

School Improvement Plan



A three-year commitment to continuous improvement

Training and Professional Development	Guiding Principles: Growing, Excellent, Unified	Area #1
Goal: All team members will recognize areas to improve, diligently research new methods to meet the changing needs of their students, humbly receive feedback from students, parents, peers, and administration, and bravely risk implementing strategies for student flourishing.		Time frame:
<i>Actions</i>	<i>Action due date</i>	<i>Status</i>
Create plan for implementing BJA's Instructional Model (IM) using <i>Marzano Resources</i>	Year 1	100%
Survey and train select elements of BJA's IM	Year 1	100%
Teacher Professional Learning Communities (PLC) launched in K3 to 12 grades	Year 1	95%
Conduct Special Needs and accommodation training during PD days	Year 1	25%
Provide outside of classroom resources for teacher support	Year 2	80%
Establish systematic and regular coordination among BJA's Learning Resource Center (LRC) teachers	Year 2	25%
Conduct RTI training for teachers	Year 2	5%
Establish equitable admission & intervention standards for special needs students	Year 2	10%

Safety	Guiding Principles: Excellent, Growing	Area #2
Goal: increase overall safety at all levels of the academy by improving training , updating response strategies , and upgrading facilities .		Time frame:
<i>Actions</i>	<i>Action due date</i>	<i>Status</i>
Complete summer safety upgrades	Year 1	100%
SRP training	Year 1	100%
Evacuation locations updated	Year 1	100%
Emergency plans in classrooms	Year 1	100%
MS and HS radios	Year 1	100%
Cameras replaced; addition installed at PC	Year 1	100%
PC alarms at doors; video intercom at front door	Year 1	100%
Video intercom at front door ELC	Year 1	100%
Video intercom at front door of Acad Corner	Year 1	100%
Safety film on Acad Corner	Year 1	100%
CDC cameras replaced, 6 additional installed	Year 1	100%
CDC gates to card access	Year 1	50%
CDC safety film	Year 1	100%

Cameras installed at ELC	Year 1	100%
Establish communication plan for drills	Year 1	100%
Research funding for safety grants	Year 1	5%
First Responder training	Year 1	10%
Reunification Plan established	Year 1	10%
lloveguys.org group hosting at BJA	Year 2	0%

Program Balance	Guiding Principles: Excellent, Loving, Unified, Transparent	Area #3
Goal: Identify key components of the students' curricular experience; evaluate and adjust for the appropriate balance in line with BJA's long-term strategy and mission.		Time frame:
Actions	Action due date	Status
Systematically evaluate current programs and identify opportunities to improve	Year 1	25%
Athletic department reorganization	Year 1	50%
Identify our value proposition (ie. Our Strategic Plan)	Year 1	10%
Create Expected Student Outcomes (ESO)	Year 2	0%
Identify and prioritize key components of curricular experience	Year 2	0%
Evaluate prioritized list and identify adjustments needed for balance	Year 3	0%

Communication	Guiding Principles: Loving, Unified, Transparent, Excellent, Humble	Area #4
Goal: establish philosophy, expectations , and appropriate procedures for organizational communication.		Time frame:
Actions	Action due date	Status
Collaborate communication plans across divisions	Year 1	75%
Train team on Up, Out, Down, Around	Year 1	50%
Obtain focus group & survey data – parent/employee	Year 2	10%
Conduct organizational communications audit	Year 2	0%
Communication training for school leadership	Year 2	0%

Student Discipleship	Guiding Principles: Eternity focused, Loving, Unified, Transparent, Excellent, Humble	Area #5
Goal: Create and communicate a biblically balanced philosophy and practice that follows the framework of II Tim 3:16 – doctrine, reproof, correction, instruction in righteousness.		Time frame:
Actions	Action due date	Status
Expand student leadership training	Year 1	75%

Updated: Dec 2023

Collaborate with BJU discipleship leaders	Year 1	75%
Doctrine: intake of truth (chapel, growth groups, Bible classes)	Year 2	25%
Reproof: loving response to error (discipline system, support committee, suspensions)	Year 2	25%
Correction: guided restoration (coaching and counseling)	Year 2	10%
Instruction in righteousness: inspiring service for eternity (mission trips, service opportunities, student leadership, community engagement)	Year 2	25%

Facilities	Guiding Principles: Unified, Excellent	Area #6
Goal: accomplish expected student outcomes through creative and empowered use of resources		Time frame:
Actions	Action due date	Status
Safety upgrades – film, doors,	Year 1	25%
External branding on buildings	Year 1	90%
Update public areas	Year 1	25%
Mitigate safety and health issues	Year 1	25%
Classroom resources	Year 2	0%
Utilize inside partnerships and departments	Year 2	10%
Obtain outside partnerships and vendors	Year 2	0%
Coordinate facilities masterplan with BJUP and BJU	Year 3	0%
Preventative maintenance and updates	Year 3	0%
Aesthetic ambiance and atmosphere	Year 3	20%

Admissions & Enrollment	Guiding Principles: Eternity focused, Loving, Excellent,	Area #7
Goal: establish an admissions philosophy and practices that support BJA's mission and enable an excellent educational experience for every student.		Time frame:
Actions	Action due date	Status
New family experience at start of year	Year 1	100%
Attend training on best practices	Year 1	50%
Coordinate beginning of year activities	Year 1	75%
Casting the net (Marketing)	Year 2	10%
Liaison experience (first contact to enrollment decision)	Year 2	10%
Ensuring mission-fit (enrollment procedures)	Year 2	0%
Onboarding practices (passing the baton)	Year 2	0%
Reenrollment practices	Year 2	10%

Advancement & Finance	Guiding Principles: Eternity focused, Unified, Transparent, Excellent	Area #8
Goal: improve BJA's unique financial position through diversifying revenue streams and strategic donor and partner development		Time frame:

Updated: Dec 2023

Actions	Action due date	Status
Improve budgeting process and reporting	Year 1	80%
Establish budget line item for development	Year 1	100%
Simplify fee structure and donation asks	Year 1	100%
Prepare BJA's K12 non-profit status	Year 3	10%
Partnerships internal to BJ	Year 3	10%
Partnerships external to BJ	Year 3	10%