



Education Unlimited Academy (EUA)

Education Plan (2025-2028)

Board Approved Effective Date

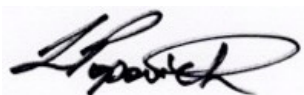
November 18, 2025

Accountability Statement for the Education Plan

The Education Plan for Education Unlimited Academy commencing September 1, 2025 was prepared under the direction of the operator and/or governing body 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 operator and/or governing body 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 operator and/or governing body reviewed and approved the 2025/2028 Education Plan on November 18, 2025.

Board Chair signature:



Preamble

Education Unlimited (EU) was originally founded in 1999 as a traditional home education provider, working on behalf of a private school to assist families throughout the province of Alberta. For many years, EU successfully facilitated only traditional home education programs without using provincial accreditation or blended programs, and consistently demonstrated principled leadership in home education.

EU's purpose has always been to recognize the authority and responsibility of parents, and to enable, equip, and encourage them in the training of their children at home.

In 2022, EU was reorganized as Education Unlimited Academy (EUA), an independent, accredited-funded private school. Like the original Education Unlimited, Education Unlimited Academy has one purpose: to support and encourage parents who choose to educate their children at home. EUA offers parents choice and control in the freest possible educational environment. It is a place where true unschooling is understood and celebrated.

In short, the only reason for the existence of EUA is to empower parents to exercise their responsibility for the education of their children.

EUA enables parents to home educate by helping them to understand the requirements of provincial regulations and their own rights as home educators, while at the same time greatly simplifying the required paperwork for registration and funding.

EUA equips parents by providing them with the knowledge and tools necessary to lead their children to responsible adulthood.

EUA encourages parental authority in home education by promoting the foundational principles for educating children within the family created by God, and by reminding parents that these principles do not change with time.

EUA believes in keeping things simple, thereby freeing parents to be the teachers they are.

Stakeholder Engagement

EUA's primary method of stakeholder engagement is through the twice-yearly facilitator visits. When facilitators visit with their families, they get feedback about their students' educational progress, as well as feedback about the services provided by EUA.

Facilitators phone their families mid-year to get additional feedback, and parents occasionally phone facilitators to discuss issues or get questions answered. In short, the facilitators engage directly with their families at least three times per school year so there is ongoing feedback throughout the year. This personal contact with every family is superior to surveys because there is a direct connection and issues can be discussed and resolved directly.

Among EUA's various facilitators there are many decades of first-hand, face-to-face conversations with home educators which inform the Education Plan. That is, the Education Plan is built upon feedback from the day-to-day home educating experiences of hundreds of families across the province over a period of many years. This type of valuable feedback — derived from personal conversations — cannot be conveyed in numbers, charts or graphs, but is reflected in the collective wisdom of EUA's facilitators.

Nevertheless, EUA also conducts an annual survey of parent and staff satisfaction.

Furthermore, EUA sends families an email approximately every 3 weeks to keep them updated on developments and to recommend resources. Families can email EUA whenever necessary as well. So, the channels of engagement are ongoing, including through our interactive website

EUA's facilitators, as stakeholders themselves, also provide important feedback on the school and its efforts. They are kept up to date on the school's activities through regular Professional Development meetings via Zoom, and are encouraged to contribute their views on making improvements. Facilitators also contact the school administration through email and phone calls with suggestions between meetings.

Similarly, the Board has monthly meetings where updates about the school's efforts and finances are presented and decisions on school operations are made.

Assurance Framework

Alberta Education has developed an Assurance Framework in order to encourage confidence in the education system by demonstrating that students are successfully being educated. Parents and other Albertans want to know students' needs are being met. By looking at results, school authorities can focus on continuous improvement by making changes in areas that may be lacking.

Education Plans and Annual Education Results Reports (AERRs) contribute to transparency by demonstrating accountability and providing assurance to parents that they have chosen the best school for their children.

The main outcome EUA aims to achieve is parental satisfaction in the education of their children. EUA provides parents with a legitimate framework within which they can educate their children, as well as other services mentioned in this Education Plan. This whole endeavour is about children learning at home, and parents can observe their children's learning and growth on a day-to-day basis.

Parents want what is best for their children. A good education will clearly help any child to achieve success in life. Because parents are best placed to judge the educational progress of their children in a home education setting, parents' satisfaction is the key outcome for EUA.

If parents are pleased with the results of this educational pathway, they will continue with it and perhaps recommend it to others. If they are not pleased, they will choose another home education option or put their children into a school. This means the outcome (parental satisfaction) can be measured by the number of families that remain with EUA or leave it for another option.

