

# Ermelo Christian School

## Strategic Plan

	<b>Section 1: Executive Summary</b>		
	<b>Section 2: Elevator Pitch</b>		
	<p>The main purpose of the School is to conduct and maintain an independent school for formal primary and secondary education; based on Christian values and principles, providing an alternative to worldly education.</p> <p>The school has chosen to use the Accelerated Christian Education system.</p> <ul style="list-style-type: none"> <li>It is academically sound (Forty year track record)</li> <li>It is based on the child's own individual learning ability,</li> <li>It facilitates learning through self instructional materials</li> <li>It is achievement oriented and self motivational.</li> <li>It promotes self learning.</li> <li>It develops goal setting skills.</li> <li>And highlights and instills Godly character.</li> </ul> <p>The school places a high priority on sport due to sports ability to develop students in a way that academics can not.</p> <p>The school is:  A registered NPO and Section 18(A)(1) organisation;  Owned wholly by Ruwach Ministries a registered PBO.</p>		
	<b>Section 3: School Mission Statement</b>		
	<p>Our mission is to guide children in:-</p> <ul style="list-style-type: none"> <li>Spiritual Development</li> <li>Personal Development</li> <li>Academic Development</li> <li>Social Development.</li> </ul> <p>Focusing on:-</p> <ul style="list-style-type: none"> <li>Knowing the Ways and The Name of God.</li> <li>Getting the students to think for themselves</li> <li>Developing confidence</li> <li>Being Happy</li> </ul>		
	<b>Section 4: SWOT</b>		

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		<p>Strengths Small classes</p> <p>Weaknesses</p> <p>Opportunities</p> <p>Threats Parental take over.</p>	
	<b>Section 5: Goals</b>		
		<p>Long term Goals:-</p> <ol style="list-style-type: none"> <li>1) Maintain a school of Excellence true to its founding objectives.</li> <li>2) Ensure sustainability through flexibility and good governance.</li> <li>3) Endeavour to build perpetuation of family involvement..</li> </ol> <p>3 Year Goals:-</p> <ol style="list-style-type: none"> <li>1) Establish a Cambridge exit strategy for seniors.</li> <li>2) Complete the high school building.</li> <li>3) Consider a School expansion strategy.</li> </ol> <p>On going Goals:-</p> <ol style="list-style-type: none"> <li>1) Produce Godly students</li> <li>2) Maintain Academic standards.</li> <li>3) Prepare young adults for life.</li> </ol>	
	<b>Section 6: Key Performance Indicators (KPIs)</b>		

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		<p>KPI's linked to employee CPA's (Section 12)</p> <ul style="list-style-type: none"> <li>Happiness Factor</li> <li>Spiritual Development</li> <li>Academics</li> <li>Character</li> <li>Sport</li> <li>Staff</li> <li>Administration</li> <li>Finances</li> <li>Facilities</li> </ul>	
		<b>Section 7: Target Customers</b>	
		<p>Bible believing families desiring a Christian upbringing for their children.</p> <p>Needs and Wants</p> <ul style="list-style-type: none"> <li>Christian Ethos</li> <li>Safe secure facility</li> <li>Happy children</li> <li>Academic standard</li> <li>Caring staff</li> <li>Discipline</li> <li>Constructive Sport</li> </ul>	
		<b>Section 8: Organisational Analysis</b>	
		<p>Size strategy.</p> <p>The size strategy used in the school follows the — principle of having groups of 150 students per group.</p> <p>As the Senior phase grows we can look at hiving it off to form its own group as we did with the pre school and with the home academy.</p> <p>Growth areas are.</p> <ul style="list-style-type: none"> <li>Foundation Phase</li> </ul> <p>Shrinking areas are.</p> <ul style="list-style-type: none"> <li>Senior Phase</li> </ul>	
		<b>Section 9: Competitive Analysis &amp; Advantage</b>	

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	<p>Competitors:  Gov. schools  Other Independent Schools  AEE Schools</p> <p>Strengths &amp; Weaknesses.</p>		
		<b>Section 10: Marketing Plan</b>	
	<p>Marketing Strategy  Provide good affordable education.  Word of mouth advertising.</p>		
		<b>Section 11: Team</b>	
	<p>Current Staff:  Administrator  Principal  Supervisors  Monitors  IT Teacher  Sports Coach  Secretary  Clerck  Cleaning Staff  Garden Staff</p> <p>Future Staff:  High school Supervisor  High school Monitor</p>		
		<b>Section 12: Critical Performance Area's (CPA's)</b>	

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		<p>CPA's directly linked to Job descriptions</p> <p>Administrator Plans, Manages, Authorises.</p> <p>Principal Manages, Moderates, Corrects, Communicates.</p> <p>Supervisor (Including IT) Prescribes, Educates, Motivates, Evaluates, Reports.</p> <p>Monitor Assists, Monitors, Checks, Records.</p> <p>Sport Coaches, Assesses, Motivates.</p> <p>Secretary Coordinate, Communicate, File, Cash control.</p> <p>Office Clerck Data Capture, Record keeping,</p> <p>Bookkeeper</p>	
		<b>Section 13: Current Improvement Plans</b>	
		<p>Ongoing in-house and external training.</p> <p>Development of a Code of honour.</p> <p>Development of the High School.</p> <p>Possible Foundation Phase expansion.</p>	
		<b>Section 13: Financial Plans</b>	
		<p><b>Budgeting</b> Budgeting is done annually in August/September prior to re-enrollment in October for the following year.</p> <p><b>Bookkeeping</b> The books are kept up to date in-house and submitted to an auditing firm annually. Copies of which are submitted to SARS and Social Development for Section 18(A) and NPO annual compliance.</p> <p><b>Fund Raining</b> Fund Raising is primarily the domaine of the parent body for specific projects.</p>	

Approved:

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Place

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Date

Name

Signature

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