

2023 -2028

# SCESA Strategic Plan



Immanuel  
Christian Schools



## Background

This strategic plan was developed to be a guiding document for present and future Board members of the Society for Christian Education in Southern Alberta (SCESA). With a focus on the future, this document is intended to help guide the SCESA Board further our mission, strengthen our operations and enhance our collaboration with Lethbridge School Division and the alternative program at Immanuel Christian Elementary School (ICES) and Immanuel Christian Secondary School (ICSS).

Under the ownership of and operation by the Society for Christian Education in Southern Alberta, Immanuel Christian School was born in September 1962 with grades 1-6. The program expanded to include kindergarten and high school, with the first grade 12 class graduated from ICHS in 1979. In 1997, the elementary grades moved to the old George McKillop School on 5th Ave. N. In 2004, the Society completed the construction of the LIFE Wing at the original campus. SCESA operated a school in Taber from 1984 - 2009, at which time the local board of Taber Christian School began an alternative program within Horizon School District.

In the fall of 2015, following the completion of the Alternate School study in 2014/15, the Society approved ICS schools becoming an alternate program within Lethbridge School Division. In 2017, to accommodate the ongoing success of the Trades programs, we completed construction of a separate Trades buildings on the ICSS campus. An Early Education Program was begun at ICES in 2017 and ran successfully until 2022, at which time it was closed by the Lethbridge School Division due to low enrollment numbers across the Division.

This 5-year plan was built upon the strategic plan document approved in 2018. A survey was done of the Society membership in the spring of 2023, seeking input on the Society's progress on the goals identified in 2018. Based on those survey results, it became clear that continued work was required on the original goals.

This document is meant to be a living document, reviewed by the Board on a regular basis throughout the year. The strategic planning process should be initiated at least one year before the expiry of the plan.

## Strategic Plan Topics



# Christian Content in Education

The SCESA Board has the responsibility to be diligent in ensuring that ICS schools are continually maintaining and achieving our mission, to assist in hiring Christian teachers and to support the teaching staff in implementing Christ-centered education in their classrooms with a focus on improved student learning.

**Goal 1: Promote Christian instruction in the classroom.**

- Maintain funding for Tft Lead Teachers at each campus.
- Continue to provide access and financial support for teaching/support staff to participate in Christian professional development opportunities provided through the Prairie Centre for Christian Education (PCCE) and other Christian organizations.

**Goal 2: Evaluate the implementation of Biblical content and Tft at ICS.**

- Provide regular communications to the Society on how Tft is being implemented using social media, newsletters and Society presentations.

**Goal 3: Evaluate and encourage the development of high school Bible classes.**

- Ensure significant Biblical learning experience for our high school students (ex. daily devotions, CALM, Religions Meanings, Sociology)

**Goal 4: Work with principals/lead Tft teachers to ensure chapels are an effective tool in promoting Christian instruction in the classrooms.**

- Provide support for chapel development through financial support and/or planning assistance, as requested.

## Building & Infrastructure

The SCESA Board has the responsibility to ensure that both the ICS campuses and the transportation fleet are adequate and appropriate for the needs of our students. We need to provide adequate maintenance and upgrading of our currently aging buildings, while planning for future growth and stewarding finances well. Providing a reliable fleet of buses and an effective transportation plan is paramount to the safety of our students.

**Goal 1: Explore expansion to effectively meet growth.**

- Create an ad hoc committee tasked with creating a master facility plan, including plans for the next 1-5 years, 5-10 years, and 10-20 years. This committee will present their recommendations to the Society at the 2024 Fall Society meeting.
- Future planning conversations will be held in tandem with fund development & promotions staff and volunteers.

**Goal 2: Maintain and improve existing infrastructure.**

- Continue to modernize both campuses, improving aesthetics and building comfort.
- Consider updating infrastructure for necessary technological improvements.

**Goal 3: Create and maintain an effective transportation system.**

- Run a newer fleet of buses by replacing buses on a regular basis.
- Optimize bus routes.

## Community Involvement & Promotion

Throughout its history, Immanuel Christian Schools has been supported and maintained by a thriving community of parents and grandparents. While becoming an alternate program within the Lethbridge School Division in 2015 changed the oversight and management of ICS, it has not changed the important role of the larger ICS community. We seek to continue to grow Immanuel Christian Schools and share the benefits of Christian education to the larger Christian community.

### **Goal 1: Increase parental involvement and presence within the schools.**

- Promote parental involvement opportunities, including classroom volunteering, field trips and more through social media, Society newsletters, new family interviews, etc.
- Encourage increased communication between teachers and parents, including promoting attendance at parent teacher conferences, meet the teacher events, open houses, etc.

### **Goal 2: Increase awareness of School Councils.**

- Communicate the purpose of School Councils and what they can accomplish through social media, Society newsletters, new family interviews, etc.
- Work with the School Council executives at both campuses to help plan speakers/topics to draw parents into the meetings.

### **Goal 3: Increase the promotion of ICS among churches in Southern Alberta.**

- Communicate the ICS story to our greater community using social media and local media.
- Connect with local churches to promote our schools, informing them about Christian education and why ICS is a good choice.
- Continue to promote and support the involvement of various pastors in our schools.

## Responsibilities of SCESA Board & Society Members

The SCESA Board's primary responsibility is to direct and protect the Society by ensuring our mission is being achieved. This is accomplished by overseeing the Christian content taught in the classroom, making certain that ICS principals and staff hold to our Christian faith as defined in our Statement of Faith, and limiting enrolment to families who demonstrate a strong commitment to the Christian faith as demonstrated by their life and church involvement. SCESA members will have a voice in the direction of the schools by participating in the SCESA Board and school councils.

### **Goal 1: Review & Confirm Board Responsibilities & Efficiency**

- Hold an annual board workshop to review mission and vision, alternate agreement, Board decision protocols and other key SCESA principles.
- Meet regularly with the Lethbridge School Division Executive.
- Review and confirm roles of Executive Director and effectiveness of the Society office.

### **Goal 2: Develop methods for consistent and transparent communication with Society members:**

- Increase presentation of information on topics of interest at bi-annual Society meetings from Board members, committees, teaching staff, etc.
- Evaluate effectiveness of newsletters for communicating with Society members
- Evaluate effectiveness of social media, both current and new, for communicating with Society members
- Evaluate alumni communication strategies as they are an important voice for the Society in our communities.

### **Goal 3: Ensuring strong fiduciary oversight and financial management.**

- Approve and monitor the Society's programs and services.
- Encourage and oversee ongoing fundraising and resource development efforts.

### **Goal 4: Increase attendance & involvement at bi-annual Society meetings.**

- Use small groups at the Society meetings for ideas, strategic planning, etc. to allow more people to voice their thoughts and concerns.
- Encourage increased conversation opportunities with Board members during Society meetings, town hall meetings, etc.