

Christian Family Children's Center

As of September 2022

Short Term Targets	Method	Assignment	Date
1. Build annual fund. Target at \$100,000 annually	a. Development officer out in community and visiting donors and business contacts	BOD & Administration	2023
	b. Explore ways to Expand utilization of Educational Savings Accounts for families.	BOD & Administration	2023
2. Ongoing Budget Development	Develop contingency budget for building and equipment repairs and replacements	BOD and Administration	2023
3. Increase benefits of professional positions on staff	Medical savings plan - Determine levels of salaries as long term goals	BOD and Administration	2023
4. Continue expansion of community opportunities for resource utilization, adult learning workshops & CEU programs	a. Explore and expand services to seniors such as:	Administration and Staff	2023
	i. Technology skills	Administration and Staff	2023
	ii. Expand community lunch information presentation(s)	Administration and Staff	2023
	iii. senior dinners		2023
	iv. senior transportation & funding	Administration/Transportation	2023
	b. Expand Library resources/networks within the community	Staff & Library Committee	2023
	c. In person and virtual theological study courses (CEUs) and small group focused Bible studies.	Administration and Staff	2023
	d. Develop and expand in person and virtual professional training opportunities (CEUs) that can be utilized by current program participants and others in the community.	Administration and Staff	2023
	e. Parenting support classes - support meetings. Topics include kids, social media, sexuality, financial planning, autism, adhd, special needs	Administration and Staff	2023
	f. Continue to expand adult & children's activities with the community such as sewing camps, food drives, music events, and other activities	Development/ Marketing team	2023
	g. Expand role of athletic director	Administration/BOD	2024
	h. Explore hiring specific "summer staff" for camps	Administration	2024
i. Outdoor screen movie nights	Staff & PTF Committee	2023	
j. Explore multigenerational special need services and activities	Administration	2025	
5. Continue to develop summer programs in terms of day camps, preschool, summer meal programs and other usages	a. Expand sewing, science camps and explore coding, art, STEAM, gardening, cooking/baking camps, and split between older and younger ages	Administration/ Faculty	2023
	b. PA Game Commission hunter Safety Classes	Administration/ Faculty	2023
6. Develop Scouting Programs	a. Start American Heritage Girl's Program	Administration/Trail Life	2023
	b. Develop sustainable scouting leadership	Administration/Trail Life	2023
7. Develop overall long term land development plan for Donegal	a. Explore additional entrance/exit possibilities at the North Campus in Donegal	Administration/BOD/Trustees	2023
	b. Add Plan for Baseball Field	Trustees/ Development	2023
	c. Add Plan for Rifle Range	Trustees/Trail Life	2023
	d. Pavilion	Trustees/ Development	2024
8. Continue to develop the counseling program	a. Therapeutic program by adding additional licensed counselors and expanding clientele	Counseling Administration/Support	2023
	b. Offer more general community workshops, networking, etc.	Counseling Administration/Support Team	2023
	c. Connect with school program needs and expand ADHD support, etc. Expand services in all of these areas	Counseling Administration/Support Team	2023
	d. Develop support staff for billing, paperwork, etc.	Counseling Administration/Support Team	2023
	e. Add part-time counselors. Develop non-compete contract	Counseling Administration/Support Team	2023
	f. Support groups for ADHD, autism, grief share, Celebrate Recovery, and other targets	Counseling Administration/Support Team	2023
	g. Apply for additional insurance company reimbursements & increase billing capacity and robustness	Counseling Administration/Support Team	2023
	h. Add career and life coaching options. Incorporate trained mental health coaches.	Counseling Administration/Support Team	2023
9. Expansion of EEECS & Preschool program in community	a. Expand toddler and infant programs	Administration/faculty	2023
	b. Extended care program and add additional staff		2023
	c. Expand before and after school & summer programming		2023
10. Develop Harr Field (see Center facilities tab)	a. Walking track	Trustees/ Development	2022
	b. Fencing along back of field	Trustees/ Development	2022
	c. Steps & bleachers	Trustees/ Development	2023
11. Continue to implement database and web development	Expand Drupal Sites, Ongoing page development & Expand development of Database in multiple areas	Staff & Tech	2023
12. Expand overall marketing and development	a. WOM referrals	Marketing Team	2023
	b. Do additional Print Mailing Advertisement	Marketing Team	2023
	c. Start & Organize Alumni group	Marketing Team	2023
	d. Develop sign management practices	Marketing Team	2023
	e. EDDM/Bulk mailings	Marketing Team	2023
13. Expand Transportation Program	a. Expand community coach bus trips to increase programming and help operational funds	Marketing & Transportation	2023

