



# LANSING CHRISTIAN SCHOOL

*GROWING MINDS. NURTURING FAITH. PREPARING LIVES.*

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## **Creating a Five Year Strategic Plan**

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### **What I did**

I implemented a collaborative process, with broad community engagement, as a means for creating a five year strategic plan for Lansing Christian School. The process, which began in late August, culminated in May, with board approval of the five year strategic plan.

### **What I learned**

I learned that people in our school community want to be part of important work, and they want to be a part of determining the future of our school.

I also learned to play a different role as a leader. I learned to use people differently and more effectively, giving others more responsibility and ownership for the work and outcome during the strategic planning process.

### **What difference did it make?**

Initiating this kind of a collaborative process as a means for writing a five year strategic plan has fundamentally changed the way I am seeking to lead our school in the future.

Having a five year strategic plan in place gives us the opportunity to use the plan in way that will affect the way we operate as a school moving forward. The strategic plan will become the context and content for my work with the board and the administrative team. It will also provide structure for meetings and reports, and serve as measure for evaluation.

In addition, as we move forward I will continue to cultivate a culture of shared leadership and collaboration at our school. This includes:

- Engaging more people in the important work of the school.
- Giving key leaders oversight and accountability to accomplish the work of the strategic plan and engaging the broad constituency through task force work.
- Asking more questions and actively seeking more feedback as a way to grow capacity in others.
- Communication throughout the organization that speaks to the context of why we are doing what we are doing, as it aligns with our new vision.

THAT THEY MIGHT SET THEIR HOPE IN GOD. PSALM 78:7