Our Mission
Equipping minds and nurturing hearts to impact the world for Christ.

Our Vision
Students will become servant leaders who think critically, discern spiritually, and act biblically.

Our Core Values
• Modeling Christ-like behavior
• Integrating Biblical truths in all learning
• Partnering with Christian parents
• Striving for excellence
• Serving Others

Des Moines Christian School
2015 Annual Progress Report
Learn. Grow. Go make a difference.
Our School

**Academic Program**
Des Moines Christian School, EE-12, is independently accredited in the state of Iowa with rigorous standards through the Association of Christian Schools International (ACSI). To maintain this accreditation, DMC is held accountable for ten standards, some of which include written curriculum, Biblical integration, financial practices, and Board governance. DMC is also licensed through DHS for Early Education.

**Biblical Worldview**
Worldview education is the foundation of a successful Christian school program. “The children we are working with are not just those who need an education so they can get a job; they are those who are headed for eternity.” (Jeff Meyers, Summit Ministries). At DMC, we take this call seriously and immerse our students in opportunities to live out their faith through godly relationships, ministry hours, mission trips, and classroom discussion. We seek to partner with parents to create servant leaders who think critically, discern spiritually, and act biblically.

**Student Support Programs**
Des Moines Christian offers a Talented and Gifted program (TAG), as well as a resource program for students in Grades K-12. Eligibility criteria begin with Iowa Assessment results and teacher referral.

**Extra-Curricular Opportunities**
Des Moines Christian School seeks to promote the development of the whole person through a variety of programs and activities. Opportunities to participate outside the classroom give our students a chance to explore the many gifts and talents from God. Our membership in the West Central Activities Conference allows students to compete in sports, fine arts, and academic competitions. These extra-curricular opportunities are designed to help students develop Christian friendships learn social interaction, develop leadership abilities, and glorify Christ. Des Moines Christian School claimed the titles of 2014-2015 Conference Champions in boys cross country, Conference Co-Champions in girls basketball and softball, and State Qualifiers in girls cross country and basketball, boys golf and soccer, and jazz band.

Find more information about our elementary, junior high and high school programs at dmcs.org.

**Our Staff**

**Teacher Quality**
Des Moines Christian remains committed to hiring qualified, experienced employees who are committed to an excellent, Christ-centered, academically challenging education.

**Full-Time Employees** - 90  
**Part-Time Employees** - 78  
Includes coaches and sub teachers

**Teaching Staff** - 57  
Includes teachers, Library Media Specialist, Technology Coach, Elementary Counselor, and Spiritual Life Director

**Teacher Qualifications**
- Number of teachers (EE-12) - 57
- % with bachelor’s degree - 100%
- % with Master’s degree - 16%

**Teacher Experience**
- 0-4 years - 25%
- 5-9 years - 28%
- 10-14 years - 21%
- 15+ years - 26%

**Classified Staff** - 111
Includes teacher associates, nurse, office employees, bus drivers, custodial and food service staff, sub teachers, and coaches

**Administration** - 7
Includes superintendent, principals, early education program director, early education office manager, curriculum coordinator, and director of business
Our Students

DMCS Enrollment
Early Education  118
Elementary  415
Secondary  392
Total  921
Graduation Rate 100%

Student Assessments

College Entrance Scores
Most colleges and universities require the American College Testing Program (ACT) as a determinant of future scholastic success. A composite score of 20 or higher on the 36-point scale for the test indicates probable success in college.

98% of the graduating class of 2015 took the ACT; of those 33% had a composite score of 25 or higher. 81% had a composite score of 20 or higher.

ACT comparative data is listed below.

<table>
<thead>
<tr>
<th></th>
<th>DMC 2014</th>
<th>DMC 2015</th>
<th>State of IA 2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACT Composite</td>
<td>24.5</td>
<td>23</td>
<td>22.2</td>
</tr>
<tr>
<td>English</td>
<td>25.5</td>
<td>23</td>
<td>21.6</td>
</tr>
<tr>
<td>Math</td>
<td>23.1</td>
<td>22</td>
<td>21.5</td>
</tr>
<tr>
<td>Reading</td>
<td>25.4</td>
<td>23</td>
<td>22.6</td>
</tr>
<tr>
<td>Science</td>
<td>23.8</td>
<td>22</td>
<td>21.8</td>
</tr>
</tbody>
</table>

46% of the graduating class of 2015 took one or more college classes.