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	b. Offer additional personal vehicle work to faculty and staff to provide additional revenue	Mechanic team	2023
	c. Add additional mechanic(s) to staff	Administration	2023
	d. Add additional school district contracts	Administration	2024
	e. Expand maintenance equipment on property development use such as scissor lift, dozer, bobcat, backhoe, etc.	Administration	2022
14. Develop a records retention policy		Administration	2022
15. Continue to develop and identify additional funding for financial aid	a. Evaluate current EITC and OSTC funding levels to maintain covering 2 full years of funding, one of which is an advance year, and future CCS demand	BOD/ Development	2022
	b. Develop and implement targeted mission scholarship programs to enable families to send children to CCS	Development/Administration	2023
16. Expand Food Service Offerings	a. staff food preordering for salads and healthy lunch alternatives		2022
	b. busy student food meals between activities		2022
	c. take home dinner options		2022
	d. senior citizen meals		2024
Long Term Targets	Method	Assignment	Date
1. Wellness Center complex	a. Finish fundraising for stage and workout complex	BOD/ Development	2022
	b. Fundraise for activity and gym equipment	BOD/ Development	2023
	c. Fundraise for stage and work out room equipment	BOD/ Development	2023
2. Explore additional Senior Citizen ministry options	a. Provide computer classes	BOD/Administration/	2022
	b. Meals on wheels	BOD/Administration/ Development	2022
	c. Transportation services	BOD/Administration/ Development	2022
	d. Develop periodic lunch in speaker program for seniors	BOD/Administration/ Development	2022
	e. Develop program specific cross-generational contact and consider cross-generational programs and events (i.e. adult daycare, adopt a grandparent)	BOD/Administration/ Development	2025
	f. Explore the options of Senior Adult daycare	BOD/Administration/ Development	2025
	g. Housing with senior living facility or campus	BOD/Administration/ Development	2025
	h. Identify a RN with senior vision	BOD/Administration/ Development	2023
	i. Launch Annual Trip to Israel	BOD/Administration/ Development	2022
	j. Explore Option of offering Silver Sneakers	BOD/Administration/ Development	2022
	k. Focus group events about senior issues, possible coach bus trips using ministerial and other networking connections	BOD/Administration/ Development	2022
l. Planning classes about retirement	BOD/Administration/ Development	2023	
3. Ongoing Spiritual Development of programs	a. Center leadership prayer groups		2021
	b. Consider the Development of a Student Chaplain	BOD/Administration	2023
	c. Small Group Bible Studies	BOD/Administration/ Development	2022
	d. Grow church connections	BOD/Administration/ Development	2021
	e. Grow connections with Youth Groups	BOD/Administration/ Development	2023
	f. Grow Connections with Children's ministries	BOD/Administration/ Development	2023
	g. Community choir/lessons/worship	BOD/Administration/ Development	2023
4. Community Physical and Health Educational and Activity Resources	a. Nutrition & wellness classes	Administration/Athletic	2023
	b. Healthy adult baking/cooking classes	Administration/Athletic Director	2023
	c. Club sports, womens/mens/coed teams, & leagues	Administration/Athletic Director	2024
	d. Development of Physical Activities for Community (morning walk group, silver sneakers, exercise trails)	Administration/Athletic Director	2022
	e. Classes in the gym (Zumba, yoga, personalized physical training instruction, senior, dance)	Administration/Athletic Director	2023
	f. Partner with Special Olympics	Administration/Athletic Director	2025