Alberta has more educational options than any other province. Every family has plenty of educational settings to choose from and can easily switch from one to another before the beginning of each school year. Therefore, if the number of families/students registered with EUA declines, the school will need to reassess its operations and determine necessary improvements. On the other hand, if the number of families/students remains the same or increases, EUA is on the right track.

Alberta Education has identified Five Assurance Domains to categorize school planning and reporting: Student Growth and Achievement, Teaching and Leading, Learning Supports, Governance, and Local and Societal Context.

Student Growth and Achievement

EUA promotes Student Growth and Achievement through home education. Home education is best defined as a parent-directed program delivered outside of a structured learning environment such as a school. Beyond this simple definition, home education can be whatever a parent wants for their child. This flexibility is one of the main reasons families choose to home educate.

In home education, parents have complete control over what their child learns and can spend as much time as they would like focusing on each area of study. A child can spend more time learning about a subject they are passionate about and learn more than they could in a more traditional, structured environment. As well, the focused, one-on-one attention of a parent can help a student work through subjects and concepts they may find more challenging.

Parents themselves operate in terms of a Continuous Improvement Cycle by evaluating their children's education and making any changes in curriculum or teaching deemed necessary. They can then evaluate whether or not the changes were beneficial.

The safe, stable environment of the home provides a learning experience free from bullying and negative influences, allowing all students to flourish. Direct control over a child's education allows parents to teach their child in accordance with their beliefs and values, and to provide gifted and special needs students with a program best suited to their abilities.

EUA also offers a Knowledge and Employability Math and Science course for children that are 13 - 16 years of age following Alberta programming requirements. These program offerings are made available particularly as preparation for the trades.

EUA's priority over the next 3 years is to convince as many parents as possible to choose home education. Since home education allows for individualized, one-on-one education within the loving, secure environment of the home, increasing the number of children who have this opportunity will clearly benefit children and their families.

The success of this priority will be measured by tracking the increase or decrease in numbers of children enrolled in home education with EUA.

Teaching and Leading

EUA promotes Teaching and Leading by equipping and encouraging parents to take responsibility for their children's education. Over the years, EUA has amassed a wealth of online materials to equip parents in the education of their children. EUA's YouTube channel contains over five hundred videos, most of which are designed to help parents understand their role in home educating and unschooling.

YouTube helpfully calculates the number of views of EUA's videos. From this number it is easy to determine how frequently parents are using the channel to learn more about encouraging their children's learning at home. At the time of writing, EUA's YouTube channel has 332 subscribers and 33,150 views.

The EUA website also contains text resources including a complete "Home Education Guide" to assist parents along every step of their home education journey. There is also a webpage for Post-Secondary Admissions to explain to parents and students how home educators can successfully engage with post-secondary institutions. Other online parent resources are also available, and EUA's facilitators are tasked with encouraging parents in their home education responsibilities.

Teacher Development

EUA's facilitators live in various regions of the province. Every month, EUA hosts a professional development meeting by Zoom for all facilitators. During these meetings facilitators can share their experiences about dealing with various circumstances to help others who may later encounter similar situations. As well, older and more experienced facilitators can coach newer facilitators.

At this point, there are no university courses or training programs for home education facilitators. Therefore, learning from those with the most experience is the best option available.

Learning Supports

EUA helps parents to acquire the best Learning Supports for their children in three different ways:

Firstly, EUA staff are familiar with a broad range of materials (curricula and other supports) that can be recommended to families looking for assistance.

Secondly, EUA has a comprehensive database of resources on its website, which again includes both curricular and support resources.

Finally, EUA has started and is funding an internal department called Activities Unlimited which organizes and offers a wide variety of learning activities throughout the province. These activities, events, field trips and extracurricular classes are being made available to all home educating parents.

During the 2023-2024 year, Activities Unlimited held 12 events which involved 253 students.

It is estimated that during the 2024-2025 school year that number will have increased to 39 events involving 896 students.

Going forward, Activities Unlimited is expected to offer an even wider selection of activities, events and even courses.

Governance

With the school having been in operation now for almost 3 years, EUA board members and other school leaders have grown in their roles and gained experience. There are monthly board meetings conducted over Zoom so all board members are kept up-to-date on school affairs and have an opportunity to contribute their views. This is a key aspect of stakeholder engagement.

EUA's Parent Advisory Committee (PAC) is made up of people with specialized knowledge who can provide input and advise when appropriate.

