



Tri-City Christian School

Vista, CA

Clark Gilbert, Superintendent

Project Summary

Successful Organizations Do It:

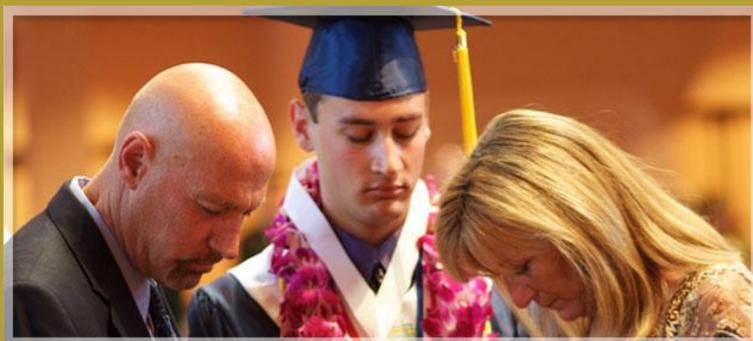
Strategic Planning

Since 1971, Tri-City Christian School, located in San Diego North County's Vista, CA, has been serving families seeking a Christian education for their children. A preschool–12th grade Christ-centered, college preparatory school, TCCS has an enrollment of 670.

Contending with

- the continued economic downturn
- declining enrollment since 2005
- a lack of unity within the school community

it was evident that Tri-City Christian School needed to develop, implement, and execute a strategic plan that would serve as a roadmap taking the school from survival to revival. TCCS has tremendous opportunity to develop into one of the premier Christian schools known for its reputation for producing spiritual champions for for Jesus Christ.



With God, all things are possible!

Process

There Is No "I" In Team

Guided by an experienced expert in strategic planning, our team rolled up its sleeves to come up with a plan representing all of our stakeholders. Major steps involved:

- Conducting stakeholder surveys to help us understand our strengths, weaknesses, and areas to improve
- Assembling teams and recruiting team leaders to represent the stakeholders and to conduct research and analysis of the data collected
- Writing the plan: The twenty-member strategic planning committee went up to the mountain top to pray and write the plan

Results

Six Strategies Identified

The stakeholders identified six strategies for TCCS to focus on:

- Spiritual Formation
- Financial Sustainability
- Faculty/Building Our Team
- Facilities
- Programs
- Technology

Within each strategy, goals and benchmarks along with teams responsible have been identified.



We are all in it together!

What We Have Learned

Wisdom acquired through experience

- Hiring an unbiased facilitator proved to add credibility and inspiration which helped to create buy-in among all of our stakeholders.
- Recruiting team members, leaders, and assembling task forces is time consuming, and we did not take this into account when we developed the time-line.
- The process has created shared vision, mission, and renewed school unity within our community.

Now the hard work begins

- Putting the plan together was easy. The execution of the plan requires focus, teamwork, and accountability.
- Task forces are being assembled to achieve specific benchmarks, goals, and tasks.
- We need to remember that Rome was not built in a day. We are aiming to achieve the completion of our plan in 3-5 years.

