

## AACS Strategic Action Plan

Strategic Plan Goals	Initiative 1	Initiative 2	Initiative 3	Initiative 4	Initiative 5	Initiative 6
#1 Unify and enhance our mission-focused Christ-centered culture and community.	Create evaluative instruments and processes to ensure that the school's foundational documents and policies are consistently applied and evaluated throughout all K-12 programs, operations, and curriculum.	Develop and implement a systematic plan for measuring and evaluating students' spiritual development that is strategic and mission-driven.	Appoint a director and advisory council for diversity, equity, and inclusion to guide K-12 curriculum, program, and policy implementation related to diversity—racial, ethnic, cultural, and learning— within the unity of Christ.	Emphasize our identity as one school. While each campus has its own distinct, age-appropriate uniqueness, all K-12 operations align with the school's mission, statement of faith, educational goals, and core principles.	Further enhance internal communication and the external marketing strategy to consistently communicate the community's diversity within unity in Christ in all areas, especially recruitment, onboarding, retention, alumni network cultivation, and local church/pastor relationships.	NA
#2 Clarify mission-focused goals and related metrics for our educational program and the differentiated needs of students.	Further strengthen our instructional program, incorporate student outcomes, best practice resources for preparation and presentation, and add assessments for each subject, course, and grade level. Incorporate the child's developmental needs: spiritual, intellectual, physical, social, and emotional into the instructional program.	Meet the growing, emotional, and behavioral needs of students by developing and implementing a guidance program that embraces the AACCS community's diversity within the unity of Christ.	Increase data-driven instructional decisions, enhancements, and course alignment by identifying benchmark metrics and establishing a systematic process to regularly measure how we perform against our goals and educational priorities	Strengthen and expand our effectiveness in meeting the needs of all students in ways that celebrate racial, cultural, and learning differences within the unity of Christ.	Implement a 5-year rotation for the K-12 curricular program assessment schedule, including developing a scope and sequenced course-of-study for each subject area	Reimagine and define the role technology plays in the school's Christ-centered culture.
#3 Attract, retain, and inspire the best Christian faculty and staff.	Develop and implement measurable goals focused on improving efforts to recruit and retain a diverse, highly qualified Christian faculty and staff.	Improve awareness and integration of the AACCS Core Values—Visible Faith, Courageous Humility, Healthy Discontent, and Steadfast Joy—through a collaborative K-12 faculty and staff school-wide effort. Assess effectiveness through surveys and feedback.	Continue to cultivate and implement a Christ-centered professional development program that equips faculty and staff at all levels of experience to meet expectations and provides access to ongoing training relevant to specific areas of need and reflective of school-wide strategic goals.	Develop mission-aligned performance management and evaluation systems that ensure realistic employee performance expectations, inspire and motivate both supervisor and employee, and evaluate employee integration of the AACCS Core Values.	Establish a leadership training and development program, led by principals and supervisors, to identify and equip emerging godly leaders with the skills needed to advance professionally within AACCS.	Create a compensation structure designed to reward employees based on mission-alignment and performance.
#4 Sustain and grow mission-aligned economic, physical, and operational resources.	Develop a K–12 master-site plan that identifies growth areas and determines best-use scenarios that forward the school's mission and meet all students' needs.	Celebrate AACCS at 50: five decades of Christ-centered education that honors the founders' vision, the school's history, and its continuing Kingdom impact in the context of God's restorative plan.	Maximize enrollment and retention through the development and execution of an annually evaluated student and family marketing, enrollment, and engagement plan based on available resources, research, and forecasts related to K-12 Christian education and local demographic data.	Determine options and feasibility for additional campuses and early-education campus expansion.	Explore all financial growth avenues, including endowment creation and its systematic funding, and develop a plan to refinance or reduce the current debt.	Implement the full crisis management plan, including security protocol evaluation; systematic training for all K–12 faculty, staff, and students; and appropriate equipment/technology inspection and upgrades.