

Vernon Christian School

Strategic Plan 2021-2024



Background

The 2021– 2024 Strategic Plan describes a faith-driven and wisdom-led direction. Vernon 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 leadership staff have crafted a document that endeavours to respond to the call that they have received.

Through its strategic priorities, Vernon Christian School has articulated how it seeks to develop over the next three years. The school’s mission and vision have driven the priorities and goals that follow in this plan.

Mission

Equipping students for a life of discipleship by providing excellent education in a Christ-centred community.

Motto

Heart for God - Mind for Truth

VCS Pillars

Life of Discipleship

- Understanding and being shaped by God’s Word
- Responding to God with faith and obedience
- Developing a heart for service
- Caring for God’s creation
- Building Character - biblical standards of behavior and morality
- Engaging culture - discerning and renewing society to build God’s kingdom
- Pursuing wellness / healthy living
- Discovering and developing vocational gifts and skills
- Pursuing wisdom and justice

Excellent Education

- The truth of the Bible provides foundation for all curriculum & programs - content and practice

- Addresses the whole student: intellectual, spiritual, physical, social and emotional
- Aspires to high standards in all areas: curriculum, instruction, achievement, work habits, extra-curricular activities, facilities, finances, etc.
- Relevant and engaging, adapting to society's changing demands and new understandings of how students learn

Christ-Centred Community

- Partnership of school, home, and church, under the Lordship of Christ
- The Bible is the foundation for community standards & interactions
- Built on relationship
- Environment of grace, service, encouragement and prayer
- Uniqueness of each individual is celebrated

Graduate Profile

It is the desire of the Vernon Christian School Community to honour God by graduating students who are:

- Striving to nurture, develop and apply their Biblical worldview in all facets of their lives.
- Loving neighbours and socially responsible citizens, who display Biblical principles to honour the diversity of all people created in God's image.
- Honest and effective communicators, who are able to access, synthesize, and express their understandings in a variety of ways to a range of audiences.
- Democratic participants, who, as Canadians and global citizens, love godly justice and mercy, and act in ways that are considerate to the needs of others.
- Creative, innovative, knowledgeable, and skilled active learners, who demonstrate high standards of performance and a commitment to lifelong learning.
- Humble servants of God and community contributors who willingly serve others and take the initiative to improve the quality of life for their neighbours, local and global communities.
- Wise decision makers who practice Biblical discernment.
- Collaborative workers, who demonstrate courage and strong interpersonal skills.
- Healthy human beings, who demonstrate personal spiritual, intellectual, physical, social, and emotional well-being.

Envisioned Future

Bold Goal:

With the deep hope of providing Christ-centered learning for every mission-aligned family desiring Christian education in the Vernon area, we will build: community, facility, investors.

Vivid Description:

Vernon Christian School will continue to be a thriving community of belonging, learning and service. Our Education Program will maintain high standards, wherein students will develop a strong sense of their identity in Christ, empowered to be a faithful presence in a secular world. VCS will be a desirable workplace, drawing and sustaining exceptional staff, equipped to provide gospel-centered education; and, an expanded facility will support transformational learning with opportunity for increased community engagement. VCS will be supported by a passionate community of investors, generously sharing gifts of prayer, time, expertise and finances.

Strategic Priorities

- 1. Learning and Teaching**
- 2. Infrastructure for growth**
- 3. Fiscal Responsibility & Giving**

Scorecard Goals

Learning and Teaching

1. Our Education Program will deepen students' biblical discernment
 - a. Conduct a K-12 Bible curriculum review to ensure a consistent/unified Biblical narrative
 - b. Articulate a framework for all curriculum that is consistent with the gospel (informing our approach to specific topics such as SOGI).

Champion: Matt Driediger - Principal

2. Reinforce a student community of belonging
 - a. Clarify and develop our identity as "VCS Royals" to build student culture
 - b. Formalize practices in and out of the classroom that build student connection & resilience

Champion: Jesse Zuidhof - Vice Principal

3. Enhance the connections between the VCS educational program and the larger Vernon community.
 - a. Expand career program opportunities

- b. Extend “Driven-to-Serve” applications

Champion: Melannie Armanini - Vice Principal

4. Draw and sustain exceptional staff, equipped to provide gospel-centered learning
 - a. Review recruiting and hiring procedures to attract staff who are committed to a Christ-centered community and educational growth
 - b. Enhance biblical literacy among staff as part of ongoing professional development
 - c. identify and implement specific supports to increase staff wellness and balance

Champion: Matt Driediger - Principal

Infrastructure for Growth

1. Finalize a long-term, full property site plan to include a Preschool to Grade 12 program as per the VCS Vision for Campus Development, to meet the growing demand for Christian education

Champion: Steve Gutknecht - Dir. of Development

2. Develop a short-term facilities plan to manage interim enrolment growth in alignment with long-term site plan
 - As new construction will be done in a phased approach, renovate and reconfigure current spaces to progressively implement the long-term site plan
 - Acquire more portables

Champion: Matt Driediger - Principal

3. Implement access, parking and driveway expansion and reconfiguration
 - Purchase or negotiate an easement for development on north agricultural lot or east residential lot to meet access and facility needs indefinitely

Champion: Steve Gutknecht - Dir. of Development

4. Construct and renovate for new and enhanced learning spaces at both campuses to serve learning, discipleship, and increased community engagement.
 - Additional teaching spaces, common areas, and gymnasium at Secondary Campus
 - New teaching spaces at the Elementary Campus
 - Outdoor spaces for learning, gathering, and physical activity
 - Increased community connectedness:

- Develop a proposal to devote a space to welcome parents at drop-off and pick-up where parents can connect and volunteer, and students can learn business skills.
- Develop a neighbourhood engagement plan to invite churches, theatre groups, city clubs/sports and summer camps, etc. to use the school's facilities that will generate rental income for the school.

Champion: Steve Gutknecht - Dir. of Development

Fiscal Responsibility and Giving

1. Implement a capital campaign to fund the campus expansion project
 - a. confirm the school's borrowing capacity with a plan to repay this debt over 25-30 years.
 - b. conduct a feasibility study in partnership with SCSBC to determine potential giving capacity
 - c. Mandate a capital campaign committee to oversee the campaign

Champion: Steve Gutknecht

2. Maintain long term financial sustainability
 - a. FiComm team to develop a multi-year budget plan in support of the campus expansion project
 - b. Maintain annual tuition increases of 3-5% in order to keep tuition affordable
 - c. Research restructuring the tuition assistance program

Champion: VCS Board Treasurer

3. Develop a culture of giving by expanding and nurturing donor relationships
 - a. Identify and draw in prospective individual and corporate donors
 - b. Educate the school community about giving
 - c. Pursue opportunities in planned giving to grow the VCS endowment fund to \$1 million
 - d. Facilitate an annual estate-planning seminar with CNCF & Advisors with Purpose

Champion: Steve Gutknecht