



# Timothy Christian School

## Strategic Plan Executive Summary

# Timothy Christian School

Timothy Christian School (TCS), established in 1949, has continued to seek direction from the Lord for its ministry vision. The heritage of over 1,800 graduates, who are using the gifts and talents God has given them to serve all over the world, makes one pause to recognize His sovereignty over the unpretentious beginnings of TCS.

With graduates attending a wealth of colleges and universities, we are humbled to be servants for the Most High God as we prepare our students for future occupations and ministries. Timothy Christian School has always sought the Lord in its planning so as to ensure our faithfulness in following His direction.

We affirm the mission to which Christ has called us:

***In partnership with the Christian home and church, we strive to provide the finest Christ-centered education, equipping students to live productive, God-glorifying lives.***

With God's help we will accomplish the vision given to us:

***Timothy Christian School will be known for its exemplary academic program, faculty recognized for their caring ability and Christian example, and students recognized for their excellence in academics, their preparedness for future endeavors, and their commitment to follow Christ as His disciple throughout their lives.***





To our Stakeholders,

This is an exciting time for Timothy Christian School! As I see God leading us, stretching us, and motivating us to greater ministry, I cannot think of a better place to be.

The Lord has used this exercise of Strategic Planning to help unify our parents, staff, administration, and board toward eight common initiatives in six key areas. To accomplish these initiatives, 13 specific strategies have been established to move Timothy Christian School (TCS) down the pathway toward increased excellence and God's richest blessings. The Board has authorized six ad hoc committees (Academics, Board/Administration, Culture/Community, Facilities, Faculty/Staff, and Finances) composed of a broad range of stakeholders, who have been tasked to create the action plans of each initiative in this four-year plan.

Our Strategic Plan is not meant to be a static document, rather we clearly believe it needs to be dynamic, under continuous review and adaptation to meet the ever-changing needs of our community. In implementing the initiatives in the Strategic Plan, we believe TCS is taking the necessary steps to prepare us for future growth, while ensuring the continued stability of our school.

I invite you to join us in our quest to honor the Lord through the plans that He has orchestrated for Timothy Christian School. The task is not complete, and will always need committed individuals like yourself to accomplish these goals. God willing, we will be able to look back in years to come and see God's miraculous blessings in our school and in our students' lives because of His faithful servants doing the work of the ministry.

In Him,

Michael Gottshall, Board President

# The Strategic Planning Committee Members

## School Board

Michael Gottshall—President  
Kathleen McLaughlin—Secretary  
Christy Caruso—Board Member  
Rev. William Page—Board Member  
Tom White—Board Member

John Janho, III—Vice President  
Karen Codi—Treasurer  
Jarib Medina—Board Member  
Phillip Romero—Board Member

## Administrative Leadership Team

Dr. James Smock—Head of School  
Lisa Dyer—Director of Advancement  
Kristi McInerney—Elementary Principal  
Linda Pierre—M.S./H.S. Vice-Principal

Nick Badillo—Director of Athletics  
LaShonda Gittens—Business Manager  
Laura McKay—M.S./H.S. Principal

## **The Process of Assessment and Planning**

In an effort to understand the Strengths, Weaknesses, Opportunities, and Threats (SWOT) facing Timothy Christian School, the Board sought input from parents, students, faculty, staff, and the local community. Information was gathered through an extensive parent/student survey, along with multiple interviews with pastors, legislators, and other ministry leaders.

A compilation of this data was reviewed by staff members who began considering goals that would move Timothy Christian School forward. Goals were grouped into six key areas:

**Board and Administration**

**Academics**

**Culture and Community**

**Faculty and Staff**

**Facilities**

**Finances**

Committees comprised of the Board, administration, faculty, staff and parents were formed in each area to determine the priorities that would become the strategic plan initiatives. They diligently reviewed the information and established initiatives and strategies to accomplish those initiatives. These committees along with the Board and leadership team will continue to provide action steps and input throughout the next four years of the strategic plan to ensure initiatives remain relevant and are being accomplished so that Timothy Christian School can provide an even finer Christ-centered education.



## Board and Administration

**Initiative 1** - Establish, implement, and maintain excellent board member relationships with constituents and community.

**Strategy** - Intentionally provide more opportunities to cultivate relationships with stakeholders.

**Initiative 2** - Continue to modify and improve governance and administrative roles, and implement a comprehensive plan to establish standard internal controls, procedures and processes.

**Strategy** - Create and maintain school policy manuals and foundational documents (including a succession plan) and review their effectiveness.

## Academics

**Initiative 1** - Establish Timothy Christian School as a school of distinction in our academic programs by respected outside agencies.

