

STRATEGIC PLAN 2017-2022



CONCORDIA
LUTHERAN HIGH SCHOOL

MISSION STATEMENT

**BUILDING LIVES OF EXCELLENCE
UPON THE FOUNDATION OF CHRIST**



CONCORDIA
LUTHERAN HIGH SCHOOL

VISION STATEMENT

**CONCORDIA LUTHERAN HIGH
SCHOOL IS THE SCHOOL OF CHOICE
FOR STUDENTS AND FAMILIES IN
THE GREATER HOUSTON AREA.**



CONCORDIA

LUTHERAN HIGH SCHOOL

VALUES STATEMENT

WE IMPACT LIVES THROUGH A CHRIST-CENTERED EDUCATION FOCUSED ON RELATIONSHIPS, COLLABORATION AND STEWARDSHIP GENERATING EXCELLENCE IN CHRISTIAN CHARACTER, ACADEMICS, COMPETITION AND PERFORMANCE.



CONCORDIA
LUTHERAN HIGH SCHOOL

CORE VALUES

Christ-centered

Our foundation upon Jesus Christ, who values all people, inspires us to view people through His eyes and serve Him in all that we do.

Relationships

We strive to establish an environment built on respect where Grace is received and applied as individuals interact with one another.

Collaboration

We honor a teamwork approach to problem solving and decision-making which is aligned with our Christian worldview.

Stewardship

We pledge to faithfully utilize our God-given abilities to manage the gifts we are given.

Excellence

We pursue distinction and high standards in an atmosphere of diverse opportunities.



CONCORDIA
LUTHERAN HIGH SCHOOL

Priority I – Foster a Culture of Excellence with Christ as our Foundation

Strategy 1

Honor Christ first in all that we do

Goal: Christ is evident in all aspects of daily life at Concordia

Initiatives:

- ❖ Establish that our definition of excellence means knowing who you are in Christ and being transformed to bear His image.
 - ❖ Define the spiritual win for our students (measurable)
 - ❖ Equip the faculty and staff to be Gospel Centered in their approach with others



CONCORDIA

LUTHERAN HIGH SCHOOL

Priority I – Foster a Culture of Excellence with Christ as our Foundation

Strategy 2

Emphasize continuous growth

Goal: Become a school where growth is part of our DNA

Initiatives:

- ❖ Provide resources to teach and support a growth mindset for faculty, staff and students
- ❖ Display visual expressions of growth mindset throughout the campus



CONCORDIA

LUTHERAN HIGH SCHOOL

Priority I – Foster a Culture of Excellence with Christ as our Foundation

Strategy 3

Establish a leadership pipeline

Goal: Train faculty, staff, and students to become effective leaders within the school and for future endeavors.

Initiatives:

- ❖ Determine best practices for preparing faculty members as leaders
- ❖ Determine best practices for preparing students as leaders



CONCORDIA

LUTHERAN HIGH SCHOOL

Priority I – Foster a Culture of Excellence with Christ as our Foundation

Strategy 4

Strengthen relationships through intentional collaboration

Goal: Create more collaborative opportunities

Initiatives:

- ❖ Identify and implement best practices for collaborative opportunities internally
- ❖ Identify and implement best practices for collaborative opportunities externally



CONCORDIA

LUTHERAN HIGH SCHOOL

Priority I – Foster a Culture of Excellence with Christ as our Foundation

Strategy 5

Instill a philanthropic heart within our student body

Goal: Provide education and opportunities on how we can be a blessing through sacrificial giving (time, talent, and treasure)

Initiatives:

- ❖ Develop a curricular unit within theology that explores God's design for giving of one's time, talent, and treasure
- ❖ Re-establish a financial planning curricular unit within Economics



CONCORDIA

LUTHERAN HIGH SCHOOL

Priority II – Achieve distinction through exceptional people, programs, and facilities.

Strategy 1

Recruit and retain the best Christian employees

Goal: Be the Christian School of choice for employees

Initiatives:

- ❖ Evaluate Concordia's hiring process to ensure the highest quality Christian employees
- ❖ Evaluate and maintain salary and benefits at the top range among Christian schools and competitive with independent and public schools
 - ❖ Explore methods of merit base pay
- ❖ Evaluate our current methods of recognition and motivation



CONCORDIA

LUTHERAN HIGH SCHOOL

Priority II – Achieve distinction through exceptional people, programs, and facilities.

Strategy 2

Ensure a rigorous college prep education

Goal: Prepare Concordia students for the demands of post-secondary education

Initiatives:

- ❖ Create a process to evaluate and enhance curriculum
- ❖ Explore the value of an “academy model” at Concordia
 - ❖ Define the vision for Online Education
- ❖ Identify and implement best practices to engage students in learning



CONCORDIA
LUTHERAN HIGH SCHOOL

Priority II – Achieve distinction through exceptional people, programs, and facilities.

Strategy 3

Expand the value of excellence in co-curriculars

Goal: Become a school where excellence permeates all areas

Initiatives:

- ❖ Provide professional development to develop a culture of excellence within the school's programs
- ❖ Identify and equip student leaders in our co-curriculars
 - ❖ Establish Standards of Behavior for each program
 - ❖ Create a tool within programs to evaluate the culture



CONCORDIA
LUTHERAN HIGH SCHOOL

Priority II – Achieve distinction through exceptional people, programs, and facilities.

Strategy 4

Understand and provide for the needs of this generation of students

Goal: Develop a clear vision for guidance counseling

Initiatives:

- ❖ Create a comprehensive counseling scope and sequence which students will receive over their four years at Concordia
- ❖ Explore and evaluate the direction of our special services



CONCORDIA

LUTHERAN HIGH SCHOOL

Priority II – Achieve distinction through exceptional people, programs, and facilities.

Strategy 5

Provide facilities that support and advance the academic and co-curricular programs

Goal: Accommodate enrollment while facilitating quality instruction, and advance Concordia's commitment to excellence in all areas

Initiatives:

- ❖ Provide for ongoing maintenance and improvements to new and existing facilities ensuring they meet the age- and program-appropriate needs
- ❖ Establish and implement design principles that will effectively meet the age- and program-appropriate needs



CONCORDIA
LUTHERAN HIGH SCHOOL