

THE KING'S ACADEMY STRATEGIC PLAN 2021-2025



**5 PILLARS
FOR 2025**

THE KING'S ACADEMY
Where Christ is King

OUR PLAN



5 PILLARS FOR 2025

Jeremiah 29:11 promises:

“For I know the plans I have for you,” declares the Lord, “plans to prosper you and not to harm you, plans to give you hope and a future.”

At The King’s Academy, we believe in that hope and promise. We believe in that future, and we believe in and pray for God’s direction. It is the reason for a strategic planning process to ensure an ongoing upward trajectory for our school and students.

Strategic planning is the process of preparing a road map that takes us from where we’ve been (current state) to where we are going (future state). It’s the process of making our vision a reality.

God uses strategic planning as one of the ways He works in and through His people. When we call on His name and seek Him, God gives us strategies. The King’s Academy has a robust strategic planning process, which has resulted in our recently developed "Five Pillars for 2025" plan.

Our next-step Five Pillars strategic plan was established by reviewing and re-affirming the mission and vision already in place and utilizing the format used in our 2017 “The Future is Now” strategic plan. We sought to continue the positive momentum we had achieved in recent years. We listened to our community via parent, student, and faculty surveys and small group forums made up of parents, faculty members, and administrators.

Through conversations and prayerful review, we identified the top challenges facing King’s. Our Administration worked with our Board to create a plan to address those challenges as opportunities.

5

PILLARS FOR 2025

1

SPIRITUAL LIFE

STRATEGIC GOALS

Recruit and retain top
Christian faculty and staff

Employees model Christ's
love daily

Biblically-based chapels,
culturally relevant assemblies

Student-to-student mentoring

Prepare students for a life of
service and ministry

2

ACADEMICS

STRATEGIC GOALS

Inspire academic excellence
in every student at every
level

Focus on academic
cohesiveness between
schools

Specialized offerings within
curriculum

Diversity and inclusion

Invest in college counseling
and professional
development

3

EXTRA- CURRICULARS

STRATEGIC GOALS

Glorify God and pursue
eternal impact through arts
and athletics

Add expanded field house
with indoor practice facility

Provide additional space for
dance program

Increase on-campus coaches
and sponsors

Promote students' gifts and
talents via social media and
streaming

4

INNOVATION

STRATEGIC GOALS

Embrace creativity and
invention

Build out Campus Master
Plan

Become a leader in
Advanced Digital Education

Advance early childhood
program with on-campus
facility

Evaluate safety and security
of TKA campuses

5

FINANCIAL STABILITY

STRATEGIC GOALS

Increase student scholarship
endowment to \$15 million

Pursue endowments for
programs of distinction,
specialized offerings

Become debt-free by 2031

Moderate tuition increases
and enhance financial
assistance

Provide competitive
compensation and benefits
for employees

WHERE WE'VE BEEN

In the past four years, the campus has expanded with the additions of the Page Family Center for Performing Arts and the Boswell Science & Technology Center, as well as the renovations of the Rosemary Beaumont Library, TKA Café, Clinic and Athletic Pavilion. TKA's entrance was redesigned this year, adding a covered walkway and the campus was enhanced with a shaded synthetic turf play area for elementary students. Additionally, academic Programs of Distinction have been strengthened with the endowment of the O'Keeffe Pre-Law Studies, DiMino Engineering Program, and The Smith Family Conservatory of the Arts.

During these four years, our school has grown as we continue to attract a diverse student body and welcome dozens of new faculty and staff. We are grateful for the longevity of our faithful and dedicated employees. During this time, generous donors have contributed more than \$20 million to support our school's expansion and nearly 600 new alumni have graduated. TKA Lions athletics and The Smith Family Conservatory have thrived, garnering more than 50 post-season championships as well as national and international recognition for King's fine arts. Most importantly, hundreds of students' and parents' lives have been changed for eternity because of a personal relationship with our King, Jesus Christ. Please join us in thanking God for His protection and provision for The King's Academy and in praying for His continued blessing upon TKA in the years to come.



A VISION FOR THE FUTURE

The direction for the future of The King's Academy is summarized as follows:

TKA will be a premier institution recognized as a model of relevant and authentic Christian education—shining the light of Truth in the darkness, transforming lives, and reaching the whole world for Christ our King.

After 50 years, our mission remains:

The King's Academy exists to assist the home and church in their endeavor to “train up a child in the way he should go” (Proverbs 22:6). Its mission is to share salvation through Jesus Christ and to graduate Christian leaders who seek to impact their world for the King of kings through academic excellence and spiritual vitality.