Iowa Assessments

Iowa Assessments (formerly ITBS and ITED) were administered to students in Grades 3-11 in the spring of 2015. Results are used:

- to measure student growth
- to assess academic programs
- to guide professional development

<table>
<thead>
<tr>
<th>Iowa Assessment Subtest</th>
<th>Grade</th>
<th>% Proficient or Higher</th>
<th>% Advanced</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reading</td>
<td>3 - 6</td>
<td>89.4%</td>
<td>42.3%</td>
</tr>
<tr>
<td>Reading</td>
<td>7 - 11</td>
<td>88.9%</td>
<td>28.4%</td>
</tr>
<tr>
<td>Mathematics</td>
<td>3 - 6</td>
<td>91.4%</td>
<td>35.6%</td>
</tr>
<tr>
<td>Mathematics</td>
<td>7 - 11</td>
<td>92.0%</td>
<td>22.7%</td>
</tr>
<tr>
<td>Science</td>
<td>3 - 6</td>
<td>98.1%</td>
<td>40.4%</td>
</tr>
<tr>
<td>Science</td>
<td>7 - 11</td>
<td>91.4%</td>
<td>24.7%</td>
</tr>
</tbody>
</table>

Additional Progress Monitoring Tools:

- Dynamic Indicators of Basic Early Literacy Skills (DIBELS)
- Curriculum Based Measurement for Math (CBMs)
- Curriculum aligned classroom assessments
School Improvement Goals

Progress on Previous Goals

2014-2015 Reading Goal
Using matched cohort data, DMCS will increase the percent proficient or above on the reading subtest of the Iowa Assessments in Grades 3-6 and Grades 7-11 by May 2015. The percent proficient in 2014 was 88% and 89% respectively.

Report: DMCS met the goal of increasing the number of students proficient or above in Grades 3-6. The percent proficient using matched cohort data in 2015 was 89.4%. DMCS did not meet the goal for grades 7-11. The percent proficient using matched cohort data in 2015 was 88.9%.

2014-2015 Mathematics Goal
Using matched cohort data, DMCS will increase the percent proficient or above on the Mathematics subtest of the Iowa Assessments in Grades 3-6 and Grades 7-11 by May 2015. The percent proficient in 2014 was 89.6% and 87.8%.

Report: DMCS met the goal of increasing the number of students proficient or above in Grades 3-6 and 7-11. The percent proficient using matched cohort data in 2015 was 91.4% and 92% respectively.

2014-2015 Science Goal
Using matched cohort data, DMCS will increase the percent proficient or above on the science subtest of the Iowa Assessments in Grades 3-11 by May 2015. The percent proficient in 2014 was 92%.

Report: DMCS met the goal of increasing the number of students proficient or above in Grades 3-11. The percent proficient using matched cohort data in 2015 was 94.7%.

2015-2016 School Improvement Goals

ELEMENTARY, JUNIOR HIGH/HIGH SCHOOL GOALS

Math Goal
Using matched cohort data, DMCS will increase the number of students proficient or above on the the Math subtest of the Iowa Assessments in Grades 3-6 and 7-11 by May 2016.

Plan to meet Math Goals
a. Targeted training on instructional strategies for charts, graphs, statistics, probability, & measurement.
b. Continued training on Guided Math in Grades K-10.
c. Development time provided during inservice days.
d. Department/grade level meetings to align curriculum, instruction, and assessment.
e. Implementation of student engagement strategies from IPI, 4C’s, and other staff development trainings.
Science Goal
Using matched cohort data, DMCS will increase the number of students proficient or above on the Science subtest of the Iowa Assessments in Grades 3-6 and 7-11 by May 2016.

Plan to meet Science Goals
a. Targeted training on “Doing vs. Knowing” Science
b. Continued implementation of new science objectives
c. Development time provided during inservice days
d. Department/grade level meetings to align curriculum, instruction, and assessment
e. Implement student engagement strategies from IPI, 4C’s, and other staff development trainings

Reading Goal
Using matched cohort data, DMCS will increase the number of students proficient or above on the Reading subtest of the Iowa Assessments in Grades 3-6 and 7-11 by May 2016.

