



5 Year Strategic Plan

Fall 2023 - Fall 2028

Educating students in their lifelong journey for the glory of Jesus Christ

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INTRODUCTION

Purpose: To come together as a talented team of Forcey Christian School advocates who are inspired to create a forward vision of goals and recommendations that will sustain Forcey Christian School for the next 5 years. Forcey Christian School is an agency of the Forcey Educational Association.

The FCS Vision: To train-up future generations of servant-leaders, who impact their world spiritually, intellectually, and socially, while leading lives that bring glory to Jesus Christ.

The FCS Mission: Forcey Christian School creates an environment, built on Biblical principles, to develop the whole student – mind, body and spirit– through excellent academic education, multiple extracurricular activities and qualified, Christian faculty, equipping students with essential life skills while instilling the disciplines of Christian life and Christ-like character.

Motto: Educating students in their lifelong journey for the glory of Jesus Christ.

PLAN STRUCTURE

Our plan is organized along the acronym FALCONS. We use this structure as a way of identifying categories that are integral to who we are as an institution.



FACILITIES

Forcey Christian School was established in 1977 as a ministry of Forcey Bible Church. The Forcey Christian School campus sits in a busy Washington, DC suburb and has a self-contained “campus” that houses three divisions (PreK, ES, and MS), including classrooms and administrative offices. Forcey Christian School is also Forcey Bible Church and is used extensively to support both communities. Our campus provides outdoor space. The goals of this facilities strategic plan require that the School examine, expand, and improve facilities to meet current and future student needs.

Facilities Standard: To maintain, update, and develop facilities, working with the different income streams and being good stewards of available resources. To create an ongoing-process to organize and create facility maintenance schedules such as painting, outside lighting, inside lighting, flooring replacement, window replacement, and a host of other facility-oriented schedules.

Focus Areas

- Painting within the building
- School spirit signage throughout the building that could easily be replaced without damage.
 - School information board that includes upcoming events and important dates
 - FCS School Seal and inspiring phrase or Bible verses
 - Yearly Themes
- Schedule ongoing safety and security training
- Monitor and limit visitor access to building
- Work with FBC facility manager in building oversight and federal building safety grant

Key Indicators

- Revisit non-functioning elevator and repair or close opening.
- Create rotation schedule for painting.
- Review MSDE nonpublic aging schools grant yearly.
- Complete a feasibility report for the addition of a Field House.
- Complete cost analysis of funds needed for updating current gym.
- Implement with FBC federal building safety grant when approved.
- Update Crisis Management Plan in collaboration with FBC.
- Review annually active shooter procedures and training.
- Implement visitor sign-in for background checks.
- Conduct routine safety drills.
- Increase parking lot signage.
- Update outdoor play areas for safety and security.

A CADEMIC PROGRAM

As we prepare students for the complex challenges that they will face as adults, we strive to offer a world-class education in the disciplines of science, technology, mathematics, history, religion, language, literature, and the arts. FCS must work to keep pace with change.

Academics Standard: To deliver a rigorous educational program with authentic learning experiences that strengthen the spiritual formation of students and equip them for a fast-changing world.

Focus Areas

- Evaluate and align kindergarten through eighth grade Bible program
- Evaluate and update elementary social studies program
- Review middle school health program for standardizing and upgrading.
- Maintain and update schoolwide curriculum guide.
- Formalize assessment data and use to drive academic decision making and implementation.
- Schoolwide health curriculum and focus.

Key Indicators

- Apply for federal and state revenue generating programs yearly. Only accept those revenues that do not restrict the teaching of Biblical values.
- Provide a snapshot of academic progress for stakeholders.
- Review Curriculum Trak annually for use including assessment data and grade-level goals.
- Schedule regular Data Analysis
 - IOWA assessments for 1-8th
 - Kindergarten assessments
 - PreK assessments, fall and spring
- Review and Evaluate student Spiritual Life Survey and utilize data.
- Evaluate and Implement Schoolwide Spiritual Formation:
 - Use monthly character and chapel themes.
 - Emphasize positive Biblical character qualities-Fruit of the Spirit.
 - Provide curriculum training for teachers
 - Ensure that Biblical integration and discipleship are purposeful and intentional.
- Evaluate and adjust School Health Curriculum
 - Emotional, mental, physical, and social health
 - Nutrition and wellbeing
 - Drugs and alcohol
 - Sex Education
 - Social Media use
- Review and research potential age appropriate health program for fourth through eighth

