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# **Five-Year School Improvement Plan**



## **Our Mission**

The mission of Family Christian School is to serve Christian families devoted to their children's spiritual, academic, and social advancement by providing character development and academic achievement that celebrates the individuality, creativity, and talents of each child to help them navigate their way to true success.

**Submitted March 2023**

**Haley Smith – Principal**

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## Introduction of School Improvement Plan

The following School Improvement Plan describes the current status of Family Christian School and provides a five-year plan to insure the school's viability in the future. The plan was created by the school administrator with input from the FCS school board and staff. This document is Volume II of the FCS School Improvement Plan. Volume I was submitted November 2015.

The updated guiding goals of Family Christian School's "School Improvement Plan" are as follows:

- To not only memorize the school's mission and vision, but also carry out its statutes.
- To focus on improved student achievement
- To identify teacher's strengths and in turn develop more teacher leaders.
- To analyze organizational development and flow
- To create a profile that promotes the school using the following data, and use that information to develop a plan of action to maintain and improve this data:
  - Demographics
  - Student achievement scores
  - Spiritual indicators
  - Professional Development
  - School Features
- To clearly state the academic and spiritual beliefs
- To identify the curriculum initiatives
- To guide the school to its goals using all resources including teachers, staff, students, and families.
- To ensure the spiritual and academic vitality of the school
- To improve the framework for the school's future financial viability

## **The Five-Year Plan for 2023-2028**

In order for any organization to know where it is going, a written plan of action is critical, *Habakkuk 2:2 Write the vision and make it plain on tablets, that he may run who reads it.* This plan, known here as The Five-Year Improvement Plan, is a map that charts the direction of Family Christian School for the next five years. While the school seeks long term stability and growth long beyond the next five-year range, the following provides a blueprint for the immediate future. The future of Family Christian School is bright and promising; only the Lord knows what is in store for us. Within this time span, some important decisions will be made that will affect the future of the ministry for many years to come. This is an exciting time in the history of Family Christian School. We are entering our 20<sup>th</sup> year as a school and looking forward to the next 20 years.

Family Christian School is a school that seeks to please the Lord in every facet of its operation from the academic integrity of the classroom to the benefit package of its employees. Our organization, in order to please Christ, must do all to the glory of God. It is our goal as administration and faculty to one day hear the Lord say the words “well done” concerning this ministry.

All Suggested improvements are with this end in mind, recognizing the admonition in scripture that “unless the Lord build the house, they labor in vain that build it.”

Haley Smith, Principal

## **Administration and Faculty**

### **FCS School Board Members**

The Directors of the corporation are as listed below:

Jereme Smith, Chairman  
Prentis Woods, Vice-Chairman  
Van Nash, Secretary  
Todd Levens, Member  
Haley Smith, Member

### **Faculty and Teachers**

Haley Smith (Principal)  
Kate Taylor (Financial Office Administrator)  
Kaley Humphrey (Office Administrator)  
Deanna McCrudden (Infants)  
Brandy Stafford (Toddlers)  
Haley Hicks (Preschool)  
Monica Entsminger (Early Childhood Assistant)  
Tasha Moore (Director of Early Learning and Choir Teacher)  
Carol Dykes (K-1st Grade)  
Tammy Bishop (Instructional Coach and MS/HS Teacher and HS Home Room)  
Rachel Humphrey (Health, Physical Education, and Counseling)  
Angie Sheffield (K-1<sup>st</sup> Teachers Assistant)  
Margaret Campbell (2<sup>nd</sup> -3<sup>rd</sup> Grade Teacher)  
Tabitha McMeley (Student Special Services and Elem. Teacher Assistant)  
Amber Speer (4<sup>th</sup>-5<sup>th</sup> Grade Teacher)  
Amber Dominguez (Science Grades 2<sup>nd</sup> – 12<sup>th</sup> and MS Home Room)  
Miya Robertson (MS/HS Teacher and Elem-12<sup>th</sup> Theater)  
Brandi Shultz (Elementary Art and Chapel)  
Teresa Beavers (MS and HS Teacher)  
Lindsey Young (High School Guidance and Chapel)  
Sandy Fincher (MS/HS Grade English/History/Library)  
Tim Hargett (Music Teacher K-12<sup>th</sup>)