PAC members attend all board meetings and receive all board documents (except on matters related to staff salaries). They also attend an in-person year-end meeting.

The vice-chair of the Board leads the PAC activities. He is the formal channel to the Board and solicits input from the PAC at Board meetings. PAC input is an item on the agenda of every Board meeting. PAC members are specifically solicited for input regarding the program options available to students through the shared responsibility programming.

The PAC is also included in the decision-making when requests are received for helping students with special needs.

Notably, Chris Reitz was appointed as Chief Operations Officer for Education Unlimited Network (EUN). This provides management depth to look into future iterations of the Education Plan. The creation of Chris's role is an important development and he will be soon involved in the planning process.

Local and Societal Context

For many years Alberta has had a large and diverse home education community. For over two decades, Education Unlimited has been well-known and respected within this community. Home education itself has grown in popularity and acceptability throughout the province, and EUA can continue to grow as a flagship example of a new way of providing education to students. In this way, EUA will demonstrate educational leadership, not only within the home education community, but also to the greater provincial education system.

Plan for Implementation

Education Unlimited has existed as an organization since 1999. With over 25 years of experience in Alberta's educational environment, and having a staff with centuries of cumulative experience serving families and students, EUA plans to move forward utilizing its time-tested methods of encouraging and equipping parents in the education of their children.

This means that as a school, EUA can continue on its well-worn path of success rather than starting from scratch. Implementation largely involves the continuation of current operations, i.e., supporting the parents who do most of the educational work.

Nevertheless, now that EUA is a full-fledged school, over the next 3-5 years EUA will continue building on its foundation and developing new administrative structures to carry it into the future.

The main outcome sought by EUA is families that are satisfied with the educational growth of their children. Families that are fulfilled in this way will return the following school year and tell others about their happy experience. This means new families will enrol.

EUA accepts registrations from around the province. Unlike public schools, students are not required to enrol in EUA due to their geographical location. Parents can easily withdraw their students from EUA and place them in another willing non-resident board. If parents are unhappy with the services provided by EUA they move on. By contrast, it's very hard for parents in the public system to withdraw their children from one (nearby) school and place them in a (more distant) alternative. In this way, public schools do not experience the same competitive pressure to improve as home education providers.

That is why the key performance measure is the number of students registered with EUA. An increase in students year after year will clearly demonstrate that the educational services being offered by EUA are meeting the needs of Alberta families. Meeting their needs is the benchmark of success.

Shared Responsibility Programming

As mentioned above, EUA offers a Shared Responsibility program (Knowledge and Employability Math and Science class) that provides 20% Teacher Directed learning. This is done in virtual Zoom format. It provides children who have intentions of apprenticing for a trade with additional support in math and science to be more prepared for taking the trades entrance exam.

The school will continue providing the Knowledge and Employability (K&E) program in the 25/26 school year as part of the overall objective of increasing student readiness for trades and employment.

Towards this end, EUA is holding informational Zoom meetings for parents who have a possible interest in their child taking this course. It is expected that these meetings will lead to increased enrollment in the K&E program.

During the 2024-2025 school year, 11 students were in the K&E program. We expect the number of students to increase for 2025-2026.

Alberta Education provides a formal survey process and starting next year we will begin using it with our Shared Responsibility students. That is to say, EUA plans to send the Alberta Education Assurance (AEA) survey to every parent with a child enrolled in the K&E program to gather relevant feedback.

Education Quality:

Until now, and because the Shared Responsibility class was a small group, parental assessments were done informally between the teacher and the parents. All parental feedback was positive, but the planned AEA survey should provide additional information EUA can use in future planning of the K&E program and also indicate if parents are satisfied with the current programming.

Welcoming, Caring, Respectful, and Safe Learning Environment:

Although the K&E program is conducted online so the teacher and students were not in the same physical setting, the AEA survey should provide feedback to determine whether something needs to change in this venue.

Access to a Continuum of Learning Supports and Services:

The K&E teacher will continue to be available to both students and parents on a virtual basis during each day. Every class will be recorded on video and all videos made available to each of the students. The assignments and other materials will be shared through Google Classroom. Furthermore, EUA will continue to provide a guide on how students can go through apprenticeships. AEA survey results should indicate whether this is a satisfactory level of support or if additional measures are necessary.

Student Growth & Achievement:

At the end of each module, the students will be tested and marks recorded to measure their growth and achievement.

Teaching & Leading

The teacher of the K&E program will soon receive his permanent certification after completing all required work.

