



REJOICE CHRISTIAN SCHOOL

STRATEGIC PLAN OVERVIEW

2025-2030

SCRIPTURE TELLS US THAT “WITHOUT A VISION, THE PEOPLE PERISH” (PROVERBS 29:18). THE RCS STRATEGIC PLAN OVERVIEW OFFERS OUR VISION TO FULFILL OUR MISSION WITH EXCELLENCE OVER THE NEXT FIVE YEARS AND BEYOND. GUIDED BY SCRIPTURE, THIS PLAN IS DESIGNED TO CULTIVATE AN ENVIRONMENT WHERE STUDENTS ARE EMPOWERED TO HEAR GOD’S VOICE AND PURSUE HIS KINGDOM AND RIGHTEOUSNESS (MATTHEW 6:33) THROUGH INTENTIONAL DISCIPLESHIP, ACADEMIC EXCELLENCE, AND CHRIST-CENTERED COMMUNITY. AS WE COMMIT OUR PLANS TO HIM, WE TRUST HE WILL ESTABLISH THEM (PROVERBS 16:3)!



LETTER FROM THE HEAD OF SCHOOL

REJOICE CHRISTIAN SCHOOL

For over 30 years, Rejoice Christian School (RCS) has been a cornerstone of Christian education in Owasso, Oklahoma. Over this time, God has blessed RCS abundantly. In April 2024, we partnered with a nationally recognized educational consulting firm to engage our entire RCS community in a long-term strategic planning process. During this process, RCS was excited to learn that we are in the top echelon of private schools globally. As we look towards our future, we will stay boldly committed to our mission of providing a whole-person, Christian education that immerses our children in a Biblical worldview. We desire for our student's educational journey to harvest talented, ready, and kingdom-driven graduates who are sought after to bring their God-given gifts to communities and career ministries worldwide.

This plan sets a clear path forward, emphasizing priorities such as strengthening our curricular and co-curricular programs, expanding our facilities, deepening community engagement, and fostering spiritual growth. With our dedicated staff, supportive families, and vibrant community, we are excited to pursue this vision. We trust God to guide us as we prepare students who will make a lasting impact on His Kingdom.

I want to express my deep gratitude to our School Board members, teachers, students, administrators, staff, and the RCS community for their invaluable contributions to this Strategic Plan initiative. This roadmap is the product of months of hard work, candid feedback, exciting ideas, and a shared commitment to clearly articulating our values and core beliefs. These principles shape our goals and objectives for the next five years. We are committed to seeking the Lord's will and following His voice, as we entrust our plans to Him. We invite you to join us and experience what God will do through RCS. Go Eagles!

Dan Oller

DAN OLLER
HEAD OF SCHOOL



WHY DO WE EXIST?

Mission Statement

The Mission of Rejoice Christian School is to provide a whole-person Christian education that immerses our students in a transformative Biblical worldview.

Vision Statement

Our vision is to develop students who are spiritually, intellectually, physically, and socially equipped to impact their community and the world for Christ.





HOW DO WE BEHAVE?

CORE VALUES

RELATIONSHIP

We **surrender** daily our entire self to the Lordship of Christ.

We **submit** to the authority and leadership of Jesus Christ.

We **recognize** His sovereign right to rule preeminently over us.

We continuously **grow** in our walk and personal relationship with Jesus Christ.

We **yield** every area of our lives to Him so that we might experience the joy, blessings, and fullness of Christ in our life.

CHARACTER

We **strive** to develop character in our hearts through discipleship based on the Word of God.

We **pursue** self-discipline in our behavior and take personal responsibility for our actions.

We **cherish** a compassionate, healthy and orderly culture.

We **seek** opportunities to lead and serve others.

We **desire** to love others with truth and grace as Christ loved us.

SCRIPTURE

We **embrace** the authority of God's Word for faith and practice in our lives.

We **place** the Bible as the cornerstone of the learning experience.

We **practice** Biblical immersion to explore the spiritual, intellectual, emotional needs of our faith.

We **learn** how to process information and think critically in the context of a Biblical worldview.

We **equip** ourselves to defend our faith and live a lifestyle in accordance with it.

EXCELLENCE

We **believe** all responsive learners can thrive and succeed.

We **expect** high academic standards and rigorous pursuit of wisdom.

We **foster** an encouraging environment for all to maximize their learning potential.

We **inspire** a lifelong love for learning and whole-person pursuit of education.

We **discover** and develop our gifts to positively influence the world for Christ.

HOW WILL WE SUCCEED?

STRATEGIC ANCHORS

Our strategic anchors are three core principles that guide RCS in making decisions aligned with our mission and vision, ensuring a consistent and purposeful path forward:



We are committed to Biblical truth and grace.



We value a purposeful and sincere parent partnership.



We strategically plan and prepare for the future.



WHAT IS MOST IMPORTANT FOR THE NEXT FIVE YEARS?

