

# Continuous School Improvement Plan 2017



Name of School: *Freedom Christian Academy*

City:  
*Fayetteville*

State: *North Carolina*

## Area of Improvement #1 *Technology (Standard 5)*

Goal: *To clearly articulate technology integration goals, initiatives, implementation plans and expected outcomes resulting in increased classroom integration. Equipping faculty and students with hardware and training to successfully achieve expected outcomes.*

Time Frame: *January 2018 to the beginning of the 2018-19 school term.*

Actions	Who Is Responsible?	Resources Needed	Action Due Date	Evidence of Progress
<i>1.1 Develop Technology Goals, Initiatives &amp; Implementation Plan</i>	<i>Head of School / IT Department</i>	<i>8 months</i>	<i>8/1/18</i>	<i>Written Technology Plan</i>
<i>1.2 Equipping Classroom Hardware</i>	<i>Head of School / IT Department</i>	<i>\$60,000</i>	<i>8/1/19</i>	<i>Classrooms equipped for technology integration</i>
<i>1.3 Teacher Training</i>	<i>Head of School / IT Department</i>	<i>8 months and \$5,000</i>	<i>8/1/18</i>	<i>Teachers having completed a prescribed training regimen</i>

Communication to Constituents: *Written Technology Integration Plan published and presented to faculty and stakeholders via email.*

Expected Schoolwide Learning Outcome Result(s) Addressed: *Avid fluency in research, analysis, critical thinking, evaluation, problem-solving, and communication-presentation. Students will demonstrate a clear understanding of the creative use for and appropriate use of technology along with the dangers of technology.*

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## Area of Improvement #2 Communication (Standard 1 & 3)

Goal: *Establish policies, procedures, necessary tools, and training to streamline, simplify, and focus internal and external stakeholder communication.*

Time Frame: *January 2018 to January 2019*

Actions	Who Is Responsible?	Resources Needed	Action Due Date	Evidence of Progress
<i>2.1 Establish a Parent-Staff-Teacher Action Committee to critique current communication process and tools and develop recommendations for correction.</i>	<i>Head of School</i>	<i>8 months</i>	<i>8/1/18</i>	<i>Written communication recommendations</i>
<i>2.2 Develop written policy and procedures for internal and external communications</i>	<i>Head of School / Action Committee Representative / Marketing Manager</i>	<i>8 months</i>	<i>8/1/18</i>	<i>Written Communication Plan</i>
<i>2.3 Develop an Alumni communication plan</i>	<i>Guidance Counselor / HS Principal</i>	<i>13 months</i>	<i>1/31/19</i>	<i>Written Communication Plan</i>
<i>2.4 Develop a parent friendly RenWeb 1 user guide</i>	<i>IT Department / Office Staff Representative</i>	<i>8 months</i>	<i>8/1/18</i>	<i>Written User Guide</i>

Communication to Constituents: *Written Communication Plan published in appropriate manuals and presented to parents via email.*

Expected Schoolwide Learning Outcome Result(s) Addressed: *Improved use of communication tools such as RW1 resulting in increased completion of homework assignments.*

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## Area of Improvement #3 *Academics (Standard 5)*

Goal: *To establish clear content-specific standards, vertical alignment, homework guidelines, and appropriate expectations for academic rigor that will support the newly adopted Expected Student Outcomes (ESO).*

Time Frame: *January 2018 to August 2019*

Actions	Who Is Responsible?	Resources Needed	Action Due Date	Evidence of Progress
<i>3.1 Establish a clear definition of homework and expectations, and guidelines for homework</i>	<i>Head of School / Administrative Team / Faculty Representative</i>	<i>8 months</i>	<i>8/1/18</i>	<i>Written homework plan</i>
<i>3.2 Develop, adopt, and refine academic standards for all content areas to include Biblical integration, ESO, and technology integration</i>	<i>Administrative Team / Faculty Representative</i>	<i>20 months</i>	<i>8/1/19</i>	<i>Written academic standards</i>
<i>3.3 Check for and establish as necessary vertical alignment in all academic disciplines</i>	<i>Administrative Team / Faculty Representative</i>	<i>32 months</i>	<i>8/1/20</i>	<i>Written guidelines in an academic manual that demonstrate vertical alignment</i>
<i>3.4 Define and train for inclusion of academic rigor in all pedagogy practices at all grade levels</i>	<i>Administrative Team / Faculty Representative</i>	<i>20 months</i>	<i>8/1/19</i>	<i>Written definition of rigor and training plan for how to incorporate into instruction</i>
<i>3.5 Establish a team to develop a plan to initiate recommendations for improvement in all academic areas as identified in the standards indicators as well as Standard 5 suggested improvements</i>	<i>Administrative Team / Faculty Representative</i>	<i>32 months</i>	<i>8/1/20</i>	<i>Written plan for academic improvement</i>