These two statements speak powerfully to why we exist, who we are, and what we want to become. We believe our “Five Pillars for 2025” strategy will play an important part in achieving our mission and goals. Please pray for the successful implementation of this plan and that The King's Academy will become all that Christ our King wants it to be.

A VISION FOR OUR GRADUATES

TEACHING

The King's Academy graduate will possess a solid spiritual foundation. The ideal graduate understands and commits to a personal relationship with Jesus Christ, knowing and applying God's Word. The graduate can articulate the Christian worldview while understanding opposing worldviews. The graduate is committed to spiritual growth and Biblical practices of healthy, moral living.

TRAINING

The King's Academy graduate is prepared in all academic disciplines, appreciates extracurricular endeavors, and understands and embraces a variety of cultures. The graduate possesses the skills necessary for collegiate and career success and is committed to lifelong learning.

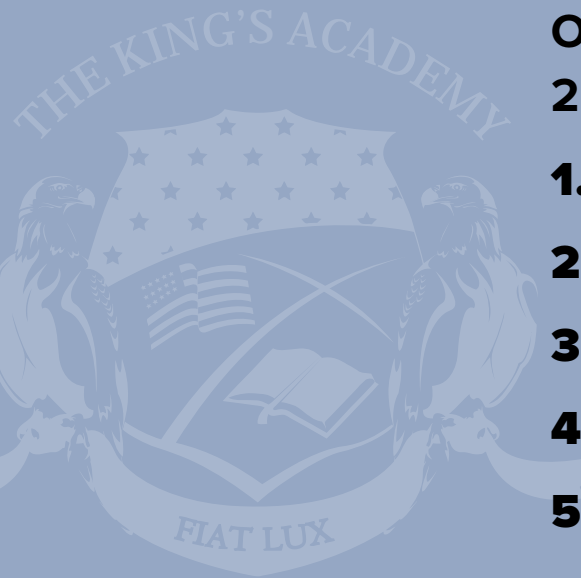
TRANSFORMING

The King's Academy graduate practices principles of Christian leadership based on love, integrity, and service, making choices based on Christian character, realizing how policies and decisions affect a broad spectrum of constituencies. The graduate possesses the skills to question, solve problems, and make decisions enabling a platform of positive influence among peers. The graduate is equipped to fulfill God's call and to build on the foundation developed at The King's Academy.

WHERE WE ARE GOING

Our Five Pillars Strategic Plan is built with 25 strategic objectives. The Five Pillars are:

- 1. Spiritual Life**—Instilling Faith
- 2. Academics**—Impacting Learning
- 3. Extracurriculars**—Instructing Talents
- 4. Innovation**—Inspiring Creativity
- 5. Financial Stability**—Improving Stewardship





WHERE WE'VE BEEN SINCE 2017

- Celebrated 150 Students Accepting Jesus as Lord and Savior
- Mentored Countless Students with Approximately 500 Students Rededicating Their Lives to Our King
- Celebrated Five Baptisms of International Students and a Parent
- Established Student Ministry Positions in Middle and High School and Elementary
- Established Christian Leadership Program of Distinction
- Participated in Mission Trips
- Hosted Nights of Worship
- Brought Nationally Recognized Christian Speakers
- Participated in Local, State, National and Global Community Service Outreach
- Promoted Student-Led Bible Study Groups
- Promoted Evangelism through Peer-to-Peer Interaction



SPIRITUAL LIFE



WHERE WE ARE GOING

We are a Christian School first and foremost, seeking to share salvation through Jesus Christ and to graduate Christian leaders.

In keeping Christ our King at the center of all we do as a school community, TKA's decisions will be influenced by the importance of attending to the spiritual faith and culture of our school. As an interdenominational Christian school with an admissions policy which is intentionally inclusive of students of diverse faiths and backgrounds, it is vital that we always clearly exemplify our Christian faith and mission. We will do so in a manner which reflects love and grace while maintaining our dedication to Biblical truths. Our ultimate desire is to develop lifelong disciples of Christ.

Qualified and committed people are at the center of accomplishing The King's Academy's mission. A diverse group of Christian faculty and staff create a welcoming atmosphere in which students can explore opportunities and develop their areas of giftedness. They also provide a community of caring, nurturing individuals who will love and encourage students and families.

