



PHILOSOPHY

Christ Church School is an integral part of the educational ministry of Christ Church. Its foremost goal is to offer quality education in a Christian environment at the preprimary to elementary levels.

It seeks to develop the total child, spiritually, intellectually, socially and physically, through the core curriculum, enrichment classes and Bible study. Christian teachers and staff offer a witness of prayer, love and service.

Christ Church School aims to prepare students to take their place in society with the ability to discern right from wrong and with the self-confidence to make good choices knowing that they are loved by God.

MISSION

Christ Church School serves as an outreach ministry of Christ Church emphasizing academic excellence and nurturing the spiritual, physical, cultural and social development of students in a compassionate, disciplined Christian environment.

VISION

We will provide a learning environment that is experiential and meaningful to a connected world. It is vital that we visibly recognize and communicate the heart of a Christ Church School Education and God's love.

- Innovative and enlightening learning experience that is transformational for both students and educators.
- Engaging interdisciplinary approach that integrates the areas of Science & Social Studies, Technology, Entrepreneurship & Engineering, Arts and Mathematics (STEAM).
- Inquiry based approach guided by essential questions that help develop the 4 C's: Collaboration, Creativity, Critical Thinking and Communication.



Dear Parents, Alumni, and Friends of Christ Church School,

The 2023 Strategic Plan is a comprehensive review and evaluation of where Christ Church School has been, is now, and plans to go over the next five years. This Strategic Plan builds upon the foundation and work that have been accomplished as a result of previous plans. This year's plan is comprised of five major categories and ensures continuous progress for the school as a whole. These categories are Program, Faculty/Staff, Finance & Philanthropy, Identity & Image, Facilities, and Technology. The goals and implementation strategies within these categories reflect the desire of the Christ Church School community to maintain the special qualities that make CCS the extraordinary haven of learning it has always been, while also recognizing that there are areas where we can continue to improve.

The plan clearly reflects the fact that enhancements must be made in keeping with the Mission Statement. It is our desire to maintain our tradition of visionary leadership for continuous improvement. Through the cooperative efforts of everyone invested in forwarding our mission, we have a history of successfully fulfilling our long range plans and will continue to work hard to accomplish the goals that have been set to ensure a bright tomorrow. We thank you for your faithfulness in devoting the time and resources that have been a catalyst for all that has materialized at Christ Church School.

In His Service,

Carrie Andersen
School Board Chairman

Tane Bonham
Head of School

Strategic Plan: Program

Program Goal: Through regular communication between grade levels, Christ Church School allows students to move through the academic program with developmentally appropriate practices. In the area of curriculum, we are fortunate to draw upon proven research, expertise within our school, and accreditation resources to develop an excellent academic program with Christ at the center. We continue to accelerate learning by creating experiential opportunities that are joyful and challenging as well as stimulating with high standards and expectations.

We will seek to achieve a balanced framework that educates the whole child by:

- Nurturing individual gift sets with high standards and expectations
- Developing a love of learning and understanding of God’s love
- Engaging students in exploration and personal growth and development
- Including technological literacy, the arts, and athletics
- Meeting the evolving needs of the 21st century learner

Rationale: Embracing the emerging demands and expectations placed on 21st century learners, Christ Church School acknowledges that we need to foster empathy for others, cultivate in students a sense of who they are and instill Christian values. With resolve, we guard a developmental program and regularly review the whole program offered for continued excellence.

Implementation Strategies	Timeline
Implement an outdoor learning space for our preprimary grades to utilize for outdoor play and socialization. Purchase outdoor learning tools for the space.	2023-2028
Implement a motor lab in the iLab for PK4 for one year and then look at expanding to other grade levels the following year.	2023-2028
Continue to enhance our program by incorporating experiential learning and project-based learning into the curriculum and classrooms. Set aside intentional time for grade levels to collaborate using the iLab for PBL. Build in PBL time into the fourth and fifth grade schedules.	2023-2028
Explore the option of adding a parent and child interactive music class for early toddlers who are too young for our PK2 program. This program would assist in recruitment for our PK2 programs.	2023-2027