Key Insights from Results Analysis

During the 2024-2025 school year, all parental assessments were done informally between the teacher and the parents. The informal feedback from parents indicated their satisfaction with the program.

Although this process was effective in terms of necessary feedback, it was determined that the AEA survey could standardize the feedback loop and make it more efficient.

Therefore, EUA will begin sending the AEA survey to parents of Shared Responsibility students each year to get consistent response measures.

Stakeholder Engagement

Many parents who choose EUA have one or more children who would like to become a tradesperson. Therefore, the Shared Responsibility program was specifically geared towards this cohort of students as a way to help these families reach their educational goals.

Because the Shared Responsibility courses are taught over Zoom, the student is usually participating from home. Thus, his or her parents have the opportunity to see first-hand how the teaching and learning occurs. The parents have the teacher's phone number and email address

and can contact the teacher anytime outside of class hours to share feedback. Parents could also share feedback with their facilitator.

As mentioned above, PAC members are specifically solicited for input regarding the program options available to students through the shared responsibility programming. Every year we have two in-person meetings, and this item to solicit the PAC's input and create an ongoing conversation about our shared responsibility program has been added to the fall October agenda.

Core Components

Outcome: The goal of EUA's Knowledge and Employability Math and Science course (i.e., Shared Responsibility program) is to provide students who have intentions of apprenticing for a trade with additional support in math and science to be more prepared for taking the trades entrance exam.

EUA has only offered the K&E program for one year so far, 2024-2025. Students in this program are in the 13-16 year-old age range. Considering that many of these students have not yet completed their formal education, the potential number of students who have written the trades entrance exam is very small.

However, we hope in the future to gather information about the effectiveness of the K&E program so that we will have data to measure the outcomes of the program.

Measures: Results of the AEA survey.

Strategies: Facilitators can discuss with parent's possible career paths for their children.

In the home education community (especially among unschoolers), career planning is normally considered to be the purview of the family rather than the school. However, to assist in career choices and opportunities, EUA makes unique resources available to its families. For one, a webpage entitled *Alberta Apprenticeship Instructions* contains a detailed description of the process for becoming an apprentice, along with links to relevant sites and documents.

Another webpage, entitled *Post-Secondary Admissions*, does the same for students interested in pursuing higher education. It contains links to documents created by EUA for home educated students explaining the best pathways to gain entrance into post-secondary institutions. Parents can easily obtain this material by logging into their EUA account.

With regards to parent feedback, members of the school management team will monitor the parent survey responses to evaluate whether changes or additions are needed.

The Knowledge and Employability course addresses both local and provincial priorities by preparing students in EUA families for the job market as apprentices in the trades while providing an increase in the number of tradespeople available for Alberta's growing economy.

Plan for Implementation

When facilitators discuss career choices with their families, they will ask parents to consider whether the Knowledge and Employability Math and Science course would be beneficial for any of their children who might meet the K&E programming criteria.

Parents will also be encouraged to take advantage of the unique resources available through the *Alberta Apprenticeship Instructions* webpage and the *Post-Secondary Admissions* webpage when considering career possibilities for their children.

The staff member who teaches the Knowledge and Employability course is continuing to take courses for professional development through the University of Alberta.

The school management team will assess parent survey responses to determine whether changes or additions are needed.