STRATEGIC GOALS

- 1. We will recruit and retain** top Christian faculty with an emphasis on leading students to Christ by:
 - a. Investing in advanced degrees and professional experience
 - b. Ensuring academic preparedness
 - c. Cultivating deep and meaningful relationships among colleagues and students
 - d. Promoting diversity in hiring practices
- 2. We will encourage and equip** employees to model Christ's love daily to students.
- 3. We will present** Biblically-based chapels and culturally relevant assemblies by:
 - a. Bringing nationally-recognized speakers, authors, artists, athletes, and community leaders to campus
 - b. Welcoming a broad spectrum of cultural leaders for seminars and master classes
- 4. We will maximize** the impact of student-to-student mentoring.
- 5. We will prepare** students for a life of service and ministry through our Christian Leadership program as well as community and international service opportunities.

WHERE WE'VE BEEN SINCE 2017

- Increased Advanced Placement Scores from 66% (2015) to 83%, with a High of 91% (2018)
- Celebrated Four National Merit Finalists, 11 Commended Scholars, 6 National Hispanic Scholars — 30% of the School's College Board Awards All-Time
- Achieved Top 15-20% Nationally on Elementary Achievement Testing
- Added Aviation, Christian Leadership, Computer Science, and Pre-Medical Programs of Distinction
- Endowed O'Keeffe Pre-Law Studies, DiMino Engineering, and The Smith Family Conservatory
- Expanded Academic Support through Gifted Programs with Honors, Advanced Placement, and Dual Enrollment Options
- TKA Seniors Offered \$16.8 Million in Scholarships in 2019, an increase of 130%
- Participated in Academic Competitions
 - Moot Court
 - Mock Trial
 - National History Day
 - Math Olympics
 - Science Olympiads



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ACADEMICS

WHERE WE ARE GOING

We are a scholastically excellent school, challenging students with a rigorous academic program positioning them for success at the college or university of their choice.

TKA remains committed to maintaining a rigorous academic program at all levels and in all disciplines within a Christian framework. Our curriculum will meet and exceed all state and national expectations while offering students a Biblically infused program and a broad range of opportunities to explore and investigate areas of academic interest. We will ensure continued excellence and the sustainability of scholastic offerings by growing and endowing our academic programs of distinction as well as specialized scholastic offerings for all ages.

STRATEGIC GOALS

- 1. We will inspire** academic excellence within every student by identifying personal abilities, encouraging individual potential and promoting social skills development.
- 2. We will focus** on the academic cohesiveness and innovation of TKA's early learning, elementary, and middle and high school programs.
- 3. We will ensure** that specialized offerings such as Aviation, Business, Christian Leadership, Computer Science, DiMino Engineering and STEM, O'Keeffe Pre-Law, Pre-Medical, Smith Family Conservatory as well as EXPLORE, Discovery, Success for All Students, Advanced Placement, and Dual Enrollment fit well into the overall curriculum of TKA, maximizing their impact while managing their growth with wisdom.
- 4. We will continue** to promote diversity and inclusion through local community efforts and TKA's International Student program.
- 5. We will continue** to invest in college counseling services and faculty professional development on pedagogy, scope and sequence resulting in first-choice college placements and consistently increasing benchmarks such as achievement.

WHERE WE'VE BEEN SINCE 2017

The Smith Family Conservatory of the Arts

- The Smith Family Conservatory Founded and Endowed
- Conservatory Education Extended to Elementary
- Two Top 5 National Rankings for TKA Theatre Company
- Two Jimmy Awards Nominations (National HS Musical Theatre Actor/Actress)
- Performed at Presidential Inauguration, Lincoln Center, Carnegie Hall, Radio City Music Hall, Magic Kingdom, American Airlines Arena, Marlins Park Stadium

TKA Lions Athletics

- Team Championships: 23 Districts, 11 Regionals, 3 Football Conferences, 1 County, 1 State, 5 Nationals
- Individual Championships: 7 States, 1 National
- 23% of the Lions' All-Time Varsity Championships (226) Were Earned since 2017



3

EXTRACURRICUL



ARS

WHERE WE ARE GOING

We are a well-rounded school, where God-given gifts and talents are honed for His glory with eternal impact through the renowned arts instruction of The Smith Family Conservatory and the excellence of Lions Athletics.

