



## 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 2024 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,

Randall Vitale  
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 21<sup>st</sup> century learner

**Rationale:** Embracing the emerging demands and expectations placed on 21<sup>st</sup> 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.

<b>Implementation Strategies</b>	<b>Person Responsible</b>	<b>Timeline</b>
Explore the option of enhancing/changing the 3 <sup>rd</sup> grade Epcot experiential field trip.	Head of School Assistant Head of School and Admissions Director of Curriculum and Experiential Learning	2024-2026
Continue to enhance our digital learning and distance learning platforms for grades PK4-5 <sup>th</sup> . Research online platforms/resources for	Head of School Assistant Head of School and Admissions Assistant Head of Early Learning Director of Technology and Innovation	2024-2026

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<p>preprimary and elementary grades to utilize during digital learning.</p>	<p>Director of Curriculum and Experiential Learning Coordinator Technology Integration Teacher Teachers</p>	
<p>Continue to implement Seesaw and Google Classrooms into our PK4-5<sup>th</sup> grade classrooms and enrichment classes to enhance online learning.</p>	<p>Head of School Assistant Head of School and Admissions Assistant Head Early Learning Director of Curriculum and Experiential Learning Director of Technology and Innovation Technology Integration Teacher Teachers</p>	<p>2024-2026</p>
<p>Increased professional development technology training for our faculty and staff to better utilize our technology platforms and online resources. Incorporate Google training and the Technology Integration Matrix into professional development sessions.</p>	<p>Director of Technology and Innovation Director of Curriculum and Experiential Learning Faculty &amp; Staff</p>	<p>2024-2026</p>
<p>Research and implement online grading and online student portfolios for elementary grades.</p>	<p>Head of School Assistant Head of School and Admissions Director of Technology and Innovation Director of Curriculum and Experiential Learning Elementary Teachers</p>	<p>2024-2026</p>
<p>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,</p>	<p>Head of School Pastor of Schools and Families Assistant Head of School and Admissions Director of Curriculum and Experiential Learning Elementary Teachers</p>	<p>2024-2026</p>

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<p>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.</p>		
<p>Continue to clarify and communicate the enrichment programs to our families to provide a clear overview of each enrichment class.</p>	<p>Head of School Assistant Head of School and Admissions Director of Marketing and Events Enrichment Teachers</p>	<p>2024-2026</p>
<p>To align and refine the implementation of writing rubrics and the RACE writing strategy for 1<sup>st</sup>-5<sup>th</sup> grade to guide and assess our narrative and expository writing. Continue utilizing the Empowering Writers curriculum for grades 1-5. Alternate narrative and informative writing in the elementary grades.</p>	<p>Head of School Assistant Head of School and Admissions Director of Curriculum and Experiential Learning Teachers</p>	<p>2024-2026</p>
<p>To integrate STEAM and Experiential Learning Projects - Science, Technology, Engineering, Arts and Mathematics education and activities across the curriculum.</p>	<p>Assistant Head of School and Admissions Director of Technology and Innovation Director of Curriculum and Experiential Learning Technology Integration Teacher Faculty</p>	<p>2024-2026</p>
<p>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.</p>	<p>Assistant Head of School and Admissions Director of Technology and Innovation Director of Curriculum and Experiential Learning Computer Science Teacher</p>	<p>2024-2026</p>
<p>Explore the option of adding a parent and child interactive music class for early toddlers who are too</p>	<p>Head of School Assistant Head of School and Admissions</p>	<p>2024-2028</p>

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<p>young for our PK2 program. This program would assist in recruitment for our PK2 programs.</p>	<p>Assistant Head Early Learning Director of Curriculum and Experiential Learning Music Teacher</p>	
<p>Implement the Acadience Reading Assessment for grades K-5 to determine struggling readers and communicate information to parents to provide student support.</p>	<p>Head of School Assistant Head Experiential Learning Coordinator</p>	<p>2024-2028</p>
<p>Continue to implement an outdoor learning space (phase 2) for our preprimary grades to utilize for outdoor play and socialization. Purchase outdoor learning tools for the space. Enhance the outdoor learning space with additional materials needed to support the outdoor play/experience.</p>	<p>Head of School Assistant Head of School and Admissions Assistant Head Early Learning Director of Curriculum and Experiential Learning Preprimary Teachers</p>	<p>2024-2028</p>
<p>Continue to implement a motor lab in the iLab for PK4 and explore the option of expanding it to other grade levels. In addition to the motor lab, encourage PK2-5<sup>th</sup> grade teachers and enrichment teachers to incorporate the motor lab exercises into their classrooms to support their students/needs.</p>	<p>Computer Science Teacher Director of Curriculum and Experiential Learning Teachers</p>	<p>2024-2028</p>
<p>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. Explore the option of adding PBL time into elementary schedules for grades 1-3.</p>	<p>Head of School Assistant Head of School and Admissions Director of Curriculum and Experiential Learning Technology Integration Teacher Director of Technology and Innovation Teachers</p>	<p>2024-2028</p>

