Pacific Christian School
TRANSFORMATIVE LEARNING

NURTURING STUDENTS
in Christ-like living

2024 Strategic Plan

OUR CONTEXT:

Pacific Christian School is centrally located in Greater Victoria, a vibrant community of nearly 400,000. Victoria boasts exceptional beauty and Canada’s mildest climate, coupled with a thriving, diverse economy and low unemployment rates. However, Victoria also faces urban challenges such as housing affordability, homelessness, and a toxic drug crisis. The legacy of colonialism also continues to affect the First Nations communities. In response, our mission is to prepare students to live fully and faithfully, navigating these complexities through the lens of Christian faith and a biblical worldview, fostering a deep understanding and proactive engagement with our community's unique challenges.

Message from the Superintendent and the Chair of the Board of Directors

As we approach the milestone of 65 years of providing a distinctly Christian education in Greater Victoria, we remain as committed as ever to our mission of “Nurturing students in Christ-like living." Our enduring commitment to our purpose forms the bedrock of our updated strategic plan, which builds upon the foundations laid by its predecessors, including the most recent 2019 document.

This revision of the strategic plan is an outcome of extensive collaboration involving a broad spectrum of our community—from faculty and staff to students, families, and alumni—gathered through numerous consultations over the past year. This process has ensured that the plan is reflective of our collective aspirations and strategic objectives.

The 2024 Strategic Plan is structured around our core focus priority, ‘**Learning and Christian Faith Formation’** and three supporting priorities: ‘**Our People’** (staff), ‘**Our Facilities’**, and ‘**Our Finances’**. Each section outlines targeted strategic objectives aimed at advancing our mission and reinforcing our commitment to the growth of our students.

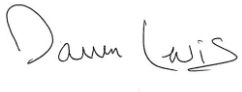
The plan also seeks to reinforce the PCS Guiding Educational Principles introduced in 2019. These principles continue to shape our educational practices and are intricately woven throughout this strategic plan, ensuring that our actions remain aligned with our Christian ethos and educational goals.

As a team we’re excited by the direction provided by the plan as we seek to build on our sixty-year commitment to Christian education in a way that is relevant and responsive to our times.

As we move forward, the strategic plan not only maps out the route for future growth but also reaffirms our commitment to adapting and responding to the changing educational landscape in a manner that honors our legacy and values.

We invite each of you to engage with this plan, understand its directions, and participate actively in our shared journey towards sustained excellence in Christian education. Together, let us continue to shape our school as a place that glorifies God and brings out the best in our students, fostering an environment where everyone's contributions are valued and vital.

Thank you for your ongoing support and commitment to Pacific Christian School. We look forward to embarking on this exciting new chapter together.



Mr. Darren Lewis, Superintendent

Mr. Joshua Steeper, Board Chair

PCS IS A SCHOOL ON A MISSION:

Our mission is to nurture students in Christ-like living, critical thinking and joyful service to be faithful citizens in God's world.

