

Loudoun Classical School

Strategic Plan

2022 – 2027

Looking to the future...

Building Christ's kingdom by equipping
students to be wise, virtuous and eloquent
lifetime learners

FIRST DRAFT

Mission & Vision

Loudoun Classical School (LCS) is a Covenantal, Classical, Culturally concerned and properly engaged school, wholeheartedly devoted to the glory of the Triune God and the loving support of families in our community. Our vision is to equip students to be wise, virtuous, and eloquent lifetime learners through a biblically-based and academically-excellent Classical education.



Covenantal

- ✧ LCS believes the Gospel of Jesus Christ is central to all we aspire to do at LCS. We are gospel centered, grace saturated, and theologically and confessionally reformed.
- ✧ LCS desires to honor our Heavenly Father through the gracious and powerful mediation of Jesus Christ in reliance upon the fullness of the Holy Spirit. We strive to demonstrate the love of the Triune God for our students by the way we teach, serve, and live from a whole heart (Mat. 22:37; Col. 3:23-24).
- ✧ LCS believes the Word of God teaches us the goal of all wisdom and knowledge is to glorify God (Eccl. 12:9-13; Romans 11:36).
- ✧ LCS aims to help Christian parents fulfill their God-ordained responsibility to educate their children in the nurture and admonition of the Lord. Our task is not to be a substitute for, but to covenantally form an alliance with parents in the teaching, nurture, and admonition of our children.
- ✧ LCS believes sharing our lives with one another is a primary way to grow in their community mindedness and to be a family together in Christ.

Classical

- ✧ LCS seeks to provide a vigorous and academically excellent classical liberal arts education for our students.
- ✧ LCS is adapted for a variety of learners to create a thriving and nurturing academic and covenantal community of learners.
- ✧ LCS seeks to nurture and grow humble and eloquent, yet confidently articulate students.
- ✧ LCS seeks to nurture and grow humble, confident lifetime learners.
- ✧ LCS seeks to nurture and grow students who are prepared to live out their callings for the future.

Cultural

- ✧ LCS is devoted to cultivating and seeking goodness, truth, and beauty by ordering the affections by the power of the Holy Spirit through the inspired, inerrant Word of God.
- ✧ LCS believes that the Gospel that changes individuals can change larger society and culture as we live out our callings as virtuous citizens and lovers of truth, beauty, and goodness.
- ✧ LCS believes this world needs more servant-leaders, diligent, determined, and devoted to their callings for the good of the world and their communities.
- ✧ LCS believes in cultivating the discipline of mannerly speaking to and of one another as a part of considering others more significant than ourselves.



5-Year LCS Plan

7 Strategic Areas

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01

Promoting Our

Mission & Values

Goal Statement

Capture, articulate, and promote our distinctive essence and what makes LCS who we are, and communicate this to all our stakeholders.

Rationale

LCS stakeholders deeply value Christian and classical schooling, though many find it difficult to articulate what it is and why they love it. We believe that clarifying and communicating our school's distinctives will deepen our collective commitment to our mission and expand the school's impact in our region.

Initiatives

- ✎ Refine our mission statement and core values in clear and concise language.
- ✎ Educate all stakeholders and community members to understand and effectively communicate our mission and core values.
- ✎ Align specific messages tailored to key audiences, including Headmaster/Faculty, Homeschoolers/Classical Educators, Politically Conservative and Evangelical Christians.
- ✎ Ensure that all school materials reflect our mission and core values.
- ✎ Align all aspects of the strategic plan with our mission and core values.
- ✎ By 2022/2023

02

Recruiting and Sustaining Effective School

Leadership

Goal Statement

Maintain and advance toward implementing the best practices of a policy board governance model with Head of School / Headmaster as CEO. Find headmaster who can grow with the board and cultivate strengths as well as a someone who can be a CEO long-term.

Rationale

Vibrant and enduring schools are governed by a board of directors that implements the best practices of effective governance and properly aligned with the head of school to ensure a continuity of leadership into the future.

