

ECS STRATEGIC PLAN 2025

MISSION

Our mission is to assist the family by providing a Christ-centered Bible-based education that inspires each student to have a personal relationship with Jesus Christ and pursue excellence in moral character, academics, and service to others

VISION

Our vision is to be the leading Christian private school in the greater Eugene/Springfield area.

VALUES

EXCELLENCE

RELATIONSHIPS

**BIBLICALLY
CHRIST
CENTERED**

STEWARDSHIP

FOCUS AREAS

EXCELLENCE
through teaching,
learning and
discipleship

BUILDING
and strengthening
relationships across
the ECS community

OUR
foundation is built on
Christ and His Word

DISPLAYING
Godly character,
integrity, and
responsibility with
what He has provided

NOTE - Objectives and Key Performance Indicators included on comprehensive document

FOCUS AREA 1

EXCELLENCE

through teaching, learning and discipleship

OBJECTIVES

1 - RECRUIT

retain and develop staff that exemplify our organizational values

2 - EXCELLENCE

in student learning with standardized testing scores

3 - PROVIDE

high quality, relevant, professional development for staff

4 - DEDICATE

resources to expand and refine current discipleship programs.

KEY PERFORMANCE INDICATORS

1A - Develop job descriptions for all current and future positions at ECS and ECHS

1B - Develop salary schedules for all staff that align with ACSI standards, fair market value, and strive to provide opportunities for increases.

1C - Continuous improvement and development of retention and performance evaluations for all staff (i.e. - teachers, IA's and administrative staff)

2A - Reading and Math MAP scores averaging in the 75th percentile by Spring 2027 (Grades 2-8).

2B - Increase standardized testing scores in grade 9-12 by 5 percentile points by Spring 2027.

3A - Provide at least 6 PD hours per month for instructional staff (3 hours led by administrative team and 3 hours of staff initiated professional development).

3B - ECS provides school access to the ACSI PD and Rightnow Media online platform to instructional staff.

3C - Continue to seek opportunities for non-instructional staff (i.e.-IAs and administrators).

4A - Continue to refine and develop goals and leadership practices for Chapel, SALT, Student Leadership Team, and student service projects that incorporate all grades (preschool through high school).

FOCUS AREA 2

BUILDING

and strengthening relationships across the ECS community

OBJECTIVES

KEY PERFORMANCE INDICATORS

1 - PROVIDE

and continually assess staff community building events and activities.

1A - Dedicate resources to staff events and activities (i.e. - devotions, all staff kickoff party, end of year staff party, staff Christmas party, staff appreciation week)

2 - PROVIDE

and continually assess parent and student events, services, and programs.

2A - Dedicate resources to enhance parent/student events (i.e. - Outdoor School, Fall Retreat, Field trips, Mother's Day chapel, Father's Day chapel, Veteran's chapel, Christmas and Easter programs, Welcome Back to School, Parent's Night Out, Family Skate Night, ECS Family/Partners worship nights, Graduations).

2B - Dedicate resources to refine and develop goals and leadership practices and enhance all Student Care programs.

2C - Dedicate resources to refine and develop goals and leadership practices and enhance all athletic programs.

3 - BROADEN

communication and outreach strategies to ECS stakeholders

3A - Maintain at minimum a quarterly newsletter to be mailed to ECS contacts - parents, alumni, and donors.

3B - Plan and host at least one event to affirm and cast a vision for donors.

4 - BUILD

and maintain relationships with local churches and businesses

4A - Continue to provide discounts according to financial policies.

4B - Hosting a family business page on ECS website, and maintain mutually beneficial relationships with local business sponsors to support ECS/ECHS sponsors.

5 - ESTABLISH

a process for communication with ECS donors

5A - Develop social media/branding/marketing strategy by the end of the 2025-26 school year; then modify annually, as needed.

FOCUS AREA 3

OUR

foundation is built on Christ and His Word

OBJECTIVES

1 - PRIORITIZE

dedicated Bible instruction throughout the academic day for all grade levels (PreK-HS).

2 - PROVIDE

a regular time and space for corporate worship for the ECS community.

3 - PROVIDE

opportunities for staff to grow in their faith, deeper understanding of God's Word, and how to integrate these things into their professional and personal life.

KEY PERFORMANCE INDICATORS

1A - Create at least one Bible instruction period during each academic day for all grade levels (PreK-HS).

1B - Adopt and create HS Bible curriculum by June 2026.

1C - Continue professional development of Biblical Worldview instruction in partnership with ACSI Online Resources

2A - Facilitate at least one weekly chapel for all grade levels (PreK-HS); regularly communicate with families to join.

2B - Facilitate special celebration chapels and family worship nights throughout the academic year.

3A - Facilitate an environment for staff devotions, prayer, and praise; welcoming staff-led participation.

3B - Provide resources for staff (e.g.-RightNow Media, Daily Devotional, Christian Literature).

3C - Invite outside community members to facilitate sessions to encourage, sharpen, and challenge staff.

FOCUS AREA 4

DISPLAYING

Godly character, integrity, and responsibility with what He has provided

OBJECTIVES

1 - REGULARLY

review the Building Maintenance and Improvement Plan - updating as needed.

2 - REVIEW

and establish financial strategies to maximize assets, reduce debt, and leverage each for the financial health of the school as well as the wellbeing of staff.

3 - REGULARLY

evaluate how the ECS community can service the broader Eugene-Springfield area through service and giving.

4 - REGULARLY

evaluate how the ECS Athletic programs are adhering to and implementing the ECS mission, vision, and values.

KEY PERFORMANCE INDICATORS

1A - Establish a building maintenance and improvement plan through Campus & Safety Committee.

1B - Annual review of plan with Head of School, Director of Operations, and Facilities Manager.

1C - Establish an annual review of the various building maintenance and improvement items and leverage ECS community resources to help inform decisions (i.e.-HVAC, phone, IT, security, electrical, plumbing, updates, architectural and building construction).

2A - Oversight of financial strategies and guidance to be provided by appointed Finance Committee members on a regular basis.

2B - Head of School, Director of Operations, and Finance Committee evaluate salary schedule and COLA options for staff compensation and enhanced benefits to be completed by Fall 2029 (projected next ACSI visit Spring 2030).

3A - Annually review service projects with the Head of School and Spiritual Formation Director in June each year.

3B - Annually review ECS giving efforts with the Head of School and Director of Development in July each year.

4A - Head of School, Director of Operations, and Athletic Directors meet annually to review program offerings, goals, leadership, and business practices.