



# **NEBRASKA CHRISTIAN SCHOOLS STRATEGIC PLAN 2020-2025**

**July 18, 2020**

*We aspire to equip students with a Biblical Worldview that empowers them to stand on Truth.*

*We assist the family and church in providing a Christ-centered education and encouraging a love relationship with the Lord Jesus Christ.*

**Core Values**

***Nebraska Christian Schools is a place of SERVICE. We aspire to be Service Minded, Exalting of Christ, and Relationally Focused. We want our students and staff to hold a Vibrant Disposition, to embrace Innovative Practices, and take a Collaborative Approach. When our students, staff, and stakeholders carry out these values and keep Christ at the center, it puts Nebraska Christian on a path of Excellence to the glory of our Lord and Savior, Jesus Christ.***

**Guiding Principles**

***Nebraska Christian Schools will:***

- ***Provide leadership opportunities through service to school, community, and church***
- ***Edify one another while giving credit to Christ through all blessings and trials***
- ***See all people as made in the image of God and do our best to hold others up both when we are in and out of that person's direct presence***
- ***Recognize that it is a privilege to be in working for the Lord's Kingdom and treat each day as the gift that it is***
- ***Recognize that each of us has been given a unique gift and challenge to advance His Kingdom by advancing this school through new ideas that help to fulfill our mission***
- ***Consistently work toward utilizing current expertise and growing expertise that can help move our campus and classrooms toward a continued place of relevance and excellence***
- ***Pursue excellence in all aspects of the school***

# NEBRASKA CHRISTIAN SCHOOLS

**The purpose of the strategic plan is to set goals, illuminate a pathway, and unite stakeholders toward the improvement of our school. Any progress made is to the glory of the Lord.**

**THANK YOU TO THE PEOPLE WHO HELPED IN BRINGING THE STRATEGIC PLAN UP TO THIS POINT.**

## **2020 Board of Education:**

**Paul McHargue-Board Chair, Tim Hekrdle-Superintendent, Chase Francl, Les Griess, Larry Hoff, Doug Langemeier, Gary Needham, Tyson Ratliff, Ryan Twogood, Dave Watson, Elliot Murphy-Advisory Representative**

## **Steering Committee Members:**

**Gib Killion, Julie Bruning, Chase Francl, Winnie Poland, Andy Perdew, Amy Merchant, Stephanie Strobel, Brent Strong**

## **Working Team Members:**

**Jody Heuermann, Larry Myers, Belinda Strobel, Paul McHargue, Les Griess, Matt Green, Wayne Williams**

## **Leadership Team Members:**

**Tom Dockweiler, Andy Perdew, Larry Schreiber, Gib Killion, Stephani Francl, Andy Falk, Amy Schreiber**

## **Strategic Vision and Direction 2020-2025**

### **Introduction**

*In the fall of the 2018, the Nebraska Christian Schools Board of Education initiated the development of a Strategic Plan to guide the vision and direction of education for the school. Members noted that they knew the school had a strong foundation of staff members and community support, but there were areas that needed revision and updating. It is with this in mind that the Vision & Values tour began. Interviews took place beginning on August 30, 2018 with the last interviews held on January 31, 2019. All staff and board members participated; student and parent participants were selected via a straw poll. There were 32 in-person interviews with over 120 participants. A survey was also available for all stakeholders to participate. It was available from October 26, 2018, through March 1<sup>st</sup>, 2019. It was promoted via the school's social media outlets as well as through the announcements. There were 111 participants and 26 data points for input in the survey. Input from the interviews and survey were used to identify current strengths and desired outcomes for the school.*

*In the spring of 2019, the Board of Education began looking at best processes for creating a strategic plan to help move the organization forward. They recommended having the Superintendent, along with representative stakeholders, lead the charge. By summer 2019, a Strategic Planning Steering Committee (SPSC) had taken shape and began to shape potential goals for the organization. The SPSC met several times formally and informally for discussion and plan creation, and it may continue meet to monitor the creation and oversight of the plan on a less frequent basis. Beginning in October 2019, a working team was developed to take some of the ideas and initiatives that were beginning to form from our SPSC and bring them to fruition.*

