

McKinney Christian Academy

Strategic
plan

2017-2018

Initiative: To advocate, nurture, and sustain a culture and instructional program conducive to the mission of the school, which is to honor Jesus Christ by teaching students to live biblically through education of mind, body, and spirit.

Goal: McKinney Christian Academy strives to be a springboard for students in the pursuit of lives which encounter, enjoy, and express the love of God through excellence in every endeavor. It is the desire of all those associated with the academy that our students, for the rest of their lives, would be living witnesses of and for the grace, compassion, ethics, and sovereignty of our Almighty God.

Spirit

1. To see students come to a personal, saving relationship with Jesus Christ
2. To train students in all aspects of the Christian faith and help them develop a genuine deep love for the Lord
3. To create an understanding of how the Lord, in and through Scriptures, creates a context for all things in our lives

Mind

1. To train students in the development of knowledge, learning skills, and the contextual application of all academic disciplines
2. To teach all disciplines from a Christian worldview with a natural integration of biblical absolutes in all areas
3. To prepare students for continual development and achievement, regardless of God's specific calling on their lives

Body

1. To aid students in understanding the importance of fellowship, cooperation, selflessness, and persistent service in the process of self-development
2. To create an environment where each student can discover, examine, and utilize God-given gifts for personal good and the benefit of others
3. To develop in students a sense of personal responsibility to God and His creation, including school, church, family, community, country, and the world
4. To assist students with development

Strategies	Responsibility	Time Line	Resources	Evaluation
Develop the theme for the 2016-17 school year as “R12 – Christian based on Romans Chapter 12”	Laura Smith, David Etheredge, Chris Hydock, Trey Postelle, Teachers	August 2017	Retreat, Small Groups, R-12 resources	Retreat Student Survey
Establish a strong Biblical studies curriculum and philosophy that teaches the truths of the Bible and God’s redemptive plan through understanding and the tangible application of God’s Word.	Laura Smith, David Etheredge, Chris Hydock, Trey Postelle, Teachers	On-going	Worldview Biblical Integration built into the curriculum guides, Bible Courses, Chapel, Small Groups	
Build a strong chapel program that involves MCA faculty and staff, local church leaders, speakers, dynamic worship music, and passionate prayer.	Trey Postelle	On-going	Speakers, Theme Development	Number of outside speakers,
Help students form a Christian discipleship worldview where they learn to read, listen, think, and communicate as Christian disciples in all areas of life.	Principals, Teachers, Trey Postelle	On-going	BIG’s integrated in all curriculum guides, Assessments	Completed curriculum guides Character development assessments

New Parent Orientation provided prior to the beginning of school to communicate directly our vision and mission and how it is accomplished on each campus.	Administrative Team PTF	August 2017	Orientation Program	Number of new parents that attend
Implementation of a New Student Orientation program established to assist with transitioning new students to MCA by providing an opportunity prior to the beginning of school for them to get to know MCA; handbook, services – counselor; academic counselor, expectations, mission, opportunities, etc. and receive a student mentor.	Chris Hydock David Etheredge Laura Smith	August 2017	Orientation Program	Teacher feedback as to evaluation of student’s classroom transition to MCA based on information provided and actual transition experience. Program Evaluation given at the end of the orientation.
Back to School Bash	Admin Team	August 2017	Food Trucks, Bounce Houses	Number of families that attend
Foster MCA Community Involvement a. Encourage visibility in MCA community events b. Improved community communication c. Investigate ways to expand parental involvement	Chris Hydock David Etheredge Laura Smith Beverly Dooley	2017-18	MCA community events Communication Policy Parental Involvement Opportunities	Attendance at events; communication policy; number of parents involved in parental involvement opportunities
Establish ties to alumni : Develop an Alumni Directory	Connie Gibson, Kate Perry, Angie Gerdes	Continuous	Alumni address list: home, facebook, email.	Number of alumni that attend events; Alumni Directory
Provide resources for the Mane Edition to be published on-line.	Tara Ackmann	Quarterly	Elective class time; students	Edition placed on-line
Middle School will utilize “R-12” Bible Study materials for their small group initiative	David Etheredge	Fall 2017	In The Zone Bibles	Number of Small Groups
Upper School will utilize “R-12” for their small group	Laura Smith	Fall 2017	R-12 Materials	Number of Small Groups
Develop curriculum to insure the integration of a Biblical Worldview	Bob Lovelady, Edna Pajela, David Etheredge, Laura Smith, Chris Hydock	June 2017	MCA employees	Curriculum Guides Updated to reflect opportunities for Biblical Integration in the daily lessons.