## **History of Family Christian School**

Family Christian School was established in 2004. We are a distinctly Christian school that teaches and upholds Biblical, family values. We aspire to aid young people in becoming leaders beginning from early childhood. Helping children reach their God-given destiny is our main goal. We offer an infant/toddler class through the 12<sup>th</sup> grade. Family Christian School is fully accredited through the Tennessee Association of Non-public Academic Schools (T.A.N.A.S.). We are a recognized Category II, accredited, non-public school. Our teachers are highly qualified in their field.

We are excited when families join our family and get behind this vision. Family Christian School is not easily described. It is really something you must experience. We like to say it is a parent's love, a teacher's pride, and a preacher's passion.

Family Christian School began its first year of operation during the 2004-2005 academic school year. We started by offering EC-3, EC-4, and K-5 classes. Early Childhood classes are a necessity in today's society. Children are required to know so much more before they even enter Kindergarten. For this reason, we will focus on giving these children a good educational foundation.

We added grades 1 and 2 in the 2005-2006 academic school year. We then added grades 3, 4 and 5 for the 2006-2007 academic school year and grade 6 was added for the 2007-2008 academic year. Grades 7 and 8 were added for the 2008-2009 academic year. Grade 9 was added during the 2009-2010 academic school year, Grade 10 during the 2010-2011 year, and Grade 11 in the 2011-2012 academic year. We graduated our first senior class in 2013 and have had a senior class every year to date, to the glory of God.

We also began the accreditation process through the Tennessee Association of Non-public Academic Schools (T.A.N.A.S.) during the 2006-2007 academic school year. Our accreditation process was completed during the 2008-2009 academic school year and was made retroactive to 2007, when the process began. We are now a recognized Category II, accredited, non-public school. All of our teachers are degreed and either certified through the Tennessee Department of Education or working toward their full certification.

In 2006, a Board of Directors for Family Christian School was developed. The Board of Directors serves to offer advice and budget and building planning for the school. The board is made up of highly qualified individuals in the areas in which they offer support to the school.

## School Profile Overview

### Identified Strengths

1. Stanford Achievement Tests [SAT 10] scores are in the 75<sup>th</sup> percentile for all classes.
2. The ACT scores of juniors and seniors continue to be above average.
3. FCS has a 100% graduation rate and over 80% of our graduates are attending college or trade school. The other 20% include career choices such as ministry, military, and business owner.
4. The teachers at the school are ever improving their training and qualifications. They are gifted, compassionate, dedicated teachers who desire excellence.
5. The church/school relationship continues to be mutually supportive.
6. The staff has a goal of unity and understand its importance.
7. FCS operates with low overhead and is completely debt free. We have the ability to gather resources and meet needs.
8. We have secured a facility with room to grow that meets the requirements of the State of Tennessee as a place of education.
9. Each teacher has a computer station, and we have a fully functioning computer lab. We have added Smart Boards to every classroom.
10. The school enjoys a good reputation with its constituency.
11. We have an extremely low teacher turnover. We are fully staffed and adding qualified teacher's assistants.
12. Parents are supportive of the school.
13. The science classroom has a video projector with a microscope attached.
14. The Music and fine arts programs are growing. K-12 are able to participate in a variety of fine arts classes and clubs.
15. We have the Accelerated Reader program in our classrooms and library.
16. We offer quality, affordable programs for field trip experiences, volunteering, and dual enrollment.
17. We have a teacher dedicated to student special services and a licensed counselor and social worker.
18. Students can audition and qualify for honors programs outside our school including but not limited to State and National Honor Choirs and TN Governors School.
19. The school security has been updated to include interior and exterior cameras, magnet locks for doors, and an intercom system.
20. We have implemented Gradelink for communication with parents and staff, Lesson planning and gradebook, report cards, and online enrollment and data base.
21. We have implemented the Montessori educational model in our kindergarten and first grade class, while keeping with some traditional curriculum.
22. We have adopted the Wilson Language Development Program in our preschool through third grade classrooms, as well as our intervention program.



