



April 2019

## *Strategic Plan: PACS 2023*

Our first strategic plan, [PACS 2023](#), is now complete thanks to the hard work and assistance of our administrative leadership team and board of trustees. The formulation of this plan required months of work that included engaging key stakeholders, reviewing pertinent data and documents from key sources, collecting and analyzing parent survey data, and seeking the perspective of seasoned colleagues with decades of experience in independent school leadership. While this document sets our trajectory, true strategic planning is dynamic in nature; it is a mindset, not a report. Now that this first plan has been completed, we will continue to uphold strategic planning as a sequential and dynamic process that follows each reaccreditation cycle. Looking forward, we will undergo our next reaccreditation in 2023, thus our next strategic plan should be published in 2024.



The positive momentum we are currently experiencing at Prince is even apparent to our campus visitors, and there is no question we are well poised to further advance our school's spiritual, scholastic, fine arts and athletic programs using this plan as the roadmap for our school's future. Strategic plans are separate and distinct from building plans; they are more comprehensive and address multiple departments and programs critical to a school's continued advancement. Here is the list of topics addressed in our five year strategic plan, [PACS 2023](#):

- Mission, Philosophy, and Vision
- The Wolverine Way (what we strive to do)
- Situational Analysis (internal and external factors that impact our school)
- Key Challenges for Prince
- Specific Recommendations for Prince
- Faculty and Staff (hiring and performance standards)
- Discipleship
- Academics
- Fine Arts
- Athletics
- Development (fundraising for the school)
- Facilities and Security
- Technology
- Admissions, Marketing, and Communications
- Finances (budgeting, financial planning, etcetera)

Too often school communities labor for months over the careful selection of words to define important objectives and goals only to have them overshadowed (and sometimes even forgotten) as the pressing day-to-day schedules of school operations consume the precious and finite commodity of time. That will not happen at Prince. To ensure the recommendations contained within [PACS 2023](#) are implemented, they have been trans-

ferred to our Master Projects Plan (MPP) and School Improvement Plan (SIP). The MPP is an internal management document that assigns specific tasks, completion dates, person(s) responsible, and provides a brief status summary; this report is reviewed monthly by members of the school's administrative leadership team. The SIP contains goals and objectives that we report externally to our accrediting agencies: the Southern Association of Independent Schools (SAIS)/AdvancEd/Southern Association of Colleges and Schools (SACS), and the Association of Christian Schools International (ACSI). To ensure accountability, I routinely provide the status of goals and projects on these two key reports in writing to our school's board of trustees.

As believers, we know we lack the intellectual capacity to understand the mind of God; however, we do know that He is strategic in everything He does. Nothing God does is done haphazardly or off the cuff; nothing is sloppy. During this strategic planning process, we have earnestly sought His agenda for our school relying on His sovereignty and our wisdom to develop a plan designed to glorify Him. As beings created in the image of God, we have been given the intelligence to examine our current circumstances, discernment to identify our school's core nonnegotiables, wisdom to build upon our many strengths, intuition to analyze and plan for emerging threats, and acumen to optimize the use of our resources, gifts, and talents.



Strategic plans like [PACS 2023](#) completed with this level of thoroughness, attention to detail, and care, reduce the probability of being unprepared for tomorrow's challenges and opportunities. It is a roadmap that enables us to remain nimble and quick to adjust to the changing realities in the fallen world around us. The Scriptures never condemn planning; God encourages us to make wise plans with the knowledge that we are utterly dependent upon Him: "By wisdom a house is built, and by understanding a house is established" (Proverbs 24:3). I am excited about His plan for our school moving forward; and to Him be the glory!

You can access our five-year strategic plan, PACS 2023, [HERE](#).

Seth Hathaway  
Head of School

#### **Other Letters from the Head of School:**

[Strategic Planning: Discovering and Following God's Agenda](#)

[Strategic Planning: Scripturally Based Discipleship](#)

[Strategic Planning: Academics, Customizing Learning not Standardizing Teaching](#)