



STRATEGIC PLAN

2024 - 2027



OUR **Mission**

Worthington Christian School develops the mind of Christ in students through rigorous intellectual, creative, and physical pursuits.

OUR **Vision**

Worthington Christian School will pursue excellence in teaching and learning out of love for God and the world He has made. Our students will develop a curiosity about creation, cultivate a love for truth, beauty, and great ideas, and exhibit wisdom that reveals God's kingdom.



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Very truly I tell you, whoever believes in me will do the works I have been doing, and **they will do even greater things** than these, because I am going to the Father. And I will do whatever you ask in my name, so that the Father may be glorified in the Son. You may ask me for anything in my name, and I will do it.

JOHN 14:12-14

Dear WC Family and Friends,

Celebrating WC's 50th anniversary last year afforded us the opportunity to reflect on the faithfulness of God and those who built the school over the decades. We drew inspiration from the past to propel us forward to a brighter future as we look to honor the legacy we have received by building on it.

Over the past 18 months, we have heard from thousands of members of the school family through conversations in a variety of settings and feedback from numerous assessment instruments regarding their dreams for the school. Through prayerful analysis and prioritization, we have produced this strategic plan to guide us over the next three years.

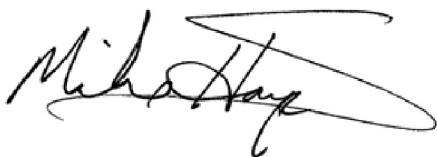
The theme for our strategic plan is "Greater Things." This is based on a sobering promise made by Jesus to His disciples near the end of His earthly ministry. As He shared His farewell discourse, He told them that if they remain in Him, they will do what He has done and even greater things.

This language expresses where WC is in its development. Our history abounds with great things. By the power of the Spirit, we will do even greater things in the future.

By building on our rich spiritual and academic heritage, we offer this plan in the spirit of accountability to our school family. Each priority, goal, and strategy expresses our desire to inspire a shared vision reflective of the dreams of our entire community.

We seek to honor God and you by pursuing it in the spirit of our mission and with excellence.

Soli Deo Gloria,



Mike Hayes, EdD
Head of School




PRIORITY ONE

Cultivating Spiritual Formation in Students

God's Word is central to the WC student experience. Through rigorous academic, creative, and physical pursuits, we seek to develop the mind of Christ in students.

As a Christ-centered school embracing the idea that all truth is God's truth, we seek to cultivate holistic spiritual formation in our students.



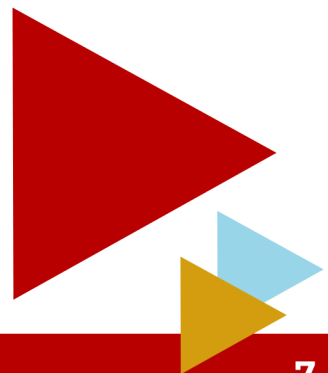
PRIORITY ONE

Cultivating Spiritual Formation in Students

Goal: To cultivate integrative spiritual formation in students by engaging them in a Christ-centered educational community and experience.

