



# ABOUT SOUTHEAST CHRISTIAN SCHOOL

## CONTENTS

About Southeast Christian School	1-2
Why Parents Choose Southeast Christian School	2
Note from School Board	3
Core Values, Competencies, and Character	4
Mission, Vision, and End State	5
Focus Areas and Strategic Goals	6
Strategic Goals	7-12

## I. HISTORY

Southeast Christian School was established as Christian Way School in 1977 at Gateway Christian Church in Aurora, Colorado. Richard Achenbach, or “Mr. A” as he was affectionately known, was the founding principal. The school was supported by five Denver area Christian churches and started with less than 50 students.

Today, we are an independent school with a student body flourishing with nearly 350 preschool through 8th grade students! We appreciate the past and present support of Southeast Christian Church where we have been housed for over 17 years.

## II. STAFF AT SOUTHEAST

For more than 40 years the strength of the school has been our solid faculty, with an average tenure of more than 10 years! Besides parents, teachers are often the most influential adults in the life of a child. Southeast is blessed by staff members who not only teach, but act daily in many other capacities to support and guide students. These actions reflect the commitment our entire faculty has to being a positive role model for students; focusing on character development alongside academics. Many of our faculty members hold advanced degrees in a variety of disciplines. K-8 teachers are required to pursue ACSI certification in addition to their Colorado state license.

### III. MOTTO: “Soli Deo Gloria” Glory to God alone

One of the five “solos” born out of the Protestant Reformation, soli deo gloria became a central rallying cry of the Reformers. It literally translates “for the glory of God alone.” Composer, J.S. Bach was known to sign his compositions with his name and the initials “S.D.G.” (soli deo Gloria).

Philosophically, this phrase points us to the reality that we are called to surrender all aspects of our life to the domain and glory of God. This encompasses knowing and functioning from a biblical worldview as well as seeing all content/competency areas through this lens. If we, as an educational institution, live “soli deo gloria” then math is not just numbers and patterns. Math, instead, becomes one discipline (amongst many) which, mastered, points to the glory of God alone. Likewise, music is not just learning to sing or recognizing tone, pitch, or terminology. As Bach declared, “the aim and final end of all music should be none other than the glory of God and the refreshment of the soul.”

When soli deo gloria is applied to one’s life, every facet of life (or an entire institution) should be dynamically different. The answer to every question can be found in this one motto. Why do we do what we do? Simply... for the glory of God alone!

## WHY PARENTS CHOOSE SECS

### BIBLICAL WORLDVIEW

Biblical worldview and authentic personal relationship, identity in Christ

### ACADEMIC EXCELLENCE

Student growth and performance exceed national norms

### DESIGNATED SECURITY

Full time presence and support to the school community

### PERSONALIZED LEARNING

Instruction targets meeting the needs of the whole child: intellectual, social/emotional, health/fitness, and spiritual

### SERVICE LEARNING

Serving others as a testament of the love of Christ

### LEADERSHIP DEVELOPMENT

Influencing others and defending the faith

### DISCIPLESHIP

Christ-centered behavior coaching, disciplines of Christ, and equipping for evangelizing

### SMALLER CLASSROOM SIZES

Classroom ratios aims at 1:23

### LOVING RELATIONSHIPS

Complimentary teaching of home and school values

### PATRIOTISM

Appreciation of principles of freedom and fundamental value of life

# SOUTHEAST CHRISTIAN SCHOOL BOARD

## Note from the Chair

It is both an honor and privilege to serve on a school board. A Christian board of education carries an extra charge of humility and service to His Kingdom. Our most important responsibility is working with students, families, staff, school leaders, church leaders, businesses, and the community to ensure the best Christian education for each child attending Southeast Christian School.

Among the board's duties we are to plan, implement, and revise By-laws, policies, procedures, and strategic plans on a continuous basis. With input from parents, staff, faculty, and board we began looking at new areas of focus for our plan. The areas identified and later explained in this document are: Christ the center, partnerships, curriculum and academics, programs and technology, safety and security, service and faith, and financial accountability.

While the school board is the force behind the strategic plan, it is the Head of School and staff that work closely together and tirelessly to execute the actions for the strategic plan to succeed. Every year a new action plan is developed to address each area of the strategic plan. The action plan is drawn by our vision, driven by our mission, guided by our values, led by our focus areas, defined by our end-state, and informed by our message.

Increasing academic achievement with a Christian Worldview is the primary goal of the Southeast Christian School board. We continue to look at best practices based on data and research to educate the whole child to navigate as a Christian in a post-Christian world.

