

Upper School Campus Improvement Plan 2018-19

Initiative 1: Instructional Leadership – McKinney Christian Academy will provide instructional leadership and effectively and persistently communicate the mission of the school to staff, parents, and students.

GOAL 1: 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 2: To create avenues to communicate the mission of the school to its stakeholders.

ACSI Standard 1: Philosophy and Foundations

ACSI Standard 3: Home and Community Relations and Student Services

ACSI Standard 7: Character, Values, and Spiritual Formation of Students

Strategies	Responsibility	Time Line	Resources	Evaluation
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. Includes introduction to website and RenWeb.	US Administrative Team	August 2018	Orientation Program	Number of new parents that attend
Continue to provide Student Orientation program 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. Continue to offer a combination of events throughout the summer to acclimate new students and begin to create authentic community.	Director of Spiritual Life, Professional Counselor, US Principal, Admissions director	August 2018	Orientation Program	New student feedback Teacher feedback as to evaluation of student’s classroom transition to MCA based on information provided and actual transition experience.
Continue to provide resources for students and parents that can be obtained through Right Now Media and posted by our Director of Spiritual Life and Guidance Counselor and provided through subscription. Create and Implement a Director of Spiritual Life Blog overviewing our study of “Take Up Your Cross” Luke 9:23 to provide resources for parents.	Head of School US Principal Director of Spiritual Life Guidance counselor	August 2018 On-going	Right Now Media	Number of families registered Resources published, referenced, and accessed by parents and students.
Create and Implement a Biblical Backgrounds summer course for all in-coming new US students. Focus to provide Biblical foundation through a hybrid course which utilized current classroom technology and Renweb LMS system.	Bible Department Chair	August 2018	Renweb LMS	Number of participating students. Feedback from current teachers as to the preparedness of in-coming students to their classrooms.

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Continue to Utilize Renweb's Learning Management System (LMS) as a tool to enhance communication between students, parents and teachers. All student log ins will be facilitated and checked for status during the first week of school.	Robert Erger Laura Smith	August 2018	Renweb (LMS)	Integrated access and use of Renweb's LMS by staff, students, and parents
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Initiative 2: Clear and Focused Mission – McKinney Christian Academy shares an understanding of and a commitment to the School’s Core Values.

GOAL 1: Spiritual

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

GOAL 2: Academic

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

GOAL 3: Social

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

- ACSI Standard 1: Philosophy and Foundations
- ACSI Standard 5: Instructional Program and Resources
- ACSI Standard 7: Character, Values, and Spiritual Formation of Students

Strategies	Responsibility	Time Line	Resources	Evaluation
Upper School girls and boys will meet for small group leadership/bible study training separated by gender and including multiple grade levels.	US Principal Spiritual Life Director	Fall 2018	Right Now Media: Curriculum provided by Director of SL	Survey of students Teacher feedback solicited in meetings and privately
Engage in continuous assessment of curriculum to insure the present and future needs of all students are being met in academic, athletic, social, and spiritual areas.	US Principal	June 2018	MCA employees	Semester updating of curriculum guides, department meetings, staff meetings, and one-to-one conferences

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Teachers will utilize standardized test scores as well as daily assessment of student learning to guide curriculum and instruction.	US Principal Academic Counselor Department Chairs	2018-2019	Aspire Testing 9-10 PSAT Testing 10-11	Disaggregation of test results
The Academic Guidance Office will provide ACT testing on-site during a week day for all 11th grade students. (Seniors also have the option of taking the test.)	US Principal Academic Counselor	Spring 2018	ACT Testing 11th	Disaggregation of test results
Continue the use of normative and criterion-based assessments to obtain objective data	US Principal Academic Counselor	On-going	Test Results from standardized testing	Results from ACT, Aspire testing, PSAT College Board, Duke TIP
Design and deliver curriculum that responds to the demands of accountability, and is responsive to the need for higher levels of learning. Teachers will have been 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	US Principal	On-going	Staff Development Region 10 Local and Regional College Board	Review Curriculum Guides and Lesson Plans to insure that a backward mapping and task analysis is in place.
Seek to establish internship opportunities for student training and skill development via Aviation, Graphic Design, Technology department and others.	US Principal Academic Counselor	On-going	Parents Teachers Technology Director	Student response to opportunities: How many sign up for internships offered.
Provide Staff Development on Biblical Integration while equipping teachers to design and implement Biblical World View Goals into their curriculum guides for integration in the classroom	US Principal Director of BI	On-going	In-service provided by MCA experienced staff	Biblical Integration Worksheets embedded in the curriculum guides, Teacher evaluations
Mindfully coordinate chapel programs with small group curriculum in order to consolidate and strengthen the message of our Statement of Faith.	US Principal Director of Spiritual Life	On-going	Right Now Media Internally produced curricula.	Student Impact through response

