



Metrolina Christian Academy

STRATEGIC PLAN

2021-2024



METROLINA
CHRISTIAN ACADEMY
ESTABLISHED 1992

MESSAGE FROM THE HEAD OF SCHOOL

Dear Metrolina Families,

The administration and school board have worked to develop an effective and forward-thinking strategic plan for our school. We have sought input from all of our constituency groups here at Metrolina Christian Academy in developing this plan.

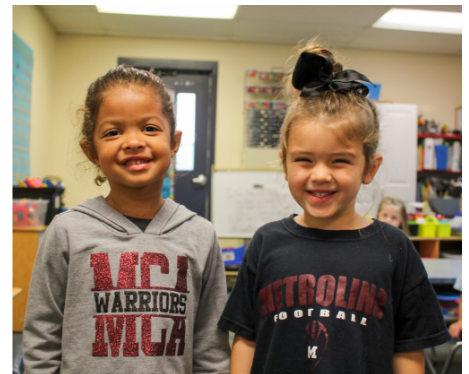
We believe that this five-year plan will not only strengthen our position as a leader in Christian education, but also will strengthen our mission and purpose for our families. It is with one heart and one purpose that we have prepared and are now submitting this plan.

We remain committed as a school to academic excellence, exceptional faculty, high quality co-curricular programming, and most importantly our strong spiritual foundations and mandate to turn this **world upside down for Christ**.

“Whatever you do, work at it with all your heart, as working for the Lord, not for men, since you know that you will receive an inheritance from the Lord as a reward. It is the Lord Christ you are serving.” Colossians 3:23-24

Blessings,

Rick Calloway





MISSION, VISION, AND PURPOSE

MISSION

The mission of Metrolina Christian Academy is to lovingly lead and equip our students for Kingdom living.

VISION

The vision of Metrolina Christian Academy is to have students graduate with a Biblical worldview based upon established spiritual disciplines, sound academic thinking, and appropriate skill development that enables them to move into their adult experience with the character and tools to be equipped for service in the Kingdom of God. As we seek to accomplish our vision, we believe it to be important that the school develop programs, strategies, and methodologies within the context of Biblical principles that support our mission statement and enable our program to produce graduates that not only own their faith but who are equipped with a Biblical worldview consistent with the expected student outcomes reflected in our portrait of a graduate.

PURPOSE STATEMENT

The purpose of Metrolina Christian Academy is to:

- Provide Christ-like love
- Promote a Biblical worldview
- Pursue excellence in education
- Partner with our families

OBJECTIVE 1

Develop plans and programs that will help students, families, and staff grow in their relationship with God as measured by constituent surveys and feedback.



SPECIFIC ACTION ITEMS

1. To examine our Bible classes, chapels, and other programs designed to help our students, staff, and families grow in their Christian walk to determine what changes need to be made, what areas of the program are working, and what improvements could be added.
 - a. To continually enhance the chapel program at all levels.
 - b. To provide increased opportunities annually for faculty, staff, families, and students to experience spiritual growth and vitality in their personal walk with God. One venue for completion of this goal is to utilize intentional sharing of training provided through Right Now Media.
 - c. To provide an annual Spiritual Revival Conference for all staff annually.
 - d. To continually strengthen our Apologetics and Worldview Conferences.
 - e. To continually develop and implement specific Kingdom parent training newsletters, blogs, and seminars to help parents with the spiritual growth of their families.
 - f. To update live streaming capabilities to chapels thus allowing the message to reach inside and outside the MCA community.
 - g. To implement a stakeholder survey to assess spiritual outcomes.
 - h. To develop and implement an online prayer ministry through the establishment of a prayer wall.
2. To develop and implement a leadership curriculum for students in 4th - 12th grade.
 - a. To continually schedule and develop more leadership training and service opportunities on and off campus to include the development of intern opportunities for student leaders.
 - b. To plan and implement a "Student Leadership" training week for all divisions.
 - c. Provide for an Honors of Leadership recognition at graduation.
3. To retool an overall plan for local, national, and international missions for students and staff through the establishment and implementation of a School Missions Team.
4. To audit and assess more fully all curricular and co-curricular programs to assess biblical worldview integration and school wide spiritual formation activity.

OBJECTIVE 2

To work to identify and make necessary changes to our curriculum, instruction methods, programs, and technology to continually better meet the needs of our school constituencies as measured by regular input from faculty, staff, students, and parents.



SPECIFIC ACTION ITEMS

1. To continuously evaluate our programs to ensure that we are pursuing each with excellence. This evaluation will include all areas of the school to ensure that we are meeting the needs of our constituents.
 - a. To continually plan and implement strategies for the use of more blended courses to better meet the needs of students through additional offerings.
 - b. To launch a full virtual academy for the school and community.
 - c. To expand our elective opportunities to better meet the needs of students in all grade levels. Our focus will be in the areas of STEAM.
 - i. To continually research nationally recognized STEAM programs including NAHS and NAJHS and create plans for improvements.
 - ii. To grow opportunities for all performing arts in all divisions.
 - iii. To launch a complete school of the arts.
 - iv. To provide stipends for club sponsors who develop STEAM type clubs.
 - d. To continue to develop courses for Career and Technology programs through dual enrollment and on or off campus offerings.
 - e. To continue to enhance our Academic Services Program to minister to families and meet the needs of students.
 - i. To develop and implement a formalized tutoring program as part of our Academic Services Program.
 - ii. To continue to develop and grow Pathways into a complete educational experience for students with severe learning needs.
 - iii. To plan, develop, and implement a complete program for ASP to include testing, therapies, speech, occupational, physical, and other student needs.
 - f. To incorporate a flag team to complement our marching band.
 - g. To develop and implement a full Communication Arts Program for all divisions. Communication Arts will include yearbook, newspaper, speech and debate, film

and broadcasting, and a broad approach to speech at all levels of the academy.

