

McKinney Christian Academy

Strategic
plan

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.

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 2018-19 school year as "Take Up Your Cross"	Laura Smith, David Etheredge, Chris Hydock, Trey Postelle, Teachers	August 2018	Retreat, Small Groups, Take up your cross 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 and staff, 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 2018	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 2018	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 2018	Money for refreshments, games, etc.	Number of students that attend
Sixth Grade Orientation for parents and students.	David Etheredge	August 2018	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 2018	Biblical Background Curriculum	Number of new students taking the course
Back to School Bash	Admin Team	August 2018	Food Trucks, Bounce Houses	Number of families that attend
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	2018-19	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

Provide resources for the Mane Edition to be published on-line and for the new video broadcasting course	Tara Ackmann	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 2018-19	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

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 2018	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 student involved in Fine Arts, Athletics, Academic competitions, Fuse, and other activities
Continue to provide ways to allow for school transformation to meet students needs: 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 f. Expand the Drama program	Chris Hydock David Etheredge Laura Smith Jan Williams Robert Erger	2018-19	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

<p>Strengthen Communication Tools: RenWeb kept up to date, Teacher-Parent, Coach-Parent, and School- Parent; Teacher expectation is to make positive contacts with parents</p>	<p>David Etheredge Laura Smith Chris Hydock Jan Eilliams</p>	<p>Quarterly</p>	<p>Renweb 1 MCA email Phone access in rooms Rank 1 MCA events</p>	<p>Parent Contact logs in Renweb Copies 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. 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>2018-19</p>	<p>Perkins + Will Architect Joeris Construction</p>	<p>Development of Phase 2 plan</p>

<p>Retain, hire, and develop outstanding staff that have the character, competency, and chemistry that MCA expects.</p>	<p>Chris Hydock, David Etheredge Laura Smith Jan Williams 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 staff 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 • 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 	<p>ACT Scores SAT Scores Aspire Scores Number of Seniors going on to college or university</p>

			<p>our Fine Arts Programs (art, music, drama).</p> <ul style="list-style-type: none"> • continue emphasis on STREAM 	
Strengthen the Academy's financial health	<p>Bob Lovelady</p> <p>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</p> <p>Chris Hydock</p> <p>David Etheredge</p> <p>Laura Smith</p> <p>Jan Williams</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 90% each year. 	<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>

			<ul style="list-style-type: none"> • effectively promote the school to families in McKinney and across the Collin County area through strategic marketing and events. • 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>Assist all of us, (parents, students, school faculty, and staff alike) to better model Christ-like behavior in our communication with one another by developing basic expectations and commitments</p>	<p>Chris Hydock David Etheredge Laura Smith Jan Williams</p>	<p>On-going</p>	<p>Outline of basic expectations and commitments for communication</p>	<p>Number of parent and teacher communication as logged in RenWeb</p>