A.C.K

ST JAMES SCHOOL,

LELAN, KAPENGURIA



STRATEGIC PLAN

2015-2020

WELCOME FROM THE HEAD TEACHER

Welcome to A.C.K St James - a school where the community of staff, pupils and parents is vibrant, friendly and supportive.

Since 2009, the School has held an important place in the lives of families who have put their children’s’ education in the hands of the staff of A.C.K St James’.

At A.C.K St. James School the pupils are inspired to achieve their goals and every effort is made to encourage pupils to take advantage of the opportunities available to them, in both the classroom or in the broad range of extra-curricular activities on offer.

I encourage all prospective parents to take the opportunity to visit our school and to see it for themselves. It is clearly a school that effectively combines a love of tradition and its legacy with the excitement of innovation and a commitment to quality education.

Ensuring a relevant, authentic and engaging learning program remains the focus of everything we do at A.C.K St James School. With the support of a well-developed personal development program, each member of staff is committed to providing opportunities where each pupil is able to realize their skills and talents and, in some cases, exceed their own expectations. We aim to inspire pupils to achieve and contribute, and to broaden their horizons by exploring possibilities.

I look forward to visit to A.C.K St. James School and warmly welcome you to become part of the school community, where we all work together to encourage and celebrate the many achievements of A.C.K St. James School pupils and staff.

MR. ELIAS CHEPKOPOL

HEAD TEACHER.

**FOREWORD**

The development of the Strategic Plan began with a meeting of members of St. James Anglican School community: Head teacher, staff, Education Committee, parents, and parishioners.

St. James Anglican School places a strong emphasis on its Anglican Identity. As the Committee reviewed the strengths, weaknesses, traditions, and critical issues facing the school, four focus areas surfaced:

1. Ensure Academic Excellence

2. Facilities Improvement

3. Marketing

4. Increase Enrollment.

The Strategic Planning Committee developed Action Plans in each of the areas listed to provide for the continued growth and strengthening of the school. What follows are the plans developed by the Strategic Planning Committee.

**Strategic Planning Committee**

**Vicar In Charge**: Rev. Longiro Moses(In-coming) and Archdeacon Samson Tuliapus-(Outgoing priest)

**Director**: Naphtali Korii

**Chairman:** Alphayo Mwok

**Head teacher**: Elias Chepkopol

**Staff:** Samwel Limaki and Christine Dan

**Education Committee Members**: Meshack Loitangura & Mrs. Fridah Solomon, Mrs. Edah Musa,

**Parishioner**s: Raphael Nguria and Timothy Rumatum

Sincerely,

Mr. Alphayo Mwok

**CHAIRMAN.**

 **MESSAGE FOR THE SCHOOL DIRECTOR**

A.C.K St James is strong today because of the legacy we have received from the outgoing Archdeacon Venerable Rev. Samson Tuliapus from 2010 to 2015

But, now, it is time for us to commit seriously to our future.

Over the past few years, we have honed our strategic plan. We must continue to focus on providing excellence in nursery and primary programs and attracting and retaining the very best teachers. We must have new facilities for our growing pupils population. We must grow a healthy endowment to continue the tradition of Anglican education in Lelan, West Pokot County and assure that every pupil, who desires it, has an opportunity for an A.C.K St. James education.

To this end we designed a strategic master plan, which took shape because of a rigorous self-study process and the dedicated work of Education committee, parents, alumni, pupils, and administrators.

Please keep in mind that we still have much to accomplish with our partners.

It is the strength of our faith, the history of our tradition, and the power of our legacy that leads us to build the foundation for tomorrow.

Sincerely,

**NAPHTALI KORII**

**SCHOOL DIRECTOR.**

**SCHOOL MOTTO;**

Sapientia et Doctrina( Wisdom and Knowledge)

**SCHOOL VISION STATEMENT**

A.C.K St. James School will continue to be a school of excellence with a strong focus on its Anglican identity and academic distinction. A dedicated and caring faculty will be the hallmark of its academic excellence. A.C.K St James School will actively work to build a sense of rapport with the faith-based communities and to encourage support from all local parishes for the school’s future needs. It will be a strong spiritually-centered community, living the Anglican faith as expressed through worship and service.

A.C.K St James School will create a campus environment which ensures the best use of all its facilities in a positive atmosphere which reflects and supports family values. It will endeavor to create a modern facility in order to offer the best educational experience for its students.

