



**Centennial
Christian School**
HEAD • HEART • HANDS



**Strategic Plan
2024-2027**

Background

The 2024 – 2027 Strategic Plan describes a faith-driven and wisdom-led direction. Centennial Christian School has identified areas of focus which will promote understanding of commonly held goals that will enable the school to enhance its ability to meet its mission and vision. Together, the board and leadership staff have crafted a document that endeavours to respond to the call that they have received.

Through its strategic priorities, Centennial Christian School has articulated how it seeks to develop over the next 3 years. The school's mission and vision have driven the priorities and goals that follow in this plan.



CONTENTS

3	CCS Mission, Vision and Core Values	8	Generosity and Sustainability
4	Envisioned Future and Deep Hope	9	Mission Sustainability
5	Strategic Priorities	10	Community Engagement
6	Learning Together	11	Strategic Plan Scorecard
7	Growing and Strengthening	12	Identified Business Essentials

CCS MISSION STATEMENT, VISION STATEMENT AND CORE VALUES

Mission

Head, Heart and Hands: Learning In and With Community

Vision

Centennial Christian School is a community that is based upon the sovereignty of God and the authority of His Word. Through the redeeming work of Christ and by the power of the Holy Spirit, we are enabled to serve and glorify God in all of life and to uphold the Lordship of Christ in all things.

Holding this world view, which recognizes everyone as created in God's image, we seek to support each other in nurturing the unique gifts of all students. Through example and instruction, we equip each student with knowledge, skills, and understanding, challenging them to exercise discernment and stewardship in all aspects of life. We intend the entire learning environment to reflect the diversity and unity of God's creation.

Core Values

Community of Grace

We are united in our diversity as we love one another and our Lord by giving and receiving grace.

Identity in Christ

We are transformed by the Holy Spirit as image bearers of Christ, empowered by and dependent on God.

Servant Heart

We serve each other as we give of our time, resources and energy with humility and gratitude, experiencing life in all its fullness.

Stewardship

We passionately use and care for God's abundant blessings, including our individual gifts as we pursue excellence and discernment.



Envisioned Future and Deep Hope

Envisioned Future

Bold Goal

As a leader in education, Centennial Christian School will be a vibrant place of learning where students, staff and families explore and courageously live out their role in God's unfolding story.

Vivid Description - Our Deep Hope!

Centennial Christian School, a community defined by hope, love and belonging, will equip students to embody Christ-like living. An innovative and culturally relevant learning environment will rigorously integrate faith and faith formation, empowering students to be agents of God's redeeming transformation. Excellent staff, facilities, resources and community partners will create fertile ground for student flourishing in all areas of life. A HEAD, HEART and HANDS approach to joyful kingdom service will epitomize the culture of the school, drawing people from diverse cultural backgrounds.



Strategic Priorities

Learning Together

At the heart of Centennial Christian School is its distinct Christ centered educational program. We desire to invest in an educational program that equips students for joyful kingdom service while developing the unique potential of each student in order to authentically work to meet the needs of real people in this world.

Growing and Strengthening

Anticipating local economic growth and development, physical infrastructure must support enrollment expansion and enhance the current and planned educational program.

Generosity and Sustainability

Develop a culture of giving and connectedness by consistently renewing the Vision and Mission throughout the community. Expand and nurture donor relationships and provide opportunities for annual and long-term support.

Mission Sustainability

Ensuring that the mission and vision of Centennial Christian School will forever be the cornerstone of the community and that it will remain a place of learning for service in light of the authority of God's word.

Community Engagement

Increase the engagement with our local and global communities through service and restorative work and strengthen partnerships

LEARNING TOGETHER

#1 Develop a phased in plan by spring 2027 to increase the number of high school courses and reduce distance/online courses that is ready to launch when enrolment numbers and staffing meet the threshold to add additional courses.

Champion: Administration

#2 Develop a plan to increase student learning experiences in and from the community by June 2025.

Champion: Administration

#3 Review current graduate profile, updating as needed and communicate revised profile to the school community by September 2025.

Champion: Education Committee

#4 Develop a sustainable process and schedule for curriculum reviews by September 2026.

Champion: Administration

#5 Develop a comprehensive plan to address the mental health, safety and well-being of all students by January 2026.

Champion: Administrative

GROWING AND STRENGTHENING

#1 Develop an innovative teacher recruitment and retention plan, including a review of the staff compensation package by February 2025.

Champion: Administration

#2 Develop a phased plan to move forward with the 2021 Feasibility study recommendation for expansion on Sparks St. property to accommodate single track classrooms by June 2026.

