Houston Christian School

# Continuous Improvement Plan

2025- 2026

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

# Vision

Houston Christian School will help students 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 lifelong 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 its facilities and in its day-to-day operations.

Recognizing that the potential for significant enrollment growth is unlikely, Houston Christian School will manage its financial resources and facilities proactively and stewardly. 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 and apply Biblical values to all areas of life.

We provide a secure environment for students and nurture our children to grow servant hearts and to imitate Jesus. Encouraging 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.

# Continuous Improvement 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: Administration*

## Assessment Points currently used

- Local testing done by teachers
- FSA test results
- HCS is working to begin a more comprehensive standardized testing program so that the school has effective data that can inform the school's next steps in improving academically.
- 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 creatively and effectively, demonstrate life-long learning, and make 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.
- HCS began a process of tracking all professional development activities on a shared Google Drive, where every staff member can record their professional development activities. This data point will allow the administration to track what staff are working on and plan which areas to focus on in future years.
- HCS will use data to provide information as to how HCS is doing in preparing its students for life after school. The data to be used includes:
    - Student attendance
    - Alumni surveys
    - Parent surveys

*Champion: Administration*

## Sustainable Leadership Goals

- 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 the retirement of staff. The HCS Employee Relations Committee will explore new ways to support current staff and draw new staff to our school.
- Given the leadership crisis that occurred in June of 2025, the HCS school board has hired an interim principal to lead the school in the 2025/2026 school year.
- During the course of this current school year, the interim principal and the school board will work together to build a sustainable leadership team for the 2026/2027 school year.

*Champion: Board Chair* and *HCS* school board

## Facilities and Property Goals

- Under guidance and in coordination with the *Facilities and Property* plan, renovations will take place to address accessibility, classroom space, and storage. This includes expanding the elementary wing to add classroom and storage space and to allow for a wheelchair-access ramp.
    - It is noted that much of this has been accomplished in previous years; however, the primary campaign for this year is to raise enough money to build a lift/elevator. The goal is to complete this by the end of the 2025/2026 school year.

*Champion: HCS school board and Administration*

## 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.

*Champion: HCS school board*

## 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.

*Champion: HCS school board*

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