

JUNE 2023

STRATEGIC PLAN



2023-2026

DELTA CHRISTIAN SCHOOL

EQUIPPING CHILDREN FOR LIFE

Prepared by: Delta Christian School Board of Directors

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BACKGROUND

The 2023-2026 Strategic Plan describes a faith-driven and wisdom-led direction undertaken by the Delta Christian School Board and Principal. Delta Christian School has identified areas of focus which will promote understanding of commonly held goals that will enable the school to enhance its ability to meet its mission and vision. Together, the board and admin team have crafted a document that endeavours to respond to the call that they have received. Through its strategic priorities, Delta Christian School has articulated how it seeks to develop over the next three years. The school's mission/vision and core values have driven the priorities that follow in this plan.

MISSION & VISION

Equipping children for life through Christ-centered curriculum that promotes intellectual, social, physical and spiritual excellence for the purpose of training our children to serve God and to become faithful stewards of His world.

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CORE VALUES

Honour

Enthusiasm

Achievement

Responsibility

Teamwork

Servanthood

Psalm 19:14

ENVISIONED FUTURE

To be a thriving school operating at capacity, where excellent Christ-centered education empowers students to live transformed lives of service, leadership, and Godly character.



STRATEGIC PRIORITIES

Educational Program | To deliver a robust educational program with authentic learning experiences that nurtures the spiritual formation of students and equips them for a fast-changing world.

Growth & Infrastructure | To develop a dual-track, K-7 program with modern facilities through increased enrollment, while establishing a direct pathway to Christian education for future graduates.

Fiscal Responsibility & Giving | To establish ongoing streams of revenue that enable for increased debt reduction and the support of future growth.

Community Engagement | To form meaningful relationships with all stakeholders and the broader community established on mutual generosity and goodwill.

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EDUCATIONAL PROGRAM

Target	Action	Champion	Date (Start and Completion)
Evaluate models of Bible Curriculum and student discipleship.	<ul style="list-style-type: none"> Review options for curricular resources that lead to authentic learning and discipleship 	Vice Principals	Fall 2023 to Spring 2024
Develop distinctive learning opportunities for Middle School (grades 6-7).	<ul style="list-style-type: none"> Explore options in field studies, outdoor education, project-based learning, cross-curricular integration, applied skills, technology-rich environments Participate in interschool athletics, band festivals, etc. Identify opportunities to connect with the local community for service projects Implement a 1:1 device to student Chromebook program for grades 6-7 students Design a service-leadership program that meets the needs of the school community 	Intermediate Vice Principal	Fall 2023 to Spring 2025
Manage growing educational technology implementation needs.	<ul style="list-style-type: none"> Educational Technology Coordinator Position (1.5 hours/week) Manage hardware needs Provide guidance and training to teachers for technology applications in the classroom Development and compliance to consent and privacy policies Monitor technology budget Scope and sequence for technology education (coding, internet safety, Google Drive, etc.) Assist with staff troubleshooting 	Educational Technology Coordinator	Fall 2023 to Spring 2024
Equip staff for a school-wide approach to <i>Teaching for Transformation</i> .	<ul style="list-style-type: none"> Encourage staff to attend Tft training at SCSBC Residency program Support staff with in-house training and application of learning 	Learning Leaders	Fall 2023 to Summer 2026
Implement Universal Designs for Learning to support diverse learning needs.	<ul style="list-style-type: none"> Equip teachers with training and resources for tier 1 interventions Update the sensory room Budget for classroom furniture 	Leadership Team	Fall 2023 to Spring 2024
Increase capacity and opportunities for leadership growth and development.	<ul style="list-style-type: none"> Nurture the growth of Vice-Principal, Department Heads, Learning Leaders Increase allocation of budget and time for administrative purposes Participate in professional development and networking programs 	Principal	Fall 2023 to Summer 2026
Foster growing school spirit and participation in students.	<ul style="list-style-type: none"> Host school-wide events like sports days Build school spirit through "houses" approach Work with student council to plan student-initiated theme days Strengthen athletics team sportsmanship and skills development 	Vice Principals	Fall 2023 to Summer 2026
Implement metrics for continuous improvement in the area of student learning.	<ul style="list-style-type: none"> Student learning surveys, as now required by the Ministry of Education K-7 data tracking in core academic areas Gathering data through surveys 	Vice Principals	Fall 2023 to Spring 2024

