

Vision

Accepting Christ's invitation to live for renewal

Values

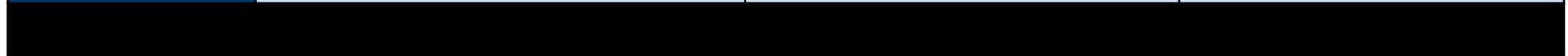
Encouraging to be Christ Followers - Fostering a relationship with Jesus Christ - Caring deeply for our students - valuing parents as full partners - participating in the world wide story by working for renewal

Mission

Responding to God's grace, ECS challenges students, through Christ centered education, to actively play their role in God's story

Priorities	Initiatives	Goals	Strategies
CHRISTIAN PROGRAMMING Provide ongoing support for the development and improvement of Christian Programming	TfT Professional Development for all staff <ul style="list-style-type: none"> Support the development of Christian pedagogy by providing for professional development (i.e. teacher's convention, deeper learning support, conferences, substitute teaching time, continuing our membership in PCCE and CSI.) Provide 1 day for each teacher for professional development in working to develop either the new Bible curriculum, year planning for TfT, TfT project(s), or Formational Learning Experiences. Provide resources to carry out FLEx and Deeper Learning 	<ul style="list-style-type: none"> Participation in Christian PD events by all teaching staff Collaboration between Director of Learning, the school Learning Leaders, and teaching staff Every teacher produces one exemplar that aligns with TfT: Deep Hope, Storyline, Storyboard, FLEx 	<ul style="list-style-type: none"> Leadership Team Meetings to plan and coordinate together, long term plans for what Christian Education looks like in our schools Strengthen Leadership Team and PD on Christian Perspective, TfT, and Christian Deeper Learning through conferences and retreats. Take teachers on some of the conference trips to level up teacher capacity to engage with Christian perspective through all curriculum.
	<ul style="list-style-type: none"> Review of the Bible program 	<ul style="list-style-type: none"> Creation of a Bible scope and sequence K-9 	
	Continued implementation of restorative practices <ul style="list-style-type: none"> Provide training and support resources to schools, focussing on new staff who have not received RP training yet & provide "refresher" training if desired 	<ul style="list-style-type: none"> Restorative Practice PD is included in our schoolwide PD plan Restorative practice strategies are used regularly to build and strengthen community as reported by the Leadership team 	<ul style="list-style-type: none"> Anita Veldhuisen Slomp to lead in the summer 2025, offer to teachers to participate with an incentive

	<p>Continued emphasis on faith formation</p> <ul style="list-style-type: none"> • Pastoral Care Leaders in each campus connecting with and supporting students, teachers and families • Formational learning activities connected to curriculum • Director of Learning to resource teachers/staff for faith formation with books, instructional materials, and support • Pursue partnerships with churches, youth pastors and other Christian agencies 	<ul style="list-style-type: none"> • Daily prayer & devotions, corporate worship opportunities (chapels, guest speakers) • Survey results (tool tbd) • Contemplative and quiet Prayer Rooms, Pastoral Care Leader led opportunities for prayer, reflection, and response. Open Chapel, division and school level chapels and times of singing, listening and prayer 	<ul style="list-style-type: none"> • Anecdotal evidence • Reflection Circles (Director of Learning) • Provide Books, Resources, and Devotionals with Liturgies, Daily Rhythms and Habits
--	---	--	---



Priorities	Initiatives	Goals	Strategies
<p>COMMUNITY & CULTURE</p> <p>Foster relationships and build community</p>	<p>Regular communications with our community</p> <ul style="list-style-type: none"> • Have regular postings on Social media communicating school information and telling the story of ECS, distribute 5 pathways, and keep parents and stakeholders apprised of important goings on. 	<ul style="list-style-type: none"> • Survey results (tool tbd) • Anecdotal evidence 	<ul style="list-style-type: none"> • Investigate Flourishing Schools Tool • Regular board communication
	<p>Emphasis on being a community where all “parts of the body” are valued and included</p> <ul style="list-style-type: none"> • Mental Health Therapist supporting all 3 campuses (2 days a week at NE & West; 1 day/wk at the High School) 	<ul style="list-style-type: none"> • All students and families who want to be a part of ECS feel like they belong. 	<ul style="list-style-type: none"> • Diversity and Inclusion Education for families to support curriculum.
	<p>Continued focus on consistent branding and “telling our story”</p> <ul style="list-style-type: none"> • Promotion of appropriately branded “school gear” on the ESCE Store 	<ul style="list-style-type: none"> • The “old” logo is no longer visible in schools, on Society or school materials • Marketing plan contains strategies for brand promotion and branding 	<ul style="list-style-type: none"> • Plan learning around the Story Walls, share images, glimpses, prompt questions, and Deep Hopes found from the Story Walls.