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<p>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. Continue with the master plan/redesign/fundraising that was started in 2023-2024.</p>	<p>Head of School Assistant Head of School and Admissions Assistant Head Early Learning Director of Curriculum and Experiential Learning</p>	<p>2024-2028</p>
<p>Research supplemental math programs that are more aligned with our Saxon math program and MAP Growth diagnostic.</p>	<p>Head of School Assistant Head of School and Admissions Director of Curriculum and Experiential Learning Director of Technology and Innovation</p>	<p>2024-2028</p>
<p>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.</p>	<p>Head of School Assistant Head of School and Admissions Director of Technology and Innovation Director of Curriculum and Experiential Learning Faculty</p>	<p>On-going</p>
<p>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. Implement the Technology Integration Matrix into 1-5 grade classrooms.</p>	<p>Director of Technology Integration and Innovation Technology Integration Teacher</p>	<p>On-going</p>
<p>To identify current research and techniques for implementing brain-based learning.</p>	<p>Head of School Assistant Head of School and Admissions Assistant Head Early Learning</p>	<p>On-going</p>

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	Director of Technology Integration and Innovation Director of Curriculum and Experiential Learning Director of Student Life and Library Media Faculty	
To continue to integrate curriculum across the content areas; reading, math, writing, science, and social studies.	Head of School Assistant Head of School and Admissions Director of Curriculum and Experiential Learning	On-going
To continue to evaluate curriculum, media, online resources and textbooks annually. Timeline Below.	Head of School Assistant Head of School and Admissions Assistant Head of Early Learning Director of Technology Integration and Innovation Director of Curriculum and Experiential Learning	On-going

School Year	Curriculum Research and Development	Adoption Year Implement
2024-2025	Science	2025-2026
2025-2026	Math	2026-2027
2026-2027	Reading	2027-2028
2027-2028	Spelling/English/Writing	2028-2029
2028-2029	Social Studies/Geography/Global Studies	2029-2030



# 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 preprimary, elementary and enrichment staff.	2024-2025
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.	2024-2026
Deliver comprehensive and engaging diversity training sessions to faculty and staff members regularly. We aim to create a school environment that celebrates diversity, promotes understanding and empathy, and equips staff and students with the knowledge and skills necessary to contribute to their community.	On-going
Enhance our marketing by highlighting the learning opportunities at CCS for celebrating differences. Raise awareness of monthly activities and themes currently integrated throughout the curriculum, enrichment classes and chapel. The school will develop a comprehensive monthly celebration calendar that highlights our cultural events, understanding of liberty, justice, equality, and responsibility. This will align with our Heart Work curriculum. By communicating these efforts and strategies the school can demonstrate its commitment to selecting books and resources that reflect all people.	On-going

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<p>Explore the need and avenues for expanding the support provided to our students with learning differences. Explore the option of adding a reading intervention for struggling readers in grades 1-2. Research area schools/programs for services/cost.</p>	<p>On-going</p>
<p>Continue succession planning by identifying faculty/staff with leadership potential. Explore and implement avenues for them to gain leadership opportunities.</p>	<p>On-going</p>
<p>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.</p>	<p>On-going</p>
<p>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.</p>	<p>On-going</p>

# 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.

<b>Implementation Strategies</b>	<b>Timeline</b>
Review annual contribution formulas with the Church leadership in preparation for budget.	October 2024
Update and analyze the historical 10-year statistical comparison report including areas of income, expenses, admissions, advancement, tuition & salary increases, etc.	2024-2025
Build back the uncommitted fund balance to three months of operating expenses.	2024-2028
Update the 5-year financial plan, considering input from CCS Finance Committee, CCS Facilities Committee, CCS School Board, Church Council, and current school year budget.	2024-2025
The CCS Development Council will continue to explore outside opportunities and foundations, creating a database, to solicit larger donations.	Ongoing
The CCS Development Council will continue to grow a working database of graduates to help fundraising campaigns. Explore the possibility of reunions with groupings of years (e.g. all graduates from 1990-1995, 1995- 2000)	Ongoing
Build a capital fund to 100K reserve for campus upgrades and emergencies for campus upgrades.	June 2028

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School Leadership to review Voluntary Prekindergarten Education Program (VPK) and report to the Board about the pros and cons of participating.	January 2025
Conduct a thorough needs assessment for the master plan to ensure successful and sustainable fundraising efforts. See Steps and Timeline below. This process started in 2022.	January 2025