23. A Cleaning Service has been contracted to clean the school weekly.
24. A system to report maintenance needs has been established and part-time person has been contracted.

### **Identified Weaknesses**

1. Administrator, Teacher and Staff salaries and incentives need to increase.
2. FCS lacks a sports program. Our students have had to partner with other schools to play sports.
3. The locker rooms and areas off the stage need organization to be useful and aesthetically pleasing.
4. The playground and outdoor areas need maintenance, ground cover, and improvements to facilitate outdoor classroom opportunities.
5. The science lab needs to be expanded for experimentation with proper equipment.
6. We need more space to break up our early childhood and elementary classrooms into ages and grades that are more conducive to learning and instruction.
7. The school needs a vehicle for transportation needs.
8. Ethnic diversity in our staff and student body.
9. Advertising and sharing what our school has to offer with our community.
10. The kitchen needs to be serviced and updated in order to be used to the fullest.

### **Identified Concerns**

1. Health care expenses seem like an impossible goal.
2. More qualified substitutes needed.
3. All students could use expanded computer instruction and STEMS programs.
4. Parenting Issues: Some parents struggle with wisdom in parenting, which is disruptive to the school process. Attendance and punctuality needs to be a priority.
5. Mental health issues among the students and families.

## **Family Christian School Family Demographic 2023**

### **Ethnic Groupings of Students 2022-2023**

Family Christian School serves the ethnically diverse community of Jackson Madison County and surrounding counties. Our school has served a variety of ethnic groups but continues to be predominantly Caucasian. Currently we have 85 Caucasian students, 6 African American students and 1 Hispanic. We have had more diversity in previous years. It is our hearts desire to have a multi-cultural school and we will seek ways to enrich the culture and ethnic diversity of our school.

### **Ethnic Groupings of Staff Members 2022-2023**

The Administrative, teacher and support staff are 96.5% Caucasian. It is hard for us to be competitive when pursuing teachers with the amount we are able to pay our Family Christian School staff. God has sent us amazing, godly people who are able to make the sacrifices to work for what we are able to pay. We will continue to pray and believe God for male staff members, as well as an ethnically diverse staff.

### **Church Member Student Enrollment 2022-2023**

Family Christian School could not exist without the non-church membership population, at least not in its present form. An astounding 94% of our student body are from non-church membership families. Since the school does not really advertise, enrolment is strictly through word-of-mouth. A substantial percentage of church membership students are in high school. Many of our church member home school in the early grades or choose a public Montessori program. We have also seen a majority of our first – 12<sup>th</sup> grade students attend the church's Wednesday night youth and Elementary Bible club programs even though their families are not members of our church.

### **Students with IEP's Enrollment 2022-2023**

From the inception of Family Christian School, it has been our conviction to do everything we can to meet the needs of students from every ability level and learning style. Our teachers have worked hard and prayed much, and we have seen successes for students with diagnosed mild autism, ADD, ADHD, and sensory possessing disorder, to name a few. The success can be credited, in part, to our small class size, patient and caring teachers, and accommodation provided to us by testing done through the DOE. This year we were able to add a part-time Student Special Services teacher to our staff. She has been vital in helping our teachers individualize instruction and helping our students on a one-on-one basis.

**SAT and ACT Scores.**

FCS administers the Stanford Achievement Test during the month of March. These results reflect the National Grade Percentile Rate of our students in grades preschool through grade 10. Most of our students consistently score in the top 50 to 70 percent and above with the exception of our students who have been diagnosed with learning disabilities and delays.

FCS administers the ACT test in March to our 11<sup>th</sup> and 12<sup>th</sup> Grade students. The majority of students graduating from Family Christian School have earned average, and a few above average scores on their ACT tests, with the exception of students who have diagnosed learning disabilities and delays.