Initiatives

- ⌘ Better define the ideal full-time Headmaster candidate with specific compensation package goals, role definition and overall alignment to strategic goals, in addition to finding the right candidate to create stability and cohesiveness over a 5–10 year period. (*Note:* Budget sufficient dollars for the search committee to advertise).
- ⌘ Charge the head of school to define the organizational structure.
- ⌘ Implement a program for regular board induction training, development, and evaluation.
- ⌘ Ensure that all governance documents are clear, current, and communicated to school stakeholders.
- ⌘ By 2022/2023

03

Recruiting an Exceptional

Faculty

Goal Statement

Attract, retain, support, and develop an exceptional and distinctive faculty.

Rationale

Our Christian and classical educational program is only as good as the teachers we hire to implement our mission for our students. Therefore, we must hire, train, and retain the very finest faculty possible.

Initiatives

- ✎ Develop a multi-year compensation and benefits plan that appropriately recognizes and rewards the faculty's significant value in fulfilling our mission.
- ✎ Formalize a comprehensive program that includes induction training, professional development, and evaluation.
- ✎ Build strong recruiting relationships with colleges and placement organizations.
- ✎ Broaden the recruitment pool to identify faculty from diverse backgrounds to ensure a rich learning environment.
- ✎ We believe a successful classical school will ultimately be a full-time model school; therefore, we are strategically transitioning from a part-time model to full-time faculty as follows:
 - » By 2022/2023, identify two faculty positions to be full time.
 - » By 2024/2025, identify 50% of faculty positions to be full time.
 - » By 2026/2027, target 100% of faculty positions to be full time.

04

Ensuring an Exceptional

Facility

Goal Statement

Relocate the school to a permanent facility.

Rationale

A facility is not only the physical space where a school meets but also advances its mission, contributes to its identity, enables its growth, and communicates a sense of permanence to its future. LCS's future will benefit from a permanent facility.

Initiatives

- » Profile and research possible locations.
- » Prepare the community for feasibility and capital fundraising.
 - » Campaign — materials (plans, drawings) plus a possible video to initiate the capital campaign
- » Identify criteria for a new facility. (*Note:* The Lower School will drive the need for space ultimately).
- » By 2027/2028

05

Securing the School's

Financial Growth

for the Future

Goal Statement

Identify and implement a sustainable financial model as well as position the school for growth to a sustainable critical mass.

Rationale

In order for LCS to fulfill its mission and realize its vision for the future, it must have sufficient financial resources. A sustainable financial model requires the right balance between tuition, fundraising, enrollment, and expenses. And LCS's strategic vision for the future requires an increase in the size of the student body while maintaining small class sizes. Growth is necessary for a sustainable financial model, a comprehensive academic program, expanded co-curricular offerings, and increased social opportunities.

Initiatives

- ☞ Increase annual fund participation and giving levels each year.
- ☞ Implement donor cultivation program (eventually headed up by Headmaster).
- ☞ Review and improve need-based financial assistance and scholarship aid.
- ☞ Revisit our tuition model to determine levels and how far to raise it.
- ☞ Develop a 3–5 year strategic financial plan for sustainability and market position.
- ☞ Determine the target enrollment for our market and distinctive model.
- ☞ Design and implement a comprehensive program for marketing and communications.
- ☞ Explore potential strategic partnerships with other organizations.
- ☞ Prioritize and hire additional staff to support the needs of the school (i.e. support staff / human infrastructure).
- ☞ By 2023/2024 — move to 15% of fundraising as % of operating budget
- ☞ By 2024/2025 — move to 10% of fundraising as % of operating budget
- ☞ By 2025/2026 — move to 0% of fundraising as % of operating budget — ultimate goal of using fundraising for scholarships, new building, special programs, etc.