Communication to Constituents: *Written plans will be incorporated into appropriate manuals including the Academic Manual and Faculty Manual. Parent appropriate information will be communicated on the school website.*

Expected Schoolwide Learning Outcome Result(s) Addressed: *Intentional focus on standards and vertical alignment will eliminate gaps in learning. Rigor will result in stronger critical thinking, analysis, and evaluation skills enhanced by technology integration.*

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## Area of Improvement #4 *Policies & Procedures (Standards 1, 2, 4, & 6)*

Goal: *Develop effective and thorough written policies and procedures to organize and streamline practices for effective management across all areas of the organization.*

Time Frame: *January 2018 to January 2019*

Actions	Who Is Responsible?	Resources Needed	Action Due Date	Evidence of Progress
<i>4.1 Develop an effective new employee onboarding program to include procedures and training.</i>	<i>Head of School / Administrative Team</i>	<i>8 months</i>	<i>8/1/18</i>	<i>Written New Employee Onboarding Plan</i>
<i>4.2 Develop effective financial management policies and procedure.</i>	<i>Head of School / Director of Operations / Business Manager / School Board</i>	<i>8 months</i>	<i>8/1/18</i>	<i>Written financial policies and procedure plan</i>
<i>4.3 Refine the existing Policy and Procedure Manual to include effective and thorough guidelines for management in all areas of the organization.</i>	<i>Head of School / Administrative Team / School Board</i>	<i>13 months</i>	<i>1/10/19</i>	<i>Written Policy and Procedures Manual, Athletic Manual, Faculty Manual</i>

Communication to Constituents: *Written Policy and Procedures Manual provided to all Administration and necessary staff.*

Expected Schoolwide Learning Outcome Result(s) Addressed: *Efficient and organized management will positively impact learning opportunities and allow teachers to be focused on teaching. Effective policies and managements will provide improved funding for adequate teacher/student resources.*

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## Area of Improvement #5 *Professional Development (Standard 4)*

Goal: *Develop an effective professional development (PD) program of faculty training to meet the expectations for technology integration, use of RW1, ACSI certification, pedagogy and educational initiatives, Christian Philosophy of Education, student safety, and personal professional growth.*

Time Frame: *January to August of 2020*

Actions	Who Is Responsible?	Resources Needed	Action Due Date	Evidence of Progress
<i>5.1 Establish written PD goals, expectations, and tracking plan</i>	<i>Head of School / Administrative Team</i>	<i>32 months</i>	<i>8/1/20</i>	<i>Written PD Plan</i>
<i>5.2 Develop budget for time and funds for PD</i>	<i>Head of School / Administrative Team</i>	<i>Annual calendar and budget of \$10,000</i>	<i>8/1/20</i>	<i>PD is evident on calendar and funding is a line item in the budget</i>
<i>5.3 Develop training program to include summer sessions, in-service, PD days, and contracted training sessions</i>	<i>Head of School / Administrative Team</i>	<i>32 months and compensation for trainers - \$5,000</i>	<i>8/1/20</i>	<i>PD evident in in-service schedule, calendar, and scheduling of external training agreements</i>

Communication to Constituents: *Professional Development plans will be included in the appropriate manuals. Involved stakeholders will be informed via calendars, training schedules, and personal growth plans.*

Expected Schoolwide Learning Outcome Result(s) Addressed: *Professional development will increase teacher effectiveness in all areas of classroom management and pedagogy resulting in overall improvement in the learning environment and student engagement.*