**Kym Craigie**

*Chair, SECS School Board*

# CORE VALUES CORE COMPETENCIES AND CHARACTER

## CORE VALUES

**Spiritual:** Biblical Worldview and authentic personal relationship, identity in Christ.

**Relationships:** Complimentary teaching of home and school values.

**Social:** Equip students for healthy relationships.

**Academics:** Excellence in personalized learning.

**Physical:** Develop healthy habits for life.

**Patriotism:** Appreciation of principles of freedom and fundamental value of life.

**Leadership:** Influencing others and defending the faith.

**Service:** Serving others.

## CORE COMPETENCIES

**Academics:** The pursuit of knowledge in content areas for the glory of God alone.

**Arts:** The pursuit of beauty and the object of our worship found in the glory of God alone.

**Athletics:** The care and stewardship of our bodies for the glory of God alone.

## CHARACTER

**Service:** Equipping students to serve others with their unique giftedness for the glory of God alone.

**Excellence:** Model excellence in all areas as we prepare students to transition academically to higher education for the glory of God alone.

**Christian Leadership:** Demonstrate Christian leadership in praxis and practice for the glory of God alone.

“Invest today, educate for an eternity!”

# MISSION VISION END STATE

## STRATEGIC PLANNING MISSION:

Strengthen Southeast Christian School's community connections, family partnerships and staff efficacy to provide excellent Pre-8 Christian education focused on spiritual growth, strong academics, arts, athletics, leadership and service to others.

## VISION:

SECS will be the school of choice for Pre-8 Christian education in the greater Denver area, while providing a variety of opportunities to develop well-rounded students.

## END STATE:

God is glorified by community and family partnerships through their investment in SECS. Students will know Christ, be empowered to lead and serve, and are prepared academically for higher learning.

## FOCUS AREAS AND STRATEGIC GOALS

- 1 **Christ at the Center**
- 2 **Partnerships**
- 3 **Curriculum (What) and Academics (How)**
- 4 **Programs (Extracurricular) and Technology**
- 5 **Safety and Security**
- 6 **Service and Faith**
- 7 **Financial Accountability**

**“Personalized Learning in a  
Kingdom Focused Environment.”**

# STRATEGIC GOAL 1

## CHRIST AT THE CENTER

Expand Christ centered servant leadership and growth demonstrating Biblical aptitude and understanding.

### OBJECTIVES

- ❑ Establish Christian leadership as part of every classroom's Kingdom culture.
- ❑ Establish internal measures for Biblical aptitude and understanding demonstrating growth from grade level to grade level. (i.e. when do students learn the books of the Bible, the Lord's Prayer, etc.).
- ❑ Teach each subject from a distinctively Christian discipleship perspective.
- ❑ Establish leadership classes 6-8th grade with presentation of culminating projects in 8th grade to a panel with scholarship possibilities.
- ❑ Establish 4th and 5th grade servant leadership projects.
- ❑ Establish, communicate, support and evaluate Kingdom Purpose specific, measurable, achievable, realistic, and timely (SMART) goals for all students and staff with an emphasis on servant leadership.
- ❑ Identify, reflect and present Christ in all eras of history.
- ❑ Continue to support a strong chapel program that involves SECS students, faculty and staff, local church leaders, dynamic worship, and passionate prayer.
- ❑ Develop and implement a framework of conceptual lenses including service, excellence, and Christian leadership.

# STRATEGIC GOAL 2

## PARTNERSHIPS

Cultivate and maintain partnerships with the community, families, and staff.

### OBJECTIVES

- ❑ Provide and Support community building events sponsored by PCO, the parent community organization, and school that engage parents personally as well as families with an opportunity for different families to host.
- ❑ Create and reflect on internal measures for supporting parent participation in community building events.
- ❑ Facilitate engagements with churches and community school partnerships with accountability for the success of Christian education in Parker.
- ❑ Create internal measures to support staff participation in school community building events.
- ❑ Create and sustain student retention measures including: Christ centered classrooms, social contracts to support a Kingdom culture, a system of multi-tiered supports to meet the needs of the whole child, and a wide variety of engaging activities to build community.
- ❑ Create and sustain staff retention measures including high quality professional development, competitive pay, regular coaching feedback and support, participation in the school advisory and leadership team, and professional learning communities.
- ❑ Facilitate intentional opportunities to connect with parents during the school day.
- ❑ Establish better marketing for new family events earlier in the year (Oct/Nov).
- ❑ Facilitate more connects with potential new families assigning mentor families as hosts.
- ❑ Facilitate transparency of board activity, minutes, decisions made, policies, etc. posted.
- ❑ Facilitate and proactively communicate all school wide events.
- ❑ Sustain and establish valuable traditions that support community building and the Christian values of the school.
- ❑ Establish clear lines of communication with parents through Renweb.
- ❑ Foster a loving relationship with community churches.
- ❑ Facilitate board and family small group sessions hosted by a SECS family.