06

Building Exceptional

Academic

and Co-Curricular Programs

Goal Statement

We are committed to cultivate our students' minds and hearts by educating to the highest standards within the distinctives of a Christian and classical curricular program. We are also committed to superior preparation of a vigorous traditional classical liberal arts education, which positions our students to be lifelong learners who will be able to quickly and easily acquire any specific, technical knowledge required for any discipline or vocation.

Rationale

Our curriculum and co-curricular programs are central to our mission to provide our students with the finest Christian and classical education. As the extended school community, we commit ourselves to become the best expression of who we are for the sake of our students.

Initiatives

- ⌘ Ensure we function and are perceived as a stand-alone school rather than a homeschool co-op. Consider adding in summer academic bootcamps that can be used as enhancing the regular school year and also as preparatory for students not yet used to the rigor of classical model.
- ⌘ Ensure that our program aligns with the best practices of Christian and classical education.
- ⌘ Conduct an annual “audit” of the curriculum and survey results from parents on academic needs to facilitate continuous improvement.
- ⌘ Evaluate how technology can be thoughtfully incorporated to enhance our classical approach to learning.
- ⌘ Determine how to leverage our distinctive school culture to expand opportunities in co-curriculars, such as athletics, trips, and academic clubs.
- ⌘ Initiate the process of accreditation through ACCS.
- ⌘ Pursue a “feeder school” status with Patrick Henry College in Purcellville, VA by offering programs such as dual enrollment for upperclassmen and offering college-level guidance counseling.
- ⌘ Consider the strategic impacts of three-day university model by enhancing days off and continuing to hear from parents in a continuous feedback loop.
 - » Add “Reading Day on Campus” option with Headmaster presence and at least two mentors/teachers to oversee.
 - » Three-day school marketing — lean into ‘university’ model and use as a differential for competitive landscape against other area schools.
 - » Aid parents in days off through workshop ideas, newsletters and suggestions from teachers.
- ⌘ Invest in Math and Sciences to combat the perception of classical schools being weak on STEM.
- ⌘ Consider adding a Lower school by 2024 (builds a more sustainable financial model and becomes “feeder school”).
- ⌘ By 2024/2025

07

Enhancing Student

Life & Culture

Goal Statement

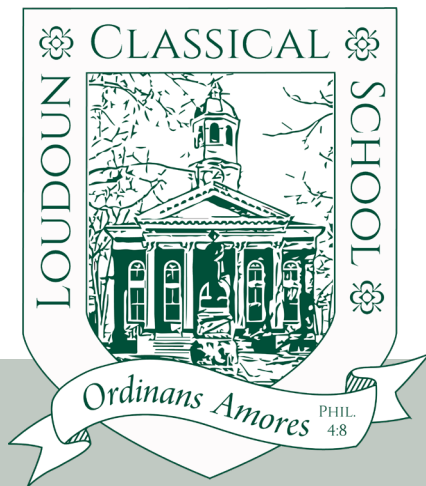
Preserve and intentionally promote a gracious, Christ-honoring community that holds all members of our community to high standards of conduct and respect.

Rationale

LCS's school culture reflects its distinctive Christian and classical mission. It is rooted in an understanding and celebration of God's grace that intentionally resists legalism and is expressed in a spirit of joy and respect for others.

Initiatives

- ✎ Prayer and Daily Chapel Services
- ✎ Formalize and perpetuate our distinctive discipline model that speaks to shepherding the heart and not just correcting behavior.
- ✎ Enhance campus life through additional Clubs and Co-curriculars.
 - » Culture — intentionally build community and identity that is bigger than any individual
 - » Cooperation and Competition (mascot, houses, chapel)
- ✎ Partner with the PTO to harness the energy and talents of the parent community and identify parents from LCS to serve on the PTO going forward.
 - » Lessen disparity between different parents' participation and involvement — set minimum standards for parents
 - » Invite parents to be partners in students' education
- ✎ Implement a community service program appropriate for each grade level.
- ✎ Create a mentoring program that pairs older students with younger ones.
- ✎ By 2022/2023



Thank you

LCS STRATEGIC PLAN
2022 - 2027

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