*We are thankful for all faculty, staff, family, and community involvement that have and will continue to shape these initiatives and bring each to life. Each stakeholder has helped to set goals, illuminate a pathway, and improve our school to the glory of the Lord!*

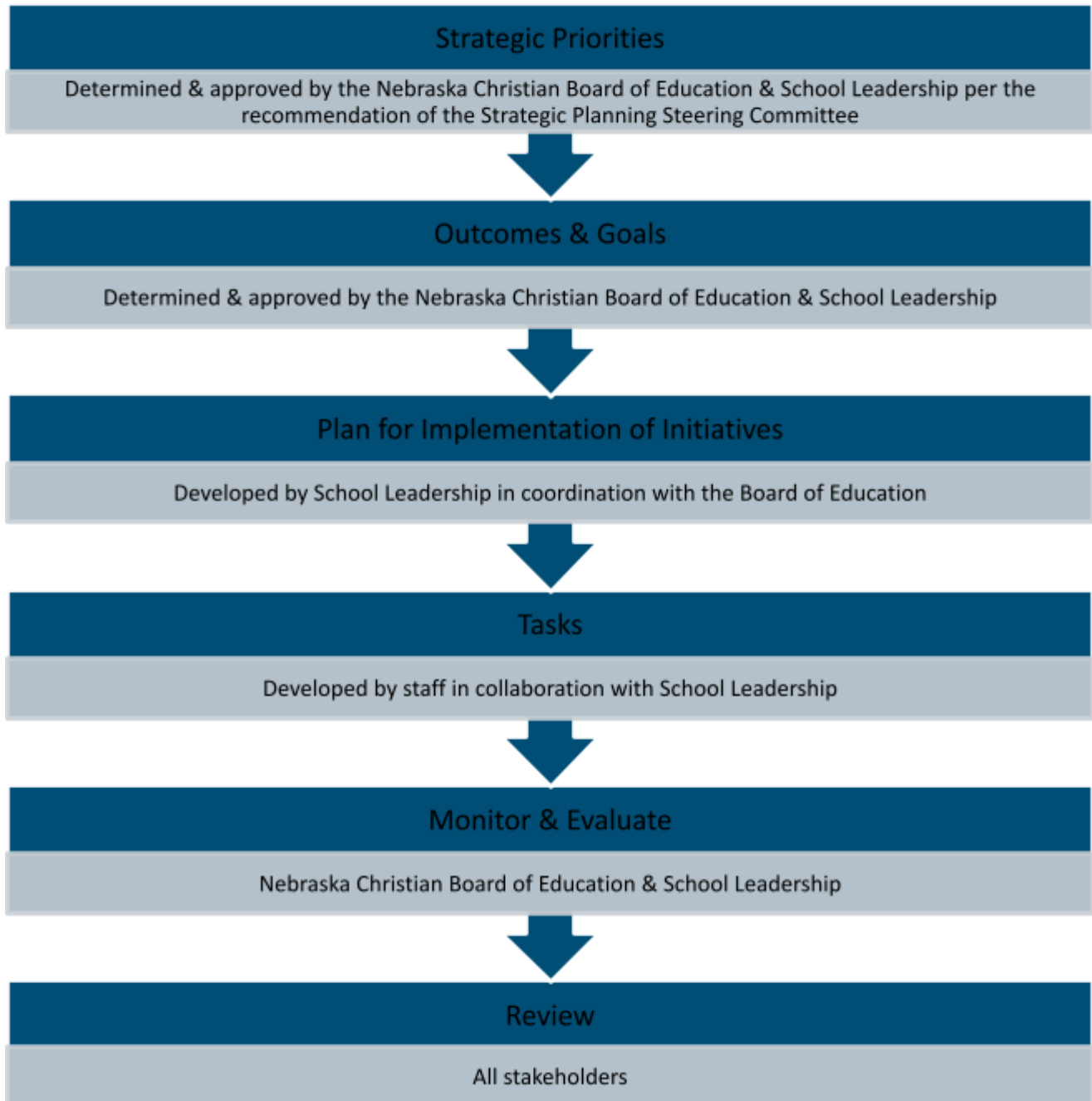
## Strategic Overview

To realize any progress, it will take work from all stakeholders.

