



BELLEVUE CHRISTIAN SCHOOL

Over the past year the Board of Directors and Superintendent partnered in identifying a set of strategic commitments across six foundational areas for school wide prioritization and activation. The areas selected were in large part informed by you, through constituent survey feedback, and focus groups with faculty and staff.

Academic Performance

Improve overall performance and benchmark academic excellence.

Education Delivery & Content

Implement best-practice methodology and expand the academic program.

Facilities

Develop a strategic approach to providing safe, sustainable and well-equipped buildings and infrastructure.

Faculty and Staff Stability

Recruit, retain and develop the talent of teachers, staff and administrators.

Spiritual Development

Nurture spiritual development through discipleship, relational connection and meaningful programming.

Branding

Effectively communicate the BCS mission and reach new audiences.

Subsequently, the board and senior leadership established a new mission statement:

**Preparing young people to
live faithfully for God**



Academic Performance

	Measure Academic Progress Identify academic benchmarks on which BCS and its students are measured	Ongoing Curriculum Review Revision of Objectives & Standards, Materials, and Assessments	Curricular Best Practices Professional development, Technology Integration and Teaching for Transformation adoption
Success Indicators	Data supported measurement and evidence of progress among 100% of student body.	100% teacher usage of Curriculum Trak for classroom standards, alignment, differentiation, and assessments.	25% increase in professional development budget; 100% establishment rate of annual goals.
Activation Date	2017	2017	2017

Education Delivery & Content

	Redefine Department Head Role Support K-12 Curriculum Development	New Teacher Training Mentorship Program	21st Century Technology Supported by Teacher Training
Success Indicators	Teacher expectations memorialized in writing.	100% of new teachers paired with formal mentors.	50%+ of lesson plans using 1+ tech product in grades 5-12 by 2020.
Activation Date	2017	2018	2017

Facilities

	"As Is" Assessment Needs & Prioritization Mapping of Campuses	Clyde Hill Campus Evaluation Modernization of Facility and Site Alternatives	Building Program Capital & Budget Requirements Determine funds required	Fundraising Feasibility Determine School's Giving Capacity
Success Indicators	Architectural firm retained & Clyde Hill campus priorities finalized in writing.	Recommendation for Clyde Hill campus made to the Board.	Clyde Hill campus renovation budget approved by board.	Capital campaign firm hired & capacity for debt quantified.
Activation Date	2017	2017	2018	2017

Faculty and Staff Stability

	Compensation & Benefits Review Faculty & Staff Wage Parity with Christian Schools & Cost of Living	Recruiting Plan Implementation Target Training Institutions, Enlist Alumni, Attract Local Teacher Talent	Unified Recruiting Messaging Craft a single, centralized message for use in talent search
Success Indicators	Decreasing annual teacher attrition rate by 5% per year through 2020.	Quarterly evaluation of applicant pool; hiring procedures published online.	Messaging finalized and published for activation.
Activation Date	2017	2017	2017

Spiritual Development

	Full-Time Hire P-12 Faith Integration Position	Teaching for Transformation Faculty-Wide Training, Continuation of Modules for All Faculty with Emphasis on Personal Spiritual Growth	Align Teaching for Transformation with Service Learning Framework Currently Exists in K-12
Success Indicators	Position filled and new hire reviews current structure of spiritual development	Training scheduled for Q2 2018; Quarterly public celebrations of teacher implementation.	10 documented experiences of Tft educational objectives being combined with Service Learning mechanisms.
Activation Date	Placed for 2018-19 school year	2017	2017

Branding

	Mission Statement & Strategic Plan Refresh Written & Published	Advertising Agency Recruitment Brand & Marketing Plan Development	Brand Campaign & Communications Strategy Launched with Capital Campaign
Success Indicators	New mission statement published.	Agency placed on retainer.	New BCS communications campaign launched
Activation Date	2017	2017	2018