



FLORIDA CHRISTIAN SCHOOL

2019-20

**Strategic Plan**

## **Mission Statement**

Our **mission** is to develop well rounded students through excellent academics and extracurricular activities, while seeking to win the lost to Christ and equip Christians with the skills and the knowledge to change the world for Christ.

# Statement of Faith

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**We believe** the Bible to be the inspired, infallible, Word of God, final in content and complete in revelation. – II Timothy 3:16

**We believe** that there is one God eternally existent in the persons of the Father, Son, and Holy Spirit. – I John 5:7

**We believe** in the deity of our Lord Jesus Christ who took on human flesh, lived a sinless life, was crucified, buried and rose again, who ascended back to Heaven to make intercession for us, and who will return in power and glory. – II Corinthians 5:21

**We believe** that all men are sinful by nature and are in need of God's salvation. – Romans 3:23, Romans 6:23

**We believe** man is saved by grace through faith in what Christ has done for us on the cross, not by anything we can do; it is a gift of God. – Ephesians 2:8,9

**We believe** that the child of God has been given a new nature at the time of salvation and is enabled to live a Godly life only by the power of the indwelling Holy Spirit. – John 3:3-7, Galatians 5:17-26

**We believe** the obedient Christian has followed the Lord in believer's baptism and is actively serving in the ministry of the local church. – Hebrews 10:25, Philippians 1:3-6

**We believe** that God wonderfully and immutably creates each person as male or female. Gen 1:26-27

**We believe** that the term "marriage" has only one meaning: the uniting of one man and one woman in single, exclusive union, as delineated in Scripture. Gen. 2:18-25

*This Statement of Faith is taken from the Charter of Florida Christian School.*

# **CORE VALUES**

## **Faith**

**FAITHFULNESS TO THE GOSPEL OF JESUS CHRIST  
THE BIBLE IS OUR SOURCE OF TRUTH  
BIBLICAL TRUTH IS PRIMARY IN EVERY SUBJECT AND ACTIVITY**



## **C**HARACTER

**FACULTY AND STAFF COMMITTED TO BIBLICAL STANDARDS  
TESTIMONY IN THE COMMUNITY CONSISTENTLY CHRISTLIKE  
COMMITMENT TO OTHERS BY SERVING OUR COMMUNITY**



## **S**UCCESS

**GRADUATES EQUIPPED TO ENTER COLLEGE AND CAREER PATH  
OPPORTUNITIES IN ACADEMIC, ATHLETICS, TECHNOLOGY, FINE ARTS  
DEVELOPING LEADERSHIP FOR HOME, COMMUNITY AND CHURCH**

# FLORIDA CHRISTIAN SCHOOL

## STRATEGIC GOALS 2019-20

### STRATEGIC GOAL #1: SPIRITUAL CLIMATE

Maintain our focus on Jesus Christ so that He remains the center of all we do.

Objectives –

- Maintain a strong Biblical studies curriculum and philosophy that teaches the truths of the Bible and God's redemptive plan through understanding and the tangible application of God's Word.
- Maintain an effective and robust chapel program led by a school chaplain, FCS faculty and staff, local church leaders, and other speakers, with dynamic worship music, and passionate prayer.
- Continue to implement an emphasis of FCS students "On Mission" by ministry to the local community and to missions abroad.
- Continue to teach every subject from a distinctively Christian worldview position and an emphasis on Christian discipleship by helping students form a Christian discipleship worldview where they learn to read, listen, think, and communicate as Christian disciples in all areas of life.

### STRATEGIC GOAL #2: FACULTY AND STAFF

Retain, hire, and develop outstanding teachers who are strong in their faith and effective in the classroom

Objectives –

- Continue to offer competitive salaries and benefits to faculty and staff.
- Retain and recruit well-trained and certified faculty and staff.
- Provide for and enable faculty to continuously grow through professional development opportunities.
- Continue to emphasize higher level education by assisting faculty members' in obtaining advanced degrees.
- Consistently focus on staff morale and satisfaction.
- Conduct meaningful faculty and staff formal and informal observations, focused on student engagement and use of technology, that provides candid feedback for re-enforcement and growth to the instructor.
- Celebrate and give public recognition when appropriate or applicable, to build TEAM spirit and a feeling of value within the faculty.
- Provide the mechanism for teachers to participate and provide input in decision making processes that affect the classroom and the overall school climate.
- Continue the Step Pay Program which allows faculty members to advance in their pay through degree, experience, professional development, and leadership.

### **STRATEGIC GOAL #3: ACADEMIC PROGRAM**

Provide an excellent academic program.

Objectives –

- Maintain full accreditation status with FACCS (Florida Association of Christian Colleges and Schools, joint accreditation through AdvancED (SACS-Southern Association of Colleges and Schools), MSA (Middle States Association of Schools), NCPSA (National Council for Private School Accreditation), and remain recognized by the State of Florida Department of Education.
- Stay ahead of the mean with regards to technology (to include Mimeo boards, Surface Pro devices, projectors, document cameras, and other technological advancements) in every classroom.
- Maintain a staff member dedicated to the training and development of the use of technology in the classrooms.
- Continue to offer variety in our elective opportunities with a focus on our Fine Arts Programs (art, vocal music, band music, and drama).
- Consistently review all curriculum areas a minimum of every five years.
- Continue to hire the highest caliber of fully certified instructors.
- Continue effort to provide opportunities for our Student Support Team which includes programs to assist students with IEP's, study skills, and reading needs, as well as educational therapy through the Discovery Program and ACE program.
- Integrate a successful STEAM program in all divisions of the school with STEAM scenarios for each grade level.
- Initiate the Quest program which will provide supplemental programming for K5 – 5<sup>th</sup> grade students within the high/superior cognitive range.
- Continue to expand the Patriot Scholars program in the high school.