First Nations, Métis and Inuit Student Success

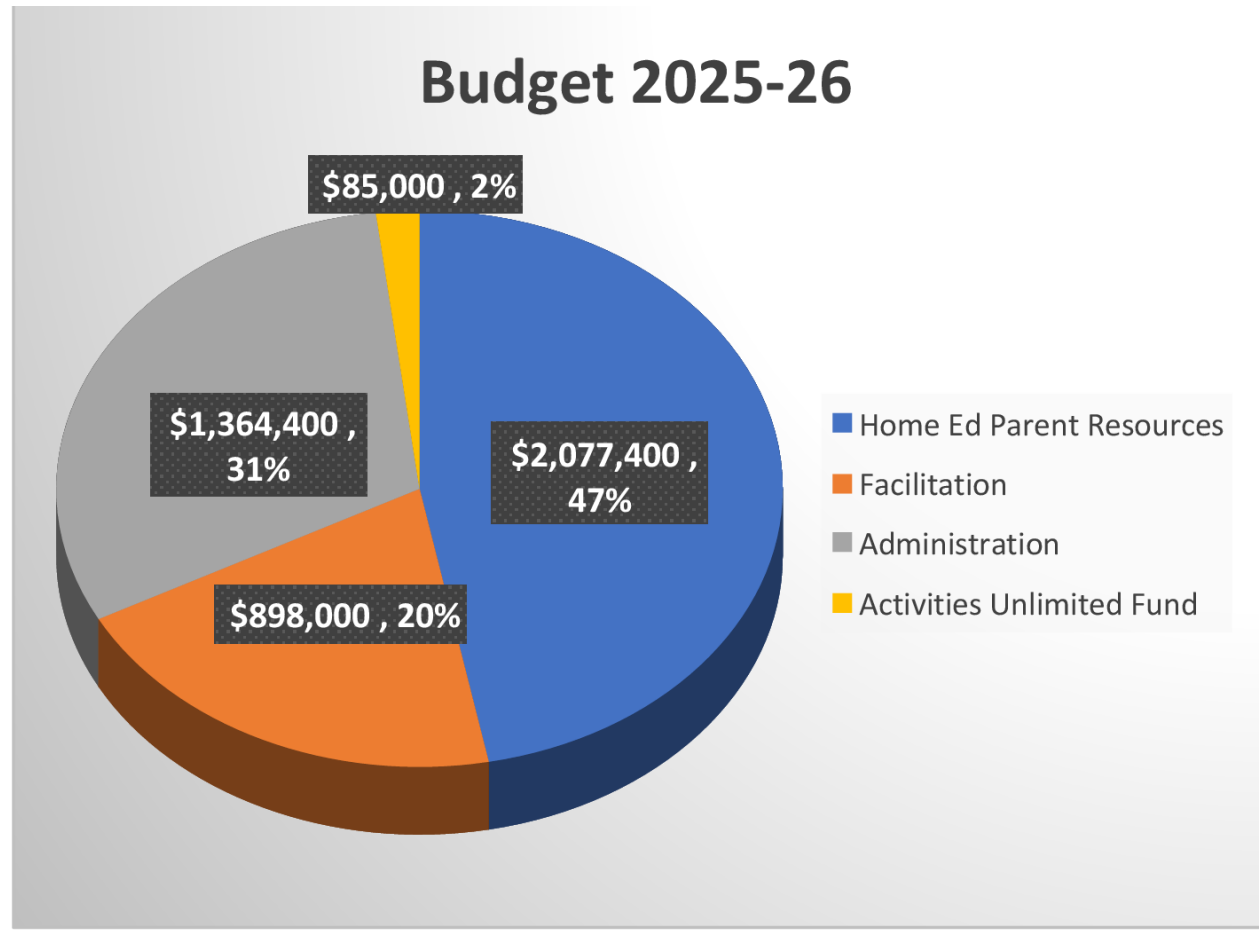
EUA welcomes students of all backgrounds into its programs.

EUA supports the implementation of Truth and Reconciliation Commission recommendations by promoting intercultural understanding, empathy, and mutual respect among students and staff and by working to ensure that all educational professionals have knowledge and understanding of Indigenous cultures, experiences, and perspectives, including the legacy of residential schools. On September 30 we commemorate the Day for Truth and Reconciliation in recognition of the ongoing need for reconciliation between Indigenous and non-Indigenous people.

EUN will support understanding of First Nations, Métis and Inuit history and perspectives by identifying and promoting resources (or activities) in email communication to families. For 2025-2026, we will highlight a book published by the Truth and Reconciliation Commission of Canada about the history of the residential schools. It is called, *They came for the children: Canada, aboriginal peoples, and the residential schools* and it is available free online at: <https://publications.gc.ca/site/eng/9.695530/publication.html>

Budget and Future Planning

EUA revenues in their entirety come from Alberta Education Grants. The 2025/26 school year grants are estimated at \$4,424,800 for our expected 2500 students with the following distribution of expenses:



Most noteworthy in our budget planning is that nearly half the grant dollars received from Alberta Education go back to the families to fund students’ educational resources and services. Certificated teacher/facilitators who directly support student learning take up an additional 20% which means the majority of planned expenses are student centric while administrative overhead is modest.

EUA plans for continual growth in the range of 10 – 20% with 2025/26 showing close to a 13% increase in students.

EUA operates with a robust and conservative fiscal philosophy. Our expenses are tightly coupled to the number of students funded by Alberta Education to ensure we can manage changes from year to year and provide a consistent experience for our students and families.

As we complete our 26th year of operation, we are committed to maintaining our time-proven fiscal approach. We believe this is an integral part of our formula for fulfilling our mission of supporting Alberta parents as they exercise their educational rights and responsibilities.