		<ul style="list-style-type: none"> Consider updating/reviewing logo and branding in the next 3-5 years 	
	<ul style="list-style-type: none"> Creation of "Story Walls" for each campus Taking advantage of opportunities to "share our story" and promote our brand 	<ul style="list-style-type: none"> Community will learn about, read, and consider the Story Walls at each school 	<ul style="list-style-type: none">
	<ul style="list-style-type: none"> Host community events 	<ul style="list-style-type: none"> Auction, Carnival, possibly Golf Tournament and other community events are held 	<ul style="list-style-type: none"> Tft 101 Pt. 2 Passion Projects <p>Learning Together evenings in 2024-25</p> <ul style="list-style-type: none"> Tft101 Digital Citizenship Wichitiawan Evening Worship Nights Celebration of Learning
	<ul style="list-style-type: none"> Foster alumni relations 	<ul style="list-style-type: none"> Plan to connect and engage with alumni is developed and executed Alumni engagement increases annually 	
	<p>Create a culture of constant improvement</p> <ul style="list-style-type: none"> During the 2021-22 school year, pilot and evaluate new survey tools to choose a tool to use moving forward that will help us determine how close we are to what we think good looks like. <ul style="list-style-type: none"> Implement the best survey tool on annual basis moving forward Implement an annual stakeholder 	<ul style="list-style-type: none"> Survey tool is selected and implemented Annual stakeholder review and communication process Findings and recommendations from the survey are reflected in subsequent strategic plans 	

	<p>review of survey data, and subsequently feed forward survey findings into a strategic planning process, in order to drive constant improvement</p>		
	<ul style="list-style-type: none"> Implement systems and practices to surface issues “before it’s too late” New family & mid-year check ins <p>Continued focus on admissions and retention</p>	<ul style="list-style-type: none"> 100% of families are reached out to during the school year to check in and gauge satisfaction and understanding Survey results (tool tbd) 	<ul style="list-style-type: none"> New Family Calls after school start Begin a process of reaching out to families after preliminary registration report from EPSB, to review Society commitments, membership, and support we count on in the Society.
	<p>Emphasis on clearly communicating the history, mission, vision and core values of the Society to parents, staff, and other stakeholders</p> <ul style="list-style-type: none"> Embedding key messages in new family orientation meetings, new board member orientation meetings, and as a part of hiring and onboarding new staff members. Periodic reminders to long term staff will also be provided. 	<ul style="list-style-type: none"> An increased understanding of who we are and what we are all about at ECS 	<ul style="list-style-type: none"> As part of discussion of who we are, make sure families are aware of fees and support needed.
Priorities	Initiatives	Goals	Strategies
<p>STEWARDING RESOURCES</p> <p>Stewardly management of ESCE resources</p>	<p>Ensure fiscal sustainability</p> <ul style="list-style-type: none"> Review fee schedules for preschool programs and K-12 annually 	<ul style="list-style-type: none"> Ending the year in a neutral/slight surplus cash position Fees are keeping pace with society expenses and with other, similar organization Subsidy Program review 	<ul style="list-style-type: none"> Collections calls, some need to come from board Subsidy Criteria adjustment

- finances
- facilities
- personnel

<p>Fundraising and development</p> <ul style="list-style-type: none"> ● CSS & planned estate giving ● Community fundraising event ● Christian Program Fee Subsidy fund 	<ul style="list-style-type: none"> ● Positive donor retention rates, donor lifetime value, average gift size, recurring gift percentage, donation growth rate 	
<p>Wrap up West School Building project</p> <ul style="list-style-type: none"> ● Move forward with the demolition of the McQueen campus and with the redevelopment of the playground at west 	<ul style="list-style-type: none"> ● The McQueen site has been demolished and is ready for redevelopment 	<ul style="list-style-type: none"> ● Gaga Ball Pits planning
<ul style="list-style-type: none"> ● Use maintenance tracking system (HIPPO) for long term planning and to ensure timely, scheduled maintenance is performed 		
<ul style="list-style-type: none"> ● Move forward with plans to redevelop the grounds at Northeast school 	<ul style="list-style-type: none"> ● Completion of the site redevelopment plan and the initiation of the capital campaign to fund the project 	<ul style="list-style-type: none"> ● Creator's Classroom
<p>Ensure clear, consistent HR systems, practices and procedures are in place</p> <ul style="list-style-type: none"> ● Annual job description reviews, performance reviews and salary reviews 	<ul style="list-style-type: none"> ● An updated staff handbook, complete with applicable policies and procedures will be developed by June 2025 ● Scheduled, annual performance reviews and salary reviews are completed by June 1 each year 	