- h. To plan and implement a required senior thesis based for all distinguished graduates based on a biblical worldview mandate.
- i. To grow the lower school and middle school enrichments by incorporating life skills and study skills training into the program.
- j. To continually broaden the parent education strategy to include podcasts/videos and content that is educational but also entertaining.
- k. To provide additional clubs to enhance student life.
- l. Continued development and sustainability of ecology experimental learning compost and garden for both revenue stream and service opportunities.

OBJECTIVE 3

To work to ensure that the safety and security of all faculty, staff, students, parents, and visitors are the basis for the operation of our facilities as measured by constituent perception and satisfaction.



SPECIFIC ACTION ITEMS

1. To conduct due diligence to enhance safety protocols and maintain the highest level of campus safety.
 - a. To continually build upon the current emergency and crisis plans and procedures to ensure the safety and security of our faculty, staff, students, parents, and visitors.
 - b. To continually conduct annual safety and security assessments in order to develop an action plan to improve the school climate, layout, and physical security.
 - c. To replace our current security camera system and provide coverage to all areas.
 - d. To develop and implement a visitor management system (Lobby Guard) to screen visitors for additional security measures.
 - e. Update radio communications.

OBJECTIVE 4

To work to establish our role as a vibrant community Christian school advancing the cause of Kingdom Education measured by increased community support and recognitions.



SPECIFIC ACTION ITEMS

1. To continue to develop Project Serve, our community outreach program, in our surrounding areas demonstrating the love of Jesus to our community.
2. To continually plan programs and develop methodologies that are designed to provide parents with additional spiritual tools for raising their families.
 - a. To plan, develop, and implement worldview seminars for parent training during our annual Worldview Conference.
 - b. To continually provide opportunities through Father-Son/Father-Daughter events, and Bible studies at school wide events to build community.
 - c. To provide access to biblical studies and resource materials through Right Now Media to all school community members.
3. To continually communicate a consistent core philosophy of Christian education throughout our constituency and community.
4. To continue to update and expand our social media marketing plan.
5. To continually evaluate all aspects of our program to ensure that our school remains distinctively Christian as measured by constituency surveys.
6. To continue to develop and implement programs and methodologies relating to bullying, social media, texting, and other relevant topics in our culture.
7. To continue to update and expand our marketing plan to accent the school's strengths, examine future growth trends, enhance visibility, and establish more fully the school's media presence in the community to better communicate a Kingdom Education philosophy.
 - a. Create key messages and talking points about MCA to establish "one clear voice" throughout all communication channels.
 - b. Establish a clear brand identity for MCA and continue to build on that image and reputation.
 - c. Use a variety of media to maximize awareness and support of the school's mission, vision, goals, and programs.

- d. To continually produce more content for our website and social channels, specifically through quality video and photo content such as promo videos, video series highlighting different areas of the school, and more photos highlighting campus life.
- 8. To continue to develop strategies to re-engage our alumni base.
 - a. To continue to develop our alumni association and Hall of Excellence to reconnect graduates.
 - b. To plan and implement an “Alumnus of the Year” award.
- 9. To plan for our 30th anniversary as a school to highlight and celebrate Christian education at MCA.
- 10. To increase parental involvement through school wide events, parenting seminars, volunteers, and projects.
- 11. To expand relationships within the Christian school community through service in accreditation process and development opportunities.

OBJECTIVE 5

To continue to develop facilities that not only provide an optimum environment for the execution of our mission but meet the needs of our constituency as measured by constituency feedback.



SPECIFIC ACTION ITEMS

1. To continue to improve and expand playground spaces for the lower school and early education areas.
2. To continue to work to improve the cosmetic appearance of our campus. This will include the addition of more covered walkways on the campus and needed updates to all buildings.
3. To launch the building Phase IV of the Limitless Building Campaign and complete to further eliminate temporary classrooms.
4. To create a plan to identify, prioritize, and assess the feasibility of future facility needs on campus beyond the initial phases of the Limitless Building Program.
5. To develop a track facility on campus that includes a turf field to meet the demands of growth and provide safe opportunities to train and compete.
6. To constantly improve campus infrastructure to support technology and the ongoing commitment to excellence.
7. To plan, develop, and implement a new interior sign package for all buildings.
8. To continue to improve classroom design to provide both independent and collaborative workspaces for student learning.
9. Install flat screen TVs in all classrooms.

OBJECTIVE 6

To establish the long-term sustainability of the school through the establishment of a new 501c3, a new board structure, and training plan.



SPECIFIC ACTION ITEMS

1. To recruit and install a new and larger school board to support our new 501c3 status.
2. To continually provide professional development for the administrative team and school board annually.
3. To continually review long term governance strategic plan to ensure the sustainability of the school.
4. To continually train a board of persons committed to the mission and leadership of the school and to on-going board leadership and participation.

OBJECTIVE 7

Advancement Funding and Money Management

To seek to nurture a culture of philanthropy that includes all MCA stakeholders as measured by the involvement of our constituent groups. To also strive to aim for business and operational practices that lead to a sustainable and vibrant future.