**Strategy** - Develop a plan to become a Middle States STEM Program of Distinction school.

**Initiative 2** - Update curricular scope and sequence for K4-12 to ensure cohesiveness, relevance and rigor.

**Strategy 1** - Benchmark scope and sequence against state and national norms.

**Strategy 2** - Expand dual enrollment offerings.





## Culture and Community

**Initiative** - Improve constituency involvement, communication, and relations. Promote dynamic spiritual atmosphere within the Timothy Christian School community to encourage stronger biblical knowledge and worldview for students and families.

**Strategy 1** - Strengthen alumni relations.

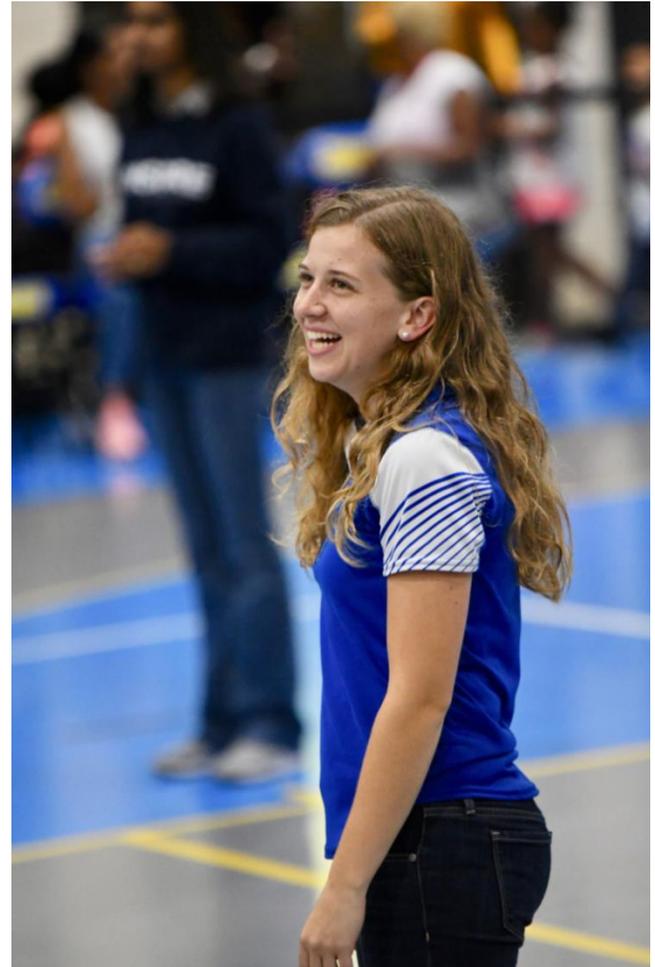
**Strategy 2** - Partner with parents by offering biblically-based programs that educate and train our families.

## Faculty and Staff

**Initiative** - Develop teachers who excel in specialized academic areas and who invest in the spiritual development of students.

**Strategy 1** - Implement individual development plans to grow teachers in academic excellence and spiritual mentorship.

**Strategy 2** - Implement a standardized employee evaluation process for growth and retention of teachers.



## Facilities

**Initiative** - Provide the physical environment and technology that enables Timothy Christian School to meet our current and future program needs, optimize enrollment, and fulfill our commitment to excellence.



**Strategy 1** - Perform a 6-month investigation of the possibility of a move to a new campus by conducting a feasibility study.

**Strategy 2** - Create a technology plan to ensure that technology is used as a catalyst for learning.



## Finances

**Initiative** - Ensure success in the mission by optimizing enrollment and establishing a long-term sustainable financial plan.

**Strategy 1** - Develop a marketing plan to increase enrollment and retention.

**Strategy 2** - Develop a fundraising/ donor development plan.

# Our Core Values

## Academic Excellence

Maximizing each student's academic potential through curriculum and programing.

## Devotion to the Lord Jesus Christ

Doing all to God's glory and to the benefit of His kingdom here on earth.

## Servant Leadership

Training students to use their God given gifts and abilities to benefit and lead others in support of the Body of Christ. Utilizing a faculty and staff who demonstrate Christ-like character, outstanding performance, and servant leadership.

## Discipleship of Student

Seeking to lead students to genuine salvation through repentance and faith in the gospel of Jesus Christ, and to teach Christ-like character qualities through word and example.

## Biblical Worldview

Developing critical thinking in the context of a worldview built on the Word of God.

## Christian Community

Learning and growing with one another, fostering relationships with the local church, students, parents, and alumni for the purpose of growing in Christ.

## Timothy Christian School

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