



# Faith Heritage School

## Strategic Plan for 2025-2028

### Focus Area 1 - Academic Plan

#### Objective 1a: Maximize Mission Delivery Excellence

Strengthen mission impact by increasing engagement and continuously enhancing academic, spiritual, and community experiences.

- Increase personalized growth opportunities that support each student's potential.
- Use parent feedback and Net Promoter Score (NPS) data to drive a 10% annual improvement in satisfaction.
- Launch one new enrichment program each year to advance student learning and development. (i.e. Tech Lab)

#### Objective 1b: Christian Professional Learning Communities

Invest in the spiritual and professional growth of faculty to strengthen instructional practices, deepen faith formation, and advance the school's mission.

- Cultivate a culture of Christ-centered collaboration, mentorship, and ongoing professional development.
- Support a spiritually unified and professionally equipped faculty committed to student discipleship and mission alignment.
- Broaden curriculum development efforts to include a stronger emphasis on pedagogical best practices and instructional innovation.

### Focus Area 2 - Operations Plan

#### Objective 2a: Culture of Philanthropy

Build a Culture of Philanthropy by inviting our community to invest in students through financial aid, program enhancements and facility improvements that directly support our mission.

- Grow the Annual Fund by 10% each year.
- Cultivate long-term engagement and generosity with families, alumni, and supporters.
- Improve the accuracy and organization of the donor database, ensuring effective segmentation and personalized communication.

#### Objective 2b: Future of Facilities

Ensure a safe, functional, and mission-aligned campus by implementing facility improvements.

- Develop a phased approach to critical infrastructure upgrades, including windows, fire safety systems, boilers, and exterior improvements.
- Annual review of dedicated reserve fund.
- Continue focus on safety, efficiency, and aesthetics to create an environment that supports student learning and growth.

### Focus Area 3 – Strategic Board Plan

#### Objective 3a: Strategic Plan/Financial Management Plan

Ensure effective implementation of the strategic plan through clear communication, measurable outcomes, and focused leadership development.

- Actively engage all stakeholders (staff, parents, donors, friends) in the strategic vision and regularly track and report progress using clearly defined KPIs.
- Conduct board training centered on strategic priorities and organizational goals.
- Advance teacher salary increases toward 80% of surrounding public-school levels
- Execute a plan to grow enrollment to 300 by the 2027–2028 school year.

#### Objective 3b: Develop a Mature Board Strategic System

Strengthen board governance through refined structures, clear oversight processes, and regular evaluation to support strategic and financial accountability.

- Refine the board committee structure, including leadership succession planning, vetting of new board members, and annual review of the Head of School.
- Review and update roles and responsibilities for the Finance, Philanthropy, Stewardship, and Building & Grounds committees, ensuring alignment with strategic goals.
- Approve the annual budget, monitor financial KPIs monthly, and assess financial management practices and systems for ongoing improvement.