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GROWTH & INFRASTRUCTURE

Target	Action	Champion	Date (Start and Completion)
Accommodate increase in student enrolment to 320 by 2025-2026 school year.	<ul style="list-style-type: none">• Commit to a fully dual-tracked program by 2025-2026, including preschool• Addition of expanded childcare services by 2025-2026• Admit families who reflect mission & vision of the school• Assess incoming student needs to ensure the availability of school resources (financial, HR)	Admissions Coordinator	Present to Fall 2025
Establish Building Committee to support pending construction projects.	<ul style="list-style-type: none">• Increase facility space to accommodate 320 preschool to grade 7 students by 2025-2026 with an additional 4 classrooms, expanded staff room and office space• Work with building company through the design selection and construction phases	Board	Spring 2023 to Summer 2025
Foster engagement with surrounding Christian Schools, particularly, Richmond Christian School.	<ul style="list-style-type: none">• Clarify standing pathway agreement with Richmond Christian School in writing• Explore strategic opportunities between schools that support the mission & vision of DCS	Principal	Spring 2023 to Summer 2026
Maintain and improve the existing facility.	<ul style="list-style-type: none">• Create a maintenance schedule for the next six years to address existing and projected needs	Principal	Winter 2024 to Spring 2024

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FISCAL RESPONSIBILITY & GIVING

Target	Action	Champion	Date (Start and Completion)
Review options for a more aggressive debt reduction plan.	<ul style="list-style-type: none">Meet with the Mennonite Conference to discuss financing optionsRefinance mortgage with the potential expansionManage total debt with an ideal debt-to-equity ratioCreate a long-term financial forecast to manage the repayment of debt	Business Manager	Fall 2023
Secure a loan for expansion project.	<ul style="list-style-type: none">Establish contact with lenders to support expansion construction.	Business Manager	Spring 2023 to Summer 2023
Review tuition assistance policy and procedures.	<ul style="list-style-type: none">Place a cap on maximum amount of tuition assistance provided in any school year.	Principal	Spring 2023
Reduce dependence on donations for operational purposes.	<ul style="list-style-type: none">Set budget without allocation of donations and fundraising dollars for regular operations	Principal	Spring 2023 to Spring 2026
Build a strong financial record through fiscal responsibility	<ul style="list-style-type: none">Achieve positive cash flow each fiscal year with revenue exceeding expensesMonitor budgets effectively throughout the year	Principal	Spring 2023 to Spring 2026
Manage tuition increases effectively to reflect hiring trends and state of economy.	<ul style="list-style-type: none">Offer competitive salaries and benefits compensation to staff based on SCSBC recommendationsMatch rates of inflation	Business Manager	Fall 2023 to Fall 2025

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COMMUNITY ENGAGEMENT

Target	Action	Champion	Date (Start and Completion)
Launch Capital Campaign for expansion project.	<ul style="list-style-type: none"> Establish new committee for the purpose of fundraising and donor engagement Consider hiring a part-time Development Assistant (0.4 FTE) to manage capital campaign for expansion fundraising and other development tasks (if resources allow) 	Capital Campaign Team	Spring 2023 to Fall 2023
Engage with alumni and donors through ongoing, planned communication.	<ul style="list-style-type: none"> Track and engage donors through Canadahelps system Publish an annual newsletter for alumni and donors Extend appreciation to donors through events and acknowledgements Partner with Christian Schools Foundation for estate and will planning workshops 	Capital Campaign Team	Fall 2023 to Summer 2026
Build awareness of Delta Christian School to potential new families.	<ul style="list-style-type: none"> Focus on growing population in South Delta Advertise in local newspapers and targeted social media Visit churches, education fairs, etc. Participate in community events e.g. Festival of Lights, Delta Leadership Prayer Breakfast, etc. Host open houses Engage in community service projects 	Community Engagement Committee	Fall 2023 to Summer 2026
Strengthen relationships with key supporting churches.	<ul style="list-style-type: none"> Communicate to church communities through church bulletins and online newsletters Host Pastors Appreciation Brunch Re-establish church liaison relationships and visit churches with promotional materials 	Community Engagement Committee	Fall 2023 to Summer 2026
Refine DCS brand and digital communications presence.	<ul style="list-style-type: none"> Define the DCS story and messaging Update website and consistent branding of communication materials Increase social media presence 	Development Assistant	Fall 2023 to Spring 2025
Host internal community-building events for current DCS parents.	<ul style="list-style-type: none"> Host parent workshops and school-wide events, such as, Christmas concerts and year-end BBQ Continue to invite parents to participate in a variety volunteer opportunities Build database to match parent skillsets to specific projects 	Community Advancement Manager	Fall 2023 to Summer 2026