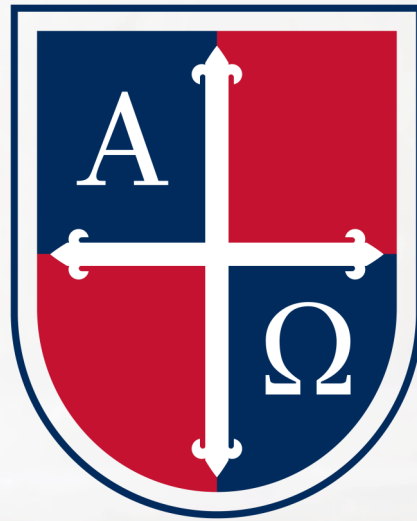


LOOKING TO THE FUTURE...



COVENANT  

---

CLASSICAL

- FIRST DRAFT -

STRATEGIC PLAN 2018

## COVENANT CLASSICAL SCHOOL

### Mission and Core Values:

*The mission of Covenant Classical School is to provide an exceptional education for children as image bearers of God in order that they may enjoy and reflect his wisdom and beauty.*

- *We believe God is the source of all truth, and we are dedicated to preparing our students to become lifelong learners who will seek and serve him with their whole selves.*
- *We are committed to rigorous academics in a distinct classical Christian tradition.*
- *Through a unique, integrated curriculum taught from a Christian worldview, our students develop reasoning and rhetorical skills that will prepare them to become virtuous shapers of society.*
- *We also strongly believe in a school culture marked by mutual respect, encouragement, and humility.*
- *Our faculty, students, administration, and parents are united in upholding a vibrant community that keeps Christ at the center.*
- *We build upon this strong foundation as we look to the future and all God has in store for our school.*



### I. PROMOTING OUR MISSION AND DISTINCTIVES

**Goal Statement:** Capture, articulate, and promote our distinctive essence and what makes Covenant Classical School who we are, and communicate them to all our stakeholders.

**Rationale:** Covenant Classical School stakeholders deeply value Christian and classical schooling, though many find it difficult to articulate what it is and why they love it. We believe that clarifying and communicating our school's distinctives will deepen our collective commitment to our mission and expand the school's impact in our region.

#### Initiatives:

- Refine our mission statement and core values in clear and concise language.
- Educate all stakeholders and community members to understand and effectively communicate our mission and core values.
- Ensure that all school materials reflect our mission and core values.
- Align all aspects of the strategic plan with our mission and core values.



### II. ENSURING AN EXCEPTIONAL FACULTY

**Goal Statement:** Attract, retain, support, and develop an exceptional and distinctive faculty.

**Rationale:** Our Christian and classical educational program is only as good as the teachers we hire to implement our mission for our students. Therefore, we must hire, train, and retain the very finest faculty possible.

#### Initiatives:

- Develop a multi-year compensation and benefits plan that appropriately recognizes and rewards the faculty's significant value in fulfilling our mission.
- Formalize a comprehensive program that includes induction training, professional development, and evaluation.
- Build strong recruiting relationships with colleges and placement organizations.
- Broaden the recruitment pool to identify faculty from diverse backgrounds to ensure a rich learning environment.



### III. BUILDING EXCEPTIONAL ACADEMIC AND CO-CURRICULAR PROGRAMS

**Goal Statement:** Cultivate our students' minds and hearts by educating to the highest standards within the distinctives of a Christian and classical curricular program.

**Rationale:** Our curriculum and co-curricular programs are central to our mission to provide our students with the finest Christian and classical education. As the extended school community, we commit ourselves to become the best expression of who we are for the sake of our students.

#### Initiatives:

- Ensure that our program aligns with the best practices of Christian and classical education.
- Expand our school's language to include modern languages while retaining a foundation in Latin.
- Evaluate how technology can be thoughtfully incorporated to enhance our classical approach to learning.
- Determine how to leverage our distinctive school culture to expand opportunities in co-curriculars, such as athletics, trips, and academic clubs.
- Initiate the process of accreditation.



### IV. ENHANCING STUDENT LIFE AND SCHOOL CULTURE

**Goal Statement:** Preserve and intentionally promote a gracious, Christ-honoring community that holds all members of our community to high standards of conduct and respect.

**Rationale:** Covenant's school culture reflects its distinctive Christian and classical mission. It is rooted in an understanding and celebration of God's grace that intentionally resists legalism and is expressed in a spirit of joy and respect for others.

#### Initiatives:

- Formalize and perpetuate our distinctive discipline model that speaks to shepherding the heart and not just correcting behavior.
- Design and launch a formal parent organization that harnesses the energy and talents of the parent community.
- Implement a community service program appropriate for each grade level.
- Create a mentoring program that pairs older students with younger ones.

### V. PROVIDING A PERMANENT LOCATION

**Goal Statement:** Relocate the school to a permanent facility.

**Rationale:** A facility is not only the physical space where a school meets but also advances its mission, contributes to its identity, enables its growth, and communicates a sense of permanence to its future. Covenant Classical School's future will benefit from a permanent facility.

#### Initiatives:

- Profile and research possible locations.
- Prepare the community for feasibility and capital fundraising.
- Identify criteria for a new facility.





## VI. SUSTAINING EFFECTIVE SCHOOL LEADERSHIP

**Goal Statement:** Maintain and advance toward implementing the best practices of a policy board governance model.

**Rationale:** Vibrant and enduring schools are governed by a board of directors that implements the best practices of effective governance and is properly aligned with the head of school to ensure a continuity of leadership into the future.

### Initiatives:

- Charge the head of school to define the organizational structure.
- Expand the board to nine members with staggered terms, diverse representation and expertise, and effective leadership to support the Head of School.
- Implement a program for regular board induction training, development, and evaluation.
- Ensure that all governance documents are clear, current, and communicated to school stakeholders



## VII. SECURING THE SCHOOL'S FINANCIAL FUTURE

**Goal Statement:** Identify and implement a sustainable financial model.

**Rationale:** In order for Covenant Classical School to fulfill its mission and realize its vision for the future, it must have sufficient financial resources. A sustainable financial model requires the right balance between tuition, fundraising, enrollment, and expenses.

### Initiatives:

- Increase annual fund participation and giving levels each year.
- Review and improve need-based financial assistance and scholarship aid.
- Develop a 3-5 year strategic financial plan for sustainability and market position.



## VIII. GROWING THE SCHOOL

**Goal Statement:** Position the school for growth to a sustainable critical mass.

**Rationale:** Covenant's strategic vision for the future requires an increase in the size of the student body while maintaining small class sizes. Growth is necessary for a sustainable financial model, a comprehensive academic program, expanded co-curricular offerings, and increased social opportunities.

### Initiatives:

- Determine the target enrollment for our market and distinctive model.
- Prepare for the relaunch and success of the Rhetoric program.
- Design and implement a comprehensive program for marketing and communication.
- Explore potential strategic partnerships with other organizations.
- Prioritize and hire additional staff to support the needs of the school.