Designing and delivering a curriculum that responds to the demands of accountability, and is responsive to the need for higher levels of learning.. Teachers will be trained to develop curricula and lessons with the “end in mind.” They will know and be comfortable with the concept of “backward mapping,” and they know “task analysis.” These “tools of the trade” are essential for an efficient and effective “results-oriented” school that successfully serves all students	Chris Hydock David Etheredge Laura Smith Beverly Dooley	Annual	Staff Development, College Board, AP and Pre-AP training, Directed Studies training	Principal Evaluations, Curriculum Guides
Handbook for students/parents addressing expected student behavior and standards of conduct.	Chris Hydock David Etheredge Laura Smith	Annual	Hosted on Website	Website updated
Continue to provide McKinney off-duty police to help with security	Bob Lovelady	On-going	Funding for Off-Duty Mckinney Police Officers	Sign In sheets for McKinney Off-Duty Police Officers
Continue to explore alternatives to alleviate carpool congestion for easier access to middle school campus with focus on morning student drop off and student check-in/out.	Chris Hydock David Etheredge Laura Smith Bob Lovelady	Fall 2017-18	Carpool mapping Carpool monitors	On site monitoring of carpool, log the time it takes to drop off and pick up students
Strengthen the development of students and families	John Woodruff Trey Postelle	On-going	Chapel, Small Groups, Counseling, Parent Nights	Mentoring programs, Small Group Studies, Spiritual Development program, Parent meetings
Investigate the possibility of increasing the number of Dual Credit courses with a partnership with John Brown University	Laura Smith Kate Perry	Fall 2017	John Brown University	Number of students taking Dual Credit Courses
Emphasizes teacher excellence, collaboration, and mentoring so that MCA becomes a school where every educator is recognized as a valuable contributor with unique strengths and impressive potential to learn, grow, and improve	Chris Hydock David Etheredge Laura Smith Beverly Dooley	Annual	Teacher Training Staff Development	Teacher retention Continuing Education CEUs
Provide child centered campuses that encourage all students to experience success	Chris Hydock David Etheredge Laura Smith Beverly Dooley	On-going	Continue development of: Fine Arts, Athletics, and Academic competitions	Number of student involved in Fine Arts, Athletics, and Academic competitions

<p>Continue to provide ways to allow for school transformation to meet students needs:</p> <ul style="list-style-type: none"> a. Investigate on-line courses b. Encourage innovative use of technology c. Investigate ways to provide a student mentorship program d. Develop a communication policy e. Expand the STEAM program f. Expand the Drama program 	<p>Chris Hydock David Etheredge Laura Smith Beverly Dooley</p>	<p>2017-18</p>	<ul style="list-style-type: none"> a. On-line course curriculum b. Technology training c. Student mentorship program d. Communication audit and policy development e. STEAM program – after school program for LS f. TAPPS One Act Play 	<p>Number of on-line courses offered; number of teachers receiving technology training; student mentorship program; communication audit and policy; number of students who attend afterschool STEAM program in LS; Compete in TAPPS one act play</p>
<p>Partner with PTF to increase parent participation in activities to support all areas of the school</p>	<p>David Etheredge, Laura Smith, Beverly Dooley, PTF</p>	<p>Annual</p>	<p>Local</p>	<p>Schedule of meetings and events</p>
<p>Improve Communication Tools: RenWeb kept up to date, Teacher-Parent, Coach-Parent, and School-Parent; Encourage teachers to make positive contacts with parents</p>	<p>David Etheredge Laura Smith Chris Hydock Beverly Dooley</p>	<p>Quarterly</p>	<p>Renweb 1 MCA email Phone access in rooms</p>	<p>Parent Contact logs in Renweb Copies of class communications sent out to parents/students Copies of Coaches communication and calendars</p>
<p>Provide for the growth and changes of MCA:</p> <ul style="list-style-type: none"> a. Complete Project One of Phase One of the Brick by Brick campaign b. Continue Capital Campaign c. Facility Evaluation d. Fiscal Planning 	<p>Bob Lovelady Carol Ownby Guadalupe Sanchez Board of Trustee</p>	<p>2017-18</p>	<p>Perkins + Will Architect Joeris Construction</p>	<p>Ribbon Breaking Ceremony of Project One of Phase One of the Brick by Brick Campaign. Development of Phase 2.</p>