OUR MAIN GOALS

Our main goals at RCS reflect our priorities and initiatives for our community over the next five years:

1

Attract, develop, and retain exceptional faculty, staff, board members, and volunteers.

2

Strengthen our spiritual, academic, and co-curricular programs to ensure our students are ready and equipped to impact our world for Christ.

3

Advance the mission of RCS through intentional admissions, marketing, communications, and development initiatives.

4

Secure the long-term future of RCS by enhancing responsible stewardship, increasing accessibility for families, and strategically growing our endowment.

GOAL #1: ATTRACT, DEVELOP, AND RETAIN EXCEPTIONAL FACULTY, STAFF, BOARD MEMBERS, AND VOLUNTEERS.

"WITHOUT COUNSEL PLANS FAIL, BUT
WITH MANY ADVISERS THEY SUCCEED."

PROVERBS 15:22





GOAL #1: ATTRACT, DEVELOP, AND RETAIN EXCEPTIONAL FACULTY, STAFF, BOARD MEMBERS, AND VOLUNTEERS.

At Rejoice Christian School, we are dedicated to employing world-class Christian educators who embody both faith and academic excellence. Every teacher and school leader serves as a dynamic Christian role model, integrating strong personal faith with academic expertise, demonstrating that spiritual and intellectual integrity go hand in hand.

RCS faculty are student-centered, prioritizing each student's needs, strengths, and interests, creating a supportive and engaging learning environment. They are also deeply committed to lifelong professional growth, continually enhancing their skills and knowledge to provide the highest quality education for our students. RCS supports our educators in their professional journeys, ensuring they have the resources and opportunities to thrive. Through their dedication, our teachers inspire and equip our students to excel in all areas of life.

OBJECTIVES TO ACCOMPLISH GOAL:

- 1.1** Attract, grow, and retain educators who utilize innovative and engaging practices while strengthening academic teaching practices and Biblical immersion. Implement an evaluation system that promotes these characteristics, supports continuous improvement, and fosters a healthy staff culture.
- 1.2** Develop a faculty compensation and professional development strategy that ensures RCS remains competitive.
- 1.3** Enhance and strengthen our support, training, and evaluation processes for the Head of School and entire faculty to drive day-to-day excellence.
- 1.4** Strengthen the structure, size, and support of our board, committees, and volunteer groups to fully leverage the talents of the RCS community to accomplish our mission and strategic plan.

GOAL #2: STRENGTHEN OUR SPIRITUAL, ACADEMIC, AND CO-CURRICULAR PROGRAMS TO ENSURE OUR STUDENTS ARE READY AND EQUIPPED TO IMPACT OUR WORLD FOR CHRIST.

"AND JESUS INCREASED IN WISDOM AND IN STATURE AND IN FAVOR WITH GOD AND MAN."

LUKE 2:52





GOAL #2: STRENGTHEN OUR SPIRITUAL, ACADEMIC, AND CO-CURRICULAR PROGRAMS TO ENSURE OUR STUDENTS ARE READY AND EQUIPPED TO IMPACT OUR WORLD FOR CHRIST.

At Rejoice Christian School, we are unwavering in our commitment to the truth of Scripture, which forms the foundation of our educational philosophy. Our mission is to produce students who are academically prepared and spiritually grounded in their faith, equipping them to fulfill God's calling for their lives. We strive to provide an innovative academic program that prepares students for the world's challenges but, more importantly, for a life of faithful service, Godly leadership, and Christ-centered purpose.

OBJECTIVES TO ACCOMPLISH GOAL:

2.1

Evaluate and enhance our curriculum to ensure students are equipped for their future educational endeavors, ensuring it maintains a strong Christ-centered focus while providing an innovative academic framework that addresses real-world challenges.

2.2

Comprehensively review and adjust the daily RCS schedules to optimize student engagement and learning.

2.3

Evaluate and add "whole-person" academic and co-curricular programs and activities in alignment with the RCS mission.

GOAL #3: ADVANCE THE MISSION OF RCS THROUGH INTENTIONAL ADMISSIONS, MARKETING, COMMUNICATIONS, AND DEVELOPMENT INITIATIVES.