## Mission

### Mission and Beliefs

Mission Statement of Family Christian School

*The mission of Family Christian School is to serve Christian families devoted to their children's spiritual, academic, and social advancement by providing character development and academic achievement that celebrates the individuality, creativity, and talents of each child to help them navigate their way to true success.*

The statement was formulated by the administration and will be reviewed annually. The thought stems from our belief that every child is unique, and their individuality should be celebrated. Also, success is different for each individual's purpose. It naturally follows that the school will. every opportunity – in the classroom, on field trips, in competition, in service, and in artistic expression –to prepare young people academically and spiritually to serve the Lord.

**What evidence does the school have that the purpose for existence (mission) is being**

**Achieved?**

The mission statement continues to be actualized in the lives of the students who choose to allow the school to lay an academic and spiritual foundation for their lives.

Since the first graduation in 2013, the following students are preparing for their God-given purpose.

### **A Synopsis of the FCS graduating classes:**

Our first class of students' graduation from grade 12 took place in 2013. There were six students in that graduating class. We have graduated a class each year since. Our largest class had nine students and the smallest class had two students. The following are some highlights from all the amazing young people who have blessed our classrooms.

#### Class of 2013:

- One student began his college experience at The University of Tennessee Knoxville, participated in a program with NASA while there, and graduated as a rocket scientist.
- Another student enrolled at JSCC and is set to complete his associate degree in the spring. He later went on to attend Austin Peay and earned his bachelors in computer science.
- A third student was accepted into Mercy Ministries of Nashville during her senior year to help her overcome life altering habits due to an abusive childhood. She graduated from Bethel University with a degree in criminal justice.
- The fourth student put his college on hold to help his family care for a paraplegic child. He later attends college and joined the choir and studies computer graphics.
- The fifth student ran his own lawn business and helps his father run their family business. He later attended Bible College and serves in ministry.
- The sixth student made his career as a Marine.

In 2014 we graduated two young men. They were spiritual leaders and mentors to the rest of the student body while at FCS. They volunteered as worship leaders and custodial/maintenance during their junior and senior year.

- The first graduate enrolled in Union University upon graduation and earned almost a full ride with financial aid and scholarships. He then transferred to MTSU.
- The second graduate and joined the work force upon graduation. He is a devoted husband and father.

#### Class of 2015:

In 2015 we graduated five students. All of these students were accepted into college upon graduation.

- Four of the students took advantage of the Promise scholarship and enrolled in JSCC to earn their associate degrees before transferring to four-year universities. Two of those students studied abroad. One of the young ladies was the valedictorian of her exceptionally large college graduating class, and she now own her own trucking company. Another went on to study art and animation at Austin Pay
- The one male in the class was accepted into Bethel University and joined the tennis team. He now owns his own tree removal company.

#### Class of 2016:

- This class consisted of four amazing young ladies. One of them graduated from MTSU and remained on the Dean's List throughout her college career. Another graduation from Watkins College of Art at Belmont University and is working in her field of study.

#### Class of 2017:

- This class consisted of two young men and two young women. Three of these students attended The University of Memphis at Lambeth and graduated with their bachelors' degree. The other attended cosmetology school.

#### Class of 2018:

- The class of 2018 was unique in that it was two brothers. They both went straight into the workforce upon graduation and have made their mother very proud.

#### Class of 2019:

- The class of 2019 included five students who were a part of our FCS family for several years. Two of them attended preschool at FCS and one of was the first graduate to spend her entire school career with at FCS. She is a student at MTSU and is currently doing an internship for her degree in hospitality and the resort industry. Her studies have taken her to several locations outside of the US. Another graduate from this class just graduated from Bayside Bible College and is leading worship in Finland for the summer. One young man received his degree in cyber security and is married to another former FCS student.

#### Class of 2020:

- The class of 2020 is a group of extraordinarily strong young people. I believe God was preparing them for finishing their senior year during a worldwide pandemic. This class consisted of two young women and two young men who have overcome many obstacles, including health problems. One of these students is currently attending Union University. Another is very active in the local theatre and acting community, using his talents for music, dance and acting.

