



SALISBURY

CHRISTIAN SCHOOL

Strategic Plan 2019-2022 **(Public Summary)**

SCS Mission Statement

To honor Jesus Christ by offering a comprehensive educational program founded upon Biblical truth and academic excellence.

Vision

Salisbury Christian School leads students to spiritual, intellectual, social, and physical maturity, in partnership with parents and the church, so that students become disciples of Jesus Christ, walking in wisdom, obeying His Word, and living their faith.

Core Values

- Christ-centered: Colossians 1:18
- Academic Excellence: 1 Corinthians 10:31
- Community: Psalm 133:1, Romans 15:5-6
- Servant Leadership: Mark 10:45
- Stewardship: 1 Chronicles 29:11

Foundational Scripture

"In all things... Christ pre-eminent."
Colossians 1:18

With humble reliance upon the Lord Jesus Christ and His provision, we prayerfully seek God's grace to enable SCS to accomplish the goals and strategic initiatives set forth in this strategic plan. May God continue to bless Salisbury Christian School and its students, families, and staff.

Preface

The SCS Board of Governors has adopted this 2019-2022 Strategic Plan after careful review of stakeholder input, current information, and history of SCS. Stakeholders of SCS include parents, students, other family members, administration, faculty, staff, and benefactors. Stakeholder input from surveys and in-person forums provided valuable information and perspective to inform the direction of strategic planning. This working document includes general goals, rationale, and specific annual goals to honor Christ as we continue educational excellence with a Christian worldview. The leadership of SCS has been directed to accomplish specific actions as a part of each annual goal. The Board of Governors offers sincere thanks to those who participated in the formation of this plan.

Key Area: Christian Community and Culture

Goal

SCS will place Christ first in all things, promote a Biblical worldview, and encourage Christianity as a lifestyle throughout its curriculum and program. SCS will be a family of Christ followers who honor Jesus by fostering an environment of welcome and belonging among staff, faculty, students, and parents.

Rationale

Our foundational scripture states that “In all things... Christ [is] pre-eminent” (Colossians 1:18). Accordingly, SCS will exemplify and honor the Lord Jesus Christ in all areas of service by promoting unity in Christ with uncompromising Biblical standards as a foundation for academic excellence. Christ followers should display the love of Jesus in welcoming, celebrating, sharing, and serving together in true community.

Strategic Plan/Annual Report Goals:

1. Continue to enhance a Biblical worldview as the bedrock on which SCS is distinctively known.
2. Increase visibility and partnership with local churches, the community, and our alumni.
3. Encourage and develop the personal spiritual growth of all students and staff.

Key Area: Student Enrollment, Programs, and Achievement

Goal

SCS will be a fully enrolled PreK-12 school whose families are united in support of the school's mission, vision, and core values. SCS will strive for academic excellence through a comprehensive, Christ-centered PreK-12 curriculum and program that enhances the learning experience and equips students spiritually, socially, physically, and academically to fulfill their God-given potential.

Rationale

Education is incomplete when God is ignored. To help Christian families keep God at the center of their children's education, SCS offers a Christ-centered program that reinforces Biblical values. A comprehensive curriculum and program is necessary to prepare students for their education and future careers. Educational and spiritual development leads to healthy and productive lives that honor God. Recognizing that each student is uniquely created in God's image, SCS provides a diverse selection of extracurricular activities and services that enable students to develop their God-given gifts and talents.

Strategic Plan/Annual Report Goals:

1. Develop the SCS curriculum map for all grades and all subjects. Establish a plan for systematic and ongoing review/revision using Curriculum Trak.
2. Develop and implement a comprehensive, school-wide Technology Plan.
3. Develop and implement a system of data analysis to identify student achievement strengths and areas of concern.
4. Develop plans to maintain a student re-enrollment rate of 90% or higher.
5. Enhance recruiting/marketing efforts to achieve optimal enrollment in all grades.
6. Enhance Guidance Office services to emphasize efficient and appropriate scheduling, as well as college and career support.
7. Create schedules (beyond 2019-2020) to include Bible classroom instruction for the full school year at all grade levels.
8. Evaluate, enhance, and promote athletics, fine arts, and extracurricular activities while utilizing them as a development tool for current and potential students.

Key Area: Administration, Staff, and Governance

Goal

The SCS administration will lead, operate, and manage the school with excellence and integrity in furtherance of the mission and vision of the school and in accordance with policies established by the Board. SCS will actively recruit, cultivate, and support faculty and staff who profess Jesus Christ as Lord and Savior and who are called, equipped, and dedicated to fulfill the mission of the school. SCS will be governed in accordance with Biblical leadership principles in conformance with the SCS Foundational Principles.

Rationale

The day-to-day operations at SCS are delegated to the administration to implement and maintain the programs that pursue academic excellence based upon Biblical truth and Christian worldview. Gifted servant leadership in the administration is essential to accomplish desired goals and objectives. Academic excellence in a Christian environment requires well-qualified faculty and staff members with high standards, a strong work ethic, and unconditional love for others. The success of the school is directly related to the dedication, spiritual maturity, and wellbeing of all employees as they mentor students. The Bible is the authoritative source for SCS governance and management. Scriptural principles must be applied to establish policies and standards of accountability and to clearly define leadership roles.

Strategic Plan/Annual Report Goals:

1. Continue to enhance our focus of putting God first through student, staff, and administration attitude, actions, dress, and presence while maintaining consistent and high expectations for all, including student discipline.
2. Focus more closely and directly on the process and benefits of teacher mentoring, qualifications, professionalism, professional development, engagement, accountability, excellence, enthusiasm, and initiative.
3. Enhance school-to-home communication through a timelier and more rigorous utilization of face-to-face and technology avenues, including but not limited to the RenWeb software announcements and grade input.
4. Project greater leadership of administration and Board through visibility, communication, and shared vision.
5. Align organizational structure to ensure efficiency in positions, purpose, and duties.

Key Area: Facilities and Support Services

Goal

SCS will provide optimal facilities and services to support a program of excellence and to allow the school to reach optimal enrollment and fulfill its commitment to excellence.

Rationale

Quality facilities and services are Christ-honoring and conducive to learning, fellowship, and Christian growth.

Strategic Plan/Annual Report Goals:

1. Review and improve safety, security, and emergency procedures, including recurring annual process and communication methods.
2. Enhance effective management of aging buildings, equipment assets, and transportation.
3. Continue building and grounds updates and improvements, including increases in overall building size.
4. Facilitate long-term planning to increase overall building size.

Key Area: Financial Stewardship and Resource Development

Goal

SCS will develop and steward a multi-faceted, sustainable financial model and resource plan that enables the school to fulfill its mission and plan effectively for the future.

Rationale

Christian schools require financial resources and prudent management to achieve and maintain academic, spiritual, and operational excellence. Informed and committed constituents are more likely to support SCS and its mission.

Strategic Plan/Annual Report Goals:

1. Improve communication and transparency with stakeholders regarding budget information.
2. Diversify our sources of revenue and seek sources of revenue outside tuition and fees.
3. Implement a standard process of multi-year budgeting outlining current needs and future needs of the school.