A.C.K St James School will encourage support of the alumni who value the school’s strong commitment to academic excellence and spiritual formation.

**MISSION STATEMENT**

A.C.K St James School empowers children in their faith journey, promotes academic excellence and life-long service inspired by the Gospel of Jesus Christ in a nurturing community

**LEARNING EXPECTATIONS**

A.C.K St James School is dedicated to nurturing spiritual growth, strengthening moral values, and developing academic excellence. The benchmark of our success as a school is not measured in grades or percentages, but in the development of individuals ready to explore possibilities, meet the challenges of life, extend themselves to others in order to do the work of Christ, and to always rise to their potentials. Students are encouraged to participate in co-curricular and extracurricular activities that offer different avenues for personal development. Independent learning is fostered in and out of the classroom, thus preparing the students intellectually, spiritually, and socially for their futures. All of these activities strengthen the sense of community at A.C.K St. James School while helping to develop and foster lifelong friendships. These activities have also helped to form support networks for families new to the area and new to the school.

Each student at A.C.K St James School will:

* Gain knowledge of the teachings of the Anglican Church
* Participate in daily religion classes, prayer, and school liturgies
* Demonstrate Christian choices for self and others
* Work toward the harmony of A.C.K St James School community
* Be respectful of the diversity within the community
* Show respect to our country
* Demonstrate effective use of the Internet and other sources
* Strive to develop strong study skills
* Develop good oral and written communication skills
* Strive to always work up to one’s potential
* Desire academic excellence.

**Focus Area 1:**

**Ensure Academic Excellence at A.C.K St. James School**

**Aim:**

A.C.K St James School will:

* Integrate a Christ-centered educational experience based on the school’s Mission
* Provide an excellent academic opportunity
* Provide an up-to-date, relevant, and dynamic curriculum by ensuring curriculum alignment
* Effectively meet the diverse academic needs of students
* Provide for on-going professional development for faculty and staff
* Support and encourage the use of technology throughout the school
* Use the Accreditation findings as a basis for academic improvement.

**Summary of All Action Plans for Focus Area 1: Ensure Academic Excellence**

**Goal A: Achieve and market academic excellence**

**Summary of the Action Plans for Goal A:**

* Acquire and utilize state-of-the-art resources and tools
* Align textbooks and resources with the Archdiocesan curriculum
* Provide meaningful professional and spiritual development for faculty and staff
* Communicate the academic strengths of the school
* Expand resources for student academic enrichment
* Procure and purchase two school buses.
* Develop strategic to focus on boarding facilities, on care and support of pupils from far distances.

**Goal B: Cultivate community resources**

**Summary of the Action Plans for Goal B:**

* Develop partnerships with local educational institutions to provide learning opportunities for students and faculty
* Develop partnerships with civic and business communities to provide support for the students’ educational experiences

**Goal C: Provide a complete, challenging, and up-to-date curriculum**

**Summary of the Action Plans for Goal C:**

* Develop differentiated teaching strategies to address the learning needs of our students
* Identify and implement opportunities for cross-curricular projects
* Utilize assessment data to make instructional decisions
* Incorporate a variety of valid and reliable assessments

**Goal D: Continue integrating the religious, moral, and spiritual dimension of learning in all subjects.**

**Summary of the Action Plan for Goal D:**

* Integrate the Gospel message into daily lessons through explicit references in teachers’ lessons

**Focus Area 2:**

**Facility Improvements at A.C.K St. James School**

**Aim:**

A.C.K St. James School will:

* Enhance the learning environment for faculty and students
* Develop a Master Plan for the development of facilities
* Study the feasibility of starting a capital campaign to meet the needs of the facilities and the improvement of facilities
* Find creative opportunities for funding facility updates
* Evaluate ways to endow the future of the school.

