

McKinney Christian Academy

Strategic
plan

2019

Initiative:

Relationship Covenants: Students do not care how much you know until they know how much you care. Academics without relationship building first often leaves students feeling lost and uncared for. Student security is in the caring adult to student relationship that you build with intentionality. It is what you are called to do as a Christian Teacher. It is your ministry! You can be successful with Christ's help and the leading of the Holy Spirit.

The Covenant of Affirmation: There is nothing you have done or will do that will make me stop loving you. This godlike love takes the initiative in affirming and not giving up. Like Jesus, "He appointed, twelve, to be with Him." Mark 3:14

The Covenant of Availability: I am committed to going beyond myself, anything I have—time, energy, insight, possessions—is at your disposal if you need it to the limit of my resources. Everything Jesus had was available to His disciples. He committed himself and resources to a few, regardless of inconvenience or cost.

The Covenant of Prayer: I promise to pray for you in some regular fashion, believing that our caring Father wishes His children to pray for one another. In Peter's temptation, Jesus said, "I have prayed for you that your faith fail not.

The Covenant of Openness: I promise to be a more open person... disclosing my feelings, hopes, and longings. The degree to which I do so implies that I cannot make it without you...that I trust you with my problems and dreams. Jesus openly expressed His love for his disciples and in the garden; He honestly admitted His needs and asked for prayer.

The Covenant of Honesty: I will try to "mirror" back to you what I am hearing you say and feel. I will risk "speaking the truth in love that we grow up in every way unto Christ who is the head." Eph. 4:15

The Covenant of Sensitivity: I promise to be sensitive to you and to your needs to the best of my ability. I will try to hear you, see you, anticipate where you are, and draw you out of the pit of discouragement or withdrawal. It costs to be sensitive. Jesus confronted Peter in John 21: 15-17 and reconciliation took place. Sometimes through the eyes of another person, we see ourselves better.

The Covenant of Confidentiality: I promise to keep confidential the things we share in- order- to provide an atmosphere of openness. Why is confidentiality so important? There can be no love without trust. When we trust others, we can open up to love, give and receive. Confidentiality opens the door to deeper relationships of James 5:16 to "confess your faults to one another, and pray for one another, that you may be healed."

The Covenant of Accountability: I promise that if I discover areas of my life that are under bondage, hung-up, or being misused, I will seek Christ's liberating power through His Holy Spirit. I will be accountable to you to become what God has designed me to be in His loving creation. Accountability is the foundation of any love covenant for it recognizes when there is a problem and gives permission to share with others. Out of accountability flows the love, acceptance, and forgiveness we need. The relationship helps us to work out a plan of action. It is truly a beautiful thing to be able to say, "What happens to me matters to you."

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.

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

Initiative: To intentionally on a daily basis incorporate a Christian Worldview within every class

1. As a Christian Worldview Shaper we will give students a Christian perspective as opposed to secularism.
2. Utilize a Christian Worldview model that everything in life can be seen through the lenses of:
3. Creation – Who am I and Why am I here?
4. Fall – Dominion exercised apart from God's greater dominion and the effects of the fall is that we became broken in our cognition and affections.
5. Redemption – Restoration; Not to replace but to redeem; God does not abandon but rescues.

Initiative: To partner with parents in a way that:

1. The mission of McKinney Christian Academy, in cooperation with the home and church, is to teach the whole child from a biblical worldview, founded in the Reformation, providing children from Christian families with an excellent education for a life of Christ-centered service.
2. Our earnest desire is to better establish our mutual commitment (school and parents) to support and fulfill the mission, goals, and objectives of McKinney Christian Academy.

Strategies	Responsibility	Time Line	Resources	Evaluation
Develop the theme for the 2019-20 school year as “What Does the Bible Say”	Laura Smith, David Etheredge, Chris Hydock, Trey Postelle, Teachers	August 2019	Retreat, Small Groups, What Does the Bible Say resources	Retreat Director of Spiritual Life Chapel & Small Group schedule Director of Spiritual Life Parent Resource
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. Offer a curriculum that provides both a quality education and knowledge of God’s Word and World.	Laura Smith, David Etheredge, Chris Hydock, Trey Postelle, Teachers	On-going	Worldview Biblical Integration built into the curriculum guides, Bible Courses, Chapel, Small Groups	Principal Formative Evaluation Curriculum Guides
Build a strong chapel program that involves MCA faculty, staff, students, local church leaders, speakers, dynamic worship music, and passionate prayer. Provide Parent resources that can be used at home which follows the theme concept of the week/month.	Trey Postelle	On-going	Speakers, Theme Development	Number of outside speakers Parent resources provided by Director of Spiritual Life
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 2019	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.	David Etheredge Laura Smith	August 2019	Orientation Program	Teacher feedback as to evaluation of student’s classroom transition to MCA based on information provided and actual transition experience.
Develop new student socials for Middle School and Upper School	Elaine Mayberry Trey Postelle	July 2019	Money for refreshments, games, etc.	Number of students that attend
Sixth Grade Orientation for parents and students.	David Etheredge	August 2019	Orientation Program	Number of Parents and Students that attend
Develop and Implement a Biblical Background course for new Upper and Middle School Students	Dr. McGinn	August 2019	Biblical Background Curriculum	Number of new students taking the course
Back to School Bash	Admin Team	August 2019	Food Trucks, Bounce Houses	Number of families that attend
Home Visit to all new students	Principals and Staff	August 2019	Transportation, Yard Signs, Welcome Package	Number of students receiving home visits
Foster MCA Community Involvement a. Encourage visibility in MCA community events i.e. Christmas Parade, Community Service b. Improved community communication c. Investigate ways to expand parental involvement	Chris Hydock David Etheredge Laura Smith Jan Williams Trey Postelle	2019-20	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 by developing an Alumni Directory, creating Alumni events, and improving communication with Alumni	Connie Gibson, Kate Perry, Angie Gerdes	Continuous	Alumni address list: home, facebook, email, Instagram, alumni events	Number of alumni that attend events; Alumni Directory
Develop Alumni Reunion for all graduating classes	Connie Gibson Principals	Summer 2020	Alumni planning group	Number who attend reunion