<p>Retain, hire, and develop outstanding teachers</p>	<p>Chris Hydock, David Etheredge Laura Smith Beverly Dooley Bob Lovelady</p>	<p>On-going</p>	<p>Offer competitive salaries and benefits to faculty and staff.</p> <ul style="list-style-type: none"> • Retain and recruit well-trained and state certified faculty and staff. • Enable faculty to continuously grow through professional development opportunities. • Continued emphasis on higher level education • Consistent focus on staff morale. • Persistent effort on faculty and staff formal and informal observations focused on student engagement that provides candid feedback for re-enforcement and growth to the instructor <p>* empower teachers in decision-making processes</p>	<p>Retention % of teachers. Salary comparisons to other Christian Schools in our area</p>
<p>Provide an excellent academic program</p>	<p>Chris Hydock David Etheredge Laura Smith</p>	<p>On-going</p>	<ul style="list-style-type: none"> • achieve joint re-accreditation through the Association of Christian Schools International (ACSI), AdvancED (formerly the Southern Association of Colleges and Schools (SACS) • stay ahead of the mean with regards to technology (to include smart boards, tablets, projectors, document cameras, clickers, and other technological advancements). • remain strong in our elective opportunities with a focus on our Fine Arts 	<p>ACT Scores SAT Scores Aspire Scores Number of Seniors going on to college or university</p>

			<p>Programs (art, music, drama).</p> <ul style="list-style-type: none"> • continue emphasis on STREAM 	
Strengthen the Academy's financial health	<p>Bob Lovelady Maria Bristol</p>	On-going	<ul style="list-style-type: none"> • meet all basic financial needs through tuition and fees. • establish a plan for limited, yet strategic fundraising to meet specific needs, such as building projects, technology, or financial aid. • offer generous financial aid to families demonstrating financial need. • maintain a cash reserve 	<p>Develop and maintain a positive budget.</p> <p>Develop a surplus plan to have six months operating</p>
Increase student enrollment	<p>Elaine Mayberry Chris Hydock David Etheredge Laura Smith Beverly Dooley</p>	On-going	<ul style="list-style-type: none"> • maintain our focus on the product (environment focused on the characteristics of Christ, extraordinary instruction and academic program, cutting-edge technology, outstanding extra- curricular programs, wealth of opportunities). •sustain marketing focus on re-enrolling current MCA families at 95% each year. • effectively promote the school to families in McKinney and across the Collin County area through 	<p>Development of a continuous re-enrollment plan.</p> <p>Percent of students re-enrolling</p> <p>Number of applications submitted for new students</p>

			<p>strategic marketing and events.</p> <ul style="list-style-type: none"> • maintain effective and efficient website. • continue emphasis on communication with current families. • continue development of summer athletic camps, fine arts camps, and summer programs. 	
<p>Continued vision on expansion and maintenance of facilities</p>	<p>Bob Lovelady Board of Trustee</p>	<p>2017-18</p>	<ul style="list-style-type: none"> • continue attention to cleanliness and maintenance of the MCA facilities. • concentration on school security <p>* Develop a plan for the next phase of the Master Plan for the MCA Campus</p>	<p>Increased budget to provide for the cleanliness and maintenance of MCA</p> <p>Add additional fencing to enclose the campus</p> <p>Phase 2 plan development of the Master Plan</p>