

**Houston Christian School  
Strategic Plan  
2021 - 2024**



**Mission**

***Educate, Engage, Equip....to the Glory of God***

“...a tree planted by streams of water, yields its fruit...” Psalm 1:3

# Background

Houston Christian School (HCS) is a strong faith community that has a 59-year history of providing Christian education to the town of Houston. Inherent in its culture is a strong familial relationship between staff and students. The relational focus within the community of HCS contributes to its unique identity and provides a sense of belonging.

An ongoing and well-designed Strategic Plan for the coming years will continue to guide our current leadership, provide continuity, and assist incoming leadership to embrace the vision of HCS.

The 2021 – 2024 Strategic Plan describes a faith-driven and wisdom-led direction. HCS 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 has crafted a document that endeavors to respond to the call they have received.

Through its vision statement, HCS has articulated how it seeks to develop over the next three years. This vision has driven the priorities that follow in this plan.

## Vision

Houston Christian School will allow students to reach their unique potential by offering a wider variety of course selections and strengthening offerings in technology, applied skills, fine arts and athletics.

Houston Christian School will continually strive to improve the quality of its academic program and also provide an educational program that emphasizes experiential learning and community engagement. HCS students will gain an understanding of their role and responsibility as global citizens and members of the local community.

Houston Christian School staff will employ effective and creative teaching methods for students of various abilities and learning styles and commit to being life-long learners.

Houston Christian School will be an inclusive Christian faith community that welcomes students of Christian households from diverse backgrounds.

Houston Christian School commits to being an accessible and inclusive school both in facility as well as in day to day function.

Recognizing that the potential for significant growth in enrollment is unlikely, Houston Christian School will manage its financial resources and facilities in a proactive and stewardly manner. HCS is committed to operating on a balanced budget and will seek to utilize donation revenue for capital improvements.

## Core Values

We live in relationships marked by grace

We embrace a Reformed worldview, applying Biblical values to all areas of life

We provide a secure environment for students

We nurture our children to grow servant hearts and to imitate Jesus

We encourage our children to develop and use their abilities to serve God

We celebrate, challenge, and recognize each image bearer

We mentor His children into confidence and discernment

We serve in the midst of brokenness, seeking to restore beauty

We care for and enjoy God's creation

We seek justice to bless Houston and the world

## Strategic Priorities

### Educational Excellence

While promoting academic excellence, the administrative team and education committee will expand and develop the career options and apprenticeship programs.

### Sustainable Leadership

The Board, together with the Administration team, will navigate and implement optimal methods of effectively leading the school for a multi-year time frame.

### Facilities and Property

Houston Christian School commits to working through a development and renovation plan that aligns with the school's vision and focuses on the priority needs of HCS over the next three years. The priority needs being identified as accessibility, classroom space, storage space, parking space, as well as ongoing upgrades incorporated as necessary.

### Fiscal Responsibility and Giving

Houston Christian School commits to establishing long term sustainability through maintaining a balanced budget, in order to reserve donated funds for capital projects.

## Community Engagement

Develop and strengthen community partnerships with families, churches, other schools, businesses, and community programs to maintain visibility within the broader community.

## Strategic Goals

### Educational Excellence Goals

- Evaluate and explore ways of enhancing curricular or extra-curricular learning experiences to provide a variety of opportunities in the areas of fine arts, athletics, technology, life skills, and work experience.

*Champion: Education Committee Representative - Daryn Kobes*

- HCS will annually establish a plan to implement professional development opportunities that are valuable to each staff member. This annual plan will equip HCS staff to teach in a creative and effective way, demonstrate life-long learning, and a commitment to high academic standards. The administrative team will report on professional development to the board and will be empowered to make changes and adjustments as opportunities arise.

*Champion: Administration Team Member – Marshall Duzan*

### Sustainable Leadership Goals

- Guided by the vision of HCS, a search for future leadership will take place in 2022, in preparation for transition in 2023 from current leadership to future leadership.
- Guided by the vision of HCS, a search for teaching staff is being carried out in order to remain prepared for future teaching opportunities due to retirement of staff. The HCS Employee Relations Committee will explore new ways to support current staff and draw new staff to our school.

*Champions: Board Chair – Travis Metcalf  
Employee Relations Committee Representative – Brenan Mayer*

## Facilities and Property Goals

- Through the summer of 2021, under guidance and in coordination with the *Facilities and Property* plan, renovations will take place to address accessibility, classroom space, and storage. This includes expansion of the elementary wing to add classroom space, storage space, and allow for a wheelchair access ramp, as well as renovations to existing bathrooms to include change areas for both male and female students and adding a wheelchair accessible unisex bathroom.
- By December 2022, HCS will explore viable ways to address parking space development, and further accessibility.

*Champion: Maintenance Representative – Tim Dykstra*

## Fiscal Responsibility and Giving Goals

- HCS commits to running an annual ASK campaign to raise funds for capital projects.
- HCS will maintain contact with existing and past donors to acknowledge and thank them for their support, as well as update them on current projects.
- HCS commits annually to achieving balanced operating budgets through judicious allocation of funds and incremental tuition increases, thereby preserving donated funds for expressed capital projects.

*Champions: Finance Representative – Dan Hansma*

*Community Engagement Representative – Aimee Groot*

## Community Engagement Goals

- Increase community presence through service and restorative work, and carry out student-driven service opportunities that impact the local community and beyond.
- Develop and maintain a network of current contact information for alumni and past supporters, and intentionally reach out to them in meaningful ways.
- Develop a new and updated platform to be transparent and effective in our presentation and communication.

*Champions: Community Engagement Representative – Aimee Groot*

*Long Range Planning Representative – Caroline Thomson*

# Houston Christian School

[www.houstonchristianschool.ca](http://www.houstonchristianschool.ca)

Approved by the Board

May 4th, 2021