Provide resources for the Mane Edition and the Broadcasting class to develop video vignettes to depict events at MCA	Tara Ackmann Development Dept.	On-going	Elective class time; students, website, video equipment	Edition placed on-line, video broadcasts posted to website
Designing and delivering a curriculum that responds to the demands of accountability and is responsive to the need for critical thinking. 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 Jan Williams	Annual	Staff Development, College Board, AP and Pre-AP training, Directed Studies training	Principal Evaluations, Curriculum Guides
Update and revise 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 a safe and secure environment by providing McKinney off-duty police security and implementing a Crisis Management Plan.	Bob Lovelady	On-going	Funding for Off-Duty McKinney Police Officers Training for the Crisis Intervention Plan	McKinney Off-Duty Police Officers scheduled on a daily basis, Crisis Intervention Log reports on Fire Drills, Tornado Drills, Lockdown Drills
Continue to evaluate and explore alternatives to alleviate carpool congestion.	Chris Hydock David Etheredge Laura Smith Bob Lovelady	Fall 2019	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 resources to provide for the spiritual and emotional needs of our students and families.	John Woodruff Trey Postelle	On-going	Chapel, Small Groups, Counseling, Parent Nights Parenting programs	Mentoring programs, Small Group Studies, Spiritual Development program, Parent meetings
Provide In-Service on Cultural Diversity	Bob Lovelady	2019	In-service speakers	Principal evaluations
Investigate the possibility of increasing the number of Dual Credit courses with a partnership with John Brown University, Collin College, and LaTourneau University	Laura Smith Kate Perry	Fall 2019	John Brown University Collin College LaTourneau University	Number of students taking Dual Credit Courses

Emphasizes excellence, collaboration, and mentoring so that MCA becomes a school where every staff member is recognized as a valuable contributor with unique strengths and impressive potential to learn, grow, and improve	Chris Hydock David Etheredge Laura Smith Jan Williams Guadalupe Sanchez	Annual	Teacher Training Staff Development Facility Plans	Staff retention Continuing Education CEUs Staff recognition
Provide student centered campuses that encourages student participation in MCA activities.	Chris Hydock David Etheredge Laura Smith Jan Williams Judy Collins	On-going	Continue development of: Fine Arts, Athletics, Academic competitions, Fuse, and other activities to help students connect and belong	Number of students involved in Fine Arts, Athletics, Academic competitions, Fuse, and other activities
Continue to provide ways to allow for school transformation to meet student's needs: <ul style="list-style-type: none"> a. Evaluate on-line courses b. Encourage innovative use of technology c. Investigate ways to provide a student mentorship program d. Develop a communication policy e. Implement the STREAM program in Middle School f. Expand the Drama program g. Develop Summer School offerings 	Chris Hydock David Etheredge Laura Smith Jan Williams Robert Erger	2019-20	<ul style="list-style-type: none"> a. On-line course curriculum b. Technology training c. Student mentorship program d. STEAM program e. TAPPS One Act Play 	Number of on-line courses offered; number of teachers receiving technology training; student mentorship program, number of students taking STEAM program, Compete in TAPPS one act play
Partner with PTF to increase parent participation in activities to support all areas of the school	David Etheredge, Laura Smith Chris Hydock, Elaine Mayberry	Annual	Local	Schedule of meetings and events
Strengthen Communication Tools: RenWeb kept up to date, Teacher-Parent, Coach-Parent, and School- Parent; Teacher expectation is to make positive contacts with parents	David Etheredge Laura Smith Chris Hydock Jan Eilliams	Quarterly	Renweb 1 MCA email Phone access in rooms Rank 1 MCA events	Parent Contact logs in Renweb Copies communications sent out to parents/students Copies of Coaches communication and calendars

<p>Provide for the growth and changes of MCA:</p> <ul style="list-style-type: none"> a. Begin Phase Two of the Brick by Brick campaign to build the Science and Technology Building b. Continue Capital Campaign c. Facility Evaluation d. Fiscal Planning 	<p>Bob Lovelady Development Dept. Guadalupe Sanchez Board of Trustee</p>	<p>2019-20</p>	<p>Perkins + Will Architect Joeris Construction</p>	<p>Development of Phase 2 plan</p>
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