

# PRIORITY ONE

## Cultivating Spiritual Formation in Students

### STRATEGY 1.1 | OFFICE OF SPIRITUAL FORMATION

- Hired Jake Ferrier as the Director of Spiritual Formation

### STRATEGY 1.2 | SPIRITUAL FORMATION ASSESSMENT

- Flourishing Faith Index Survey administered (Fall '24)
- Flourishing Faith Index Survey results received, analyzed, utilized (Winter '25)

### STRATEGY 1.3 | STUDENT-CENTERED DISCIPLESHIP PROGRAM

- Warrior Group Bible Studies launched
- "Pull-Up" and "Rise and Shine" Discipleship groups launched
- 5<sup>th</sup> and 6<sup>th</sup> grade Bible studies led by Lower School teachers/administrators
- *Devotional Playbook* developed and implemented in Athletics

### STRATEGY 1.4 | SERVICE-LEARNING IN THE ACADEMIC EXPERIENCE

- Lifeline Christian Ministries meal packing during chapel time
- Operation Christmas Child box packing during chapel time
- Developed/deepened 17 service-learning partnerships through school projects to class content
- The Great Commission Campaign launched for grades 3-6
- Upper School Service Club growth and partnerships

### STRATEGY 1.5 | STUDENT WELLNESS PROGRAM

- Friendly Curriculum (character development program) launched for grades 4-6
- Team Tressel Fitness Challenge launched for grades 3-8

### STRATEGY 1.6 | LEADERSHIP DEVELOPMENT OFFERINGS

- 9<sup>th</sup> and 10<sup>th</sup> grade servant leadership class to bridge the gap between 7/8 and 11/12 house leadership
- Student Innovation Grants launched, three awarded to date
- 5<sup>th</sup> and 6<sup>th</sup> grade Student Leadership Initiative launched
- Servant leadership emphasis integrated into chapels on all levels
- Athletics launched the Athletic Council and Warrior Athlete of the Month
- Launched the WC Spirit Store

### STRATEGY 1.7 | PARTNERSHIPS WITH AREA MINISTRIES

- Dr. Hayes began and has continued his Church Tour
- Partnered with numerous ministries through service projects and the Great Commission Campaign
- Multi-year sponsorship of the Center for Christian Virtue's Essential Summit
- Lower School partnership with Buckeye Military Moms

### STRATEGY 1.8 | NEW FAMILY ACCLIMATION

- New Parent Welcome Dinner and welcome boxes introduced
- All-school community events held (Tailgate, Fan Experience, Winter Bash)

IN-DEPTH  
GOALS AND  
PROGRESS  
REPORT  
AVAILABLE HERE



# PRIORITY TWO

## Investing in Faculty and Staff

### STRATEGY 2.1 | COMPENSATION BENCHMARKS

- 5.5% pay increases and \$600,000 in bonuses distributed ('23-'24)
- 4.5% pay increases and \$120,000 in Christmas bonuses distributed ('24-'25)
- Additional targeted pay increases for mid-/late-career teachers, administrative, and support staff

### STRATEGY 2.2 | EMPLOYEE BENEFITS

- Employees on Medicaid and Medicare began receiving monthly stipend for medical expenses
- Employees on Remodel Health plans began receiving monthly stipend for medical expenses

### STRATEGY 2.3 | RECOGNIZING EXEMPLARY EMPLOYEE PERFORMANCE

- Donor gift for this program received (Winter '25)
- Four inaugural bonuses granted to faculty and staff for exemplary performance (Spring '25)

### STRATEGY 2.4 | EMPLOYEE WELLNESS INITIATIVES

- This strategy will be prioritized in the '26-'27 school year.

### STRATEGY 2.5 | HIGHLY QUALIFIED EMPLOYEES

- Eight of the nine replaced faculty members more highly qualified (Fall '25)
- National search for Upper School principal, hiring Todd Aiken with over 30 years experience

### STRATEGY 2.6 | BIBLICAL APPROACH TO HR PRACTICES

- Hired three employees from racially and ethnically diverse backgrounds ('24)
- Task force established to articulate a statement on biblical unity
- Hired four employees from racially and ethnically diverse backgrounds ('25)
- Professional development in biblical unity underway

### STRATEGY 2.7 | ASPIRING LEADERS PROGRAM

- 16 faculty and staff participated in the first Leadership Academy ('24-'25)
- 19 administrators currently participating in Leadership Academy ('25-'26)

### STRATEGY 2.8 | DIFFERENTIATED PROFESSIONAL DEVELOPMENT

- Cohort of 43 teachers researched and established compliance goals with excellence as their focus
- New conferences requested and attended (National Council of Teachers of English, ConneXtion Autism Resources, National Association of Independent Schools)
- Five Attributes of Teaching and Learning launched
- Faculty Innovation Grants launched, seven awarded to date
- Offered professional development opportunities on biblical unity to faculty and staff
- Faculty participated in professional development on biblical integration through lectures, small-group discussions, and assessment design

IN-DEPTH  
GOALS AND  
PROGRESS  
REPORT  
AVAILABLE HERE



# PRIORITY **THREE**

## Enhancing Infrastructure and Operations

### **STRATEGY 3.1 | SCHOOL SAFETY**

- Safety and HR Task Forces established to assess current and best practices (Spring '24)
- Raptor school safety software launched campuswide (Fall '24)
- Safety and HR Task Force reports recommendations submitted to the Board (Winter '25)
- Hired Nick Way as the Director of Safety and Security (Spring '25)
- New fence installed behind 3-6 Building (Fall '25)
- Decision made to contract with two special duty officers beginning in '26-'27 school year

### **STRATEGY 3.2 | TECHNOLOGY INFRASTRUCTURE AND SUPPORT**

- Internal IT audit conducted (Winter '25)
- Upper School Faculty participated in AI professional development workshops
- IT Task Force established to assess current and best practices
- Decision made to move to Canvas Learning Management System beginning in '26-'27 school year

### **STRATEGY 3.3 | FACILITIES MASTER PLAN**

- Facilities Planning Committee developing a Master Plan for the Board (Spring '26)

### **STRATEGY 3.4 | ENDOWMENT GROWTH AND REINVESTMENT**

- Generous estate gift increases the endowment fund to over \$1M for first time in school history
- An additional estate gift increases the endowment fund to \$1.2M
- School endowment funds moved from The Columbus Foundation to National Christian Foundation

### **STRATEGY 3.5 | SCHOOL DEBT**

- Strategic debt reduction efforts reduce debt from \$8,448,920 ('23) to \$6,944,068 (Feb '26), well ahead of schedule

### **STRATEGY 3.6 | RESTRUCTURING DEVELOPMENT APPROACH**

- Targeted campaign for SGO giving increases SGO giving from \$50,350 ('23) to \$212,405 ('25)
- Dr. Hayes attends Next Summit designed to cultivate generosity and philanthropy in Christian organizations
- Ongoing partnership with Mission Advancement to enhance development and donor relations

### **STRATEGY 3.7 | CAPITAL CAMPAIGN**

- Mission Advancement conducts planning study (Fall '24)
- Partnership with Mission Advancement for capital campaign begins (Spring '25)

IN-DEPTH  
GOALS AND  
PROGRESS  
REPORT  
AVAILABLE HERE