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<p>Explore integrating Spiritual Emphasis Days in the Spring Calendar led by the director of Spiritual Life to focus on student relationships with Jesus Christ.</p>	<p>US Principal Director of Spiritual Life</p>	<p>Spring 2018</p>	<p>Local</p>	<p>Student Impact through survey or response</p>
<p>Continue to evaluate and explore opportunities for MCA Mission Week as it is set aside for all upper school students to share their faith and serve others inside of and outside of MCA; locally nationally, and internationally.</p>	<p>US Principal Director of Spiritual Life: International Missions Coordinator</p>	<p>Annual review</p>	<p>Local Current MCA families</p>	<p>Student participation and impact through survey or direct response</p>

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Initiative 3: Safe and Orderly Environment -McKinney Christian Academy will provide an orderly, purposeful, business-like atmosphere, which is free from the threat of physical harm. McKinney Christian Academy will provide a school climate that is not oppressive and is conducive to teaching and learning.

Goal 1. Create an environment of comprehensive discipleship through the Gospel bearing work of Christian staff, the modeling of genuine faith by all those who come before the students in our care, community service, and Christian fellowship. Develop authentic critical thinking with the intent of making students skilled in discerning absolute truth, grasping contextual understanding, and becoming learners and practitioners of the biblical worldview. Provide a covenant-based relationship in an ecumenical environment by partnering with Christian families as they carry out their primary role in the loving, thorough education and upbringing of their children.

Goal 2. Create an environment that is orderly and safe.

Goal 3. Develop students to become responsible citizens, who are honest, self-disciplined, respectful of others, who and not only accept, understand, and deal with diversity, but also are appreciative of differences; and, in a cooperative manner, contribute to the community's welfare.

ACSI Standard 1: Philosophy and Foundations

ACSI Standard 3: Home and Community Relations and Student Services

ACSI Standard 6: Student Care

ACSI Standard 7: Character, Values, and Spiritual Formation of Students

Strategies	Responsibility	Time Line	Resources	Evaluation
Ensure that the safety and security of all students, parents, staff, and visitors is the basis for the operation of our facilities .	Head of School US Principal	On-going	Crisis Management Plan, annual review Locked Gates with pass codes	Fire Drills, Tornado Drills, Lock Down Drills, Locked Gates, security cameras
Create a Crisis Management Team to oversee and annually review security programs, response plans and protocols.	Head of School US Principal Crisis Manager Facilities Director	On-going	Renweb	Benchmark preparedness standards
Handbook for students/parents addressing expected student behavior and standards of conduct.	US Principal	Annual	Hosted on Website	Website updated

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<p>Strengthen the development of young, Christian boys and girls through proactive, ongoing avenues that guide students through proper relationships with one another</p>	<p>US Principal</p>	<p>On-going</p>	<p>Chapel Retreat Small Groups Counselor Teacher Example Mentors - Coaches</p>	<p>Mentoring programs, Small Group Studies, Spiritual Awards at the end of the year,</p>
<p>Support a campus-wide systematic classroom management system designed to allow teachers to immediately address inappropriate behaviors in the classroom with the option for students to "take responsibility themselves for their behavior." Mustang Essentials</p>	<p>US Principals All teaching staff</p>	<p>Annual On-going</p>	<p>Renweb Behavioral data</p>	<p>Number of disciplinary referrals</p>
<p>Focused spiritual and character education program. Set aside time to build stronger community bonds. Seniors will go to retreat one day early followed by the entire Upper School for an additional two days. Additional community bonding days will be integrated throughout the year long schedule with the desired purpose of continuing the fellowship and community established at retreat and sustained through small group times of fellowship. (One day each from Homecoming Week and Wild Week, in addition to Spiritual Emphasis day at the end of April) Explore the implementation of a Winter Retreat during MLK day for seniors.</p>	<p>US Principal</p>	<p>Fall 2018 On-going</p>	<p>Community Service Projects Retreat Team building activities</p>	<p>Student Survey Student response</p>
<p>Continue to develop and enhance our Senior Celebration and Send off program set during the last week of school for equipping seniors with information to help integrate their faith in the college setting. Participation by multiple university and college representatives sharing information on organizations available and the practical steps of getting involved.</p>	<p>US Principal Academic Counselor</p>	<p>May 2018</p>	<p>College representatives Academic Counselor</p>	<p>Student response and feedback</p>

