Nanaimo Christian School
John Reems, Principal

Project Summary

About NCS:
Students: 375, PreK–12
Organization: Three divisions in four buildings on 5.6 acres

Project Goals:
- Redefine nine positions out of traditional model into new hierarchy
- Create executive principal position
- Have development staff report to principal
- Grow staff capacity
- Grow to 400 students
- Re-organize to strength-based leadership model
- Improve student leadership
- Implement school review

Process:
Principal directs change schedule and reports to board

Project Results

Actions:
- Nine positions redefined
- New website launches, renewed promotions
- Communication with board chair increases
- Development committee started
- Annual fund-raising plan started; targets exceeded
- Development staff refine tasks with greater efficacy
- Educational leadership begins strategizing to new job descriptions
- Office staff to grow in communications and link with promotions

What we learned

Successes:
* Jobs increase deliverables/results or expectations
* School improves in marketing and promotions
* Development focus improves

Challenges:
* Planting vision in families
* Increasing enrolment in slower economy
* Retention rates
* Culture change requires constant, effective communication
* Each position needs specific preparation, strategy, and follow through

Recommendations:
* Formally track position changes
* Regularly connect with each staff member

What we learned