



Cascade Christian Schools

Vision 2030

Over the next ten years, initiatives and action items in each of the seven major goal areas will reflect and promote CCS culture and Guiding Principles.

Vision Goal #1 EDUCATIONAL EXCELLENCE We provide an excellent and highly personalized educational experience for each student.	Vision Goal #2 FINANCIAL RESOURCES We steward our financial resources from a position of stability and viability.	Vision Goal #3 HUMAN RESOURCES We attract, develop, and retain highly qualified personnel who are called and aligned to our mission.	Vision Goal #4 MARKETING, COMMUNICATIONS & STRATEGIC INITIATIVES We strengthen and reflect CCS culture and identity in all that we do.	Vision Goal #5 ENROLLMENT MANAGEMENT We maximize enrollment in a manner that strengthens CCS culture.	Vision Goal #6 ADVANCEMENT We maximize and increase organizational capacity and efficiency.	Vision Goal #7 OPERATIONAL EXCELLENCE We strengthen and sustain a healthy, safe, and secure environment by increasing resources, such as program, equipment, and staffing.
<p>EDUCATIONAL ROADMAP SYSTEM We will continue to improve the Educational Roadmap tool that is designed to track and express each student’s growth in the 4 Pillars of Academic Excellence, Leadership Development, Personal Character Development, and Spiritual Formation.* (1-2) We will strengthen and enhance our 4 Pillars to give our students an experience they cannot get elsewhere. (1-2)</p> <p>EDUCATIONAL CURRICULAR SYSTEM We will complete the build-out of our Curriculum Mapping program to include Marzano’s Critical Concepts, CCS’ 4 Pillars outcomes, and BWI standards.* (1-2)</p> <p>GROWTH AND PROFICIENCY We will complete our efforts to see 80% of our students reach the college-bound track in standardized test scores, as well as see our SAT/ACT scores remain above the WA state average.* (2)</p> <p>HIGHLY PERSONALIZED We will demonstrate our commitment to a highly personalized learning experience for each student by increasing the number of academic opportunities available to students through various learning platforms. (1-2) We will demonstrate our commitment to a highly personalized learning experience for each student by increasing the level of resources and support provided to students in the areas of academics and personal, social, and spiritual formation. (1-2)</p>	<p>BUDGET We will manage financial resources in a manner that enables funding of the Financial Stability Indicators’ targets. (1-2)</p> <p>FINANCIAL STABILITY INDICATORS – TARGETS Personnel Costs: 70% of operating budget (1) Variable Tuition: 12% of revenues (1) Capital Budget: 2% or more of revenues (1) Long-Term Cash Reserves: \$2,000,000 (2) Operating Cash Reserves: One month of operating expenses in reserve (2) Debt: Debt-to-asset ratio of less than 30% (2)</p>	<p>PERSONNEL SALARY SCALES We will continue to make reasonably higher increases in employee compensation a priority.* (1-2)</p> <p>PERSONNEL BENEFITS We will continue to make expanding the benefits offered to employees an area of focus.* (1)</p> <p>PERSONNEL GROWTH AND DEVELOPMENT We will expand and enhance employee and volunteer regulatory training. (1) We will have practices in place that better support current and prospective CCS employees and create a stronger sense of belonging. (1-2)</p>	<p>MARKETING We will strengthen and increase CCS brand awareness. (1)</p> <p>COMMUNICATIONS We will have consistent messaging standards in place. (1) We will strengthen internal and external communications. (1)</p> <p>STRATEGIC INITIATIVES We will develop strategic initiatives as appropriate for strengthening and solidifying the CCS culture and identity. (1-2)</p>	<p>ENROLLMENT We will reach an early learning–grade 12 enrollment of 1,550 students. (2) We will have practices in place that better support current and prospective students, and create a stronger sense of belonging. (1-2)</p>	<p>DEVELOPMENT We will raise \$1,000,000 per year through the Cascade Fund. (2) We will have completed the JH building project. (3) We will grow the balance of the CCS endowment to \$1,000,000 (balance as of January 2020 was approximately \$500,000), while also working diligently to secure planned gifts. (2) We will design and complete a plan for an on-site, lighted turf-field complex. (2)</p> <p>ALUMNI We will double the number of alumni with children enrolled in CCS from 60 to 120. (Current number as of 2020 is 60) (2) We will double the number of alumni actively engaged (advocates) in the CCS community through time, talents, and/or financial gifts. (Current number as of 2020 is 140) (2)</p> <p>EXPANSION We will explore early learning center expansion within the demographic and capacity parameters for the district. (1)</p>	<p>SAFETY AND SECURITY We will expand the safety and security plan to create a more comprehensive drill and practice schedule for safety and security protocols. (1) We will have necessary staffing in place for consistent and comprehensive oversight, implementation, and review of the safety and security plan. (1)</p> <p>OPERATIONS We will have a comprehensive plan in place for the management and care of CCS facilities with appropriate staffing. (1-2)</p> <p>TECHNOLOGY We will have a comprehensive tech plan in place with appropriate staffing. (1-2)</p> <p>HEALTH We will have a comprehensive health plan in place with appropriate staffing. (1-2)</p>
<p>PRIORITY LEVELS (shown in parentheses after each goal) Priority Level 1: To be achieved within 1-3 years Priority Level 2: To be achieved within 4-6 years Priority Level 3: To be achieved within 7-10 years *Indicates carryover from Vision 2020</p>						