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Initiative 4: Climate of High Expectations - McKinney Christian Academy will have a climate of high expectations in which the staff believes and demonstrates that all students can obtain mastery of the school’s curriculum. McKinney Christian Academy also believes that they, the staff has the capability to help all students obtain that mastery.

Goal 1. Performance for all students in Standardized Testing will meet or exceed National Averages

Goal 2. Provide a Directed Study Program to accelerate those students that need support to exceed the national Average in Standardized Testing

Goal 3. Provide Staff Development which trains teachers with Best Practices and Advanced Placement Strategies

ACSI Standard 4: Personnel

ACSI Standard 5: Instructional program and resources

ACSI Standard 6: Student Care

Strategies	Responsibility	Time Line	Resources	Evaluation
Teachers plan and use instructional strategies that require student collaboration, self-reflection, and development of critical thinking skills. Teachers personalize instructional strategies and interventions to address individual learning needs of students when necessary. Teachers use instructional strategies that require students to apply knowledge and skills, integrate content and skills with other disciplines, and use technologies as instructional resources and learning tools.	US Principal DS Director Teachers	2017-18 School Year	<ul style="list-style-type: none"> •Teacher evaluation criteria •Examples of teacher use of technology as an instructional resource •Interdisciplinary projects •Examples of student use of technology as a learning tool 	Eduphoria Principal walk-through evaluations Summative Evaluations TIP mentoring & observations
Participation in effective campus planning procedures to ensure continuous improvement whereby systems and programs are constantly evaluated and revised for improvement	Head of School US Principal Teachers	2018-2019 On-going	Local	Campus plans, reporting procedures, agendas from staff meetings and team planning meetings addressing student needs

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Campus principal will report student data that reflects student progress toward specific goals each nine weeks	US Principal Academic Counselor Teachers	2018-2019 On-going	Local	Copies of reports, improvement on benchmark assessments, monitoring logs, student records
Continue to be above the National and State Average for ACT and SAT Scores and be comparable to other Private Christian Schools our size.	US Principal Academic Counselor Teachers	2018-19 School Year	Curriculum Guides PSAT/SAT/ACT class Test Result	Results of SAT testing Results of ACT/Aspire testing Results of PSAT
AP and Dual Credit courses will be strengthened and added as options for advanced curricula opportunities. Implement DC English, Speech, and College Algebra through Letourneau University Continue DC Old Testament and New Testament through JBU Transition DC US History from Collin College to LeTourneau	US Principal Academic Principal	Annual	Collin College College Board John Brown University Letourneau University	Number of students taking AP and Dual Credit Courses Results of AP Testing and college credits awarded
Provide professional development and additional AP training as well as Region 10 training opportunities for teaching staff.	US Principal	2018-19	Money for AP Training Region 10 funding	Professional Development CEUs
Continue to strengthen our Directed Studies program integration aimed at improving student opportunity to exceed the National Average in Standardized testing by providing support through small groups, study skills and strategies, and summer programs.	US Principal DS Director	2018-19 Annual	Directed Studies Program	Results of diagnostic testing and SAT/ACT/PSAT and Aspire testing
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	US Principal DS Director	Annual	Teacher Training Staff Development	Teacher retention Continuing Education CEUs
Continue and strengthen MCA Teacher Induction Program: In pursuit of excellence in teaching, MCA seeks to partner with our newly hired and new to the profession faculty to support transition to first and second year teaching success. The Teacher Induction Program (TIP) will orient faculty to school culture, policies, procedures while providing one-on-one coaching and whole group workshops.	US Principal TIP Coordinator	2018-19 Annual	MCA Teacher Training	Teacher retention Teacher success

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Initiative 5: Frequent Monitoring of Student Progress - Pupil progress will be measured frequently, monitored frequently, and the results of those assessments will be used to improve the individual student behaviors and performances, as well as to improve the curriculum as a whole at McKinney Christian Academy.