Plan to meet Reading Goals
f. Targeted training on integration of inferencing skills
g. Continued implementation of new ELA objectives, including informational text and writing in all subject areas
h. Development time provided during inservice days
i. Department/grade level meetings to align curriculum, instruction, and assessment
j. Implement student engagement strategies from IPI, 4C’s, and other staff development trainings

21st Century Skills/Technology Goal

JH/HS Goal
By May 2016, at least 3 teachers in Grades 7-12 will develop and implement an online unit.

Elementary Goal
Each K-6 classroom will do at least one digital learning experience per quarter that promotes the 4C’s (Communication, Creativity, Collaboration, Critical Thinking).

Plan to meet 21st Century/Technology Goals
a. Continued implementation of tech learning from trainings such as 4C’s/Tech Integration Training and Moodle Training
b. Ongoing instructional support from Technology Team
c. Off-site Technology Integration Collaboration Training for selected staff members
d. Development time provided during inservice days

Student Engagement Goal
DMCS will increase the ratio of Higher Order/Deeper Thinking : Lower Order Thinking, as measured by the Instructional Practices Inventory, by May 2016. Current ratio is 6:19.

Plan to meet Student Engagement Goals
a. Continued training on student engagement strategies such as 4C’s, technology, IPI, etc.
b. Continued IPI training for the IPI team.
c. IPI team Team provides ongoing instructional support

Spiritual Goal
The spiritual growth of our students is of high value at DMCS. Work is currently underway to develop a non-denominational assessment tool to measure growth in this area.

Plan to Encourage Spiritual Growth
a. Continuation of Biblical Worldview Integration (BWI) training.
b. Ray VanderLaan training: “That the World May Know”
School Board

The Board of Directors of Des Moines Christian School is committed to a philosophy of service to God through the education of children. The objective of this philosophy is to help each child develop into a mature Christian and a contributing member of society.

The Board believes that this objective can best be met through a school program that supports and works with the home and church to develop the spiritual, intellectual, physical, civic, social, and aesthetic abilities of children.

The Board of Directors realizes that an effective Christian school program must be based on the truth of God’s Word, the Bible, and be directed toward common needs of all children. Since all children are created in the image of God, the Board believes that the educational program of DMCS should help all children develop their unique abilities and thus be prepared to fulfill God’s plan for their lives.

Mr. Tim Hall, President
Mr. John Leusink, Vice President
Mr. Jim Plagge, Treasurer
Ms. Sarah Spilman, Secretary
Mr. Dave Bruxvoort
Mr. Brad Krehlik
Mr. Steve Mathson
Mr. Casey Miller
Mr. JR Phillips
Mr. Glenn Vos, Interim Superintendent

DMCS
DESMOINES CHRISTIAN SCHOOL

DMCS is accredited in the state of Iowa by the Association of Christian Schools International
@DMCS_Updates
facebook.com/DesMoinesChristianSchool

EARLY EDUCATION GOALS

Literacy Goal
DMCS will have 95% of students in Pre-K proficient or above in the area of literacy by May 2016.

Plan to Meet Literacy Goal
a. Make each classroom literacy rich by labeling everything and putting print materials for both reading and writing in every center.
b. Creating small group experiences that specifically target literacy skills.
c. Department meetings to align curriculum, instruction, and assessments.

Kindergarten Readiness Goal
DMCS will have 95% of students in Pre-K to proficient or above in the area of kindergarten readiness by May 2016.

Plan to Meet Kindergarten Readiness Goal
a. Department meetings and communication with Kindergarten teachers to ensure specific skills have been taught.
b. Department meetings to align curriculum, instruction, and assessments.
c. Continued implementation of Creative Curriculum and GOLD assessment data input.

Our Community

Association Members
Upon enrollment at Des Moines Christian School, each parent becomes an Association member who can provide valuable input to the leadership of DMC as well as vote for school board members. Full-time DMC staff members are also Association members. Parents are encouraged to attend Association meetings twice yearly. The Association represents 26 different communities and families from over 108 local churches.

Volunteer Involvement
Volunteers assist learning in numerous ways through tutoring, laboratory instruction, guest speakers, field trip sponsors, home room/grade level parents, classroom support, office help, special events organizers, fund raisers, and much more. Typically, 250-350 volunteers help the school in some way during the year.

Parent support also comes through Parent Teacher Fellowship (PTF), Athletic Booster Club (ABC), and Fine Arts Boosters (FAB).