### **STRATEGIC GOAL #4: FINANCIAL HEALTH**

Strengthen FCS's financial health

Objectives-

- Create the financial budget based on tuition and fees.
- Continue to develop a plan for limited, yet strategic, capital fundraising to meet specific needs, such as building projects, technology, and financial aid.
- Continue to offer generous financial aid to families and local pastors who demonstrate a financial need.
- Continue to maintain a Board designated cash reserve fund from annual revenues.
- Initiate a scholarship program to enhance the schools fine arts and athletic programs by offering assistance to qualifying families.

### **STRATEGIC GOAL #5: STUDENT ENROLLMENT**

Increase student enrollment

Objectives-

- Maintain our focus on the school's commitment to a well-rounded Christian education.

- Sustain marketing focus on re-enrolling current FCS families at 90%+ each year.
- Effectively promote the school to families in the Miami-Dade community, through strategic marketing, use of social media and special events.
- Maintain an effective and efficient website.
- Continue to improve the emphasis on communication with current families.
- Continue the development of summer athletic camps, fine arts camps, and summer programs.
- Continue the marketing focus to Christian and private schools in Dade County whose grade level ends at 5<sup>th</sup> and 8<sup>th</sup> grades.
- Build new relationships with local pastors to support Christian education.

## **STRATEGIC GOAL #6: STUDENT ACTIVITIES**

Expand our student activities to enhance the school experience for students

Objectives-

- Continue excellence in athletics and fine arts programs.
- Continue emphasis on adding extra-curricular programs.
- Continue to focus on in school and after school clubs to reach the interests of more students.
- Maintain a student leadership forum once per semester for students identified as leaders.
- Improve and maintain the Patriots On Mission program to help provide for the needs of others and reach them for Christ in the local and foreign mission fields.
- Continue the junior and senior retreats to promote class unity.
- Continue the Senior Trip to Europe as an adventure to cap off the FCS experience.

## **STRATEGIC GOAL #7: FACILITIES**

Continued vision on expansion and maintenance of facilities

Objectives-

- Increase attention to cleanliness and maintenance of the Florida Christian School facilities.
- Develop a new master plan (site plan, building plan) which includes a Performing Arts Center, additional classroom buildings on both campuses, and the elimination of houses used for school programs.
- Complete the project to bring every classroom up to SMAART21 standards.
- Begin a project to update all sidewalks and common areas on the physical plant. Update and unify the school buildings architecturally. Upgrade and develop the landscaping on the school property.
- Continue to look for offsite properties to expand the ACE (Academic Collaboration and Excellence) program to reach students with specialized learning needs that cannot be accommodated in the regular classrooms.

## **STRATEGIC GOAL #8: SECURITY**

Maintain a comprehensive school security plan designed to maximize the safety of students and school personnel.

Objectives-

- Continue to provide for an on-sight head of security who has law enforcement experience and is appropriately qualified to carry a weapon on campus.
- Continue to develop the FCS school security plan through additional security cameras, uniformed officers on site daily, hardening of classroom doors, specialized training for faculty and students for active shooters and other emergency situations.
- Maintain close partnerships with local law enforcement agencies.
- Maintain a school security council comprised of school parents and associates who have law enforcement and legal experience.
- Provide intentional training for all school faculty and personnel for school emergency situations including evacuations, lockdown, and active shooter threats.
- Maintain a comprehensive video camera system to monitor public areas on campus
- Provide for door locking and hardening systems which help prevent access to classrooms during a lockdown.
- Maintain a school ID system which includes a background check for guests when entering the campus.
- Provide ID for all school personnel and students to be visible at all times while on campus.
- Expand the electronic card control access to all gates, doors, and buildings of the school.
- Conduct an annual school safety and security assessment.

## **Strategic Goal #9: School Board**

Work toward providing for the success and future of the school through prayerful long-range planning.

Objectives-

- Promote more active engagement and accountability of Board committees in developing and the assessment of school policy
- Actively engage in the discussion of the headmaster and principal succession process
- Continue to prayerfully seek out and vet potential Board members based on their qualifications and ability to positively impact the board function
- Assist in developing a spirit of giving throughout the school processes by promoting a spirit of annual giving.



FROM THE DESK OF

**Dr. Robert Andrews, Headmaster**  
Florida Christian School

## From the Headmaster

Dear Friends and Family,

It is exciting to be part of the ministry God has established at Florida Christian School. Our community here in Miami Dade County is ever growing and ever changing. Our school has grown and changed right along with the community. While change is inevitable, there are some foundational principles that must remain, in order to accomplish the task God has given us to do. Jesus Christ must be honored in all that takes place at our school. The Bible must be lifted up as the authority in spiritual and academic teachings. Traditional academic principles that are proven over time to provide a lasting foundation for academic success must be maintained.

We want our parents and students to feel that they become part of a school family that welcomes them and their unique God-given personality and talents. Our faculty must love their students and their ministry. No matter how the community changes or the student body grows, these ideals, which have been a part of this special place, will assure that God's work continues as it was begun. Our commitment to a quality Christian education for our students leads us to making the changes and improvements necessary for our students to have success in the fast-paced, technology-oriented world in which they are growing up. As a school, we will seek to utilize the resources God has provided to meet these challenges.

Dr. Robert Andrews,

A handwritten signature in black ink, appearing to read "Robert Andrews". The signature is fluid and cursive, with a large initial "R" and "A".