

Park Place Christian Academy

**A Strategic Plan for
Biblical Worldview Shaping,
Organization and Communication,
and Academic and Athletic Facilities**

PARK PLACE



CHRISTIAN ACADEMY

**Park Place Baptist Church
April 2015**

MISSION

As a ministry of Park Place Baptist Church, PPCA offers a distinctly Christian education with academic rigor through biblical integration and biblical worldview shaping.

VISION

We see PPCA making disciples of Jesus by providing a distinctly Christian education with academic rigor through biblical integration and biblical worldview shaping.

We see PPCA enjoying and benefiting from a distinctly Christian environment accomplished through prayerful and biblical decision-making and stands taken which may be unpopular and different than the norm.

We see PPCA leading the way in providing a distinctly Christian education and environment to students living in Rankin County and the surrounding areas.

We see PPCA set apart by righteousness. We see PPCA serving as a resource for schools striving to offer a more distinctly Christian education and environment.

God - We see all school employees, students, and parents giving God the credit for who He is and for His blessings with the academy. We see no one taking credit for the credit only God deserves.

The Gospel - The Gospel is the good news that Jesus died for sinners, receiving their punishment. All who repent and believe in Him are saved from the power and penalty of their sin. We see the Gospel taught and embraced in formal and informal settings - classrooms, assembly rooms, staff offices, playgrounds, and ball fields.

Core Beliefs - We see the Bible as the inspired, the only infallible, authoritative Word of God. There is one God, eternally existent in three persons: Father, Son, and Holy Spirit. Creation occurred as described in Genesis. Humanity is born under the curse of sin and can only be saved by God's grace through faith – repenting and believing in Jesus, God's only Son. There is no salvation apart from saving faith in Jesus. Parents are the guardians of their children and are primarily responsible for raising them in the discipline and instruction of God.

Head of School - We see the Head of School leading the school in providing a distinctly Christian education with academic rigor, and serving cooperatively with the Pastoral Staff and School Board. We see the Head of School living a life above reproach and loving God, teachers, and students. We see the Head of School serving as a staff member of Park Place Baptist Church, and as an ambassador in Rankin County and surrounding areas for the church and school.

School Board - We see the School Board continuing to assist and support the Head of School in fulfilling the mission of the school. We see School Board members continuing to be active members (supportive of Pastoral Staff, faithful in church-wide activities, tithing, etc.) of Park Place Baptist Church. We see the School Board holding the Head of School accountable in fulfilling assigned responsibilities as described in his job description. We see School Board members being ambassadors in Rankin County and surrounding areas for the church and school. We see the liaison between the church and School Board continuing to lead in maintaining communication and cooperation.

Senior Pastor - We see the Senior Pastor of Park Place Baptist Church serving as the shepherd of the church and all of her ministries, including Park Place Christian Academy. As such, we see the vision casting for the school coming from him.

Church and School Relationship - We see continued cooperation between the Pastoral Staff, Head of School and School Board. We see decisions continuing to be made that reflect the school as a ministry of the church. We see the school permanently being a ministry of the church.

Faculty and Staff - We see all teachers trained each year to teach with biblical integration and to make disciples. We see all teachers professing faith in Christ, actively involved in a Bible-based and Christ-centered church, living a life above reproach, loving God, teachers, and students, and serving cooperatively with the Head of School. We see teachers improving in their ministry year after year. We see teachers and administrators who are not qualified or not fulfilling the mission moving on in a timely manner to serve elsewhere.

Students - We see students doing their best academically, growing spiritually, serving Christ practically, enjoying campus life, and loving God, teachers, and classmates. We see students staying devoted to God and the local church when leaving home after graduation. We see students being well-prepared for challenges faced in college, both on and off campus. We see students who graduate from PPCA completing a rigorous, traditional, college-preparatory curriculum that includes fine arts, the humanities, the sciences, and biblical studies. In addition, we see each student contributing to the community by providing more than sixty hours of community service. We see them thinking and living with a biblical worldview as a student and as a productive citizen in God's Kingdom for a lifetime. We see all graduates having hands-on missions experience locally, nationally, and preferably internationally.

Parents - We see parents as the primary guardians of their children. We see parents as responsible for guiding their children in all ways, including spiritually, physically, emotionally, and mentally. With this in mind, we see the school offering parents the opportunity to have the counsel and partnership of the school's faculty and staff in assisting with this wonderful and lifelong privilege and task. Additionally, we see parents assisting and supporting the PPCA faculty and staff and acting as ambassadors in Rankin County and surrounding areas for the church and school.

