

ICSL STRATEGIC PLAN

(updated in January, 2023)

Purpose: this strategic plan is designed to guide the students, parents and staff of ICSL in the continued improvement and growth of the educational services provided by ICSL.

Timeline: This document is a living document and should be updated each semester by the ICSL leadership team to add new goals/initiatives, or remove/update current goals / initiatives. Additionally, this document should be updated as progress towards the goal is completed.

Color Coding: each goal is color coded to identify its priority. The color **RED** indicates a goal of high level of priority, the color **YELLOW** indicates a medium level of priority, and the color **GREEN** indicates a low level of priority. A color of **BLUE** indicates a goal that should be on-going.

Goal	Description	Rationale	PoC	Timeline
Review of the school Mission, Vision, Core Values & SLOs every 4 years.	The students, staff and parents should regularly review the mission statement, vision statement, core values, and student learning outcomes to ensure they are still relevant for the community/	It is important for any organization to regularly review their mission, vision, core values, and outcomes in order to ensure they are effective and relevant for the current societal situation.	School Director	Feb-Jun, 2028 - all are being review
Curriculum Review	The school leadership team should review 2 subject area curriculum each year for needed updates and upgrades	Educational resources are improving at a rapid pace and it is important for schools to ensure curriculum resources are the most up-to-date editions.	ALT	2021-22: Bible Curriculum 2022-23: all core subject areas
New Facility	ICSL needs a new building that provides the necessary facilities for the improvement of the educational programming and extracurricular services.	The entire ICSL community recognizes that while our current facility is comfortable it does not meet our needs in regards to number of classrooms, size of classroom and facilities for activities. A different building with more space and athletic facilities is needed.	NICS, ALT, BLT and PTA	2024-25: implementation
School Provided Lunch	The school would provide students with a lunch that can	Currently, ICSL does not provide lunch to students	BLT	2023-24: implementation

	be obtained at school	and it is a burden for parents. We have received many requests for lunch to be provided at school.		
Effective Data Collection, Analysis & Usage Procedures for Academic and Non-Academic Purposes	Decisions within classrooms and the school need to be based on data. The staff should have procedures for the collection, analysis and use of data to make decisions about academic and non-academic needs.	Data-driven decisions are the most effective method for decision making in an organization. This was an area of improvement that ACSI and MSA noted in our accreditation review.	School Director	2022-23: procedures were developed and staff were trained. Monitoring is needed.
1-to-1 Technology Program	Students would have an age-appropriate computer device at school for use in instructional activities.	The current global environment is nearly requiring individuals to be fluent in the use of technology in order to be successful and productive. Furthermore, devices enhance learning significantly and provide students with individualized support systems needed for success at school.	BLT	2022-23: research for costs of ipads and macbooks 2023-24: implementation.
Staff Salary & Benefits Improvement	Staff salaries and benefits need to improve every year in a systematic way.	The staff at ICSL have not received any improvement in their salaries or benefits for two years, because of the pandemic. This is not helping staff morale.	School Director	2022-23: review 2023-24: implement & review
Student Services	A complete framework for student services is in place to provide teachers with a pathway to request support and students a pathway to receive support. This is often called a MTSS.	Staff and students need to have a clear understanding of all the supports available and how to request them.	ALT	2022-23: Introduced MTSS plan 2023-24: Implement MTSS plan
School Sponsored Athletic, Non-Athletic and Academic Competitions	A program for students to compete athletically (sports), non-athletically, (music, visual arts, spiritual retreats), and academically (spelling bee, math relays, etc) throughout the school year.	ICSL is committed to the development of the whole child, and these types of activities provide opportunities for growth in areas that general classroom experiences cannot.	ALT & BLT	2022-23: introduce plan 2023-24: Implement activities that our current facility can support.
Implementation of House System	A program that divides all the students and staff into smaller groups to build community and emphasize the school	With such a transient community, it is important for students to have opportunities to build	ALT	2022-23: introduce the house system to staff and students

	mission, vision, core values and students learning outcomes	community and learn explicitly about the school core components.		2023-24: implement strategic activities and events within houses