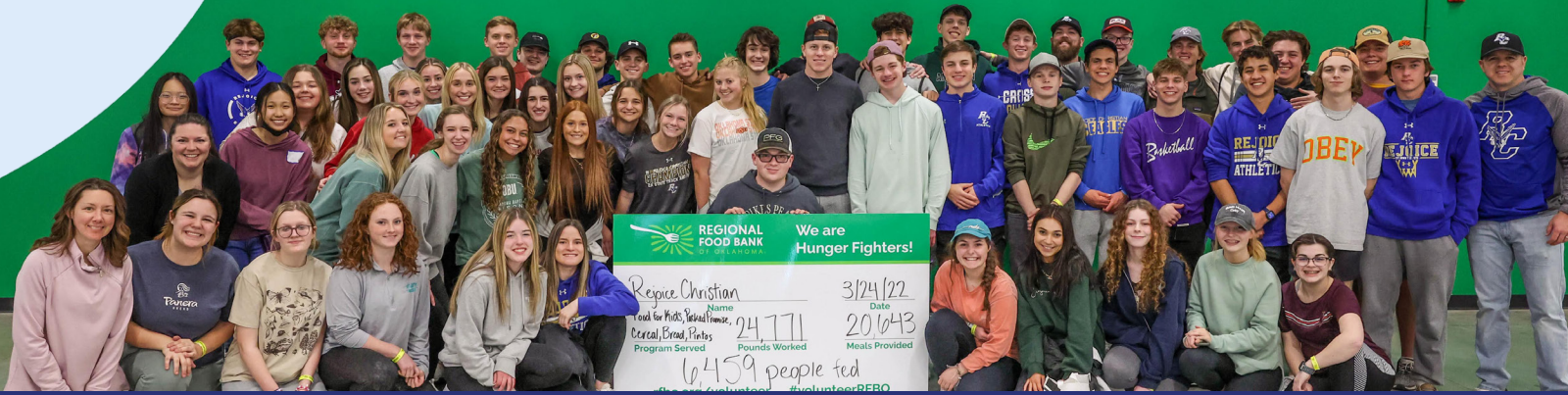
"YOU ARE THE LIGHT OF THE WORLD. A CITY SET ON A HILL CANNOT BE HIDDEN. NOR DO PEOPLE LIGHT A LAMP AND PUT IT UNDER A BASKET, BUT ON A STAND, AND IT GIVES LIGHT TO ALL THE HOUSE. IN THE SAME WAY, LET YOUR LIGHT SHINE BEFORE OTHERS, SO THAT THEY MAY SEE YOUR GOOD WORKS AND GIVE GLORY TO YOUR FATHER WHO IS IN HEAVEN."

MATTHEW 5:14-16





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GOAL #3: ADVANCE THE MISSION OF RCS THROUGH INTENTIONAL ADMISSIONS, MARKETING, COMMUNICATIONS, AND DEVELOPMENT INITIATIVES.

In Matthew 5:14-16, we are reminded that we are the light of the world, a city set on a hill that cannot be hidden. Just as a lamp shines brightly to illuminate the darkness, our advancement programs—admissions, communications, and development—serve as vital tools to strengthen our mission and share our vision with the world.

OBJECTIVES TO ACCOMPLISH GOAL:

- 3.1** Review and refine the RCS marketing plan to include strategies and cohesive messaging that reflect the heart of RCS.
- 3.2** Strategically attract and retain kingdom-oriented families to RCS to continue to build a vibrant and engaged RCS community.
- 3.3** Build strong, lasting relationships with donors, alumni, parents, and the community.

GOAL#4: SECURE THE LONG-TERM FUTURE OF RCS BY PRACTICING RESPONSIBLE STEWARDSHIP, INCREASING ACCESSIBILITY FOR FAMILIES, AND STRATEGICALLY GROWING OUR ENDOWMENT.

"AS EACH HAS RECEIVED A GIFT, USE IT TO SERVE ONE ANOTHER, AS GOOD STEWARDS OF GOD'S VARIED GRACE."

1 PETER 4:10





GOAL #4: SECURE THE LONG-TERM FUTURE OF RCS BY PRACTICING RESPONSIBLE STEWARDSHIP, INCREASING ACCESSIBILITY FOR FAMILIES, AND STRATEGICALLY GROWING OUR ENDOWMENT.

In the Bible, the story of Nehemiah exemplifies God's faithfulness and provision to His people. As a cupbearer to the king of Persia, Nehemiah was moved by the plight of his homeland, Jerusalem, and sought permission to return and rebuild its walls, restoring hope and security to his people. Despite facing opposition, internal strife, and resource scarcity, he effectively rallied the community, engaging families in rebuilding and fostering collaboration.

Nehemiah's strategic approach involved assessing resources, fostering ownership, and making long-term sustainable financial decisions. We can embody Nehemiah's principles by growing our endowment, creating a foundation that supports future generations, and fortifies our community. By following this model, we can enhance RCS's financial sustainability and support families, ensuring our community thrives for years.

OBJECTIVES TO ACCOMPLISH GOAL:

- 4.1** Develop a comprehensive fund development strategy, including an endowment campaign with a long-term goal of growing the endowment to \$150 million plus an annual fund to support school initiatives and capital campaigns.
- 4.2** Cultivate a culture of generosity within the RCS community through major gifts, estate planning, and capital campaigns. Additionally, focus on engaging a broader network of supporters who share our mission and values.
- 4.3** Develop a comprehensive, long-term tuition master plan and a campus facilities master plan to address the future spiritual, intellectual, physical, and social needs of the RCS student body.
- 4.4** Broaden the RCS campus footprint by actively pursuing opportunities to acquire neighboring properties, creating additional student learning and growth space.

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**“COMMIT TO THE LORD WHATEVER YOU DO, AND HE WILL ESTABLISH YOUR PLANS.”
PROVERBS 16:3**