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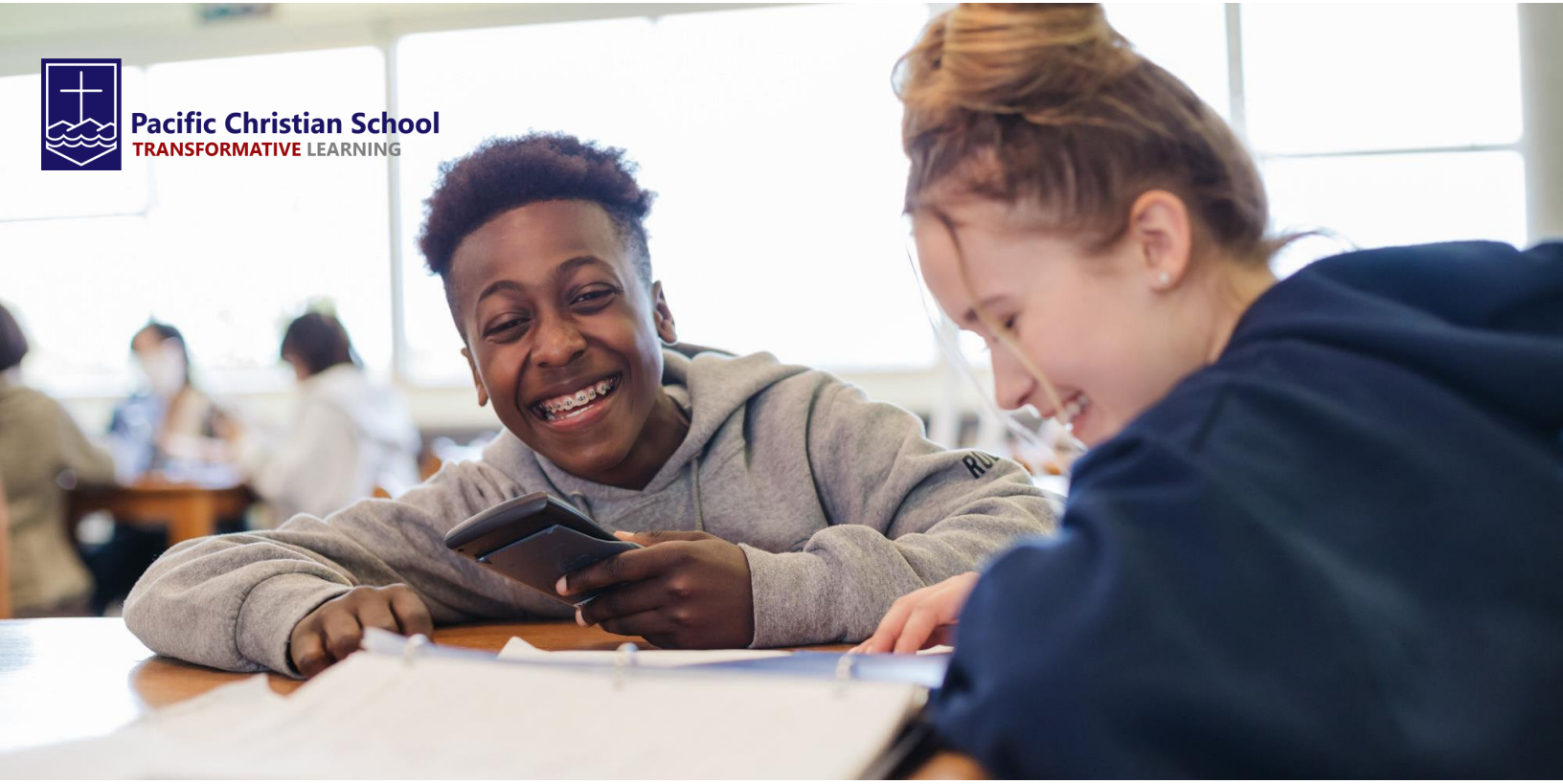


Guiding Educational Principles

At PCS we believe that education should be:

TRANSFORMATIVE

By nurturing students in Christ-like living, critical thinking and joyful service, we educate not only to inform but also transform. We create learning experiences to help shape students' Christian faith and develop within them an understanding of their identity in Christ. We seek to develop a Christian worldview in our students by infusing their learning with biblical truths, continually orienting them toward Christ with the deep hope that they will come to love, serve and desire the Kingdom of God.

