

Conestoga Christian School

Strategic Plan 2020-2025

Introduction

The Strategic Plan contained in this document was developed to guide Conestoga Christian School for the time period 2020 through 2025. The Strategic Planning Committee of Conestoga Christian School, with the support of multiple parents, alumni, and faculty members, constructed the current Strategic Plan. The Strategic Planning Committee was led by Doug Dosch and Ken Parris and is comprised of three subcommittees focusing on 1) Vision, Mission, and Leadership; 2) Student Leadership; and 3) Community Partnerships. The members of the three subcommittees are as follows:

Mission, Vision, and Leadership

Curtis Hoke
Dawn Lambert
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Owen Watkins
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Student Leadership

Jack Greenly
Lauren Turner
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Community Partners

Mark DiAddezio
Heather Schreier
Bob Petersheim
Stephen Elliker
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The Strategic Planning Committee has been preparing for the publication of this new plan to guide the school for the next five years. Careful consideration was given to the initiatives contained in this document. The contents reflect the input and collaborative efforts of many people.

Throughout this process we have sought the direction of the One who has guided this school since its beginning in 1952. It is our Savior and Lord in whom we trust, who directs our path, and who enables us to continue the ministry of Conestoga Christian School.

Mission Statement

Educating the whole student—body, mind and spirit—for God.

Vision Statement

Conestoga Christian School, in harmony with the home and church, provides a quality educational program for PS-12th grade students in an environment which develops critical thinking, nurtures Christ-like character, and equips students for a life of discipleship and service.

Core Values

Educational Excellence

Provide educational excellence that integrates faith and learning.

“The fear of the Lord is the beginning of knowledge...”

Proverbs 1:7a

Discipleship

Develop fully devoted followers of Christ.

“The disciples went and did as Jesus had instructed them.”

Matthew 21:6

Christian Character

Cultivate the character qualities inherent in Christ.

“But the fruit of the Spirit is love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, and self-control. Against such things there is no law.”

Galatians 5:22

Prayer

Exist in a constant state of adoration, confession, supplication, intercession, and thanksgiving.

“Devote yourselves to prayer, being watchful and thankful.”

Colossians 4:2

Respect

View with mutual regard the real worth of others.

“Do nothing out of selfish ambition or vain conceit, but in humility consider others better than yourselves.”

Philippians 2:3

Safety

Create a safe and caring environment.

“...but whoever trusts in the Lord is kept safe.”

Proverbs 29:25b

Opportunity

Offer a variety of experiences that will prepare students for responsible living in a global society.

“Therefore, as we have opportunity, let us do good to all people, especially to those who belong to the family of believers.”

Galatians 6:10

Unity

Work in conjunction with each other and the community toward common goals.

“How good and pleasant it is when brothers live together in unity!”

Psalms 133:1

Distinctives

Conestoga Christian School is unique; we have been working on what makes us unique, and if you don't remember anything else, remember this: **Conestoga Christian School is redefining Christian education.**

- Here, we integrate faith and knowledge, encouraging students to reflect Christ-like character.
- Here, students can be the persons God has shaped them to be – always.
- Here, thanks to dedicated teachers, students learn more about themselves, their world, and their faith.
- Here, we monitor children's development class to class and grade to grade, adapting teaching methods to how they learn best.
- Here, we teach students how to think, not just what to think.
- Here, we equip young people to excel anywhere the Lord leads them after graduation.
- Finally, at Conestoga Christian School, we graduate servant leaders who impact the world.

Being a part of the Conestoga Christian School community allows students to:

Embrace His Presence. We develop each student in body, mind, and spirit by integrating faith and knowledge. Illuminating God's role in the design of the universe encourages students to embrace His presence in their own lives and to live every moment – even those small moments when no one is watching – with Christ-like character.

Be Themselves. Our students are painfully shy, exceptionally athletic, profoundly intelligent, unexpectedly artistic, or still discovering what makes them *them*. While some schools prioritize uniformity, our teachers and students accept what makes each student unique. No matter a student's gifts or quirks, he/she can be the person God has created him/her to be at Conestoga Christian School – always.

Experience a School That Knows Them Individually. Thanks to a single campus layout and the continuity of our Preschool through high school curriculum, Conestoga Christian School's teachers collaboratively monitor students' cognitive and emotional development class to class and grade to grade. We adapt our teaching methods to how each student learns best.

Learn More. From a multi-disciplinary, experiential curriculum in elementary school to a progressive technology program seen throughout the campus – and everything in between, from diverse electives to competitive athletics to professionally produced musicals – students learn more about themselves, their world, and their faith at Conestoga Christian School.

Think for Themselves. We mold boys and girls into young adults who can think for themselves. Here, they learn to solve problems creatively. They learn to advocate confidently for their ideas. They learn to collaborate with an open mind. Ultimately, Conestoga Christian School teaches students *how* to think, not just what to think.