	<b>Current Strengths</b>	<b>Enhancements</b>
<b>Educational Advancement</b>	<ul style="list-style-type: none"> <li>● <i>Good Christ-centered education primarily oriented around subject areas</i></li> <li>● <i>Teachers deciding the best things to teach in isolation or dependency on instructional resources</i></li> </ul>	<ul style="list-style-type: none"> <li>● <i>Cohesive K-12 hands-on curriculum that embraces our demographics, singular campus, and rural setting</i></li> <li>● <i>Intentionally provide our students with the most relevant college and career learning opportunities and experiences</i></li> </ul>
<b>Personnel &amp; Staffing</b>	<ul style="list-style-type: none"> <li>● <i>Staff that are passionate about providing a Christ-centered education</i></li> </ul>	<ul style="list-style-type: none"> <li>● <i>Exposure to best teaching practices from attending workshops, conferences, and formal coursework</i></li> </ul>
<b>Budget &amp; Enrollment</b>	<ul style="list-style-type: none"> <li>● <i>Budget has been short-term “as needed” basis</i></li> <li>● <i>Enrollment has been circumstantial and unplanned</i></li> </ul>	<ul style="list-style-type: none"> <li>● <i>Empower school leaders closest to the work to provide input</i></li> <li>● <i>Identify target enrollment levels for each grade level</i></li> </ul>
<b>Widespread Recognition</b>	<ul style="list-style-type: none"> <li>● <i>Known in pockets around the area, state, and beyond</i></li> </ul>	<ul style="list-style-type: none"> <li>● <i>Known by the masses around the state for our graduating students who are equipped to stand on Truth.</i></li> </ul>
<b>Community Connections</b>	<ul style="list-style-type: none"> <li>● <i>Lots of community connections that have been helpful</i></li> </ul>	<ul style="list-style-type: none"> <li>● <i>Intentional community connections that support learning and institutional growth</i></li> </ul>

## Moving Forward

*The board has taken into account the multiple roles of the school in the development of this strategic plan and in the expectations set forth for the school. This recognition is coupled with the expectation that they will need to provide support in order to accomplish these strategic priorities. The shared responsibility of leadership between the Board and the Superintendent includes developing this plan, monitoring goals, and implementing strategies. The Nebraska Christian Board of Education carries out this strategic plan through direction to the Superintendent. The Superintendent has the responsibility to build an implementation plan knowing that adjustments will be required.*





## ***Implementation Responsibility***

***The NC Board of Education and the Superintendent share the responsibility to:***

- ***Champion and lead the strategic vision and goals***
- ***Serve as change agents and capacity builders***
- ***Ensure progress on the strategic priorities***

***The Nebraska Christian Schools Board of Education and the Superintendent will regularly review the goals organized in this report. School leadership will track the progress on these goals and other metrics required. The Superintendent will report progress on these goals and other measures. While the Superintendent must report to the Board of Education not less than quarterly, he may also report to the Advisory Council as well as to all staff and all stakeholders as appropriate. A stakeholder input process will be executed after two years (Winter/Spring of 2022) to gather input. An impartial 3<sup>rd</sup> party should also be utilized to give input every 2-3 years in the process.***

Through this strategic plan, we hope to grow our school in both quality and ability to serve more students. Therefore, our priority is to ensure that all initiatives must do one or both of the following:

-  Improve the academic qualities of the school in which students are equipped with Truth to enter the world.
-  Improve the reach of our school (God's hand) into the community.

Outcome Statement 1: College & Career Ready  

All students will have access to courses and experiences that prepare them for **college or a career** immediately following graduation.

