

Black Hills Christian Academy Strategic Plan

2004-2009

MISSION (Our reason for being)

To provide an academically excellent education in a caring inter-denominational Christian environment that is firmly grounded in Biblical principles, to share freely the Gospel of Jesus Christ, and to guide each student in the development of his/her God given talents and abilities. (Eph. 1:17)

VISION (A long term unifying focal point of effort)

BHCA students will know what it means to have a personal relationship with Jesus Christ and how to attain salvation (Phil. 3:10). They will grow in wisdom, knowledge, and a Biblical worldview*. This will be evident in a lifestyle of obedience, godly character, leadership, service, stewardship, and worship. (Pr. 1:7)

***Biblical worldview – A belief system based on scripture in which believers will understand popular culture and will be equipped to be steadfast as witnesses of scriptural truth. (Matt. 5:13-16)**

Visionary Goals

Visionary Goal #1 Develop and implement a marketing plan to make the school known in our region.

Strategic actions-

- *Meet and speak in each Christian Church in our area yearly in winter or early spring. Students to perform if appropriate. Target churches where staff and students attend.*
- *Continue outreach through the Gospel Music Festival and the Fall Festival.*
- *Press releases once a month.*

- *Develop web page by March 1, 2007.*
- *Continue to invite pastors and youth workers to be chapel speakers.*
- *Encourage pastors/youth workers on a quarterly basis to come and eat lunch with students. Use group e-mail to contact pastors.*
- *Disseminate brochure thru mailings, chambers, corporations, real estate offices, welcome wagon, Dr. offices.*
- *Distribute school Promotional DVD to families, churches, chambers, etc. Appoint someone for each church that is represented at our school using board members, staff & parents as resources.*

Visionary Goal #2 Develop and implement a capital campaign for new construction. Board & Project Manager are forming Development committee to begin campaign for new school.

Visionary Goal #3 Work with teachers and staff to expand development and training.

Strategic Actions

- *Continue to develop an environment where teachers and staff can share thoughts freely through:*
 - A. *Open communication with administrator.*
 - B. *Open communication at staff meetings.*
 - C. *Daily corporate prayer.*
 - D. *Open communication with Board at Board Mtgs.*
- *Aim to increase teachers' pay with a goal of 10% increase per year until BHCA pay is at or above area public school salaries.*
- *Review and update Policy Manual annually, by June Board Meeting. Begin June 2007.*
- *Administrator to complete an annual performance review for teachers, staff and administrator. Ask Roberta when best time of year is for this review.*

- *Board to complete administrator review that Staff has input into.*
- *Work toward a full time Administrator as soon as financially feasible.*
- *Encourage teachers and staff to collaborate with other Christian Schools through visitations and joint ventures.*
- *Pursue Certification (ACSI and State).*
 1. *Board review qualifications for certification.*
 2. *Assess current teacher's certification status (what do they need to qualify)*
 3. *Develop plan to assist teachers in becoming certified.*

Visionary Goal #4 Continue to implement Christian World View based curriculum at BHCA. (Quantify)

Visionary Goal #5 Update general curriculum getting input from teachers and forming committee to review current curriculum and available curriculum. (Quantify)

Visionary Goal #6 Increase parental relationships with, knowledge of, and involvement in BHCA.

- *Continue to cultivate the Mom's in Touch prayer Ministry.*
- *Distribute bi-monthly newsletters with monthly board/vision section to all those involved in BHCA.*
- *Board & staff continually casting the vision of BHCA at every opportunity.*
- *Yearly vision night.*
- *Cultivate family gatherings twice a year (to build relationships). This could be a service project, picnic or event.*

Visionary Goal #7 Develop and carry out servant ministry at every level of education.

- *Youngest grades – home ministry*
- *Middle grades – community ministry*
- *Upper grades – nation and world ministry*

Visionary Goal #8 Offer band, choir, foreign language, art and drama in the curriculum by 2008.

- *Continue to offer choir/art/drama in the curriculum.*
- *Offer opportunities for students to attend band in Belle Fourche or Spearfish public schools.*
- *Assess viability of band program once a new building is in place.*
- *Pursue modules of foreign languages as staff is available with first choice being Spanish. Plan in place by April 30, 2004.*
- *Develop a school wide art curriculum by September 2005.*
- *Look at 5 day week with one day an "Arts/Athletics day."*
- *Develop arts, Bible, knowledge bowl, problem solvers, debate, and competitions at the school. A yearly plan will be presented to the board, staff and teachers by September 1st of each year.*

Visionary Goal #9 – Continue to expand extra-curricular opportunities for 5th – 12th.

Strategic actions

- *Review and solidify eligibility requirements by February 2004 Board meeting.*
- *Maintain and build current events as coaching, enrollment and practice facilities are available.*

Current Sports:

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|--------------------------|-----------------------|
| ○ <i>Track and Field</i> | <i>Boys and Girls</i> |
| ○ <i>Soccer</i> | <i>Boys and Girls</i> |
| ○ <i>Basketball</i> | <i>Boys and Girls</i> |
| ○ <i>Volleyball</i> | <i>Girls</i> |

- *Explore yearly funding options for uniforms, balls, travel, coaches, referees, etc. through: private donations, activity fees, budget, and advertising by July 2004 Board meeting.*
- *Add athletic opportunities as coaching, students and facilities allow i.e. 5th and 6th grade football.*

Visionary Goal #10 Yearly board development training.

Strategic actions

- *Encourage board to attend yearly ACSI conference.*
- *One board retreat per year with a focus on leadership and strategic plan.*
- *Book/Study on leadership.*

Visionary Goal #11 Operating plan and budget.

Strategic actions

- *Preliminary budget out to board by February Board meeting.*
 - A) *Board to offer contracts by March meeting*
 - B) *Signed contracts to Board by April meeting.*
- *Budget approved by board in May or June meeting.*

Visionary Goal #12 Review Strategic Plan annually.

Strategic actions

- *Schedule a special strategic planning meeting early in June.*
- *Send out strategic plan to staff and parents for input in June.*
- *Finalize updated strategic plan in July.*
- *Share updated plan with all ASAP.*

Visionary Goal #13 Adding Day Care services.

Strategic actions

- *Canvas existing parents/staff.*
- *Administration and selected teachers to create business plan, curriculum, staffing, fees and schedules.*
- *Summer Program that includes day care and tutoring.*
- *Canvas churches for interest and numbers during church visits (refer to goal #1).*

Visionary Goal #14 Add High School when in new building.