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Short Term Targets	Method	Assignment	Date
1. Develop comprehensive curriculum manual with mapping and core standards	a. Implement the 3 year integrative plan	Principal/Faculty	2022
	b. Map tech skills through the grades - scope & sequence	Principal/Faculty	2024
	c. Further incorporate STEAM	Principal/Faculty	2024
2. Develop a more intentional chapel program	a. Explore hiring a chapel coordinator	Administration/ Faculty	2023
	b. Incorporate more student & contemporary music	Staff	2022
3. Gifted program review/develop and implement at Champion Christian School	a. Develop additional funding opportunities.	Administration	2023
	b. Develop staff and structural programming		
4. Expand students' opportunities in music/art	a. Develop Worship Team	Staff	2022
	b. Expand art program	Staff/Faculty	2022
	c. Expand instrument program to include band	Faculty/Staff	2022
	d. Designated worship/drama in school day	Administration	
5. Expand drama program	a. club	Faculty/ Administration	2022
	b. choir	Administration/ Faculty	
6. Expand Moodle as a learning management system	a. Fully integrate usage of grading and parent portals	Administration/ Faculty	2022
	b. Continue to expand faculty skills in using the tools available for blended and online learning activities	Administration/ Faculty	2022
	c. Develop advanced degreed faculty with classes that can be utilized in multiple arenas, and be offered for dual-credit and across multiple school communities	Administration/ Faculty	2023
	d. Add Fully integrated report cards to iChampion and Transcripts	Tech/Faculty	2022
7. Development of a documented digital tracking method for individual student goals and strengths as well as progress		Administration and Tech	2023
8. Expand special needs program services	a. Expand learning support services	Administration/ BOD	2023
	b. Discovery resources	Administration/ BOD	2023
	c. Resource Room services and d. counseling services. Received grant for equipment and staffing	Administration/ BOD	2023
	d. Plan and resources to work with those who cannot always integrate in the classroom because of behavior or profound needs	Administration/ BOD	2023
	e. Specialized staff who can work one on one with students with special needs	Administration/ BOD	2023
9. Expand HS Dual Credit & AP classes and implement internship program		Administration/ Faculty	2023
10. Research external outreach of tutoring resources/learning support/Discovery		Administration/ BOD	2023
11. Develop a culture of Christian education from Preschool to Christian college		Administration/ Faculty	ongoing
12. Develop lifelong readers	a. Sharing library at both campuses to public and Saturday and summer reading programs	Administration/ Faculty	2021-2022
	b. book clubs	Library Committee	2022
	c. reading incentive programs	Library Committee	2022
13. Develop specific skills in physical education	a. Integrate with Track & Gym	Administration/ Faculty	2022
14. CCS alumni research developed		Administration/ Faculty	2023
15. Add early ed staff for before and after school EECS programming		Administration/ Faculty	2021
16. Encourage school spirit	a. Apparel	PAC	2021
	b. Scripture in public areas	Staff	2022
	c. Student focus	Faculty/ Administration	2022
	d. annual verse & theme	Faculty/ Administration	2021
	e. Senior class campus legacy activities	Administration/ Faculty	2022
	f. Develop specific athletic logos and CCS logos	Marketing	2023
17. Science program	a. staff training	Assigned Staff	2023
	b. STEM and STEAM activities	Assigned Staff	2022
	c. additional staff	Assigned Staff	2022

	d. year end and field trips include science experiences	Assigned Staff	2023
18. Expand music lessons to students and community members	a. instrumental	Assigned Staff	2023
	b. accompanying roles	Assigned Staff	2023
	c. community vocal groups	Assigned Staff	2023
	d. staff choir/singing activities	Assigned Staff	2023
19. Explore additional assembly/chapel opportunities	Examples: kindness, race & diversity, mental health	Assigned Staff	2023
Long Term Targets	Method	Assignment	Date
1. Need to grow CCS and overcome demographics like distance, small school mentality, worldview and culture misconceptions, and increase enrollment options	Expand marketing to target audiences in districts, churches, and parent communities that fit our program, and expand all aspects of marketing	Board/Administration/Development/Marketing Team	2022
2. Expand athletic programs	a. Expand track activities	Administration	2023
	b. Soccer program	Administration	2023
	c. Basketball program	Administration	2023
	d. Explore Volleyball team	Administration	2025
	e. Explore track team	Administration	2025
	f. Recruit coaching staff		
	g. Summer training/athletic camps		
3. Continue to evaluate and implement blended learning models as appropriate	a. Continue to develop online regular and dual credit classes	Administration	2021
	b. Expand blended models in CCS curriculum		2022
4. Explore potential ways to continue to expand international program (other cultures and MS)	continue to communicate with international agents and families for referrals	Administration	2025
5. Clubs	a. Computer club		2023
	b. Lego Club		2023
	c. Robotics		2023
	d. Quartet Group		2023
	e. Cooking Club		2023
	f. Drama Club		2024
	g. Book Club		2024
	h. Writing Club		2025
	i. STEAM		2022
	6. Explore the idea of Vo-tech certification programs	a. cosmetology	
b. welding			2024
c. mechanics			2024
d. graphic design			2024