**Goal 1.1 Career Exposure & Real-world Experience**

By 2023-24, all graduating students will have participated in both a job shadow and an internship experience; career exposure will begin no later than 7th grade.

**Goal 1.2 Civic & Christian Service Experience**

By 2020-21, All 7-12 students will participate in community, church, and school service opportunities.

**Goal 1.3 Course Offerings**

By the 2024-25 school year, we will increase college & dual credit opportunities.

**Goal 1.4 Counseling & Career Guidance**

By 2021-22, we will partner with parents to guide students and develop personal learning plans for all 8-12 students.

**Goal 1.5 Discipleship**

By 2022-23, all students will be leading or following a discipleship plan.



## Outcome Statement 2: Instructional Experts

*Classrooms will be led by instructional experts who guarantee the delivery of a Biblical Worldview embedded within a rigorous and relevant curriculum.*

### **Goal 2.1     Scope & Sequence**

*By 2023-24, administration and faculty will have created a cohesive K-12 curriculum plan.*

### **Goal 2.2     Curriculum Review Process**

*By 2021-22, NC will create a content-specific timeline for review of curricular areas that will include a seven year review cycle.*

### **Goal 2.3     Educational Framework & Philosophy**

*By 2022-23, NC will adopt a framework that drives Biblical professional learning and classroom instruction and experiences (i.e. Teaching for Transformation, Academic Teaming).*

### **Goal 2.4     Professional Learning**

*By 2022-23, NC will develop a Biblical professional learning system that challenges teachers to learn and grow in support of our educational framework.*

### **Goal 2.5     Educator Feedback**

*By 2022-23 NC will adopt an evaluation system that reflects our educational framework and includes regular feedback to support teacher performance including Biblical integration into the classroom. Student results and other organizational initiatives can also be included.*

## Outcome Statement 3: Widespread Recognition

*Nebraska Christian will strengthen community engagement and widespread recognition across the state of Nebraska and in internationally targeted areas.*

### **Goal 3.1 Church Partnership**

*By 2021-22, Nebraska Christian will offer deeper partnerships with locally represented churches in service, finance, and other items that are mutually beneficial for the Kingdom.*

### **Goal 3.2 Local & Widespread Name Recognition**

*By 2020-21, Nebraska Christian will develop a cohesive marketing plan that includes different modalities (social media, radio, etc.) of marketing and a supporting annual budget allotment.*

### **Goal 3.3 Domestic & International Online Presence**

*By 2020-21, Nebraska Christian will update our online presence and ratings and create a system for ongoing maintenance.*

### **Goal 3.4 Targeted Asian and African Markets**

*By 2021-22, Nebraska Christian will develop a marketing plan that is tailored to China, Thailand, Vietnam, Korea, Kenya, and other markets.*

Outcome Statement 4: International Experience  

*NC international students will have diverse opportunities to learn English and experience the unconditional love of Christ through relationships with staff and students.*

**Goal 4.1 Expanded ELL Opportunities**

*By 2021-22, Nebraska Christian will provide diverse entry points for international students to engage with the learning community.*

**Goal 4.2 Cultural Immersion**

*By 2020-21, Nebraska Christian will provide additional opportunities to promote full immersion into the culture of NC.*

**Goal 4.3 Cultural Sharing**

*By 2021-22, Nebraska Christian will provide opportunities for international students to share their culture with the NC community.*

## Outcome Statement 5: Income Streams

*The school will diversify and optimize income streams by setting goals for domestic and international enrollment as well as fostering new mutually beneficial organizational relationships.*

### **Goal 5.1 Create Legacy Giving Program**

*By 2021-22, Nebraska Christian will create and market a giving program that honors and incentivizes regular giving to the school while encouraging our alumni to stay involved with our school.*

### **Goal 5.2 Increase Revenue Streams**

*By 2021-25, Nebraska Christian will introduce structures that subsidize the general budget.*

### **Goal 5.3 Optimize Domestic Enrollment**

*By 2025-26, Nebraska Christian will begin capping grade levels where we have reached optimal enrollment numbers.*