Overall Enrollment - We see enrollment being intentionally limited due to current facility space and a desire to offer quality extracurricular activities and equitable athletic competition with schools comparable in size, talent, and resources. In addition, we see limiting enrollment due to a conviction that the best quality education is offered with the current teacher to student ratio. We see increasing enrollment allowed in the future only if the health of the church and school are positively impacted. We see increasing enrollment not as the sign of ultimate success but as a possible sign of the academy's good health. We see the Pastoral Staff and School leadership evaluating and overseeing enrollment for the best interests of the church and school. We see enrollment as a blessing from God and give Him the glory.

Individual Enrollment - We see all prospective students and their parent/s or guardians being interviewed by a PPCA administrator for admission purposes. We see PPCA accepting only students who have a history of acceptable academic, behavioral, and attendance standards. We see PPCA staff showing grace with admission decisions, prayerfully considering all admissions requests. In some cases, the staff may decide that the school is unable to adequately meet a student's needs and thus show grace by declining enrollment for that student. In other cases, the staff may interpret extenuating circumstances to mean that declining or granting enrollment of a student is best for the school, thus showing grace.

Christian Education - We see teachers teaching every subject with biblical integration. We see teachers writing and submitting lesson plans that reflect the intentional shaping of biblical worldviews among students. We see the strong majority of curriculum remaining Christian in nature, with any secular curriculum chosen strategically and supplemented or adjusted to reflect a biblical worldview. We see no use of videos, books, or movies involving inappropriate material such as the misuse of God's name, sexual immorality, and crudeness.

Missions - We see all students given opportunities and encouragement to serve in hands-on mission activities in Jesus' name locally and around the world.

Athletics and Other Extracurricular Activities - We see athletics as an opportunity to accomplishing the mission of the school through interscholastic competition. We see these activities teaching students values such as teamwork, discipline, accountability, and cooperation. We see students, faculty, staff, and parents setting Christian examples during all activities. We see only Christian music played at all school activities and events. We see students and teachers wearing appropriate apparel. We see school-related activities consistent with the mission and beliefs of the church. We see the Gospel presented to students and the public when given the opportunity.

GOALS

Biblical Worldview Shaping

Goal 1

To educate students in a way that helps them develop a biblical worldview – seeing the world through the lens of Scripture.

Facts to Know

- A. A biblical worldview believes that the Bible provides the answers to questions like:
 - Is there a God?
 - Where did the world come from?
 - Who determines what is right and wrong?
 - Why do so many smart people not believe in God?
 - What does math have to do with Christianity?
- B. Millions of children in America are being indoctrinated with secular philosophy like:
 - God does not exist.
 - Religion is for the uneducated and weak.
 - There is no absolute truth.
- C. Children who are exposed to a biblical worldview are more likely to:
 - Be faithful followers of Jesus.
 - Obey and respect their parents and other authorities.
 - Know and do what is right and best.
 - Become hard-working, honest, and dependable servants.

Actions to Take

- A. Train faculty and staff in the area of biblical integration and biblical worldview shaping.
- B. Evaluate teachers in the classroom and communicate results.
- C. Evaluate curricula each semester and select Christian-based curricula (when applicable and available) that assists teachers in shaping a biblical worldview and achieving academic rigor.
- D. Require 7th and 8th grade students to take a Bible class each year. Beginning in 9th grade, require all students to acquire two credits of Bible courses for graduation.

Goal 2

To hire and retain qualified faculty and staff who are devoted followers of Christ, fully supportive of the school's mission and vision, and actively involved in a God-honoring, Christ-exalting, Bible-believing church.

Facts to Know

- A. A distinctly Christian education in the classroom is impossible without a qualified Christian teacher.
- B. Teachers must possess and exhibit a servant's heart in relating to their students.
- C. Much of the battle for the shaping of students' minds occurs at school.

Actions to Take

- A. Hire teachers based on Christlikeness, Competency, Commitment, and Conviction.
- B. Offer competitive salaries.

Goal 3

To equip parents with a basic knowledge of a biblical worldview that helps them raise their children in a God-honoring, Christ-exalting home.

Facts to Know

- A. Parents are the guardians of their children and are primarily responsible for raising them in the discipline and instruction of God.
- B. The school strives to partner with parents in training their children in the way they should go. (Proverbs 22:6)
- C. The school acknowledges that parents have great joy in knowing their children are walking in the truth. (3 John 4)

Actions to Take

- A. Offer a quality parenting conference each school year.
- B. Provide occasional parenting classes.
- C. Create an ongoing blog that will speak directly to current issues, providing links to articles and other resources.
- D. Give each parent a clear, concise document explaining a biblical worldview.

Organization and Communication

Goal 4

To organize and communicate with excellence.

