



Growing a Classical School: How Unified Leadership and Teamwork Creates Sustained Growth With Dr. David Seibel

Lesson 4: Case Study 1

Outline:

Case Study 1

- The school was in its first year with 18 students in grades K through 7 in leased church space.
- At the time of the case study the school was in early GoGo due to their near prime birth in the administration subsystem and the enrollment growth.
- A biblical understanding of humanity and management will work with the grain of dignity and by God's grace curb away their depraved vices.
- To reach prime, you need both the producer who seeks out results, the administrator who manages the process, and the integrator who cultivates the human spirit.
- The producers is the gas pedal of the academy, the administrator is the brake pad, the entrepreneur is the steering wheel, and the integrator is the engine oil.
- Teaching and Learning (P)
 - The producer is the technician who can design and deliver transformative learning to the students in the classroom.
 - The main evidence that school one is not on the optimal path when it comes to the teaching and learning subsystem is that none of the teachers are experienced or experts in classical Christian methodology.
 - Using well-defined curricula is really important.
 - Using prepackaged teacher training (like ClassicalU.com) is really valuable.
 - Implementing teacher training and doing observations of teachers weekly to not spend too much time in infancy.
- Finance and Operations (A)
 - The second subsystem is finance and operations.
 - This school was strong in finance and operations due to their work with a professional private school consultancy.
 - The consultancy has helped with setting up a website, writing contracts, and establishing a student information system.



- They have also had help with human resources, setting tuition, and writing a balanced budget.
- In finance and operations the school is in early GoGo (the stage before adolescence) where the school is growing and has a successful service that they're delivering to families.
- This is hybrid/university model school.
- They need to set tuition a little bit higher to cover more of their expenses.
- They had start up cash reserves due to fundraising efforts.
- Fundraising and Facilities (E)
 - The depth of leadership on this board is quite impressive. They are mature Christian servants, no task is beneath them.
 - This school is currently leasing a church, but will run out of space in the years to come.
 - The school is in late infancy in this subsystem.
 - Going forward, the school would benefit from using volunteers to launch a fundraising committee.
 - The school does not have a strategic plan because there are so many operational issues still to be solved.
- Marketing and Admissions (I)
 - The integrator function is dominant in marketing and admissions where the school's first job is to internally communicate the mission to its faculty, students, and families.
 - This subsystem is in late infancy, and possibly early GoGo, due to capabilities in three areas.
 - Crafting messaging and communications consistent with the school's classical Christian mission
 - To effectively communicate that message their faculty and families with the goal of retention
 - To effectively externally communicate the message through the website
 - This school does not really need a strategic plan yet. What they need are companion annual agendas for their board and administration so that there is a complementary division of labor between the board and administration.