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Explore the option of adding a middle school to Christ Church School by adding one grade level at a time or expanding the preschool program. Complete a cost analysis and research local middle schools and the process to add a middle school.	2023-2027
Continue to enhance our digital learning and distance learning platforms for grades PK2-5 th . Research online platforms/resources for preprimary and elementary grades to utilize during digital learning.	2023-2025
Continue to implement Seesaw and Google Classrooms into our PK4-5 th grade classrooms and enrichment classes to enhance online learning.	2023-2025
Increased professional development technology training for our faculty and staff to better utilize our technology platforms and online resources.	2023-2025
Research and implement online grading and online student portfolios for elementary grades.	2023-2025
Continue to implement Heart Work in first through fifth grade. Students will engage with a series of scripture, thoughtful quotes, journaling and mindfulness exercises and short biographies of important people in history. Each month's lessons will be centered around virtues such as compassion, respect, courage, perseverance, ability, peace, justice, equality, responsibility, and self-care. These lessons will provide a common language for CCS families and support a variety of themed service projects throughout the year.	2023-2025
Continue to implement the i-Ready math instruction lessons for grades 2-5 that correlate with the i-Ready math diagnostic.	2023-2025
Research online diagnostic platforms to assess math in grades 2-5 that is more aligned with our Saxon math program. Explore the option of replacing i-Ready with the IXL diagnostic.	2023-2025
Continue to clarify and communicate the enrichment programs to our families to provide a clear overview of each enrichment class.	2023-2025
To align and refine the implementation of writing rubrics and the RACE writing strategy for 1 st -5 th grade to guide and assess our narrative and expository writing. Add the Empowering Writers curriculum to grades 1-3 in addition to grades 4-5 that already implemented the program.	2023-2025
To integrate STEAM and Experiential Learning Projects - Science, Technology, Engineering, Arts and Mathematics education and activities across the curriculum.	2023-2025

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Continue to refine the Computer Science Curriculum that embraces iLab curriculum goals and includes the 4C's (Critical Thinking, Collaboration, Communication and Creativity). Consider a trimester approach to overarching themes that reinforce computer science and the NGSS.	2023-2024
To continue to align and refine the Curriculum Guide to emphasize adherence to the stated curriculum for each grade level. This includes differentiation, multi-modality learning experiences, technology integration and the 4C's.	On-going
Promote technology integration through usage of mobile devices and applications in the classroom by providing intentional faculty/staff support and professional mentoring, small group and teacher technology training.	On-going
To identify current research and techniques for implementing brain-based learning.	On-going
To continue to integrate curriculum across the content areas; reading, math, writing, science, and social studies.	On-going
To continue to evaluate curriculum, media, online resources and textbooks annually. Timeline Below.	On-going

School Year	Curriculum Research and Development	Adoption Year Implement
2023-2024	Social Studies/Geography/Global Studies	2024-2025
2024-2025	Science	2025-2026
2025-2026	Math	2026-2027
2026-2027	Reading	2027-2028
2027-2028	Spelling/English/Writing	2028-2029

Strategic Plan: Faculty / Staff

Faculty/Staff Goal: Attract, develop, support and retain, highly qualified and Christian faculty/staff that are life-long learners. Ensure each faculty/staff member displays a loving Christian spirit that is conveyed throughout their job responsibilities and beyond.

Rationale: Christ Church School, Christ Church, administrators, faculty and staff in partnership with students and parents strive to build an educational organization where each child can grow into all that God has intended. We will continue to explore and integrate educational practices that are examined for their ability to meet a variety of learning styles, forward creativity, enhance critical thinking, introduce students to the love of Jesus, disciple student’s growing belief, teach self-confidence, self-reliance, and develop their God-given talents.

Implementation Strategies	Timeline
Summer Professional Growth, attend conferences. Purchase summer reading books for staff about motor development for preprimary and PBL for elementary.	2023-2024
Acquire new and improved fundraising software (Sustain is antiquated) to track and establish goals for giving. This will include alumni. Alumni reach will be improved and priority.	2023-2024
Explore the need and avenues for expanding the support provided to our students with learning differences.	On-going
Continue succession planning by identifying faculty/staff with leadership potential. Explore and implement avenues for them to gain leadership opportunities.	On-going

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Provide and fund, to the highest degree, research-based professional development opportunities and require accountability. Strengthen highly effective instructional strategies and lesson designs that are consistently refined through benchmarking and embedded collegial coaching.	On-going
Continue to enhance the purposeful partnership between the Church and the School. Reinforce relational trust that results in positive personal relationships between and among teachers, students, parents and administrators.	On-going

Strategic Plan: Finance and Philanthropy

Finance and Philanthropy Goal: To maintain a purposeful financial plan and strengthen philanthropic understanding throughout the school community that results in supporting the school's mission.

Rationale: It is essential that Christ Church School increase its non-tuition sources of revenue in order to fund school program initiatives throughout this Strategic Plan and keep tuition affordable. The ability to achieve financial equilibrium through review of compensation packages, financial assistance and understanding of the school's financial future remains foremost.