Facts to Know

- A. Volunteers in leadership roles are sometimes unaware of the school's policies and standards.
- B. School administrators are sometimes unaware of significant decisions made by volunteer leaders.
- C. Written correspondence must meet standards of excellence.
- D. Some parents are unaware of the healthy relationship between the Head of School and Pastoral Staff.
- E. Some parents are unaware of the School Board's composition and role.
- F. Generally, the absence of accurate information results in misinformation.

Actions to Take

- A. Select leaders of volunteer groups (ie. Partners) based on leadership, servanthood, and active church involvement.
- B. Meet with administrators and teachers as needed to plan and communicate activities using a master calendar.
- C. Communicate the standard of excellence for all correspondence among all school employees.
- D. Consider the schedules of students and parents by giving sufficient notice of activities.

Academic and Athletic Facilities

Goal 5 To construct a building on the church property with 4-8 classrooms, office space, and a gym completed before the start of the 2017/18 school year.

Facts to Know

- A. Presently, all available and adequate classrooms are utilized.
- B. Some classrooms presently used are less than ideal.
- C. The purpose of the building is to provide adequate facilities for the current enrollment.
- D. The building would provide additional options for enhancing the overall campus layout.
- E. A gym can be used for large assemblies.
- F. The present campus gym is unusable for basketball games due to limited seating capacity. Utilizing a gym off-site presents numerous challenges.

Actions to Take

- A. Form a conceptual planning team consisting of the Head of School, 2-3 School Board members, Pastoral Staff, 1 Property and Space Committee member, and 1-2 people selected by the Head of School. (See Goal 7)
- B. Develop and present a conceptual plan for the building, including use of space, location, and estimated cost, no later than October 2015. (See Goal 7)
- C. After church approval of the conceptual plan, form a Building Team made up of the Head of School, 1-2 School Board members, Pastoral Staff, 1-2 Property and Space Committee members, and 1-2 people selected by the Head of School.
- D. Determine the method of financing the construction and ensure that the school is financially able to move forward with the building, based on comprehensive evaluation. (see Goal 6)
- E. Present building and financing plans to the church for approval no later than January 2016.
- F. After church approval of the building and financing plans, take steps to secure financing and construct the building as specified.

Goal 6 To raise \$3,000,000 during the 2015/16 and 2016/17 school years for academic and athletic facilities, debt reduction, renovation, and technology enhancements.

Facts to Know

- A. The school currently owes approximately \$1,500,000 from debt on the main school building and the new 6 classroom building with monthly payments of \$12,000 amortized over a period of 15 years.
- B. Approximately \$200,000 is currently available in savings to be used for debt reduction or funding additional classroom space.
- C. The building with a gym may cost between \$3,000,000 - \$5,000,000.
- D. Needed renovations may cost between \$50,000 - \$100,000.
- E. With technology constantly advancing, school leadership desires to provide enhanced technology in areas like teaching, learning, and communication.

Actions to Take

- A. Enlist/hire a campaign coordinator and form a campaign team.
- B. Conduct a capital fundraising campaign.
- C. Secure the services of a grant writer to identify grants that would directly or indirectly benefit this project.
- D. Determine and communicate the most appropriate allocation of funds between facilities, debt reduction, renovation, and technology enhancements.
- E. Communicate fundraising progress several times each year.

Goal 7

To develop and present a conceptual plan for academic and athletic facilities (in addition to the building described in Goal 5) addressing long-range plans and needs.

Facts to Know

- A. A conceptual plan provides a vision of future development that enhances planning, provides helpful information to the church and school, and generates excitement. A conceptual plan communicates a concept of the ideal, usually without blueprints, exact locations, exact costs, and specific dates.
- B. Athletic fields on the church/school campus would better serve the school than fields off campus.
- C. The church owns all the undeveloped property. Therefore, the church must approve the conceptual plan.
- D. The church guarantees school debt with the bank. Therefore, the church must approve school debt.
- E. Church and school leadership is committed to avoid unmanageable debt.

Actions to Take

- A. Form a conceptual planning team consisting of the Head of School, 2-3 School Board members, Pastoral Staff, 1 Property and Space Committee member, and 1-2 people selected by the Head of School. (See Goal 5)
- B. Present the conceptual plan to the church for approval no later than September 2015.
- C. After church approval of the conceptual plan, periodically evaluate factors such as enrollment, the school's financial health, and status of academic and athletic facilities. Determine and communicate suggested steps and timing in moving forward with appropriate parts of the conceptual plan. (See Goal 6)

NOTES

1. All matters in this document are dependent on the sovereign plan of God.
2. All future plans are based on the assumption that nothing extraordinary occurs that would call for reevaluation.