

Grace Christian School  
**2017-2022 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 600 mission-appropriate students.
2. Revise Curriculum Guides to continue improvements to the Biblical foundation we offer to all students.
3. Continuously renew & refine the K-12 Christian leadership, character, and discipleship programs to represent the three distinctives of Grace Christian School; Biblical Disciples, Integrity Driven Culture, College Ready Scholars.
4. Annually evaluate the spiritual health of all GCS stakeholders.

**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)

1. Drive for the offering of eight Advanced Placement or college credit classes.
2. Foster a home-school network to serve home-school families.

**Advancement**

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

1. Lead the school to develop stronger partnerships with area churches.
2. Increase the revenue stream by no less \$100K per year through the Guardians of Grace giving society.
3. Further develop a permanent endowment fund of \$10 million to enhance student financial aid and faculty compensation, with a goal to reach \$2 million in gifts and pledges by 2022.
4. Write and implement a follow-up program with alumni, alumni parents and grandparents for the purpose of creating an ongoing relationship with GCS; and inviting alumni families to become lifelong partners.

**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. (I Cor 9:1-14; I Tim 5:18)

1. Offer competitive wages, salaries, and benefits to its employees.
2. Provide meaningful and defined faculty and staff goals, professional development, and evaluations that will propel employees to excel.
3. Ensure Principals lead teachers in effective planning for curriculum and instructional development.
4. Create an environment of candor and accountability through regular performance reviews at all levels.

**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.

1. Determine the timing and scope of Phase IV by the end of 2018-2019 SY.
2. Complete, and implement, a comprehensive security update for the campus by 2018.
3. Develop a site strategy to include a draft plan for potential development of adjacent properties.
4. Create and adopt a 10-year strategy for deferred Maintenance & Capital Improvements

**Fiscal & Legal Responsibility**

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

1. Maintain a written 5-year financial plan.
2. Adhere to and maintain internal financial policies and procedures to improve accuracy and accountability of financial reporting.
3. Maintain an annual balanced budget.
4. Ensure the school remains free of long-term debt.
5. Build and maintain a reserve of 5% of the operating budget.
6. Revise policies, procedures, and training as needed to ensure safe operations and to legally protect all stakeholders.

**Communication & Technology**

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.

1. Maintain a 5-year technology plan written to empower teachers and to cause improved student achievement.
2. Find efficiencies between GCS & AGC to create more reliable and cost effective technology services for both entities.
3. Develop a stakeholder engagement and

communication plan to include proactive use of social media and technology to communicate externally and internally.

**Transportation**

GCS will maintain and utilize its fleet of vehicles to compliment education, missional outreach, and extra-curricular activities.

1. Continue annual maintenance and annual certifications of vehicles to include dedicated staff support.
2. Enhance training program for drivers of all GCS vehicles.
3. Develop a future focused plan for optimal acquisition, service, and scheduling of vehicle fleet by 2018-2019 SY, update annually.

**Extracurricular Offerings**

GCS will include a balanced offering of extracurricular activities to allow for the development of God given talents in the arts, athletics, community, and academic endeavors.

1. Foster an environment where the GCS community honors God through efforts, actions, and verbal practice, with a focus on sportsmanship.
2. Increased involvement of students in existing mission programs expanding opportunities for Jr. High and Elementary students.
3. Ensure continued role of students using their gifts in the fine arts and athletics for the Glory of God.

**Strategic Planning**

1. GCS will align the GCS strategic plan with the strategic plan of Anchorage Grace Church.
2. The GCS School Board will adopt a new 5-year Strategic Plan by August of 2022.

**Forward Vision**

The GCS School Board and Administration will lead the school to:

1. Fully fill 2 sections, K-12 by 2020.
2. Explore concept of Junior Kindergarten program
3. Complete a site strategy plan including adjacent properties by March 2018.
4. Renew this long-term plan by August 2022
5. Explore Revenue Generating Enterprise Options

\*\*Revised September 2017.