Champion: Board

#3 Create an action plan based on the current 2024 Feasibility task force recommendations for the Eby Street property by Spring 2025.

Champion: Board



MISSION SUSTAINABILITY

#1 Establish a task force in fall 2024 to review current membership composition to ensure full members are in good standing and to determine an appropriate ratio of Associate and Full members with mission fidelity in mind.

Champion: Board

#2 Develop a board profile/matrix including a rigorous nomination process by September 2025.

Champion: Board

#3 Develop an administration succession plan that ensures mentorship and missional flourishing by January 2025.

Champion: Administration and Board

GENEROSITY AND SUSTAINABILITY

A photograph of two young girls sitting on a large, dark-colored beanbag chair with white polka dots. The girl on the left has blonde hair and is wearing a red and green plaid shirt. The girl on the right has dark hair tied in a bun and is wearing a grey sweater with a white ruffled collar. They are both looking down at a book or paper held by the girl on the right. In the background, there is a classroom setting with shelves containing books and a decorative paper tree on the wall.

#1 Create a development plan by spring 2025 that clearly identifies giving opportunities including strategies for annual giving and long-term financial support by Spring 2025.

Champion: Development Coordinator

#2 Increase staffing in the Development program with clearly defined roles based on growth and expansion and building campaigns. Timeline contin-

COMMUNITY ENGAGEMENT



#1 Develop a plan to connect with local Indigenous communities, helping to establish meaningful relationships by spring 2025.

Champion: Administration



#2 In conjunction with Learning Goal #2 assess service opportunities for maximum impact, finding areas needing growth or focus by June 2025.

Champion: Administration



#3 Develop a comprehensive external communication plan to address community perceptions of the school by September 2025.

Champion: Development Coordinator

NEXT STEPS

The champion for each goal should assemble a small team that will define the necessary steps for each goal that is scheduled for execution during the next twelve months. This work should be completed within one month of adopting the strategic plan.

The board will review the strategic plan quarterly to assess progress made and when a significant achievement has been realized. In one year, the board will review the strategic plan and progress made during the first year. At this time, second-year priorities will be established along with execution plans for them. Adjustments will inevitably be made to goals based on first-year progress. This will ensure that the strategic plan will remain a living document.

The school should use the strategic plan as an opportunity to build excitement in the community for the future of Centennial Christian School. This can be done by communicating goals to all stakeholders and by giving regular updates on progress.



GOALS IN PROCESS FROM PREVIOUS PLAN

Review operating costs, revenue and tuition structure
Outdoor learning resources and training

PRIORITY	CHAMPION	TIMELINE	COMPLETED
Learning Together			
#1 Increase Course Offerings	Administration	Spring 2027	
#2 Increase student learning experience in the community	Administration	2025	
#3 Review and update graduate profile + communicate to school	Education Committee	Sept. 2025	
#4 Develop sustainable process for curriculum reviews	Administration	Sept. 2026	
#5 Develop plan to address mental health, safety and well-being	Administration	Jan. 2026	
Growing and Strengthening			
#1 Develop teacher recruitment and retention plan	Administration	Feb. 2025	
#2 Develop phased plan to move forward with 2021 feasibility study recommendations	Board	June 2026	
#3 Create action plan based on 2024 feasibility task force	Board	Spring 2025	
Mission Sustainability			
#1 Establish taskforce to review current membership comp	Board	Fall 2024	
#2 Develop board profile/matrix including nomination process	Board	Sept. 2025	
#3 Develop administration succession plan	Administration and Board	January 2025	

PRIORITY	CHAMPION	TIMELINE	COMPLETED
Fiscal Responsibility and Giving			
#1 Create plan for giving opportunities—annual giving and long term financial support	Development Coord	Spring 2025	
#2 Increase staffing in Development program—roles based on expansion campaigns	Administration	TBD	
Impacting Community Goals			
#1 Develop plan to connect with local Indigenous communities—meaningful relationships	Administration	Spring 2025	
#2 In conjunction with Learning Goal #2, assess service opportunities for max impact, find areas needing growth	Administration	June 2025	
#3 Develop comprehensive external communication plan to address community perceptions of the school	Development Coordinator	Sept. 2025	
Ongoing Goals from previous Strategic Plan			
#1 Review Operating Costs	Finance Committee	Spring 2025	
#2 Review Tuition Structure	Finance Committee	Spring 2025	
#3 Outdoor Learning Resources and Training	Administration	2027	