ROOTED IN BELONGING

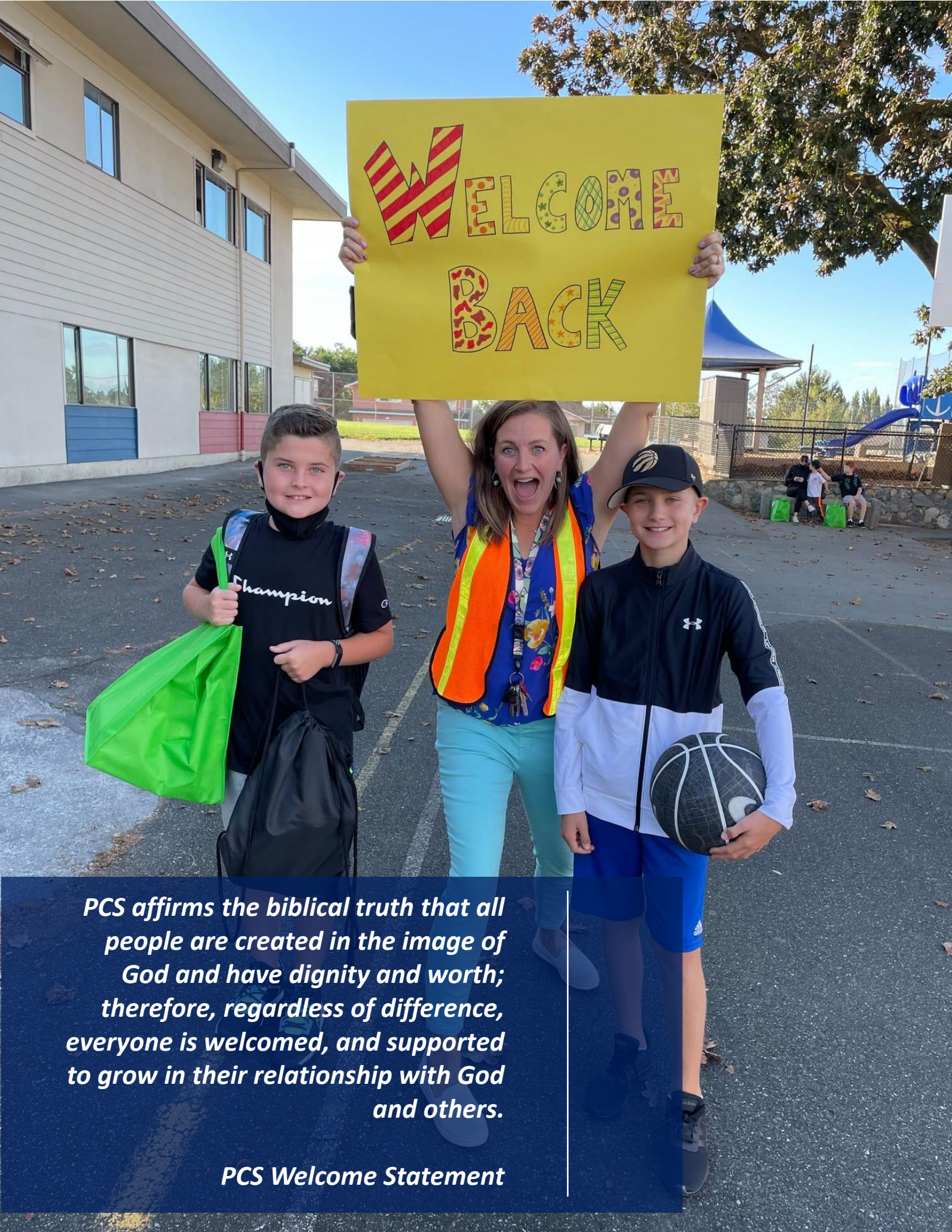
Students are drawn into the learning process when they are known and loved within a school community. We believe that each child is uniquely created in the image of God, and we delight to know them personally. As one-of-a-kind image-bearers, we recognize that students learn in a variety of ways. As such, we respond to student diversity by providing varied and accessible instructional approaches that reflect students' curiosities, strengths, needs and personal goals.

CONNECTED

Deep learning equips students to influence the world. Students are nurtured to be faithful citizens in God's world by connecting their learning to diverse contexts. Students engage in creating beautiful work that has purpose, complexity and meaning. We seek relevant audiences for students to connect their work to the broader community, which deepens their learning. Through this, students experience their role as active and creative participants in God's story.

SERVICE-ORIENTED

Joyful service is a faithful response to the transformational work of God in our lives. We understand that God's story is one of redemption and restoration, and that His plan for restoration includes us as participants. We provide opportunities for students to serve others, with the deep hope that they develop a life-long desire to be servant-workers as Christ modeled for us.



PCS affirms the biblical truth that all people are created in the image of God and have dignity and worth; therefore, regardless of difference, everyone is welcomed, and supported to grow in their relationship with God and others.

