



GRACE CHRISTIAN SCHOOL

2007-2012 STRATEGIC PLAN

STRIVING FOR EXCELLENCE

OUR VISION

To educate leaders who have a passion for Jesus Christ through the integration of faith and learning.

OUR MISSION

To work with the home and church to provide a Christ-centered spiritual, academic, and physical foundation in a nurturing environment to produce citizens who will be a transforming influence in their world.

CHRISTIAN ENVIRONMENT

Grace Christian School will reflect in every dimension, the highest Biblical standards and principles. The school atmosphere will be conducive to producing students and graduates who put their faith into action, are filled with the knowledge of God's will in all spiritual wisdom and understanding, who walk in a manner worthy of the Lord, pleasing Him in all respects, bearing fruit in every good work and increasing in the knowledge of God. (Col. 1:9-10)

1. Principals and Directors will write and implement a plan which will cause each employee to regularly encourage spiritually mature students to be a bold, transforming influence among other students.
2. Principals will write and implement a plan to ensure students who are at risk spiritually, academically, or socially are quickly identified and helped to find a path to health and stability.

ACADEMICS AND CURRICULUM

Grace Christian School will engage students in a rigorous Christian environment to stimulate academic, personal and spiritual excellence in preparation for college, career and a life-time love of learning. (Col. 3:23-24) Grace Christian School will maintain cohesive curriculum goals for K-12 in all subject areas which integrate Biblical principles and Christian faith into a consistent and progressive education plan for a student body with a variety of learning styles and abilities. (Ps. 111:10)

1. The administration and fine arts teachers will write and implement a plan to enhance the fine arts program addressing student enrollment, course offerings, facility, equipment, supplies, and community impact.

2. Principals will research, design, and implement strong improvements to the 5th-8th grade leadership development program.
3. The Secondary Principal will develop a plan to offer an increased number of elective classes, including opportunities for vocational training.
4. Admissions and the Principals will enhance the academic assessment tools for prospective and new students to aid in the admissions process and accurate course placement.
5. The Principals will write and implement a K-12 outdoor education program that will provide opportunities for students to enjoy creation and adore their Creator.

EXTRACURRICULAR

Grace Christian School will conduct Christ-centered extracurricular activities that provide a balanced program for enrichment, enhancement and advancement of the curriculum. These activities will serve as leadership training for students to live boldly for Christ in the secular world. (I Timothy 4:8)

1. The Principals will write and implement a K-12 ministry plan, to include community service, fundraisers, food drives, missions, and ministry-oriented field trips, etc.
2. The Principals will write and implement a plan to optimize the use of extra-curricular opportunities in the school and community for elementary and junior high students.
3. The Principals will evaluate and provide balanced and relevant academic related competitions.

FACULTY AND STAFF

Grace Christian School will attract and develop godly, highly qualified faculty and staff who love their students, love learning and are the "living curriculum." Grace Christian School recognizes the biblical mandate to shepherd and care for our employees. (James 5:1-6; I Cor. 9:1-14; I Tim. 5:18)

1. The Board will strive to offer competitive wages and salaries.
2. The Board will strive to develop and maintain a competitive benefits package to include health insurance, student tuition, and professional development opportunities.
3. The Board will write and implement a plan to improve employee retirement benefits.

FACILITY AND GROUNDS

Grace Christian School will develop a unified campus where younger and older students alike enjoy their own areas with appropriate interaction promoting Christian community. The facility includes areas for worship, music, arts, science, academic resources, information technology, and physical education with adequate isolation for concurrent school and church activities.

1. The Board and Development will lead the effort to procure the required funding to complete Phase III.
2. The Administration will strive to provide a safe and secure school environment.
3. The Administration will provide for the improvement of the nurse's station with additional space, furnishings, bathroom, and equipment.
4. The Board and Development will secure approximately 20 acres for parking, fields and an additional school building.

DEVELOPMENT

Grace Christian School will cultivate a committed constituency through a comprehensive development program. This support base enables the school to fulfill its mission today and tomorrow.

1. Development will write and implement a plan to develop a permanent endowment fund of \$10 million to enhance faculty compensation and student scholarship, with a goal to reach \$1,000,000 by 2012.
2. Development will write and implement a plan for encouraging will bequests, deferred gifts and other planned giving.
3. Development will write and implement a plan to pursue foundation grants with a goal to fund 10% of each capital project and \$25,000 per year in program enhancements.
4. Development will write and implement a follow-up program with alumni for the purpose of evaluating Grace Christian School and inviting alumni to become lifelong partners.
5. Development will write and implement a marketing plan to educate and increase awareness of the school's mission and philosophy to parents, local churches and the community.
6. The Board and Development will provide for an increase in scholarship resources so that Grace will be affordable to all mission-appropriate families.
7. Development will implement the Business Partnership plan designed to build mutually beneficial relationships between businesses and the school community, with a goal of raising \$100,000 per year from these relationships.

8. The Board and Development will implement a plan to provide for long-term sustainable funding, with a goal of securing an additional \$500,000 per year in unrestricted gifts.

FISCAL RESPONSIBILITY

Grace Christian School will provide the program mandated by its mission, while maintaining fiscal responsibility and integrity. (Luke 16:10-12)

1. The Board will implement and maintain a written 5-year financial plan.
2. The Board and Superintendent will maintain an annual balanced budget.
3. The Board will ensure the school remains free of long-term debt.
4. The Board will build and maintain a reserve of 5% of the operating budget.

COMMUNICATION AND TECHNOLOGY

Grace Christian School will construct an effective system of technology and communication to improve student learning and facilitate the sharing of information between the different constituencies of the Grace Christian School family.

1. The Administration will lead in the upgrade of the school data-base software and provide adequate employee training that will equip faculty and staff to efficiently perform their specific job functions.
2. The Administration will create a committee to identify areas that could be improved to help integrate technology throughout the Grace program. (i.e. new hardware, new software, full-time tech)

STRATEGIC PLANNING

1. The Board will adopt a long-term Vision for enrollment and facility growth by January of 2008.
2. The Board will adopt a new 5-year Strategic Plan by August of 2012.

VISION 2020

The Board will lead the school to:

1. Grow the elementary to three sections.
2. Grow K-12 to four sections each.
3. Plan for adequate facilities to eventually educate up to 100 students per grade.
4. Plan for the Pintail campus to be the secondary facility and a new elementary campus to be in proximity to Pintail.