STRATEGIC GOALS

- 1. We will seek to glorify God** and pursue eternal impact, recognizing that many students enjoy gifts and talents outside of the academic classroom, through the athletic and artistic outlets of the TKA Lions Athletics Program and The Smith Family Conservatory of the Arts.
- 2. We will maintain and add** state-of-the-art athletic facilities including an expanded field house with an indoor practice facility to accommodate growth demands of additional teams and sports offerings.
- 3. We will maintain and add** state-of-the-art artistic facilities including expanded space for The Smith Conservatory's growing dance program.
- 4. We will increase** the percentage of on-campus coaches and sponsors to maximize the impact of personal relationships.
- 5. We will continue** to promote students' extracurricular gifts and talents with the goal of increasing college and professional opportunities through TKA's robust social media outlets and the streaming of live events.

WHERE WE'VE BEEN SINCE 2017

- Increased Enrollment by 4%
- Increased International Student Enrollment by 91% (Pre-COVID)
- Increased Minority Student Enrollment from 33% to 35%
- Increased Black Student Enrollment from 5% to 9%
- Added a Diversity Student Union (Student-Led Club)
- Built Neighborhood Preschools with 5 locations and 136 Students (Pre-COVID)
- Enhanced TKA Online Learning
- Added Campus Improvements: Page Family Center for the Performing Arts, Boswell Science and Technology Center, Athletic Performance Center and Pavilion, Elementary Covered Play Area, Piano Lab, Clancy Cages, Covered Entrance
- Renovated TKA Café, Beaumont Library, Track, Clinic, Business Classroom, Workroom, Teachers' Lounge
- Purchased Five International Dormitory Homes
- Invested \$16.8M in Fixed Assets





WHERE WE ARE GOING

We are a state-of-the-art school, seeking to implement innovative and forward-thinking programming while maintaining conservative values and student-centered approaches to teaching. Past successful implementations of the International Student Program, TKA Online, neighborhood preschools, and Studio 70 will provide guidance for future inventive endeavors.

STRATEGIC GOALS

- 1. We will embrace, support, and expect** creativity and invention in all aspects of school life including appropriate educational technologies both in and out of the classroom.
- 2. We will continue** to build out the Campus Master Plan to accommodate growth demands including:
 - a. DiMino Student Union, to provide Beaumont Library, TKA Café, O'Keeffe Pre-Law and Pre-Medical additional space by the 2022-23 school year
 - b. Innovation Center, to provide elementary STEM, digital arts, computer science and media arts space
 - c. On campus Early Childhood Center, to provide educational facilities for up to 200 students
 - d. Expanded Field House, including an indoor practice facility near Kahlert Stadium
 - e. Additional Campus Entrance and Parking near the Full-Page Aquatic Center
- 3. We will seek** to become a leader in Advanced Digital Education approaches to learning, expanding TKA's influence both locally and globally.
- 4. We will expand** TKA's early childhood programs with a goal of enrolling 200 students in an on-campus facility and enrolling hundreds more in neighborhood learning centers throughout Palm Beach County.
- 5. We will regularly evaluate** the safety and security of TKA's campuses, ensuring that protocols reflect current best practices for schools. Regular audits from outside experts will address emerging threats.

WHERE WE'VE BEEN SINCE 2017

- Increased School's Ability to Pay its Current Obligations by 270%
- Increased Endowments by 129%
- Raised More than \$20.5M in Charitable Gifts
- Increased School's Net Equity by 76%
- Supported Personnel with Increases in Salaries
- Improved Faculty to Student Ratios with 6% Growth in Headcount
- Retained Quality Faculty and Staff with: Increased Employer Contributions for Insurance and Retirement Plan Match
- Reduced Debt Service as Percentage of Budget from 9% to 6%
- Designated \$1.7M for Need-Based Scholarship Endowment

5

FINANCIAL STABI



WHERE WE ARE GOING

We are a fiscally sound school, maintaining sound business practices to sustain quality academic and extracurricular offerings at all levels. Our Board of Governors and Administrators generate balanced and conservative budgets while developing concurrent revenue streams to support the financial health of TKA.

STRATEGIC GOALS

- 1. We will make** continued strides toward significant endowment growth, pursuing \$15 million for student scholarship endowments through designated and planned gifts.
- 2. We will secure** quality academic and extracurricular offerings in perpetuity by pursuing additional endowments for programs of distinction as well as specialized offerings and school departments.
- 3. We will continue** to pursue debt reduction with a goal of eliminating the school's existing public bonds by 2031.
- 4. We will continue** to provide a valuable educational offering to a diverse group of families seeking to moderate tuition increases necessary for school excellence while enhancing need-based financial assistance.
- 5. We will provide** a competitive compensation and benefits package to employees to ensure recruitment and retention of top Christian faculty and staff.

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THE KING'S ACADEMY

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