# 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.

<b>Implementation Strategies</b>	<b>Timeline</b>
Increase event sponsorships with past sponsors, current families and local community stakeholders.	2024-2025
Assign Parent Ambassadors for new CCS families to guide and encourage them.	Fall 2024
Increase Alumni relations by improving the Alumni Database, showcasing more Alumni on social media, encouraging them to volunteer.	2024-2025
Continue building The Legacy of CCS. Will host a second Legacy of CCS mixer in the Fall. Get them involved in our Master Planning.	2024-2025

# 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
Gain approval from the School Board, Church Council and United Methodist Conference for a redesign of the existing footprint.	Summer 2024
<p>After the redesign of the campus is approved and the needs assessment to ensure sustainable fundraising is positive, the school will engage in a capital campaign to cover the cost of the redesign. The following overarching desires for the renovation are:</p> <ul style="list-style-type: none"> <li>· Expand ground level classroom space to accommodate the prekindergarten wait list.</li> <li>· Explore the feasibility of adding a premier middle school.</li> <li>· Modernize our spaces for our experiential learning to make them all more flexible, able to transform as we share space both school and Church.</li> <li>· Maximize our space usage.</li> </ul>	June 2024-August 2026
Explore project management feasibility with our current staff and the possible need to hire someone for time-consuming project management. If deemed necessary, it will be part of the RFP process.	Spring 2024

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<p>As part of Master Planning meet with the Church music department, CCS music teacher, children and youth ministry leader as well as other constituents for a possible music/performing arts room remodel. Create a cost sheet by acquiring RFP's.</p>	<p>September 2024</p>
<p>As part of Master Planning explore privacy fencing on Christ Church Field along with Church input. Create a cost sheet by acquiring RFP's.</p>	<p>September 2024</p>
<p>As part of Master Planning, meet with faculty and staff to create a list of classroom needs for the remodel. Meet with vendors and potential contractors to acquire RFPs for all learning space needs.</p> <ul style="list-style-type: none"> <li>Furniture</li> <li>Paint</li> <li>Ceiling tiles &amp; grid</li> <li>Resurfacing Cabinetry</li> <li>Lighting</li> <li>Power supply</li> <li>Plumbing (bathrooms)</li> <li>Airconditioning</li> <li>Intercom system/alarms</li> <li>Outdoor learning</li> </ul>	<p>December 2024</p>
<p>As part of Master Planning meet with vendors to RFP for the following:</p> <ul style="list-style-type: none"> <li>Surveillance</li> <li>Proxcard entry</li> <li>Fire alarms</li> <li>Wiring</li> <li>Access points</li> <li>Telecommunications/phones</li> <li>Any other technology needs</li> </ul>	<p>December 2024</p>

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<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"><li>Roofing</li><li>Flooring</li><li>A/C units</li><li>Awnings</li><li>Parking area maintenance</li><li>Field</li><li>Telephone System</li></ul>	<p>Annual assessment</p>
<p>Annually review facilities and grounds for safety measures and protocol.</p> <ul style="list-style-type: none"><li>Security cameras</li><li>Teacher training</li><li>Community reporting system</li><li>Campus exterior fencing</li></ul>	<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 21<sup>st</sup> century learners.

Implementation Strategies	Timeline
Upgrade the network infrastructure to better accommodate the growing needs. Replace wireless access points and access controllers to enhance bandwidth. MAP online testing will require a significant amount of bandwidth as multiple users access and interact with the testing platform simultaneously.	Summer 2024
Provide Chromebooks to third grade.  Consider charging parents for broken devices and/or device replacement cycle where the device is assigned to a student in third through fifth grade (device moves with student every year).	2024 -2025
Explore the need for a change now that Rediker has updated across all platforms. If deemed necessary, the school will request proposals (RFP) for changing the Student Information System (SIS) and potential Learning Management System (LMS).	2024-2025
Continue to educate teachers (grades kindergarten through five) and staff regarding add-ons for Google Education and becoming Google Certified Educators (online courses). Teachers and staff will enhance their teaching and add to their Microsoft Innovative Educator training. Google tools and allow them to effectively integrate technology into their instruction. This can lead to a more engaging and collaborative learning environment for both teachers and students.	2025 - 2026

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Explore replacing Managed Service Provider, IT for Education.	2025-2026
Provide first-rate technology training, including Artificial Intelligence (AI) professional development opportunities, for all staff. Continue to equip staff with the necessary skills and knowledge to effectively leverage new technology and stay ahead of the curve. This will allow staff members to understand the potential applications and benefits of AI in their work.	2024-2028
Internal and external vulnerability security check.	Ongoing