#### Class of 2021:

- This class is our largest graduation class to date. The class of 2021 consisted of nine students, four young ladies and five young men. The young men are pursuing their purpose in various ways including college and the workforce. The young ladies are

attending various universities such as MTSU, Bethel, Savannah College of Art and Design, and The Culinary Institute of America in New York.

Class of 2022:

- The class of 2022 included three lovely young ladies and one young man. One is a student at The University of Memphis at Lambuth, one is attending art school at UT Chattanooga, one is attending JSCC, and the other went straight into the workforce.

Class of 2023:

- The two young men in the class of 2023 have attended school together since they were in kindergarten. One will be attending Union University in the fall and the other will be attending Jackson State. Both young men maintained academic excellence and received several college credits through dual enrollment.

## **Vision/Goals/Accomplishments, Developmentally Appropriate Practice and Statement of Faith.**

### **Vision/Goals/Accomplishments**

We are a distinctly Christian school that teaches and upholds Biblical, family values. We aspire to aid young people in becoming leaders beginning from early childhood. Helping children reach their God-given destiny is our main goal. We offer an infant/toddler class through the 12<sup>th</sup> grade. Family Christian School is fully accredited through the Tennessee Association of Non-public Academic Schools (T.A.N.A.S.). We are a recognized Category II, accredited, non-public school. Our teachers are highly qualified in their field.

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We also began the accreditation process through the Tennessee Association of Non-public Academic Schools (T.A.N.A.S.) during the 2006-2007 academic school year. Our accreditation process was completed during the 2008-2009 academic school year and was made retroactive to 2007, when the process began. We are now a recognized Category II, accredited, non-public school. Our teachers are highly qualified in their field. All of our teachers are degreed and either certified through the Tennessee Department of Education or working toward their full certification.

In 2006, a Board of Directors for Family Christian School was developed. The Board of Directors serves to offer advice and budget and building planning for the school. The board is made up of highly qualified individuals in the areas in which they offer support to the school.

We desire to add athletics, but for now we partner with St. Mary's and Sacred Heart of Jesus High School. We have added various clubs and organizations that stimulate learning, relationships, and assistance to our community, country, and world.

#### **What We Believe and Teach:**

In an effort to instill Biblical values in the future generations we will incorporate these biblical values in our statement of faith and our curriculum including the teachings of Galatians 5:19 & twenty concerning lifestyles that are contrary to the Word i.e., adultery, fornication, homosexuality, lascivious behavior, etc.

We believe that marriage is a God ordained, biblically based union between one man and one woman only: Genesis 2:21-24, Matthew 19: 4-6 and Mark 10: 6-9. Although we may admit students from religious backgrounds other than Christian backgrounds, we do require that parents understand that



their children will be taught and expected to participate in our teachings and class recitations, etc. as a student in our school.

### **Statement of Developmentally Appropriate Practice**

Developmentally appropriate practice is based on knowledge about how children develop and learn. "In a developmental approach to curriculum design...decisions about what should be learned, and how it would best be learned, depend on what we know of the learners developmental status, and our understanding of the relationships between early experience and subsequent development..." (*L.K.A.T.Z., 1995 Talks with Teachers of Young Children: A Collection, 1995*). Family Christian School has designed an integrated curriculum, as well as, and emergent curriculum, drawing from the insight and experience of such early childhood experts as Lilian Katz, Judy Harris Helm, Bobbi Fischer, and Ursula Davis, to name a few. Our teachers will be continually reinventing the instruction with emphasis on ideas and interests that emerge from the daily lives of our children. This process has proven to be effective in the best early childhood programs in the nation. We will also glean information from many successful early childhood resources, such as parents and teachers, High/Scope, Heads Up Reading and Reggio Emilia, The Project Approach, and Work Sampling to name a few. Our goal is to provide the students in our care with individualized instruction assessment, keeping in the forefront, what children need to know and how they learn. We refuse to follow the pattern of many preschool programs that simply push down elementary curriculum in a watered-down version. In an effort to keep the instruction relevant and meaningful to our student's development, we keep before us two criteria of sound curriculum: (1) Conveying important knowledge from a given discipline in many ways, and (2) Considering how and when children develop and learn.