Excel in College. While some Conestoga Christian graduates join their family businesses or transition into the workforce, many enroll in colleges across Pennsylvania and around the country. There, as students, leaders, and disciples, they excel inside and outside the classroom.

Student Outcomes

Conestoga Christian School understands our responsibility to educate and influence children to love and follow Jesus Christ and to embrace a biblical worldview. As we plan for the continued nurture and education of children and the development and administration of this ministry, we seek to have a significant impact on every student. The initiatives set forth in this document reflect the school's commitment to the following expected student outcomes.

Students will:

1. Demonstrate a growing relationship with Jesus Christ, led by the Holy Spirit, and evident through prayer, Bible study, corporate worship, evangelism, and service to others.
2. Acknowledge God's word, the Bible, as the basis for all truth and the foundation for understanding other subjects.
3. Understand their God-given resources of knowledge, abilities, possessions, time, and spiritual gifts and demonstrate the love of Christ to others by using these resources in responsible stewardship.
4. Use creative and critical thinking skills by analyzing, synthesizing, and evaluating information within the context of a biblical worldview.
5. Gain a thorough comprehension and command of the fundamental processes used in communicating and interacting with others.
6. Honor God through realizing their full academic potential as demonstrated through their scholastic achievement.

Mission, Vision, and Leadership

Initiatives

1. Call each student to live for the glory of God in body, mind, and spirit by inviting each one to a personal relationship with Jesus Christ, encouraging a love for God and others, and equipping each with a biblical worldview in order to engage the culture for the furtherance of the gospel.
2. While grounded in the mission of CCS and in accordance with our core values, seek to expand school enrollment each year and proactively take steps to address potential challenges such that readiness for school growth is ensured.
3. Create and continually evaluate an excellent Christ-centered educational environment that inspires and challenges students to reach their individual potential through fostering a love of learning, encouraging exploration of ideas, and supporting development of gifts and abilities.

Strategies for Implementation

1. Foster opportunities for student discipleship.
2. Encourage students to see the relevancy and absolute truth of God's Word, preparing them to confidently, courageously, and graciously defend biblical truth with a spirit of Christ's love.
3. Pray continually for students and the entire CCS community.
4. Create a marketing plan to increase awareness of the school's mission, core values, and expanded educational offerings.
5. Continue to pursue the *Building in Faith* campaign in its entirety.
6. Develop strategies to increase student enrollment and to promote school growth through retention and the attraction of new families.
7. Pray for God's guidance, timing, provisions, and protection for the growth of the school. Maintain full accreditation with the Association of Christian Schools International (ACSI) and Middle States Association (MSA).
8. Evaluate the curriculum to ensure highest levels of excellence.
9. Expand educational opportunities for all students.
10. Recruit, develop, and retain excellent faculty capable of mentoring, teaching, and leading our students.

Benchmarks

1. Present the gospel and educate our students on the biblical view of subjects that our culture has recently questioned or redefined, such as creation, marriage, sexuality, gender, and the sanctity of life. Incorporate the defense of these challenges to our faith in academic disciplines and chapels, teaching our students to debate their biblical views with confidence.
2. Host a student leadership conference, challenging students to be biblical leaders at school, home, and church.
3. Confidently make known and prepare to defend our school's distinctives to Christian parents and others in our area and communicate our desire to prepare young people to live godly lives in a culture that is becoming increasingly hostile to an orthodox Christian worldview.
4. Bring the *Building in Faith* campaign to the forefront of the CCS community, alumni, and business partners by continual and regular communication regarding its goal and its progress by the use of creative tools, such as a scale building display model, a progress thermometer, online updates, time-lapse videos during construction, drone flyovers, webcams, etc.
5. Encourage enrollment by making CCS affordable to as many families as possible by increasing PA tax credit support, developing student sponsorship, exploring alternatives to funding student tuition, and strengthening student retention.
6. Develop prayer groups comprised of parents, students, grandparents, and staff that specifically pray for God's guidance, timing, provisions, and protection for the growth of the school.
7. Continue to develop and grow donor, sponsor, and business contacts that will contribute to specific areas of growth.
8. Develop and implement the next ASP project while completing annual documentation as required by ACSI.
9. Assess for gaps in content and redundancies in methods of assessment.
10. Identify areas for expanding curricular offerings in academics, technology, trades, arts, and athletics. Possible areas for expansion would include higher-level course offerings, technology and trades apprenticeships, and the pursuit of dual-enrollment opportunities.
11. Promote and encourage continuing education among staff by providing professional development opportunities and encouraging the pursuit of further education including graduate level coursework.
12. Consider hosting a job fair.

Student Leadership and Opportunities

Initiatives

1. Develop hearts that desire to honor God rather than man.
2. Establish a mindset of selflessness through service to the CCS community.
3. Foster cross-campus relationships through mentoring and discipleship by investing time, talent, and resources in others.