**Summary of All Action Plans for Focus Area 2: Facility Improvements**

**Goal A: Attract Financial Support for Capital Needs at A.C.K St. James School**

**Summary of the Action Plans for Goal A:**

* Explain the need and develop a plan to secure financial support from the Anglican community worldwide
* Develop strategies to approach benefactors to endow the school
* Recruit, train, and provide support for grant writing
* Develop strategies to create donor recognition opportunities throughout the school

**Goal B: Create a plan to study the feasibility of constructing a multi-purpose Community Hall**

**Summary of the Action Plans for Goal B:**

* Review previous feasibility study and develop a committee and timeline for new construction( Storey building)
* Identify space or location of existing property that would be suitable for use as a Multi-Purpose Community Hall ( Mama Leah Community Hall)
* Develop and implement a public relations/capital campaign to find and cultivate donors
* Coordinate with St James Anglican church in the immediate area for joint initiative/ownership/use of community Hall.

**Focus Area 3:**

**Marketing for A.C.K St James School**

**Aim:**

A.C.K St. James School will:

* Create a case for the importance and the need to sacrifice for Anglican education
* Educate the parishes and the public about the strengths of the academic program
* Emphasize the benefits of a safe and nurturing school environment
* Showcase graduates, both recent and successful alumni, in order to encourage support for the school
* Develop a business partnership outreach program and enhance the visibility of the school to the local community

**Summary of All Action Plans for Focus Area 3: Marketing**

Goal A: Increase awareness and importance about Anglican education at St. James Anglican School to parishioners and the broader public sector

**Summary of the Action Plans for Goal A:**

* Continue and enhance the Marketing Committee which, among other areas, emphasizes and markets the school's Anglican identity within the context of faith and community
* Recognize and market achievements of A.C.K St James School through the parish
* Provide a sufficient formal budget to market the school

**Focus Area 4:**

**Increasing Enrollment at A.C.K St. James School**

**Aim:**

A.C.K St James School will:

* Increase enrollment
* Develop a strategy for pupil retention
* Appeal to a broader student population
* Connect enrollment to marketing.

**Summary of All Action Plans for Focus Area 4: Increasing Enrollment**

**Goal A: Begin to double each grade level by increasing awareness of A.C.K St. James School as a leader in quality Anglican education**

**Summary of the Action Plans for Goal A:**

* Promote the existing academic strengths of St. James Anglican School
* Promote the Anglican identity and faith formation aspects of the school

**Goal B: Develop an understanding of retention issues in order to retain students**

**Summary of the Action Plans for Goal B:**

 Develop and implement an exit survey with families/students in order to address concerns and issues

**Goal C: Create a campus culture that encourages recruitment by parents**

**Summary of the Action Plans For Goal C:**

* Create an Parent Program to help orient and welcome parents to the school and respond to parent questions
* Create an opportunity to work with parents at surrounding parishes and other churches to encourage enrollment
* Continue contacting young families in the parish, especially after Baptism, to inform them about the school
* Identify other communities within the globe(World wide) who would benefit and appreciate Anglican education at A.C.K St. James School

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| **Strategy** | **Activities**  | **Indicators**  | **Actor/financing Mechanism** | **Time Frame** | **Monitoring and Evaluation** |
|  Ensure Academic Excellence & Increasing Enrollment at A.C.K St. James School | * Maintaining IT resources that support effective student learning.

.* Regularly assessing students and monitoring progress.

.* Providing high quality professional development for staff.
* Provide transport for pupils
* Providing opportunities for parents to be involved in the life of the school.
* Holding events that promote positive relationships between parents, students and staff within each group and across each group
 | * Computers
* Instruction Materials
* Proffesioanl staff
* School Bus
* Lesson plan & policies
 | * Education committee
* Staff
* Partners
* Staff
 | On goingOn goingFive years | Education CommitteeVicar in Charge & Bishop |
| Facility Improvements  | * Multi-Purpose Community Hall(Storey)
* Boarding facilities(Storey)
* Administration block,( storey
 | * Architectural Plans
 | Education Committee and Partners | Three years | P.C.C, Education committee, Bishop |
| Marketing for the school | * Continue and enhance the Marketing Committee which, among other areas, emphasizes and markets the school's Anglican identity within the context of faith and community
 |   | Staff | Two year | P.C.C, Education committee, Bishop |

## SUMMARY STRATEGIC ACTION PLAN

### CONCLUSION

It is assumed that all the structures in the school are functional and operational and that funds will be made available for the money related programmes.

My Grace is sufficient for you, for my power is made perfect in weakness.

**Review and Reporting**

The Education Management Board will review the Strategic Plan once a year. School staff will be informed of progress through regular meetings with Chairmen of Kindergarten and primary committee.

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