### **Statement of Faith**

We Believe...

The Bible, both old and new testaments, are the inspired, the only infallible, authoritative Word of God for faith and practice.

There is one God, eternally existent in three persons: Father, Son, and Holy Spirit.

Our Lord Jesus Christ is God and Man in one person. He was conceived by the Holy Spirit and born of the Virgin Mary, lived a sinless life, performed miracles by the power of the Holy Spirit, healed all who were oppressed by the devil, and atoned for sin through His shed blood and death. He was bodily resurrected and ascended to the right hand of God the Father and will bodily return in power and glory as King of Kings and Lord of Lords.

That man was created in the image of God, but because of sin is lost and powerless to save himself. The only hope for man is to repent of his sin, believe on Jesus Christ and confess that He is Lord.

That regeneration by the Holy Spirit is the beginning of eternal life through Jesus Christ and is absolutely essential for personal salvation.

In the sanctifying power of the Holy Spirit who indwells those who have received Jesus Christ for the purpose of enabling them to live righteous and Godly lives.

All believers are entitled to and should ardently expect and earnestly seek the promise of the Father, the baptism in the Holy Spirit and fire, according to the command of our Lord Jesus Christ. This was the normal experience of all the early Christian Church and with it comes the endowment of power for life and service, the bestowment of the gifts for their use in the work of the ministry.

Both the saved and the lost will be resurrected from the dead; they that are saved unto the resurrection of life and they that are lost unto the resurrection of eternal condemnation.

We have the responsibility to rule and have dominion in the Earth, and to be fruitful and multiply in every area of life both public and private. God has ordained the family as the basic unit of Christian society and the fundamental strength of the Church collectively.

### **Goals for Students: Family Christian School Honor Code**

1. I will strive to discover my God-Given talents, to develop those abilities fully, and devote those talents to a lifetime of learning, serving, and honoring God.
2. I will strive to say and do things that are pleasing to God and that bring glory and honor to Him. I will refrain from the use of profanity, vulgarity, or any conversation that is inappropriate for a Christian.
3. I will honor God by maintaining pure thoughts and actions.
4. I will be truthful and trustworthy.
5. I will refrain from cheating, as well as plagiarism.
6. I will show respect for authority and submit myself to the teachers and administration of Family Christian School, realizing that attendance at FCS is a privilege, not a right.
7. My dress and my appearance will not only comply with the dress code of FCS, but it will also reflect Christian modesty and values.
8. My relationship with other students will be based on the principles of Christ's love. I will show care and concern for others in my speech and my actions.
9. I will support the Statement of Faith as it is applied to instruction throughout the curriculum.
10. I will uphold this Honor Code for the full twelve months of the year, at school, at school activities, and outside of school.

## STRATEGIC ACTION PLAN

### 1. To Improve the Long-Term Financial Stability of the School

Strategy 1: To remain debt free.

- Continue to keep our overhead low and make improvements to the facility.
- Increase teacher salaries and benefits.
- Increase fund raising.
- Fair and comparative rise in tuition costs.
- 

Strategy 2: Increase enrollment.

- We have the space to almost double our enrollment.
- Pursue advertising.
- Provide financial aid and scholarships.

Strategy 3: Improve Facility to attract new students.

- Make improvements to the library and locker rooms.
- Carpet in upper grade classrooms and hallway, as well as fresh paint.
- Improve science facilities.
- Improve technology and add Smart Boards.
- Improvements in the main restrooms

### 2. To Improve College Entrance Tests, Academic Testing Assessment and Spiritual Assessment

College Entrance Testing:

- Continue preparing our students for the ACT test by using computer programs that will offer practice testing.
- Increase our calculus and Trigonometry for our college bound students.
- Continue to offer Latin and ASL as our foreign language and add other options.
- Participate in teacher training to help us prepare our students to take the ACT.
- All the upper grade teachers will work hard to ensure that all students are prepared for the ACT.

