DUNCAN CHRISTIAN SCHOOL

STRATEGIC PLAN 2026-2028

Crafted together by the Board and leadership staff, the 2026–2028 Strategic Plan charts a faith-driven, wisdom-led direction in response to the call Duncan Christian School has received. By identifying clear areas of focus, this plan unites our community around shared goals and equips the school to faithfully fulfill its mission and vision.

OUR MISSION	OUR VISION
We confess that Christ is Lord of all and He calls us, in community, to equip students for a life of discipleship as stewards of His creation	Provide an engaging, Christ-centred, and diverse educational community that leads each student to deepen their faith and broaden their understanding.

Our Bold Goal: To be an inspiring, growing, inclusive, Christ-centred learning community. Built on trust, inclusivity, and belonging, DCS nurtures wellness for students, staff, and families while equipping PreK–12 learners as disciples of Christ and contributors to society. Embracing thoughtful growth and creative campus design, we remain faithfully present, hospitable, and generous in serving the Cowichan Valley and beyond.

2026–2028 Strategic Priorities Core Values to be established by the 2027 AGM

Sustainable Growth	Living Our Identity	Equipping Students for the Future
WHAT WE'RE GOING TO DO • Transition to a K–12 double-track system to expand access for Cowichan Valley families (2028). • Develop a proactive staff recruitment & onboarding plan (Fall 2026). • Establish an SCSBC-aligned fundraising & allocation policy (2026) and a donor-centred development plan (Fall 2028). • Create a phased Master Campus Plan aligned with enrolment and capital capacity (Dec 2026).	**WHAT WE'RE GOING TO DO** • Review, revise, and communicate our core identity, including our 2012 Graduate Profile (Plan: Spring 2027; Launch: Fall 2027). • Align all educational programs, staffing, and decisions with our core identity (Immediate & Ongoing). • Review and refine all extracurricular programs and events as essential, important, or worthwhile in light of our mission (Spring 2027).	**WHAT WE'RE GOING TO DO** • Develop a scalable Grades 10–12 graduation program offering sustainable course options across diverse post-secondary pathways (Spring 2027–Spring 2029). • Implement a school growth plan that minimizes class division disruption and strengthens consistent curriculum delivery (Fall 2026).
WHY IT MATTERS Reduces waitlists, secures dedicated Christian educators, and ensures responsible, mission-aligned campus expansion supported by a culture of generosity.	**WHY IT MATTERS** Protects our Christ-centred ethos as we grow, ensuring every staff member, program, and offering consistently reflects who we are called to be.	**WHY IT MATTERS** Holistically serves struggling learners, enrichment students, and diverse post-secondary paths, aligned with our Graduate Profile.

Living Out the Plan Together: Goal champions are forming teams to establish 12-month action steps. The Board will review progress quarterly and conduct an annual review to set second-year priorities and share regular updates with our school community