Telecommunication Technical Goals

As of September 2022

Targets	Method	Assignment	Date
1. Continue to develop webpage	a. Continue to develop overall quality of page layout and design	Assigned staff, Marketing team	2023
	b. Work on website being more consistent in design and remove old html pages to increase consistency in appearance	Assigned staff, Marketing team	2023
	c. Develop parent's use	Assigned staff, Marketing team	2022
	d. Expand blog and vlog	Administrators	2023
2. Continue to expand social media engagement through expanded use of Hootsuite, Facebook, Twitter & Pinterest presence	a. Develop more consistent posting & develop Counseling Pages	Development office/ Marketing team	2023
	b. Expand Facebook and other social media advertising	Development office/ Marketing team	2023
3. Expanding learning management system Moodle	a. Offer external classes	Tech/ Administration/ Faculty	2023
	b. Online grading	Tech/ Administration/ Faculty	2023
	c. Continue to engage and reinforce positive blended learning with parent/student culture	Tech/ Administration/ Faculty	2023
	d. Continue to develop faculty and staff skills relating to Moodle use	Tech/ Administration/ Faculty	2023
	e. Continue to identify additional support resources available to tech support and faculty	Tech/ Administration/ Faculty	2023
4. Continue to implement & integrate database development with SQL/PHP/SCRIPTCASE	a. Develop ongoing assessment of development needs, implementation and future use models to better serve the needs of the Center.	Tech consultants/ Tech staff/ Merle/ Support Staff	2023
	b. Develop Counseling Database		
	c. Develop training	Tech staff/ Administrators	2023
5. Advance video conferencing as part of the ministry of the Center	a. Expand classroom use as well as resourcing to the community	Administrative & Tech Team will interact with programming	2022
	b. Develop video distribution system		2024
	c. Actively stream Center events		2021
	d. Expand new training opportunities	Staff/tech will examine and come up with specific ways to integrate these types of trainings	2022
	e. Develop relationships with other Christian schools via video and explore joint classrooms so the kids can interact	Tech and administrative team will assess from professional development plan and assess what is available for the community	2022
6. Resources to expand to local/external community	a. Web/e-mail filtering advancement to higher level	Tech team	2022
	b. Technology resources/training	Tech and Administration	2022
	c. Develop resources of technology classes to support Center.	Tech team and administration	2022
	d. Tech department will work with marketing department to interact with church community leadership and local non-profits and churches to assess need, perception, and opportunity for doing work in this area	Tech department will work with marketing dept	2022
	e. Develop network infrastructure with switching router upgrades	Tech consultants/ Tech will implement system	2023
7. Develop texting (SMS) communication availability for development and communication purposes		Tech staff will research a plan and proposed model for implementation	2023

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Telecommunication Technical Goals

As of September 2022

8. Improve video surveillance technology		Tech consultants/ Tech will implement system	2023
9. Upgrade network services, servers and equipment and increase stability and redundancy	a. Troubleshooting domain system for students & staff	Tech consultants/ Tech will implement system	2022
	b. Domain controllers	Tech consultants/ Tech will implement system	2022
	c. WIFI network enhanced and Network Layered Switching Developed	Tech consultants/ Tech will implement system	2023
10. Expand Garage Phone System	Integrate with rest of overall telecommunications network	Tech consultants/ Tech will implement system	2023
11. Clarify how we are using iChampion & website	a. make distinctions about what information goes where	Staff/Tech/Administration	2023
	b. help parents understand where they can find resources	Staff/Tech/Administration	2022
	c. Expand parent page on website	Staff/Tech	2022
12. Increase staff training on H5P and other iChampion resources		Tech/Administration	2022
13. Expand/Secure Backup Procedures	a. Develop Backupman	Tech/Administration	2023
	b. Get Physical Backup System in place	Tech/Administration	2022

Center Facilities Goals

As of September 2022

North Campus Targets	Method	Assignment	Date
1. Room painting	Continue ongoing painting projects	Trustees	ongoing
2. Play areas	Monitor and maintain	Maintenance Department	ongoing
3. Harr Field Complex	a. Development of a 50x100 pavilion	Trustees and Development Office	2023
	b. Walking track development	Trustees and Development Office	2021
	c. Chain-link fencing around perimeter	Trustees and Development Office	2023
	d. Rebuilding bleacher area	Trustees and Development Office	2023
	e. Concession stand landscaping	Maintenance Department	2022
	f. Concrete steps to soccer field	Trustees and Development Office	2024
	g. Baseball field development	Trustees and Development Office	2025
	h. entrance gate	Trustees and Development Office	2021
	i. Gaga pit	Trustees and Development Office	2024
	j. Bocce Court	Trustees and Development Office	2024
	k. Ping Pong	Trustees and Development Office	2024
l. Playground	Trustees and Development Office	2024	

