$0.00
<b>Other (specify): Tuition Reductions and Bursaries</b>	\$125,000