

# PISGAH FORWARD '29

Welcome to **Pisgah Forward '29**, our roadmap for the next five years. The Four Commitments of **Pisgah Forward '29**, grounded upon our Mission, Vision, and Core Values, will serve as our guide as Mount Pisgah Christian School enters a season of promise and growth.

This plan, approved unanimously by the Board of Trustees, defines the school's direction, directs resource allocations, informs decision-making, and provides key measures for growth and milestones. Even more, **Pisgah Forward '29** engages every aspect of MPCs: every student, faculty and staff member, parent, alumni, and friend, uniting the entire Pisgah Community in common purpose—to boldly redesign and rebalance the Mount Pisgah experience in a way that honors the traditions that have made Mount Pisgah strong, while embracing the changes needed for continued growth.

Since 1986, Mount Pisgah Christian School has been committed to an outstanding education that is founded on our faith in Christ Jesus by teaching foundational truth in an ever-changing world. As the last few years have shown, this is needed now more than ever. The next five years undoubtedly will have unforeseen twists and turns, and so this plan must be both one of resolve and flexibility. Regardless of what comes, we hold that the greatest hope for the world is for Christian men and women to engage and lead with a message of hope and goodness.

**Pisgah Forward '29** continues this important calling as we move forward, together.



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## PURPOSE

Redesign and rebalance the educational experience for all students to cultivate curious, empathetic, and ambitious learners, and to affirm value to their lives, preparing them for tomorrow, all to the glory of God.

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*For each of the Four Commitments, there are accompanying Rationale and Goals.*



## COMMITMENT 1:

## PROVIDE AN INTENTIONAL AND SUPPORTIVE LEARNING ENVIRONMENT

### Rationale

We believe that faithfully and joyfully delivering a Christ-honoring curriculum supports our student's well-being, fosters innovative thinking, encourages the love of learning, and is the foundation for college preparation and life readiness.

### Goals

- Affirm the uniqueness of each learner and provide varied pathways to content mastery.
- Revise the portrait of a graduate so that it becomes a map to Mount Pisgah student outcomes.
- Continue to define and align student support to meet the varied learning needs.
- Investigate the opportunity to develop an avenue for individuals with severe learning needs to gain a Mount Pisgah education.

- **Invest and prioritize innovation in both course offerings and the learning environment.**

- Enhance the focus on STEAM learning pathways for all students.
- Align the structure of science classes so that students take upper-level science classes.
- Focus on problem-solving, critical thinking, and creative thinking skills.

- **Reimagine the physical space of the Lower School campus to inspire learning.**

- Identify research-based needs for the best learning environments for Lower School students.
- Engage in a capital campaign to renovate South Campus.



## COMMITMENT 2:

## INVEST IN FACULTY TALENT AND DEVELOPMENT

### Rationale

We believe faculty committed to Christ, passionate and skilled in their discipline, dedicated to growing in their craft, and valued by our community will provide an intentional and supportive learning environment.

### Goals

- **Cultivate a culture that prioritizes mentorship and the ongoing development of our faculty.**

- Revise and implement an induction process that includes a multi-year mentoring program for new faculty and staff.
- Enhance training for leaders, including grade level or department leaders, so that they lead using the best practices for independent schools.

- **Create an environment that demands professional growth and encourages faculty well-being.**

- Engage staff in physical health and spiritual formation initiatives.
- Provide professional growth opportunities related to content, craft, and job effectiveness.
- Recognize and reward opportunities for professional growth.

- **Recruit nationally for faculty and administrators, especially candidates who excel as teachers, coaches, and advisors.**

- Actively seek quality candidates by increasing presence through networking, digital platforms, and connecting with schools of education at local universities.
- Start an independent school job fair on campus.



- **Increase the quality and frequency of evaluation, review, and coaching that faculty receive.**

- Redesign the evaluation process for teaching and non-teaching faculty, including the performance improvement plan (PIP).
- Implement peer-to-peer coaching opportunities to facilitate a culture of learning.



## COMMITMENT 3:

## FOSTER STUDENT ENGAGEMENT AND BELONGING

### Rationale

We believe students actively engaged in our school community will have a positive sense of belonging and are more likely to enjoy school and flourish in life.

### Goals

- Enhance and introduce co-curricular and student life programs that excite, attract, and retain outstanding students.
  - Collect data from students on their experience at Mount Pisgah.
  - Utilize data to develop appropriate programming that engages student involvement.
  - Provide mentoring opportunities to students for spiritual growth.
- Articulate a philosophy and execute a strategy for both Arts and Athletics that ensures that our programs are an extension of our educational mission and that success is well-defined.
- Plan and pursue improved athletic facilities at the Patriot Athletic Campus and Main Campuses.
  - Engage in a capital campaign to add a field house at the PAC.
  - Develop a plan to upgrade the current facilities with lighting and turf.
  - Resurface the track.
- Provide a range of opportunities that reflects and serves the diversity of our community.
  - Increase the range of outreach to our diverse community.

## Rationale

We believe our strong relationships with current and past families and alumni will enrich the lives of our students.

## Goals

- **Build a healthy community of engaged and supportive parents and alumni.**
  - Redesign the Alumni Program to prioritize networking opportunities among alumni and alumni support of student experience (college guidance, guest speakers in classrooms)
  - Establish intentional outreach to past parents to keep them informed about the school and engage them to continue to support the school through giving and volunteering.
  - Expand the presence of parent groups to include more families, including new families and Lower School families, at school events, including increasing a broader base for volunteering at admissions and arts events.
  - Expand the role of parent mentors in leading peers to give, especially New Parents.



2023-24 Patriot Parents Representatives

- **Cultivate a culture of generosity that will support our mission.**
  - Build upon recent growth of the For Pisgah Fund to increase parent participation to 85% with a sustainable annual giving to the Annual Fund of over \$900,000.
  - On board and prioritize New Parent giving to see giving as a reflection of belonging to the school.
  - Plan and execute a Capital Campaign that will unify the Mount Pisgah community around a new or renovated Lower School and an improved Patriot Athletic Campus.
  - Identify and engage alums who have the potential to be significant partners with the school and alumni leaders in giving.

- **Enhance the consistency, channels, and content of communications within the community.**

- Streamline communication with parents, including social media, to reduce communication clutter.
- Install wayfinding and campus maps.
- Create a bi-annual Pisgah Magazine and distribute it to parents, past parents, and alums.
- Increase Communications and Marketing Department staffing to allow for more robust, timely, and consistent communication.

- **Identify, recruit, and retain mission-fit students with diverse talents, interests, and backgrounds in all grade levels to increase long-term financial sustainability.**

- Revise and implement a marketing strategy that prioritizes our local neighborhoods.
- Secure enrollment stability by targeting Preschool and Kindergarten requirements of mission-fit families that require limited financial support.
- Form partnerships with feeder schools to increase Upper School applications.
- Improve recruitment and retention through professional development of the Admissions team to achieve a 95% retention rate with wait pools in 85% of grades.
- Survey co-curricular and student life opportunities to ensure that MPCS is offering what students are looking for.

