

Calvary Christian School Consultant Report

Bill Williams

Consultant Background:

Christian Education Experience: Twenty nine years

Roles: Superintendent, Assistant Superintendent, High School Principal, Middle School Principal, Elementary Principal, Teacher, Coach, Parent, Church Staff, and Deacon.

Christian Schools: Worked in three Pk-12 church-sponsored schools with enrollments ranging from 425 students to 1250 students.

General Impressions:

Calvary Christian School, a vital ministry of Calvary Baptist Church, is a close family consisting of parents, teachers, staff, and students who love the Lord and are seeking to grow in Him. Over the years the school has developed a great reputation in Logan County. The graduates of Calvary Christian School are valuable members of society and are faithfully serving the Lord in the local community and in various places around the world. Their love for the school is evident because many of the graduates have chosen to send their children to Calvary Christian School.

Recommendation:

After meeting with the following individuals:

Pastor Willets, The School Board, Paul Green, John Taylor, and Gary Shellhammer, several parents, teachers, and staff, along with reviewing, studying and analyzing the following documents:

- Calvary Christian School's Detailed Budget
- Calvary Christian School High School Proposal
- CCS brochures and promotional materials
- Frequently Asked Questions
- School website and
- Various other educational websites and materials,

it is my recommendation that Calvary Christian School move forward with adding a high school program **providing** that the program receives strong approval and support from the following:

- The Senior Pastor at Calvary Baptist Church

-The Deacon Board at Calvary Baptist Church

-The School Board at Calvary Christian School.

If strong support comes from the groups aforementioned, it is my recommendation that Calvary Christian High School begin with the ninth grade in the fall of 2012, tenth grade in the fall of 2013, eleventh grade in the fall of 2014, and twelfth grade in 2015 and then continue as a Pk-12 school for as long as the Lord directs.

Rationale for My Recommendation:

1. Although it is yet to be made official by the proper governing bodies, it is my understanding that adding a high school already has the support of:
 - The Senior Pastor, deacons, and The School Board.
 - both present and future administrators: John Taylor and Paul Green.
 - teachers, parents, staff, and students.
2. There is a need for Christian education at the high school level in the community.
3. A high school will provide a Christian education opportunity for a student from grades prekindergarten through grade twelve, thus creating continuity in the student's educational experience.
4. The School Board, Gary Shellhammer, and The High School Steering Committee have done a superb job in research and planning for a new high school. Furthermore they have adequately anticipated and addressed many of the possible obstacles.
5. Many of the financial concerns have been addressed.
6. There is adequate space to support a high school that would contain the number of students predicted.
7. Calvary Christian School has an excellent reputation in the community and therefore it is likely that a high school program would be supported by the families in the community.

Additional Recommendations:

1. Strive for excellence in the high school program. Hire skilled staff, provide space, offer critical academic programs, and provide art and athletic facilities needed to provide an outstanding high school program.

2. Seriously consider seeking a Nonpublic Charter through the Ohio Department of Education. This will add credibility to the school and may help future graduates as they pursue college education. Other major advantages of a Nonpublic Charter may include:

- State funding of up to \$261,000 in additional revenue for Calvary Christian School for the next five years (based on present enrollment projections) for administrative cost reimbursement. These dollars could be used to increase salaries, provide professional development, hire additional staff, add high school courses, etc.

- State funding of up to \$477,000 in auxiliary services for the next five years (based on present enrollment projections). These dollars could be used for a school nurse, science equipment, computer equipment, teaching supplies, etc.

- educational choice scholarship program (for students who may attend an underperforming public school.)

- student transportation assistance or reimbursement

- post secondary enrollment options program, etc.

3. Give much consideration to obtaining ACSI accreditation (Pk-12). Although this process is rigorous, it will do wonders in effecting improvement at Calvary Christian School. The Pk-8 program could begin the process as early as next year and the high school could seek ACSI accreditation soon after the twelfth grade class is in place. Again, this will add credibility to the school and will help future graduates as they pursue a college education.
4. Establish a guidance program in the high school to help students assimilate into college. (The new administrator is well equipped to provide direction in this area.)
5. Review all OHSAA rules and guidelines prior to competing in any high school sports.
6. Create a development plan for the school. Presently, there is a certain excitement surrounding the possibility of adding a new high school. Now would be a great time to ask for financial gifts that could be used toward this endeavor.
7. Update and complete Calvary Christian School's website. For many it is the first impression they receive when looking into Christian education in Logan County.

8. Continue to fine tune and then implement the marketing plan for Calvary Christian School.
9. Consider expanding representation on The School Board: Include a parent(s) who may be attending another Bible-teaching church. This will help increase “school ownership” for the seventy percent of Calvary Christian School parents who are not presently attending Calvary Baptist Church.
10. Place a larger emphasis on a Library/Media Center for the school. Perhaps a “library atmosphere” could be added to the computer lab. If not, a separate media center should be established.

Budget Comments:

I have carefully examined the school budget for school years 2010-2011 through 2015-16. Mark Schmieder, the School Board Chairman, is to be commended for his work on the school budget. It has been prepared with the detail and expertise of an experienced accountant.

Below are a few budget recommendations:

Budget Recommendations:

1. Over the past fifty years inflation in the U.S. had increased at an average rate of about 3% per year. Therefore the cost of providing an education to students at Calvary Christian School has also increased every year. Increase tuition rates a minimum of 2.5% **every year**. Assuming the enrollment projections are met, increasing tuition 2.5% each year for the next five years will provide an additional \$76,000 beyond what has already been projected.
2. Increase teacher and staff salaries **every year** and consider placing them in the “fixed” portion of the budget. School employees also experience an increase in their cost of living therefore it is important to always plan for a salary increase to meet their needs.
3. Consider offering financial assistance to faculty members that are taking graduate school courses. The amount of assistance can be phased in over time as the Lord provides the funds.

Conclusion:

It is my professional opinion that Calvary Christian School has taken the proper steps in planning for a new high school. With the support from the Senior pastor, the deacons, and The School Board, Calvary Christian School should be positioned to provide an excellent Christian Education to students prekindergarten through twelfth grade for years to come.

Respectfully submitted,

Bill Williams

Christian Educational Consultant