L LEARNING & PROFESSIONAL DEVELOPMENT

Ongoing learning, improvement, and growth are essential to continued excellence in any profession. This is particularly true in education, a field devoted to learning itself. Thus, FCS must embed within its culture and philosophy a strong commitment to professional development and individual improvement.

Learning and Professional Development Standard: To develop a strategy that allows Forcey Christian School educators and paraprofessionals to continue to strengthen their instructional practices and classroom management throughout the year using a variety of delivery methods. Professional development will engage teams of educators and individuals and focus on the needs of all students.

Focus Areas

- Provide a structure of support and training for staff to encourage lifelong learning based on data and research-based instructional strategies.
- Provide training opportunities to empower staff with knowledge, skills, resources, and tools to meet the needs of diverse learners
- Provide training opportunities empower teachers to effectively manage their classrooms to create a positive, safe, and engaging environment that promotes rigorous learning
- Analyze student learning needs and teacher instructional needs to ensure student success
- Develop opportunities to collaborate in a professional learning community with respect and trust.

Key Indicators

- Strengthen the Forcey Way Orientation for new teachers.
- Encourage attendance to training for current teachers, teacher assistants, substitutes, and lunch/recess assistants and office staff.
- Implement, evaluate, and adjust professional development annually.
- Communicate and encourage professional development, and orientation attendance for staff, teachers, aids, and substitutes.
- Provide mentorship opportunities for teachers, staff, paraprofessionals, and administrators.
- Partner with other Christian schools and external school sources for collaborating PD opportunities.
- Promote technological literacy and application to differentiate instruction and engage students with intentionality.
- Provide yearly professional development stipend for staff to support certification requirements.

CITIZENSHIP & DIVERSITY

We want FCS students and staff to know who they are in Christ and that they are made in the image of God. We encourage our students to develop into respectable people acting out of compassion, love and integrity. We want to equip our students with essential life skills instilled with the disciplines of Christian life and Christ-like character. We want our students to be persuasive and courageous citizens who engage the larger communities of local, national, and global.

Citizenship and Diversity Standard: To form meaningful relationships and partnerships with local, national and global communities. To create and establish a community of generosity and goodwill, while highlighting and celebrating the diverse aspects of the Forcey Christian School community.

Focus Areas

- Exposure to Global Community Awareness
- Train in Missions Work that spreads the Gospel of Jesus Christ
- Create a Culturally Relevant worldview for today's youth
- Provide opportunities for service
- Encourage Diversity Awareness, Acceptance, and Celebration
- Make Biblical citizenship and diversity literature availability

Key Indicators

- Continue communication that support diversity spotlights
- Evaluate and adjust annual cultural activities while encouraging participation.
- Evaluate and adjust use of social media platforms that highlight diversity awareness, acceptance, and celebration.
- Equip library with literature and books that support a biblical worldview
- Create a plan to Increase discussions on kingdom, global, and civic citizenship.
- Create purposeful opportunities for service and discipleship for students and staff.
- Plan, develop, and implement “Days of Service” and or “Discipleship Days” for the school community.

OPERATIONS/FINANCIAL STEWARDSHIP

Forcey Christian School must continue to look with fresh eyes at its financial resources and investments to ensure that these are put fully at the service of achieving the vision and mission for our students. Reaching these goals will require dedicated leadership, board collaboration, community participation, and long-term effort.

Operations/Financial Stewardship Goal: To establish ongoing streams of revenue that enable Forcey Christian School to reduce debt, increase revenue, and increase funding. To allow for expansion and future growth.