STRATEGIES

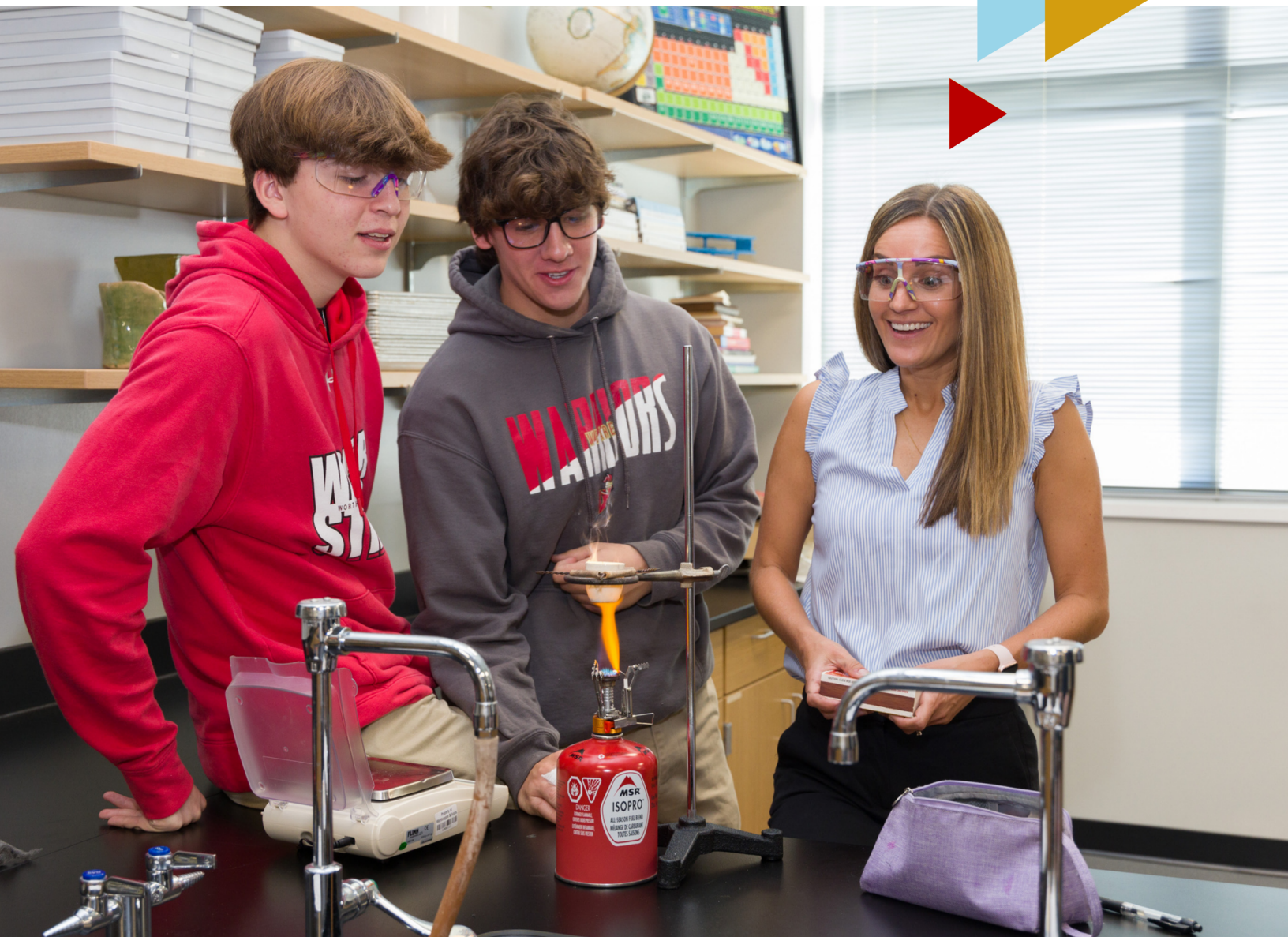
1. Launch an Office of Spiritual Formation to care for our students and minister to families and staff.
2. Assess student spiritual formation consistent with the mission of the school and make improvements in the school experience to enhance spiritual formation.
3. Develop a student-centered discipleship program to allow mentorship and support to extend beyond the classroom and chapel.
4. Incorporate service-learning into the academic experience as an ethical expression of living a Christ-centered life.
5. Create and implement a wellness-based program for students to encompass mental and physical health.
6. Expand leadership development curricular offerings and co-curricular experiences.
7. Strengthen partnerships with area churches and key parachurch partners to underscore the imperative for school families to be involved in their churches in order for a Worthington Christian School education to be most effective in achieving its mission.
8. Create processes to facilitate the acclimation of new students and their families into the school and to enhance the ongoing success of students at the school by promoting a sense of belonging and community.



PRIORITY TWO

Investing in Faculty and Staff

Highly qualified and dedicated faculty and staff are essential to creating a seamless learning environment to help students grow holistically. The school must support and nurture its employees intentionally to enhance their morale, increase their retention, and promote their wellbeing.



PRIORITY TWO

Investing in Faculty and Staff

Goal: To promote the wellbeing of all employees to help them fulfill their callings with excellence by investing in them.

STRATEGIES

1. Achieve compensation benchmarks competitive with comparator schools.
2. Offer a benefits package comparable to comparator schools to all employees.
3. Implement a program to recognize exemplary performance.
4. Develop employee wellness initiatives to improve spiritual, physical, social, and emotional wellbeing.
5. Recruit and select highly qualified employees for all roles, particularly faculty, to reflect the demographic composition of the student body.
6. Articulate and implement a biblical approach to racial and ethnic diversity in recruiting, hiring, and promoting employees.
7. Establish an aspiring leaders program for faculty and staff to develop leadership at all levels of the school and to prepare them for possible promotion.
8. Develop a differentiated professional development program based on the Five Attributes of Excellence in Teaching and Learning that fosters collaboration among faculty, provides for self-directed educational growth to accommodate individual learning styles and needs, and addresses priority needs for the faculty and the school (e.g., employee wellness, biblical integration, artificial intelligence, school safety).






PRIORITY THREE

Enhancing Infrastructure and Operations

Flourishing schools operate well within each of the organizational frames: structural, human resources, political, and symbolic. As such, Worthington Christian School strives to build effective structures, policies, and operations; to select, retain, and develop exemplary employees to achieve its mission and to help them fulfill their callings; to steward its resources ethically and with accountability; and to align all levels of school culture to promote a healthy organization.



PRIORITY THREE

Enhancing Infrastructure and Operations

Goal: To strengthen the school's infrastructure and enhance operations for the purposes of serving students and their families effectively, improving organizational excellence, and practicing biblical stewardship.

STRATEGIES

1. Articulate and implement an enhanced approach to school safety.
2. Invest in the technology infrastructure and support services to enhance the teaching-and-learning experience and promote learning.
3. Create a comprehensive facilities master plan to prepare for optimal enrollment size, enhance the academic experience, serve the community, and generate nontuition-based revenue.
4. Grow the Worthington Christian School Foundation endowment fund to provide a stable, long-term source of revenue and invest it with a partner aligned with the school's mission and identity.
5. Reduce the school's debt aggressively to promote sustainability and prepare for opportunities for expansion.
6. Restructure the approach to development to enhance donor relations, increase the number of donors, and cultivate foundation giving.
7. Launch a capital campaign to achieve the school's strategic plan.





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