Implementation Strategies	Timeline
Review annual contribution formulas with the Church leadership in preparation for 2024-2025 budgeting.	October 1, 2023
Update and analyze the historical 10-year statistical comparison report including areas of income, expenses, admissions, advancement, tuition & salary increases, etc.	July 31, 2024
Build back the uncommitted fund balance to three months of operating expenses. (Approximately \$1,060,000)	July 31, 2028
Update the 5-year financial plan taking into consideration input from CCS Finance Committee, CCS Facilities Committee, CCS School Board, Church Council, and current school year budget.	July 31, 2024
The CCS Development Council will continue to explore outside opportunities and foundations, creating a database, in order to solicit larger donations each during towards the annual fund goal.	July 31, 2024

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The CCS Development Council will continue to grow a working database of graduates to assist with fundraising campaigns. Explore the possibility of reunions with groupings of years (e.g. all graduates from 1990-1995, 1995-2000)	July 31, 2024
Build a capital fund to 100K reserve for campus upgrades and emergencies for campus upgrades.	June 2028
School Leadership to review Florida's voucher programs and report to Board about the pros and cons of participating.	April 1, 2023

Strategic Plan: Identity & Image

Identity & Image Goal: To convey effectively to the external and internal community the value and essence of the Christ Church School experience. This message should depict our emphasis on academic excellence and nurturing the spiritual, physical, cultural, and social development of students in a compassionate, disciplined Christian environment.

Rationale: To continue to attract talented students and supportive families, it is essential that Christ Church School provide effective communication on its identity and image. By “telling our story” through a unified message that expresses value, uniqueness, and common school culture, the school will be known and appreciated by all constituents.

Implementation Strategies	Timeline
Create a generic overview welcome video to be housed on our school website, or a sponsored advertisement on social media platforms.	Fall 2023
Internal Marketing for Retention: Director of Marketing/Director of Communications shadow individual grade level/enrichment for a day to capture a snapshot of a day inside a CCS classroom. Video could be shared on our social media or blasted out to the CCS families.	2023-2024
Increase Search Engine Optimization of our website, www.ccsfl.org , by encouraging new ratings on Google and monitoring/responding to negative ratings. Encourage all faculty and staff to complete a Google rating.	2023-2024
External Marketing: Tap into local business and their event programs for advertising Christ Church School. (ex. Dance Dimensions ballet program featured advertising in November.)	2023-2024

Strategic Plan: Facilities

Facilities Goal: Initiate a strategy to maintain and enhance the buildings and grounds in conjunction with our mission and program, respecting tradition and the need for growth.

Rationale: Christ Church School remains committed to maintaining, upgrading and renovating to meet the demands of the program and school size.

Implementation Strategies	Timeline
Explore Music Room remodel with input from Church Music Department, CCS Music Teacher, Children and Youth Ministry.	Pending the study of expansion.
Explore the possibility of replacing mulch on the big playground with artificial turf or another appropriate surface.	Installation is the week of 7/24/23.
Explore privacy fencing on Christ Church Field along with Church input.	July 2025
Explore possibility of preprimary outdoor play area for use of chalk, Lego boards, bikes, water area, etc. Explore possibility of joint use of the Christ Church Field for some outdoor play area.	July 2023-2025
Explore remodel of Education Building bathrooms 1 st and 2 nd floors.	July 2027 Pending the study of expansion.

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<p>Explore needs of classroom remodels:</p> <ul style="list-style-type: none"> • Furniture • Paint • Ceiling tiles & grid • Resurfacing Cabinetry • Lighting 	<p>July 2027</p>
<p>Middle School/Expand Ground Level Space for Addition to Preschool.</p>	<p>Pending the study of expansion.</p>
<p>Annually review next school year major capital improvements with Church leadership. Develop 5 year CapEx schedule with Church.</p> <ul style="list-style-type: none"> • Roofing • Flooring • A/C units • Awnings • Parking area maintenance • Field • Telephone System 	<p>Annual assessment</p>
<p>Annually review facilities and grounds for safety measures and protocol.</p> <ul style="list-style-type: none"> • Security cameras • Teacher training • Community reporting system • Campus exterior fencing 	<p>Annual assessment</p>

Strategic Plan: Technology

Technology Goal: Develop technology literacy and digital citizenship to create a technological foundation for students.

This, in conjunction with the school's curriculum, will provide students with the 21st century technology tools and skills necessary to learn to locate, evaluate, interpret and apply information, as well as communicate effectively and resourcefully. Engage students in activities that interweave educational technology skills and relevant curricular content. Provide students with opportunities to develop, apply and demonstrate a skillful use of technology that supports their development of process skills that are essential to success in emerging demands of the 21st century learner.

Rationale: Christ Church School acknowledges that we need to continually shape a framework for integrating technology into the curriculum that has pertinent applications for 21st century learners.

Implementation Strategies	Timeline
Google Classroom implementation. <ul style="list-style-type: none"> • 3rd-5th grade students & teachers. Open access to Google to teachers and faculty for exploration.	Purchase licensing for 22-23 School year. Summer of 2022.
RFP process for changing SIS and potential LMS.	Planned for 22-23
Internal and external vulnerability security check.	Ongoing
Assess iLab technology and make current	Revamp planned for 23-24 budget.
Replace battery backups for school servers.	ASAP
Replace copiers in workroom and office. Lease contract is ending at the end of the school year.	2023