



Head of School LINK

April 2019

Dear Parents:

You may recall we sent out a school-wide parent survey in December that contained thirty-four questions spanning a myriad of topics: school leadership performance, spiritual programming, academics, fine arts, athletics, admissions, facilities and grounds, food service, development (fundraising), marketing, and more.

Experience has proven that conducting parent surveys between traditional five-year accreditation cycles keeps a school's senior leadership team and the Board of Trustees apprised of parent perceptions relative to a school's strengths and those areas needing improvement. High performing organizations promote a culture of accountability, and I believe this type of assessment, combined with other quantitative and qualitative indicators, plus first-hand observations made through plain old "Management By Walking Around," provides a broader holistic picture of a school's health. Analyzed collectively, they provide a comprehensive assessment of how well a school is meeting its vision and mission statements (and avoiding mission drift). Before I summarize first semester's survey results, allow me this opportunity to thank again the 320 respondents who took time to fill out this survey; your comments were insightful and informative. The thirty-four question survey utilized a six-point Likert Scale (one for the lowest grade and six for the highest), accompanied by text boxes for comments by respondents if they so desired.



Longitudinal Data: Historical Trends Over Time

Parent surveys were first started in the high school in 2014 and thereafter were expanded school-wide. One of our primary uses of survey data is to identify positive and negative TRENDS over time. The data also helps identify programs in stasis or those that are not advancing the school but rather "marking time." Stasis programs are the antagonists of rational change and hence, improvement. We will continue to capitalize on the strong gains we are making in our spiritual, academic, fine arts, and athletic programs, and work on those areas that have demonstrated performance TRENDS that indicate we need to make improvements. Our [PACS 2023 Strategic Plan](#) that I shared with you in last month's letter is replete with programs and initiatives, including challenges, we must face as a school. We are committed to providing your student with the most comprehensive spiritual, scholastic, and co-curricular experience possible with the resources you invest to ensure his or her education is exceptional and anything but status quo. Average leadership, average administrators, average teachers and coaches, and average facilities produce an average school. The school boneyard is full of formerly average schools; our school is anything but average.



Top Ten Marks

The top ten programs and services as reported by parents spanned a wide variety: prekindergarten team; lower school academic team; lower school computer lab; media center; fine arts (lower school productions, middle school productions, beginner band, high school band, chorus, visual arts, and performing arts); admissions; high school guidance office (academic advisement, online courses, standardized testing); buildings and grounds; the business office, and head of school's office (communication and response to student and parent concerns).

Most Improved Programs

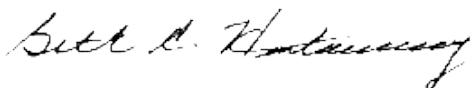
Here are the most improved areas since our last survey: lower school chapel program; media center; middle school Bible and physical education departments; middle and high school chapel program; high school spiritual retreats; high school Bible department; high school foreign language; and the high school math department.

A Sample of School Year 2018-2019 Accomplishments

We have had more school-wide student baptisms than in anyone's recent memory (eight alone on the high school retreat); over 130 new students (twenty-three since January!), the most of any private school in the greater Athens area; student reenrollment is presently an impressive 94%, which I attribute in large part to the ever improving quality of our faculty; teacher retention is currently at 95%; three more of our seasoned faculty members earned the title "GISA Master Teacher" – we now have more GISA Master Teachers than any school in the Athens area; twenty-one seniors (thirty-six percent of the class) gained acceptance to UGA with its ever-increasing admissions standards; more winning season athletic teams than I can list here (varsity softball finishing second in the state is just one example); another year of Georgia Music Educator Association "Superior Ratings" for our band program; three prestigious Shuler Award nominations for performing arts; and philanthropic giving is up (financial aid giving alone is up over 215%). Our students' achievements are the result of their hard work and dedication strengthened by a [Cord of Three](#) guided and supported by the stability of your Christ-centered home, your family's active participation in a home church, a unified faculty and administrative team comprised of dedicated believers. All this energy and excitement at our school comes on the cusp of a capital campaign that is directly aligned with the vision and priorities documented in our [PACS 2023 Strategic Plan](#). Things are going very well; we have earnestly sought His plan for our school, documented it, and we are executing it.

As we referenced in the December survey, a shorter parent survey will be forwarded to you in May to assess select second-semester programs. I hope you will take the time to complete that survey as we continuously seek self-improvement to bring glory to Him in all that we say and do at Prince.

Warm regards and in His service,



Seth Hathaway
Head of School
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[Head of School Educational Philosophy](#)

[Embracing Change While Remaining Christ-Centered: Covenant Christian School Leadership in a Post-Modern World](#)