PCS Welcome Statement

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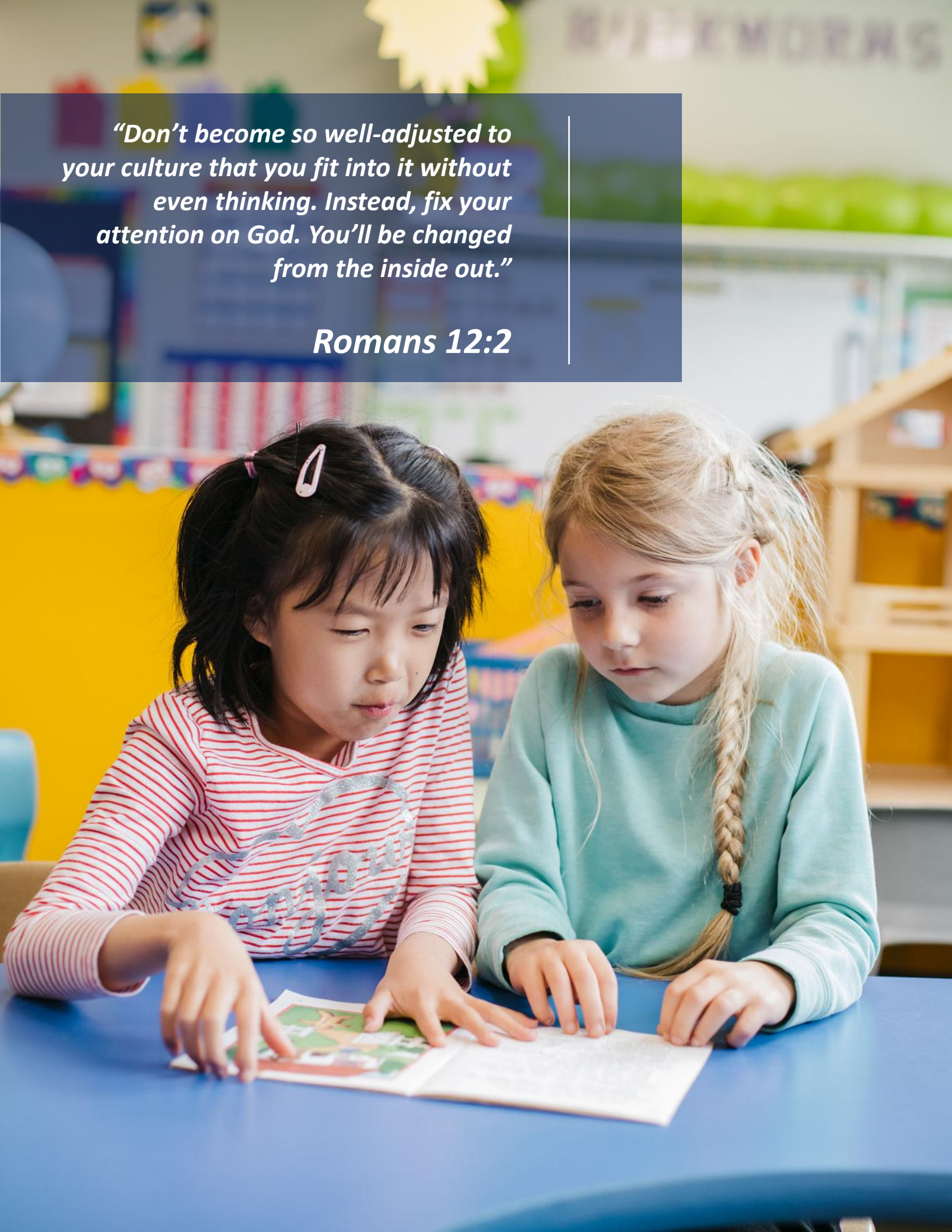
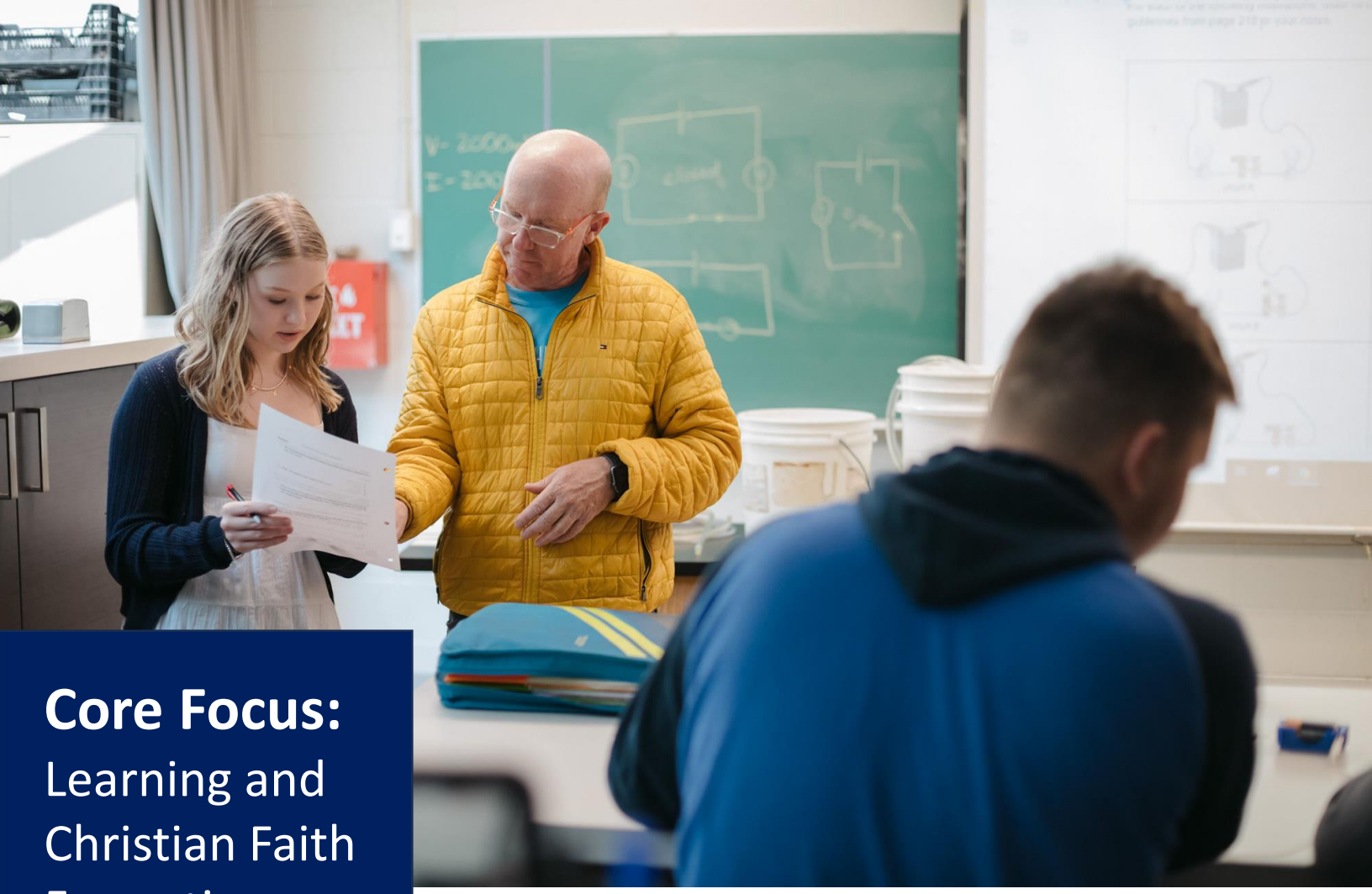
Core Focus, Strategic Priorities and Objectives