# STRATEGIC GOAL 3

## CURRICULUM AND ACADEMICS

Provide excellent curriculum grounded in a Biblical worldview to facilitate academic growth.

### OBJECTIVES

- ❑ Establish excellence as part of every classroom’s Kingdom culture.
- ❑ Integrate Christ instruction through authentic opportunities and intentional planning.
- ❑ Create, implement and communicate specific, measurable, achievable, realistic, and timely (SMART) goals, academic growth goals and expected student outcomes consistently across all settings for all students addressing the needs of the whole child (physical, social/emotional, intellectual, spiritual, health).
- ❑ Implement personalized learning and revise the personalized learning roadmap to better meet the needs of the whole child.
- ❑ Create, implement, and consistently communicate student personalized learning specific, measurable, achievable, realistic, and timely (SMART) goals across all content areas with clear feedback on progress shared with students and parents.
- ❑ Celebrate hard work, perseverance, service, excellence, and Christian leadership.
- ❑ Develop and follow a strategic professional development plan.
- ❑ Maintain ACSI accreditation demonstrating growth over time.
- ❑ Continue building a comprehensive Multi-tiered System of Supports (MTSS), system with regard for interventions and extensions of learning to meet the needs of the whole child.
- ❑ Creating, implementing and supporting students in the MTSS system through 504 plans, individual accommodation plans, and advanced learning plans as applicable.
- ❑ Provide wrap around MTSS instruction, coaching, and support for all staff.
- ❑ Partner closely with parents to meet the needs of all learners.
- ❑ Align preschool curriculum to kindergarten readiness.
- ❑ Facilitate personal connects with parents to review and explain data, review progress on SMART goals, share the school’s plan, and support parent partnerships for at home learning for student success.

“We Teach Kids, Not Curriculum.”

# STRATEGIC GOAL 4

## PROGRAMS AND TECHNOLOGY

Provide a well-rounded specials and extra curricular program offering with integrated opportunities for engagement with relevant technology.

### OBJECTIVES

- ❑ Create, implement, support and evaluate annually a strategic plan for the implementation of technology integration.
- ❑ Implement professional development on the standards for technology integration and implementation.
- ❑ Support the integration of technology standards and Code.org.
- ❑ Review program offerings and ascertain the needs of the students annually prior to setting elective and specials choices.
- ❑ Define and implement well-rounded specials and extra curricular offerings that emphasize the importance of a well-rounded Christian life.
- ❑ 3-5 year plan on growing specials offerings while partnering with after school programs.
- ❑ Define pathways for parent partnerships with parameters for participation and funding opportunities of passion electives.
- ❑ Recruit parent volunteers for traditional SECS programs including landsharks, after school art club, coding club, photography club, etc.
- ❑ Continue excellence in athletics and fine arts.
- ❑ Provide opportunities for students to participate in band or orchestra.
- ❑ Explore the possibility of adding a gardening program.
- ❑ Pray with parents and students at all events including games.

# STRATEGIC GOAL 5

## SAFETY AND SECURITY

Sustain an exemplary safety and security plan.

### OBJECTIVES

- ❑ Implement annual staff training on: AED, CPR, CPI, Mandatory Reporting, hemorrhage control, suicide prevention and SECS Emergency Response Guide.
- ❑ Implement annual student training on: life-safety, CPR, hemorrhage control, suicide prevention, anti-bullying, cyber bullying and self-defense.
- ❑ Review annually current safety practices through a school wide needs assessment and law enforcement walk through.
- ❑ Proactively manage risks from a distinctly Christian perspective.
- ❑ Navigate student safety concerns proactively.
- ❑ Schedule drills in line with requirements of state and local authority.
- ❑ Proactively manage the facilities.
- ❑ Update of all background checks and records.
- ❑ Facilitate and support an annual meeting with church leadership and director of security for collaborative problem solving.
- ❑ Proactively engage with students to prevent bullying through mentoring and classroom supports.
- ❑ Implement the Raptor Reunification and Emergency System.
- ❑ Develop a monitoring system for submitting, reviewing and following up on maintenance requests and needs (related to security).

# STRATEGIC GOAL 6

## SERVICE AND FAITH

Continue to serve others through humble acts of service evidencing a faith that is carried out in word and deed with students and staff.

### OBJECTIVES

- ❑ Establish service as part of every classroom's Kingdom culture.
- ❑ Further develop and support PS-8 Service Projects that are student driven, aligned according to age level development and appropriateness.
- ❑ Create and sustain a plan for capturing and communicating the service projects to parents and the community.
- ❑ Promote experiential learning to foster compassion and love for our neighbors near and far (rice week, poverty simulation, Touching Africa Ministries month, 30 hour famine, etc.).
- ❑ Demonstrate servant leadership and presence in the community.
- ❑ Demonstrate servant leadership and stewardship as we care for the SECS community and building.
- ❑ Develop guidelines for fundraising for school-approved service opportunities.
- ❑ Partner with community service organizations to build community presence as the hands and feet of Christ (SECOR, Winter Shelter Network, and others).