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Center Facilities Goals

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	m. athletic signage - update sign and score board	Trustees and Development Office	2023
	n. disc golf	Trustees and Development Office	2024
4. Continue to install outdoor lighting along road	Expand lighting up roadway	Trustees	2023
5. Industrial kitchen supplies & equipment with new Building Addition	a. Expand kitchen equipment/area	Trustees	2023
	b. Walk-in freezer	Trustees	2023
6. Air conditioner/HVAC evaluation	For areas not air conditioned	Trustees	2023
7. Clean out storage trailer	Sell or scrap what is not needed	Todd Hauer	2022
8. Directional signs	Harr Field, buildings, parking, rooms, etc.	Trustees	2023
9. Athletic trails	a. Walk/run/hike workout trail with stations	Trustees	2024
	b. Nature trail	Trustees	2024
South Campus Targets	Method	Assignment	Date
1. Outdoor work	a. Complete lower stream area cleanup	Trustees	2023
	b. Maintain landscaping areas	Maintenance Dept	Ongoing
Maintenance Building Targets	Method	Assignment	Date
1. Donations of hand tools collected for maintenance work and garage work	Overall development of stock area	Maintenance department	2023
2. Wash station addition	Continue to look for additional system	Trustees/Administration	2023
3. Additional mechanics as fleet expands and staff work begins	Place ads on social media, in newspapers and online	Administration	2023
Long Term Targets	Method	Assignment	Date
1. Gymnasium Complex - three phase	Apply for gifts from Foundations and target areas for each component of the program	Development and Administration	2022
2. Expansion of garage facility	The expansion of an additional bay on the left side of the building	Trustees/Development	2025
3. Expansion of Early Education Facilities at North Campus	a. Expand Preschool Area	Board/Administration	2023
	b. Expand EEECS Areas for Infants/Toddlers	Board/Administration	2023

Early Education Goals

As of September 2022

Short Term Targets	Method	Assignment
1. Ligonier Preschool Program Development	a. Better integrate staff, students, and programming needs with overall Preschool Program	Administration/Preschool Staff
	b. Add additional classes	Administration/Preschool Staff
2. Preschool Marketing Plan	Develop more preschool specific resources to be used by Marketing Team	Preschool Staff
3. Staffing	a. Further define leadership	Administration
	b. Fill staffing - teachers, aides	Administration
4. Playground	Develop appropriate & licensed outside space	Early Education Staff/Trustees
5. Summer Program Expansion	Expand program specific for early education program	Early Education Staff
6. Expand EECS Marketing		Marketing/Development/EECS Staff
7. EECS technology	Expand and grow technology opportunities	Early Education Staff
8. EECS assessment data	Data needs to be compiled in order to assess strengths/weaknesses	Early Education Staff

Long Term Targets	Method	Assignment
1. Special Needs Services	a. Teacher training	Preschool Staff/Administration
	b. Classroom needs	Preschool Staff/Administration
	c. Childfind services	Preschool Staff/Administration
2. Family Programming Needs	a. MOPS b. Support Groups	Preschool Staff/Administration
3. North Campus Building Expansion	New EECS Wing to accommodate "classrooms"	Development/Trustees/Administration
4. EECS Curriculum mapping	Develop appropriate plan for EECS mapping	Early Education Staff
5. ACSI Accreditation	Prepare and Apply for EECS Accreditation	Administration/Early Ed Staff
6. Expand Infant Program	Develop separate program for Infant	Early Education Staff
7. Early Ed Staffing	Recruit & Train	Administration/Early Ed Staff

Early Education Goals

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Date
2023
2023
2023
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2023
2023

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2023
2023
2023
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2024
2023
2023
2023

Early Education Goals
As of September 2022

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Counseling Goals
As of September 2022

Short Term Targets	Method	Assignment
1. Finish counseling database	Integrate current data management tool that integrates with Center Database	Administration/Tech Team
2. Add additional Counselors	Develop appropriate target areas and staff that can complement those teams	Administration/Board
3. Expand Referral Network	Develop appropriate target areas	Staff/Administration
4. Develop Group Counseling Services	Specific group services targeted	Staff/Administration
5. Waiting Room Space	Design a waiting room to increase privacy and shelter counseling office noise	Counseling Staff/Administration
6. Coaching	Incorporate Mental Health Coaching/Life Coaching Services	Administration

Long Term Targets	Method	Assignment
1. Develop community clinical model	Staff developing team and integrative approaches to provide more comprehensive services to the community	Administration/Staff /Board
2. Expand Insurance Network	Develop comprehensive levels of insurance payments for clients	Administration/Support Staff

Counseling Goals
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2023
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2022
2023

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2024
2023