

PORTSMOUTH CHRISTIAN ACADEMY AT DOVER 2015-2020 STRATEGIC PLAN



Colossians 3:23-24 (ESV) "Whatever you do, work heartily, as for the Lord and not for men, knowing that from the Lord you will receive the inheritance as your reward. You are serving the Lord Christ."

Special Note of Thanks

PCA would like to thank the participants below for the time which they dedicated to the revision of our Mission, Vision, and Core Value statements, as well as establishing the key strategic goals for the next five years.

Guest Moderators

- Conrad Mandsager (Parent of Alumni, Founder/CEO of ChildVoice International)
- Michael Moran (Parent, Director of US Retail Operations, Staples, Inc.)

Current Board Members

- John Carpentier (Parent, Chairman of the Board)
- Brian Barrington (Parent of Alumni)
- Dennis Brady
- Mark Geil (Parent of Alumni)
- Waldemar Kohl (Parent)
- Anders Lund (Parent)

Head of School Staff

- Dr. John Engstrom (Head of School)
- Dr. Connie Lawrence (Lower School Principal)
- Gretchen Nobles (Parent of Alumni, Upper School Principal)
- Kelly Belmonte (Parent, Director of Advancement)
- Sarah Leavitt (Parent of Alumni, Business Manager)
- Wendy Moran (Parent, Director of Admissions)
- Shirley Tuten (Parent, Executive Assistant to HOS)

Alumni

- Brodie Bazo ('07; current 8th grade homeroom teacher)
- Amy Davies ('07)
- Travis Grieb ('02)
- Leanne Pellerin ('98; Parent)

Parents

- Heidi Hawkins (Parent of Alumni, former Board Member)
- Frank and Lisa Pampreen (Parents of Alumni)
- Steve and Sandy Taylor (Parents)
- Mike and Gerri Vining (Parents)

Staff and Faculty

- Samantha Briggs (Resource Director)
- Ruth Brown (Primary Team Leader, Kindergarten Teacher)
- Daphne Corso (Parent, Lower School Assistant Principal, Alumni)
- Steve Foley (Upper School Dean of Men and English Teacher)
- Katie Gove (JH Team Leader, 7th Grade Teacher)
- Mark Latorella (Parent, Director of ELL)
- Mike Shevenell (Parent of Alumni, Current Track Coach, former Board Member)
- Diane Sipp (Parent, Parent of Alumni, Director of Guidance)
- Carroll Stevens (Parent, Parent of Alumni, Fine Arts Director)
- Gene Watson (Parent, Security Coordinator)



Message from Head of School

Dear Friends of Portsmouth Christian Academy,

I am so pleased to announce an important milestone in the life of PCA, the development of our five-year Strategic Plan. During the fall of 2014, members of our Board and Senior Administration met to review the **Mission Statement, the Vision Statement, and our Core Values**. The revised versions of these planning elements are listed in the pages that follow.

In January, over 30 PCA community members gathered over the course of two days to help identify initiatives necessary to move us forward over the next five years. Finally, after consolidation and further review by the Senior Administrators, a **Strategic Plan** was presented and approved by the PCA Board. The key elements of this plan are detailed in this document.

I am so excited by the direction of our school; the wonderful students, faculty, and staff; and all who participated in the strategic planning process.

Warmly in Christ,

John Engstrom

Message from Board Chairman

Dear Parents, Faculty, Staff, Alumni, and Friends,

The members of the Board of Directors are honored to present you with this important update to our Academy's strategic documents. I was impressed by the spirit of collaboration and heart for PCA that was displayed throughout the development process. Please pray for these initiatives and the committees which will pursue implementation of these strategies.

Jeremiah 29:11 *For I know the plans I have for you, declares the Lord, plans for welfare and not for evil, to give you a future and a hope. (ESV)*

In Christ,

John Carpentier

Mission Statement

PCA exists to honor God joyfully by inspiring students to maximize their God-given potential.



Vision Statement

PCA envisions Christ-centered graduates impacting the world for good.



Core Values

- **Christ Centeredness:** A world view that embraces Christ as over all and in all
- **Biblical Integrity:** Actions and attitudes consistent with biblical teaching
- **Compassionate Community:** Service and love in action
- **Curiosity:** Awe, wonder, and exploration of God's Word and His world
- **Excellence:** Discipline to pursue constant improvement
- **Humility:** Recognition of who we are in relation to Christ and others
- **Joy:** Delight in God



Strategic Initiatives

The Strategic Planning committee identified the following initiatives to be of strategic importance for PCA in the next five years:

Strategic Initiative #1: Facilities

Definition. Determine, design, and develop inspiring facilities that support the mission of Portsmouth Christian Academy and enable it to provide a world class education.

Rationale. Our Mission statement affirms that we wish “to honor God joyfully by inspiring students to maximize their God-given potential.” As such, we must develop facilities and programs that will provide the necessary challenge, rigor, and excellence in every aspect of our campus in order to maximize the gifts in our students. As a first step, an *Information Technology Committee* has been formed to help us identify and meet our most critical IT needs.



Strategic Initiative #2: Finances

Definition. Improve long-term institutional financial viability for PCA.

Rationale. As our School matures and develops we must ensure PCA continues to occupy a vital position in the Seacoast region. A strong financial foundation will ensure the health and vitality of a high quality, world class, educational program for our students and the children of alumni.

Strategic Initiative #3: Community

Definition. Enhance sense of school-wide community on campus.

Rationale. It is important for us to cultivate our school community to reflect its diversity, vitality, giftedness, and interests. *The Upper School Culture Committee*, which will be formed this fall, will focus on programs that cultivate and prepare students academically and spiritually; integrate international students more intentionally and fully into the school community; and develop a strong sense of PCA unity and a family-friendly environment on campus.

Strategic Initiative #4: Enrollment

Definition. Increase the number of students enrolled and reenrolling at PCA.

Rationale. Our current facility was designed and built for 850 students, from Pre-K through grade 12. Currently, we are serving far fewer students and would greatly benefit from a student body closer to the number for which the school was designed. The optimal size of a high school in the United States has been shown to be about 500 students. To be better stewards of our resources, we need to increase our school population.



Strategic Initiative #5: Academics

Definition. Align teaching and curriculum with 21st Century standards.

Rationale. If we desire to produce graduates who will “impact the world for good,” we must provide a robust, challenging curriculum that will produce graduates who think critically, write persuasively, and recognize that meaning in life comes through service to God and others. Our curriculum must be timely and implemented in every classroom. It must reflect worldwide accepted best practice both in content and delivery. An *Academic Excellence Committee* will begin working on these objectives in the fall.

Strategic Committees

PCA is pleased to announce the implementation of four committees which will begin working on the Five Year Strategic Plan in 2015:

Capital Campaign

Purpose: Identify capital improvements needed on our campus, recommend the priorities, and research methods to help fund these improvements for present and future needs.

IT Improvement

Purpose: Continue research and evaluation of wi-fi pilot; research staff training, campus monitor infrastructure, and other IT needs on campus; and help determine ways to facilitate these programs.

Upper School Culture

Purpose: Focus on the integration of international students on our campus, further help prepare the students academically and spiritually, and create a strong sense of PCA pride and community on campus.

Academic Excellence

Purpose: Identify our current curriculum and practice in grades Pre-K through 12, best practice among the finest schools, and ways we can restructure our program to reflect these worldwide best practices. Communicate with the Information Technology Committee about technology needs of our school as we implement a curriculum that reflects best practice.

We will be inviting parents and alumni to participate in these committees.

PORTSMOUTH
CHRISTIAN
ACADEMY
— AT DOVER —

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