ROCKY BAYOU
CHRISTIAN SCHOOL

# ROOTED & RISING



## A 1,000 DAY STRATEGIC PLAN FOR EXCELLENCE (2025–2028)

With three campuses covering both Niceville and Crestview, Rocky Bayou Christian School exists to assist parents with their God-given responsibility to train and develop in their children a Biblical worldview, Christian character and the skills necessary to fulfill God's calling in their lives.

This plan focuses on strengthening Biblical worldview formation, enhancing campus safety, investing in people, and preparing RBCS for future growth over the next 1,000 days.

### Make Capital Investments focused on RBCS-owned Property

- Hub and Spoke school model with a North & South county footprint
- Pursue RBCS-owned Property in Niceville and Crestview

### Create a team culture that promotes servant leadership, giving, and excellence.

- Plan at least 6 whole-school events per year
- Develop the Chaplaincy System
- Ensure active staff involvement in their church
- Continued Community Engagement
- Improve Student Identity

### Annually increase revenue so that we can consistently improve the educational environment for every student

- Increase Annual Fund by 1% each year
- Increase other forms of giving by 2% annually

### Hire and Retain Quality Staff

- Pay at 95% of the Okaloosa County teacher pay scale
- Increase margin in a teacher's day via volunteer support and increased staffing
- Provide a classroom cleaning service at least once per week
- Improve departure/ arrival transitions between teachers

### Develop a sustainable administrative structure

- Create a Senior Leadership Succession plan
- Restructure the Organization Chart to include COO and CAO