Focus Areas

- Establish a student scholarship fund.
- Personnel and facility projects
- Involve and encourage businesses and donors
- Increase marketing
- Evaluate and gauge Annual budget
- Continue planning of Annual fund
- Define and protect Cash Reserves
- Evaluate annual compensation and benefits for staff
- Increase social media footprint

Key Indicators

- Complete yearly financial review/audit.
- Complete annual school financial report for stakeholders.
- Review, define, and approve budget annually.
- Use current social media platforms using full marketing capabilities.
- Create revenue generating opportunities external to Forcey school community.
- Review and adjust financial instruments that draw interest for cash reserve.
- Conduct School Board strategic financial plan training.
- Create five-year strategic financial plan for personnel, resources, and facility upgrades.
- Survey interest and feasibility of adding a high school.
- Review and Implement compensation and benefits package for staff.
- Review and discuss board sponsored scholarship fund.

NURTURING ENVIRONMENT

Students flourish when they are nurtured, loved, and cared for. Forcey Christian School seeks to create and maintain a flourishing and nurturing learning environment in which to carry out our vision and mission.

Nurturing Environment Standard: To encourage and facilitate the academic growth, selfcare, and spiritual development of our students and staff through nurturing, listening, and mutual respect.

Focus Areas

- Conduct open and respectful communication.
- Encourage personal and professional growth
- Create a positive classroom climate.
- Encourage Biblical character qualities
- Love God, Love others.
- Encourage staff Well-being, personal self care opportunities and responsibility
- Value the social and emotional needs of staff and students.
- Celebrate

Key Indicators

- Acknowledge all staff through recognition, special occasions, and sickness and distress.
- Celebrate and acknowledge accomplishments of school, teachers, staff, and students.
- Provide open lines of communication where all staff voices are heard.
- Develop and implement an intentional focus on spiritual formation for students and staff.
- Connect staff, students, and parents to resources that promote well-being and professional development.
- Develop and review positive and relational classroom behavior strategies.

SCHOOL CULTURE & COMMUNITY

Forcey Christian School must know itself and be able to articulate who we are in order to continuously create a community devoted to the vision and mission of the school.

School Culture and Community Standard: We are a community of multi-ethnic, diverse, faith-based, Christian people. Continue to build a parent, teacher, and student body that reflects who we are within our community.

Focus Areas

- Promote a Christian worldview
- Celebrate ethnically diverse staff and students.
- Encourage personal responsibility and accountability in students and staff.
- Model Mutual Respect within school community.
- Communicate the vision and mission of the school.
- Maintain high standards for academic excellence.
- Maintain the partnership of parents, students and staff working together toward the accomplishment of the vision and mission of the school.
- Value and fund support staff for teachers.

Key Indicators

- Create a new parent orientation program
- Research and analyze current parent needs in relation to understanding school climate, parenting strategies, or school/home communication gaps through surveys and focus groups.
 - To understand parent perspective
 - To communicate the FCS mission and vision to the parents
 - To engage with parent community resources
 - Survey effective communication methods (video, social media, emails, etc.)
 - Build bridges between school and home.
- Strengthen partnership with the PTO.
- Utilize the student life survey and analyze current social emotional learning needs.
- Facilitate elementary to middle school transition.
- Increase student leadership opportunities.
- Promote the expansion of fine arts and athletics.
- Create a robust student life beyond academics that encourages the growth of the holistic child made in the image of God.
- Create and foster a partnership of parents, students and staff working together toward the accomplishment of the vision and mission of the school.
- Create a feasibility study for an academic advisor, student life coordinator, and a counseling agency partnership.

APPRECIATION

Thank you to the many hands that helped prepare this plan:

Staff:

Terrance Lawrence, Cheri Vislay, Carla Boxill, Joanne Heater, Thelma Hayes, Jennifer Senio, Trisha Dishong, Erica Bates, Kim Seagle, Myra Bynum, Sandra Ritsema, Nicole Thornton, Hannah Groom, Michael Burgess.

Parent Teacher Organization Executive Leadership Team

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School Board:

Mike Maslin, Stacy Jowers, Greg Staggers, Cheri Vislay, Tony Ndungu, Terri Brodt, Karen Alvarado, Terrance Lawrence

Student Leadership Team