



**RICHMOND
CHRISTIAN
SCHOOL**

Richmond Christian School

Richmond, British Columbia

Roger Grose, Systems Principal

Managing Growth

Richmond Christian School is a culturally diverse community with more than 130 churches represented in our school. The school has grown from 555 students to 910 students in 7 years - an 80% increase in student population. We now have a new secondary school, a newly established middle school, and a renovated elementary school.

This tremendous growth created several challenges to our infrastructure beyond physical accommodations. Transitioning to a three-campus system meant addressing needs in human resources, organizational structure and governance.

The task was to unify three separate campuses into a single school community.



Project Results

The Administrative Team and Board of Trustees became very intentional about strategic planning. The Administrative Team set aside several school days to review and update the previous strategic plan. A presentation was made to the Board comparing where we were in 2002 with where we are today. Dreams and plans were brought to the Board for discussion and prayer.

A time line establishing the various milestones of a strategic plan was developed. As a result of this project, the following items were accomplished:

- The Strategic Plan was revised.
- A restructured Education Committee Policy was written.
- An Organizational Chart was adopted in Spring 2010.
- An updated Staff Handbook was completed for September 2010.
- Formal Vision Statements were developed.
- An electronic communication tool (Basecamp) was implemented for the Board and Administrative Team.



What We Have Learned

- It takes trust and effort on the part of the Board to become visionary and long range in their thinking and planning.
- It takes intentional effort and planning on the part of the administration, board, faculty and staff to blend three separate campuses into a cohesive school system. This requires giving up campus independence and ownership in order to see a bigger picture.
- Consistent and gracious policy and procedure is essential in order for all staff to feel valued while adapting to a larger school setting.
- It takes time to plan and implement change in an effective manner.