#### Academic Testing Assessment:

- The school will participate with other schools in academic competition, Bible, and Fine Arts Tournaments.
- The school will use academic testing results as another benchmark to determine how the program is doing academically.
- The school will continue to administer the SAT to all our students; preschool through grade 10, and the ACT to 11<sup>th</sup> & 12<sup>th</sup>.

#### Spiritual and Mental Health Assessment:

- Spiritual assessment is absolutely necessary in order to plan effectively to meet the spiritual needs of the students.
- A concerted effort is made to solicit feedback from teachers and pastors as to the spiritual needs of students.
- Planning with the information obtained from the faculty, spiritual needs can be addressed in Bible classes and chapel.

#### 3. To Improve the Classroom Configuration

- Maintain a computer lab and increase the student's access to technology.
- Improve the quality of Math classes offered and put the best technology and curriculum in the teacher's hands.
- Improve the hours of science classes offered to all our students, elementary through high school. Also, improve the equipment in the science lab.
- Take advantage of the agricultural area around us to provide more hands-on experiences for our students.

#### 4. To Improve the School's Fine Arts Department

- Integrate the arts into all subject areas.
- Increase our fine arts department staff. Hire more part-time teachers to help us provide Music, Art, and Theatre for every student.
- Add dance to our enrichment classes.
- Establish a school praise and worship band.
- Give our students the opportunity to participate in All West, All State, and ACDA competitions and Governors school for the arts.
- Continue to add teachers to provide the capabilities to offer lessons on a variety of instruments.
- To prepare students for the church orchestra/band and future service.

#### 5. To Upgrade the Schools Website, social media, and increase their traffic and reach.

- Improve Communications
- Better Public Relations

- Increase visibility.
6. To Improve Classroom Technology
    - Continue to implement flat screen/plasma TVs for all TV use.
    - Investigate use of Smart Board in science/math
    - Investigate use of projectors to project internet/Power Point images in the classroom
  7. To Improve Teacher Effectiveness Schoolwide
    - Solicit ideas from outside, successful Christian schools to improve teaching.
    - Implement a plan with built-in checks to ensure that the topic is being addressed each year.
    - Help our teachers to be more confident and competent.
    - Establish a teacher resource center with digital PD's.
    - Schedule speakers during the year for an in-house in-service that would directly address teacher quality issues.
    - Begin to assemble a teacher training video library, and digital web-based for in-house use.
    - Improve teacher morale by increasing pay and benefits.
    - Interdisciplinary integration across curriculums
    - Reassign the grade levels that will share teachers and classrooms according to plans of development and scientific based instruction.
  8. To Improve Administrator Effectiveness
    - Maintain a regular administrative schedule.
    - Administrator seeks to further her education.
    - Administrators plan more staff meetings and collaborations.
    - Develop more core leaders in every area of the school infrastructure.
    - Actively recruit teachers and students
    - Build a team of grant writers and researchers.

## Conclusion

These are exciting times for Family Christian School. Although it is not known what the future holds for the overall ministry, FCS is on the cusp of a wonderful new phase of our history.

Much of the school improvement hinges on God's blessings on the plan set in motion. We need his supernatural favor and provision to invest in our facility, teachers, and students.

Scripture tells us that it is the Lord that builds a house, so it is possible that these man-made plans are flawed. However, with prayer, planning, and God's blessing, it is our prayer that these plans come to fruition as a testimony of His divine power and a testimony to His name in the Jackson/Denmark area.

The road to meet these improvements is underway. Some of them will be met within the year, others will take three to five years and maybe even ten. Currently we wait for God's timing and provision. He has been faithful to provide our facility, families, and amazing teachers. This indicates God's blessing and the financial acumen of wise church and school leadership.

We await the next five years with great anticipation.