

Grace Christian School
2012-2017 Strategic Plan
Striving for Excellence

Christian Environment

GCS, under the spiritual oversight of Anchorage Grace Church, will reflect in every dimension the highest Biblical standards and principles. The school atmosphere will be conducive to producing students and graduates who are filled with the knowledge of God's will in all spiritual wisdom and understanding, who walk in a manner worthy of the Lord, who please Him in all respects, and who bear fruit in every good work and increase in the knowledge of God. (Col. 1:9-10)

1. Create and implement a plan to increase and maintain enrollment at the current capacity of 760 mission-appropriate students.
2. Revise Scope & Sequence and Curriculum Guides to continue improvements to the biblical foundation we offer to all students.
3. Write and implement improvements to the K-12 Christian leadership, character, and discipleship programs to better prepare students.

Academics and Curriculum

GCS will engage students in a rigorous Christian environment to stimulate academic, personal and spiritual excellence in preparation for college, career and a life-time love of learning (Col. 3:23-24). GCS will maintain cohesive curriculum goals for K-12 in all subject areas to integrate Biblical principles and Christian faith into a consistent and progressive education plan for a student body with a variety of learning styles and abilities. (Ps. 111:10)

4. Cause the development of a thriving Christian Pre-school.
5. Create a strong home-school networking department to serve home-school families in communication, curriculum, professional development, online courses, and student activities.
6. Cause the offering of at least two Advanced Placement or college credit classes for each discipline.

Development

GCS will cultivate a committed constituency through a comprehensive development program. This support base enables the school to fulfill its mission today and tomorrow.

7. Lead the school to develop stronger partnerships with area churches.
8. Raise \$1 million per year through the Guardians of Grace giving society.
9. Write and implement a plan to develop a permanent endowment fund of \$10 million to enhance student financial aid and faculty compensation, with a goal to reach \$1 million in gifts and pledges by 2017.
10. Write and implement a follow-up program with alumni and alumni parents and grandparents for the purpose of evaluating GCS and inviting alumni families to become lifelong partners.
11. Create or purchase a revenue-generating enterprise (thrift store, print shop, book store, pizza restaurant, coffee shop, healthcare, etc.) to supplement unrestricted giving.

Faculty and Staff

GCS will attract and develop godly, highly qualified faculty and staff who love their students, love learning and are the "living curriculum." GCS recognizes the biblical mandate to shepherd and care for our employees. (James 5:1-6; I Cor 9:1-14; I Tim 5:18)

12. Offer competitive wages, salaries, and benefits to its employees.
13. Provide meaningful and defined faculty and staff goals, professional development, and evaluations that will propel employees to excel still more.
14. Increase time for Principals to lead teachers in effective vertical and horizontal planning for curriculum and instructional development to refine our Instructional Philosophy.

Facility and Grounds

GCS will work together with Anchorage Grace Church to develop a unified campus where students enjoy their respective areas with appropriate interaction promoting Christian community. The facility includes areas for worship, music, arts, science, academic resources, information technology, and physical education with adequate isolation for concurrent school and church activities.

15. Procure the required funding to complete Phase IV, to include classrooms, locker-rooms, offices, storage rooms, and a third science lab.
16. Procure the required funding to complete soccer and play fields.

Fiscal & Legal Responsibility

GCS will work together with Anchorage Grace Church to provide the program mandated by its mission, while maintaining fiscal responsibility and legal oversight with all integrity. (Luke 16:10-12)

17. Maintain a written 5-year financial plan.
18. Adhere to and maintain internal financial policies and procedures to improve accuracy and accountability of financial reporting.
19. Maintain an annual balanced budget.
20. Ensure the school remains free of long-term debt.
21. Build and maintain a reserve of 5% of the operating budget.
22. Revise policies and procedures throughout the school to better protect the school.

Communication, Technology, & Transportation

GCS will construct an effective system of technology and communication to improve student learning and facilitate the sharing of information between the different constituencies of the GCS family.

23. Maintain a 5-year technology plan written to empower teachers and to cause improved student achievement.
24. Develop a stakeholder engagement plan to improve communication across the Board, administration, faculty and staff, parents, students, and community.
25. Procure funding to upgrade the school's transportation fleet.

Strategic Planning

26. The Board will adopt a new 5-year Strategic Plan by August of 2017.

Vision 2020

The Board will lead the school to

1. Grow the elementary to three sections.
2. Grow K-12 to four sections each.
3. Plan for adequate facilities to eventually educate up to 100 students per grade.
4. Plan for the Pintail campus to be the secondary facility and a new, approximately 20-acre, elementary campus to be in proximity to Pintail.
5. Renew this long-term plan by August 2017.