Strategies for Implementation

1. Equip students to develop habits/practices of living for Christ every day, wherever they are and with whomever they are.
2. Ensure that CCS communication focuses on relationships and understanding, not just policy.
3. Provide and publicize service opportunities.
4. Implement a system of identifying and responding to the needs of the CCS community.
5. Provide opportunities for peer-to-peer leadership training.
6. Integrate elementary school, middle school, and high school students into each other's programming (events or activities) multiple times throughout the year.

Benchmarks

1. Offer a form of staff-led leadership training at each grade level that is age-appropriate.
2. Develop a scope and sequence for chapel subjects and chapel speakers under the guidance of the Director of Student Life and partner with chapel speakers to have them provide follow-up questions to be discussed in Bible classes.
3. Train high school small group leaders to disciple other students.
4. Provide unified reading and discussion materials for high school small groups.
5. Create incentives to bolster service participation.
6. Participate in an annual all-school service project.
7. Provide instruction in biblical servanthood and offer opportunities for service.
8. Educate students on church involvement, encouraging them to be contributors rather than consumers.
9. Allow students to plan and lead chapels at least once per quarter, one of which must be cross-campus in nature.
10. Offer an elective in which students brainstorm, plan, execute, and evaluate an activity within or outside the CCS community.
11. Provide training for age-appropriate peer-to-peer mediation and support.
12. Expand middle school and high school student counseling services.

Community Partnerships

Initiatives

1. Develop/foster a vibrant, engaged community of current and past stakeholders – including parents, grandparents, founders, alumni, alumni parents, administration, and faculty – through written communication and opportunities for involvement.
2. Nurture current relationships and seek other faith-based organizations with which to connect, including, but not limited to, churches, mission agencies, and Christian non-profits in order to develop long-term mutually beneficial relationships.
3. Establish and grow the school's network of businesses, foundations, and community non-profits to provide both financial support for the school as well as cooperative partnerships for internships and learning opportunities for students.

Strategies for Implementation

1. Affirm that Board service includes active prayer, collaboration, and community partnering to further the vision and mission of the school.
2. Develop an Alumni Committee to reconnect with, recognize, and honor stakeholders.
3. Broaden venues to invite grandparents, parents, and past stakeholders to engage in CCS classrooms and school events to deepen and honor the relationships among all entities while enriching the lives of our students.
4. Communicate strategically with church leaders our three-cord principle and our definition of a supporting church and invite them to strengthen the partnership.
5. Connect intentionally with local mission groups, international student agencies, and missionaries for service opportunities, prayer connection, and two-way advocacy.
6. Hold an annual networking event to bring our faith-based partners together for relationship building/networking, problem-solving, and resource sharing.
7. Encourage the school community to volunteer with other Christian organizations to strengthen the connection between other non-profits and CCS.
8. Increase focus on researching, contacting, and developing relationships with local, family, and business foundations that have a similar mission and vision to CCS.
9. Expand the Business Sponsorship Program through new and continuing business partners.
10. Recognize, promote, and honor supporters of CCS who have given time, financial resources, and/or learning opportunities for CCS students and alumni.
11. Facilitate invitations of business professionals into age-appropriate classrooms to share their work experiences and advice, providing insight into the knowledge, skills, experience, and qualities they seek in hiring.

Benchmarks

1. Create and implement an Alumni Committee comprised of the Director of Alumni, Director of Development, and three to six alumni who will meet a minimum of two times a year.
2. Increase by 30% the number of alumni connections made in the form of identifying contact information, events, and news disseminated through Facebook, Instagram, and email.
3. Review all relevant CCS Bylaw and Policy materials that outline Board expectations at the annual organizational meeting of the Board.
4. Double the number of alumni and grandparents annually involved as chapel speakers or classroom speakers sharing in their areas of expertise.
5. Make at least one annual proactive contact to each local mission group, student agency, or missionary partner to identify opportunities to strengthen their mission through our service, prayer, and advocacy. Communicate and solicit help from the CCS body at appropriate times and in appropriate ways.
6. Make a personal contact at least once a year with each church leader or liaison to share/reinforce CCS's vision for partnership with the church and home, to identify ways to strengthen the relationship, and to exchange ideas, upcoming events, etc.
7. Survey the CCS community to identify Christian organizations they support and/or with which they volunteer. Cross-reference with current CCS partner organizations to see if there are new connection opportunities or ties to strengthen existing relationships. Publish a directory or list so CCS families have increased awareness of volunteer opportunities.
8. Implement strategies to strengthen the annual Pastors Day to better enhance the connection between CCS and congregations of CCS families.
9. Increase the number of business sponsors by five over the next five years.
10. Have at least two opportunities per year for the high school student body to hear from a business professional on a topic relevant to students' academic and vocational development.
11. Identify several new prospective foundations per year and connect with at least two of them.
12. Apply for at least 15 grants per year.