Goal 1. Performance for all students in Standardized Testing will meet or exceed National Averages

Goal 2. Utilize the results of PLAN, EXPLORE, PSAT, SAT, and ACT testing to evaluate the strengths and weaknesses of the curriculum

Goal 3. Utilize RenWeb and Naviance to keep students and parents updated on student progress and performance

ACSI Standard 3: Home and Community Relations and Student Services

ACSI Standard 5: Instructional Program and Resources

Strategies	Responsibility	Time Line	Resources	Evaluation
Teachers use common grading and reporting policies, processes, and procedures based on clearly defined criteria that represent each student's attainment of content knowledge and skills. These policies, processes, and procedures are implemented consistently across grade levels and courses. Stakeholders are aware of the policies, processes, and procedures. The policies, processes, and procedures are regularly evaluated.	US Principal DS Director Teachers	Daily	RenWeb Report cards	Student grade reports
Utilize Naviance to help keep a portfolio of student activities beginning in 9th grade; learning styles inventory, and interest inventory.	Academic Counselor	Annual	Naviance Computer lab Mobile lab Personal computers	Naviance reports on use and completion of tasks.
Standardized Testing is given annually and compared against an academic core and college readiness benchmarks established by ACT and College Board. Curricula are enhanced to help students meet and exceed the benchmarks.	US Principal Academic Counselor	Annual	Testing reports and analysis College Benchmark established scores	Testing reports and analysis
Utilize Summer Academies to implement instructional strategies and set goals based on testing results.	US Principals Academic Counselor Department Chairs	Annual	Testing reports and analysis	Established goals compared with student achievement

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Initiative 6: Positive Home-School Relations - McKinney Christian Academy parents and students will understand and support the basic mission of the school and will be given opportunities to play important roles in helping the school achieve its mission.

- Goal 1. Increase the number of parent and community participant
- Goal 2. Improve usage of technology to communicate with parents
- Goal 3. Increase the number of positive teacher contacts with parents
- Goal 4. Provide ways for parents to volunteer and partner with the school

ACSI Standard 1: Philosophy and Foundations
 ACSI Standard 3: Home and community Relations and Student Services

Strategies	Responsibility	Time Line	Resources	Evaluation
Partner with PTF to increase parent participation in activities to support all areas of the school: Community service; tailgate; testing, graduation reception, etc.	US Principal	2018-19 School Year	Local	Schedule of meetings and events
Encourage teachers to make positive contacts with parents and communicate on a regular basis.	US Principal	School year 2018-19	Renweb MCA email Phone access in rooms In-service	Parent Contact logs in Renweb Copies of class communications sent out to parents/students
New Student and Parent Orientation: Many new students are transferring from public school education and must needs transition	US Principal	Annual	Local	Number of students and parents attending the Orientation Successful student transitions Survey
ISP: International Student Program seeks to partner with various organizations in order to search for covenant based Christian students from foreign countries that wish to attend an I-20 school. International students are better prepared for the transition and English requirements for success.	US Principal ISP Coordinator	Annual	Admissions office	Successful student transition and continued re-enrollment

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<p>Investigate ways to expand parental involvement i.e. Dad’s on Deck to help with carpool and security visibility.</p>	<p>US principal</p>	<p>Annual</p>	<p>Local PTF</p>	<p>Parent participation</p>
<p>Continue to provide parent information sessions on expectations and course offerings at each grade level, as well as advanced training sessions for college readiness including navigating Naviance and understanding of testing results including AP, Aspire, ACT and SAT.</p>	<p>US Principal Academic Counselor</p>	<p>Annual</p>	<p>Academic Counseling Office</p>	<p>Parent attendance, response</p>
<p>Develop comprehensive, cohesive, communication policy. Integrate our communication document that guides and encourages communication shared through handbook as well as personally through the classroom.</p>	<p>Head of School Principals</p>	<p>Annual</p>	<p>Communication feedback and documentation</p>	<p>Teacher use Parental use</p>

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Initiative 7: Opportunity to learn and Student Time on Task - McKinney Christian Academy teachers will allocate a significant amount of time to instruction.