“Don’t become so well-adjusted to your culture that you fit into it without even thinking. Instead, fix your attention on God. You’ll be changed from the inside out.”

Romans 12:2



Core Focus: Learning and Christian Faith Formation

Pacific Christian School is committed to delivering an exceptional learning experience rooted in the principles of transformative Christian education.

Strategic Objectives:

1. **PCS continually orients students to Jesus in accord with His call on us to be, make and equip disciples.**

2. **PCS equips students for the wide range of places that God calls them to.**

3. **PCS delivers an academically rigorous education that is deeply rooted in our Guiding Educational Principles.**

4. **PCS prioritizes community partnerships that connect student learning to the world beyond our walls.**

5. **PCS works in visible partnership with local churches, Christian ministries and our families.**

"There is not a square inch in the whole domain of our human existence over which Christ, who is Sovereign overall, does not cry, Mine!"

Abraham Kuyper

Priority 1:
Our
People

Pacific Christian School cultivates a community of skilled and committed individuals who are passionate about education and Christian faith. Our goal is to create a workplace imbued with Shalom, where staff members thrive as engaged and appreciated contributors to God's story at PCS.

Strategic Objectives:

1. **PCS seeks for every staff member to flourish, contributing positively to our collective mission.**

2. **PCS commits to meaningful professional development that supports our staff in fulfilling our school's mission as Christ-centred educators and leaders.**

3. **PCS provides competitive and fair compensation for all staff members.**

“First life, then spaces, then buildings – the other way around never works.”

Jan Gehl

Priority 2:
Our Facilities

Pacific Christian School is committed to creating and maintaining facilities that both support our mission and align with the educational approach outlined in our Guiding Educational Principles.

Strategic Objectives:

1. **Improve and add community-building spaces for all students, particularly for those in high school.**

2. **Optimize the use of the church and improve its utility as a learning and presentation space.**

3. **Prioritize the ongoing maintenance of existing facilities.**

4. **Ensure education and administration information technology systems are updated and maintained.**

5. **Update and implement the long term facilities plan.**

Christian education is possible only where there is the will to go against the stream of the present age and where this is recognized as a command of Jesus Christ.

Dietrich Bonhoeffer

Priority 3: Our Finances

Pacific Christian School is committed to establishing a model of financial sustainability that both supports our educational programs and advances our mission.

Strategic Objectives:

1. **Budget to ensure adequate resources to maintain existing facilities and ensure financial capacity for future needs.**
2. **Budget for competitive and fair staff remuneration.**
3. **Grow a giving culture in our community.**
4. **Meaningfully increase non-tuition revenue.**
5. **Reduce financial barriers to improve accessibility to Christian education regardless of financial means.**
6. **Maintain healthy enrollment.**

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