# STRATEGIC GOAL 7

## FINANCIAL ACCOUNTABILITY

Strengthen financial health, stewardship and accountability to community, parents, staff, and students.

### OBJECTIVES

- ❑ Facilitate and communicate a comprehensive annual report with clear financial information.
- ❑ Continue to implement an annual financial review through an outside CPA firm with communication of review results to parents.
- ❑ Regularly conduct payroll and benefit audits to ensure integrity and industry benchmarking.
- ❑ Sustain monthly connects with board treasurer to support healthy financial practices.
- ❑ Review budget on request with interested stakeholders.
- ❑ Discuss budget/needs as a part of board/parent small group sessions.
- ❑ Initiate broad support for and involvement in an annual giving campaign.
- ❑ Implement a 3 year budgeting process aligned to the strategic plan.
- ❑ Facilitate with parent volunteers an annual significant fund raising event.
- ❑ Continue to increase parent, staff and community trust through transparency.

**“We infuse the Word of God and Biblical principals throughout all instruction.”**

# PARENTS, STAFF, AND BOARD WORKING TOGETHER

## THANK YOU

to all the numerous people that provided input into the three-year strategic plan. It has been a collaborative effort between members of the parent community, Parent Advisory Council (PAC), School Advisory & Leadership Team (SALT), Head of School and support team, and the Southeast Christian School Board, which provided valuable input and direction for the 2018-2021 SECS Strategic Plan.

**February 2018:** The school board began developing a new strategic foundation with the School Advisory & Leadership Team (SALT) which helped to define the purpose, mission, vision, timeline, and focused areas for the strategic plan.

**March 2018:** The school board hosted the Strengths, Weaknesses, Opportunities, and Threats (SWOT) analysis with school board members, the SALT members, and the parent community to further develop the focused areas for the plan. This helped to define the areas that the parents felt were the most critical for the direction of the school.

**April 2018:** The school board agreed on the final focused areas and a three-year strategic plan was formed. The Head of School published her goals in collaboration with the SALT, teachers, and parental input.

**May 2018:** The first draft of the three-year strategic plan was completed and a note went out the Parent Advisory Council (PAC) asking to provide feedback and input on the action plan tied to the strategic plan. Parents were encouraged to join the PAC to provide valuable input to all school activities including the strategic plan for the next school year.

**June 2018:** The school board convened an ad-hoc committee to gain input and collaboration for the strategic plan. The plan's objectives and goals were completed and the final Action Plan with Specific, Measurable, Attainable, Realistic, and Timely (SMART) goals were drafted for the next school year. The school board met and agreed on a final template with input from the school's advisory and leadership team.

**July 2018:** The Parent Advisory Council, SALT members, and the School Board met to review the final plan. All goals and objectives were examined for accuracy and accountability. The purpose of the final meeting was to gain input by all groups that wanted to provide any concluding input.

**August 2018:** The last contributions were sent to the school board and the Head of School for their final approval. The three-year strategic plan was voted on and agreed to. The plan was sent to the volunteer publisher for formatting and printing.

**September 2018:** The 2018-2021, three-year Southeast Christian School Strategic Plan was completed.

# ACCREDITATIONS

**Southeast Christian School is currently certified by two accreditation granting institutions. Accreditation is a status granted to schools that meet or exceed the stated criteria of educational quality. The purpose of accreditation is to assess and enhance the educational quality of Southeast Christian School, to assure consistency in institutional operations, to promote institutional improvement, and to provide for accountability.**



Every step in the accreditation process is designed to be useful for driving improvement in private schools. ACSI strives for excellence based on a solid Christian philosophy of education. The seven standards for ACSI accreditation are *Philosophy and Foundation; Governance and Executive Leadership; Home and Community Relations and Student Services; Personnel; Instructional Program and Resources; Student Care* (the needs of the whole child are addressed); *Character, Values and Spiritual Formation of Students*.

**[www.acsi.org/school-services/accreditation](http://www.acsi.org/school-services/accreditation)**



AdvancED's STEM Certification provides a research-based criteria for awareness, improvement and assessment of the quality, rigor and substance of their STEM educational programs.

**[www.advanc-ed.org/services/stem-certification](http://www.advanc-ed.org/services/stem-certification)**

Southeast Christian School admits students of any race, color, nationality, and ethnic origin to all the rights, privileges, programs, and activities generally accorded or made available to students at the school. It does not discriminate on the basis of race, color, nationality, or ethnic origin in the administration of its educational policies, admissions policies, and other school-administered programs.

