



Crossroads Christian School
STRATEGIC PLAN
for
Continuous Improvement



March 25, 2015

Crossroads Family,

As Christians, scripture encourages us to carefully plan, commit our ways to the Lord, and depend on Him to help us accomplish our goals.

“The heart of man plans his way, but the Lord establishes his steps.” – *Proverbs 16:9*

“Trust in the LORD with all your heart, and do not lean on your own understanding. In all your ways acknowledge him, and he will make straight your paths.” – *Proverbs 3:5-6*

This strategic planning document reflects the plans of Crossroads Christian School over the next five years. It was created with input from CCS families, students, faculty, headmaster, and board of directors. After discussion, reflection, and prayer, we formulated five goals and then broke those goals down into individual objectives. We have set the bar high and desire to meet each one of those goals over the next five years. We realize that we can only accomplish our goals if we seek wisdom and help from the Lord; otherwise, our labor will be in vain (Psalm 127:11). We seek to be faithful stewards of our wonderful school that the Lord has entrusted to us.

While these goals will bring change to our school, we are committed to remaining faithful to the mission, vision, and core values that the CCS was established upon ten years ago.

Go, Colts!

A handwritten signature in black ink that reads 'Jonathan E. Capps'.

Jonathan E. Capps
Headmaster



Strategic Plan

Goal 1: Academic Excellence

Goal 2: Technology

Goal 3: Athletics

Goal 4: Parent Involvement

Goal 5: Leadership & Governing Body

Strategic Goal #1: Academic Excellence

Ensure academic excellence of all students.

Objective 1:

Create an academic support program to meet the needs of students who struggle academically.

Action Plan:

- Hire a reading specialist to assist students who struggle with reading and language skills by helping them identify their God-given talents and abilities through one-on-one and small group intervention. (2015-2016)
- Hire a math specialist to assist students who struggle with math skills by helping them identify their God-given talents and abilities through one-on-one and small group intervention. (2015-2016)

Objective 2:

Utilize assessment data to guide curriculum and instruction and to track student performance.

Action Plan:

- Provide training for teachers to learn how to analyze and interpret annual assessment results.
- Use annual standardized testing results, classroom assessments, and stakeholder feedback to guide curriculum revision and instruction.
- Develop a system for student data tracking for the purpose of addressing students' strengths and weaknesses as they progress from grade to grade. Teachers will keep detailed documentation on all students to include assessment results, tutoring logs, classroom modifications, parent communication, IEP's, etc.
 - ♦ Lower School (2014-2015)
 - ♦ Upper School (2015-2016)

Objective 3:

Foster an environment of continual faculty development through training and evaluations.

Action Plan:

- Enable faculty to improve continually through professional development opportunities.
- Provide faculty observations focused on student engagement that result in candid feedback for re-enforcement and growth.
- Continue to cultivate a positive, encouraging environment to bolster faculty and staff morale on a daily basis.

Strategic Goal #2: Technology

Provide reliable access to current and emerging technologies and digital resources for all faculty and students.

Objective 1:

Provide sufficient infrastructure and personnel to support the implementation and use of technology and digital resources by all faculty and students.

Action Plan:

- Implement secure and reliable wireless capability (WAPs) that can be accessed by all faculty, students, and visitors anywhere on campus. New switches and uninterruptible power supply (UPS) units will be installed in all server rooms to meet the increased demand for connections for the WAPs. (2014-2015)
- Hire an Information Technology (IT) Director to manage the day-to-day technology issues, to train and support staff and students in the use of technology and digital resources, and manage the implementation of the CCS Technology Plan.

Objective 2:

Implement a technology device program to assist teachers in addressing content standards in ways that not only support the curriculum, but also help students develop the essential digital skills needed for the 21st century.

Action Plan:

- *Phase 1* – Purchase, distribute, and implement a tablet program. Several classroom sets of tablets will be available for use across all grade levels. Once phases 2 and 3 are complete, the tablet sets will be intended for use in grades K-3. Both students and teachers will be trained on the devices prior to implementation. (2015-2016)
- *Phase 2* – Purchase, distribute, and implement personal technology devices in grades 9-12. Both students and teachers in these grades will be trained on the devices prior to implementation in the classroom. (2016-2017)
- *Phase 3* – Purchase, distribute, and implement personal technology devices in grades 4-8. Both students and teachers in these grades will be trained on the devices prior to implementation in the classroom. (2017-2018)

Strategic Goal #3: Athletics

Seek excellence in all areas of athletics while promoting teamwork, sportsmanship, and Christian character.

Objective #1:

Encourage team unity and acceptance of new students and underclassmen in the CCS athletic program.

Action Plan:

- Teach student-athletes how to offer constructive criticism to one another, model behavior that places others before self, and encourage their teammates in a positive manner. (2015-2016)

Objective #2:

Seek ways to encourage the development of Christ-like character in student-athletes.

Action Plan:

- Establish Fellowship of Christian Athletes (FCA) at Crossroads to encourage student-athletes to exemplify Christ-like character and attitude both on and off the playing field. (2015-2016)

Objective #3:

Promote respectful behavior by all coaches, student-athletes, parents, spectators, and CCS faculty and staff at all times during athletic events.

Action Plan:

- Hold CCS coaches, student-athletes, parents, faculty and staff, and spectators to high standards of respectfulness and sportsmanship toward opponents, officials, visitors, and each other at all athletic events. A code of conduct and a process for addressing sportsmanship issues will be established by CCS. (2015-2016)

Strategic Goal #4: Parent Involvement

Increase parent involvement and support.

Objective #1:

Strengthen parent involvement and support of CCS by initiating organizations that parents can join to play a larger role in their child's educational experience.

Action Plan:

- Initiate the Parents Appreciating Crossroads Teachers (PACT) program in which parents can adopt a teacher or staff member for the school year. PACT parents will commit to encourage them with notes or small gifts and to pray for them throughout the year. (Fall 2014)
- Establish a Parent-Teacher Fellowship (PTF) that operates under the administration of the headmaster to encourage more parent involvement and support of the school program. This fellowship will involve participation in school events, building support for extracurricular programs (athletics, fine arts, etc.), managing fundraisers, supporting classroom initiatives, taking part in community service, etc.

Strategic Goal #5: Leadership & Governing Body

Increase the effectiveness of CCS's leadership and governing body.

Objective #1:

Improve the school board's ability to govern in order to promote and accomplish the school's mission.

Action Plan:

- Provide training opportunities for all board members on governance and leadership.

Objective #2:

Strengthen the leadership of the school by hiring additional administrative staff.

Action Plan:

- Hire a lower school principal to strengthen the leadership and effectiveness of the administrative team.