Goal 1. Maximize teaching time for student learning

Goal 2. Provide staff development on best practices to enhance student engagement in the learning process

Goal 3. Reduce the number of interruptions during the class period

ACSI Standard 4: Personnel

ACSI Standard 5: Instructional Program and Resources

Strategies	Responsibility	Time Line	Resources	Evaluation
For a high percentage of class time, students are actively engaged in whole-class or large group, teacher-directed, planned learning activity	US Principal Directed Studies Director	On-going	Best Practices Teaching Methods Pre-AP and AP Training Eduphoria	Staff Development on Best Practices AP and Pre-AP teacher trained Principal walk-through evaluations TIP observations
Support Professional Learning Communities through providing uninterrupted focus and time for teachers to collaborate and discuss best instructional practices	US Principal Department Chairs	Annual	Time for department meetings; in-service vertical teaming	Principal walk-through evaluations Student failure rate Student success on Standardized Testing
Effective instruction time must focus on skills and curriculum content that are considered essential, that are assessed, and most valued. .	US Principal	Annual	Staff development	Lesson Plans Curriculum Guides Principal walk-through evaluations TIP observations

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Continue to refine the school schedule to allow for maximum student opportunities through our academic, fine arts, and athletic programs while minimizing student absences from classes.	US Principal	Annual	Calendars Student Activities	Attendance records Calendars Course enrollment numbers
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Initiative 8: Technology Integration - McKinney Christian Academy will plan and provide for a seamless usage of technology in the teaching and learning process.

Goal 1. Promote student movement from one instructional setting to another using a variety of networked computers to produce developmentally appropriate and collaborative projects

Goal 2. Use technology as a tool to help differentiate instruction

Goal 3. Use and select technology regularly as a tool for problem solving and communication with increased complexity

ACSI Standard 4: Personnel

ACSI Standard 5: Instructional Program and Resources

Strategies	Responsibility	Time Line	Resources	Evaluation
Provide differentiated professional development on integrating 21 st century technology skills into instructional management and increasing teacher's expertise of technology integration into teaching and learning.	Bob Lovelady US Principal Technology Director	2018-19 School Year	Local Digital Learning Coach Atomic Learning Region 10	Technology use by teachers in instruction
Provide Staff development for existing and new technology software implemented through SmartBoards, tablets, the laptop cart, Turnitin.com, and Renweb LMS classrooms for integrated lessons. Staff will utilize modul training opportunities to earn CEU's in technology.	Technology Director	2018-19 School Year and on-going	Staff Development and Training line item. Atomic Learning	Training Provided Curriculum guide updates and lesson plans demonstrating integrated technology
Maximize the usage of Naviance by students for utilization of PrepMe for PSAT, SAT and SAT prep. Provide in-school opportunities for students to access the program for training and instructional guidance.	US Principal Academic Counselor	Annual	Student training on Naviance Computer lab laptop cart	Number of students who utilize and access the programs. Usage reports and score reports

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Maximize the usage of Naviance by students for career and college planning.	US Principal Academic Counselor	Annual	Computer lab PSAT class integration	Number of students who complete a vocational assessment and college search utilizing Naviance
Renweb will continue to be utilized to post grades and homework assignments. Teachers will implement the Renweb Learning Management (LMS) System.	Technology Director	2018-19 Annual	Renweb	Renweb LMS reports
Journalism classes will continue to include applications with html programming and OSE training. Integration of student On-line newspaper as primary communication strategy will continue. A broadcasting class will be developed and implemented for support of this venture.	Technology Director Upper School Principal Journalism Dept.	2018-19 On-going	MCA Website	Production of on-line newspaper. Main Edition
Expand and support the “STREAM” program by hiring dedicated support personnel to promote and support as well as provide facilities and location for implementation.	Upper School Principal Technology Support Administrator	2018-19 On-going	Technology Support Administrator Multi-curricular Chrome Books	Additional classes; Course Objectives addressed through the use of technology.
New curriculum and textbooks will be purchased with On-line support priority and teachers will implement instructional strategies to incorporate those resources into their lessons.	Upper School Principal	2018-19 School Year and on-going	Budget for Textbooks	Textbooks purchased with on-line support Survey of student access and use Teacher reports and lesson plans
Investigate opportunities to include on-line course offerings for our students through MCA teaching staff.	US Principal Academic Teaching Staff	2018-2019	Teaching staff	Faculty design and student interest.