

# Valley Christian School

## Strategic Plan 2023-2027

### Academics

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#### **Objective #1- Obtain accreditation for academic accountability and best practices**

Action Point - School leadership will take the necessary steps to prepare for accreditation from ANSAA (Arkansas Non-Public Accreditation Association) including financial audit and initial site visit from ANSAA Director.

#### **Objective #2- Teacher retention and recruitment of more highly qualified teachers**

Action Point - Focus on retaining and attracting key teachers by using best practices in employee involvement, compensation and buy-in.

Strategy- Create teacher excellence project (TEP)

- Increase teacher compensation for qualified teachers
- Design comprehensive plan for hiring best faculty possible, include educational team (principal and other key teachers) and board in process
- Create a three year mentoring program for all new teachers
- Create culture of support, recognizing achievements and mission advancing challenges
- Maintain current employee files on all faculty/staff with thorough evaluations and growth plans
- Increase professional development opportunities both on and off campus, properly track and attendance required
- Develop a biblical process for employment retention and dissolution

#### **Objective #3- Increase offerings in STEAM (Science, Technology, Engineering, Arts and Math) along with other advanced courses**

Action Point - Consider a dedicated space to grow a STEAM program focused on getting kids excited and engaged, in addition consider partnerships with local colleges (other entities) to offer accelerated (college credit) classes for top students.

#### **Objective #4- Closely monitor students progress or regress in math and reading**

Action Point - Establish a three or four times a year evaluation rubric of students in these key areas, creating action steps to help students who are struggling or might need additional support to reach higher levels of achievement with a goal of producing critical thinkers and excellent writers.

### **Athletics and Arts**

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#### **Objective #1- Focus on expanding facilities to meet the needs of student athletes**

Action Point- Consider fine arts/athletics multi purpose facility within the scope of a new capital campaign and building project.

#### **Objective #2- Create an annual plan for purchasing and maintaining equipment**

Action Point- Develop a three-four year rotation plan for new uniforms, equipment, etc. based on fundraising for the athletic/art department.

#### **Objective #3- Formulate a mission statement for the fine arts and athletic programs**

Action Point- Create a succinct, easy to understand and marketable mission statement that directly supports the school's overall mission and core values.

#### **Objective #4- Increase fine arts and athletic offerings**

Action Point- Put together a three-four year plan for increasing opportunities for students in the area of extracurricular activities.

### **Financial**

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#### **Objective #1- Increase school's efforts in marketing and advertising**

Action Point- Consider finding a part-time employee, or even upperclassmen students, to formulate a first phase marketing plan focused on telling the school's story and future plans.

#### **Objective #2- Participate in EFA (Educational Freedom Account) to help families afford VCS**

Action Point- Opt into the state's EFA plan to make VCA more affordable for families.

### **Objective #3- Forecast potential increases in tuition to increase annual revenue**

Action Point- In conjunction with opting into EFA plan, strongly consider forecasting year after year tuition increases to help increase revenue for operating expenses.

### **Objective #4- Increase faculty/staff compensation**

Action Point- Formulate a four year plan to increase faculty/staff compensation, while also adding needed faculty, using increased revenue from EFA and possibly additional student enrollment.

## **Biblical Worldview**

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### **Objective #1- Cultivate comprehensive Christ-centered education that develops disciples**

Action Point- Consider creating a Portrait of a Preferred Graduate that explains the four-five pillars of discipleship done right.

### **Objective #2- Reevaluate Mission Statement, Core Values and Statements of Faith**

Action Point- Create a board sub-committee to review the mission statement, core values and statements of faith aimed at making sure they properly reflect the day to day goals and outcomes of VCA and are easy to communicate and benchmark.

### **Objective #3- Further invest in community, churches and local service organizations**

Action Point- Formulate a committee of faculty, parents and students who brainstorm increased ways to have a more significant presence in the city/community impacting local organizations.

### **Objective #4- Establish tenants to ensure school's commitment to BWV**

Action Point- Produce a three-five point diagram that clearly articulates the goals/foundations of the school's overarching BWV program.

## Master Plan

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### **Objective #1- Create a capital campaign committee to raise funds for construction of first phase of new campus**

Action Point- Form a capital campaign committee to formulate, then execute an appeal, to raise approximately \$2m over the next two school years to assist with the construction of the first phase of a new JH/HS.

### **Objective #2- Establish building committee to evaluate construction options**

Action Point- Create a building committee (parents, civic leaders and board members) to consider all options of constructing the first phase of a new campus, focused on upper school students and activity space. Primary objective would be to assist the capital campaign committee with fundraising goals, drawings and timelines for construction.

### **Objective #3- Focus on attracting business sponsors and donors**

Action Point- Within the capital campaign committee consider local businesses and donors who might be interested in hearing the vision for VCS over the next five years.

### **Objective #4- Maintain ideal teacher/student ratio**

Action Point- During planning stages make sure school buildings/classrooms are properly scaled to allow for ideal teacher to student ratio for many years down the road.