



Continuous Improvement Plan 2011-2016

Vision and Purpose

Goal: Institute a systematic and research-based process for establishing, documenting and evaluating the effectiveness of the academy's goals and plans to reach those goals.

Strategy One: Clearly articulate and approve a vision statement(s) for the comprehensive purpose of guiding, formulating and evaluating the philosophy, processes, and expectations for the Academy.

Strategy Two: Perpetuate and communicate to the faculty and staff the principles of the strong foundation established in the Academy Statement of Purpose.

Spiritual and Community Growth

Goal: Support students and their parents in matters of character, values, and spiritual growth.

Strategy One: Engage in ongoing investigation into students' needs and provide additional training and emphasis for staff on current trends affecting students' social, emotional, and spiritual needs.

Strategy Two: Develop strategic plans that weave into the fabric of CPA's social structure the responsibility of caring for others.

Strategy Three: Assist in parent education and in the development of spiritual growth among CPA families.

Educational Programs

Goal: Improve PreK – 12 student learning through greater use of research-based instructional strategies, through effective alignment of curricula, through improved standardized test preparation, and through more teacher collaboration about effective teaching practices, assessment practices and reflective analysis.

Strategy One: Increase opportunities for student achievement through greater use of research-based instructional strategies by teachers in the classroom.

Strategy Two: Ensure that teachers have more focused time to collaborate about effective teaching and assessment practices and in reflective analysis of student work.

Strategy Three: Fully align the policies and practices of the CPA Preschool program with those of the Academy.

Strategy Four: Investigate and ensure the integrity of the alignment of curricula in all subject areas.

Strategy Five: Provide more systemized and consistent instruction to prepare students for their standardized tests across the grade levels.

Development and Alumni

Goal: Enhance the development of the CPA stakeholder base by increasing alumni involvement, educating the community about financial giving opportunities, and insuring that enrollment supports the learning environment.

Strategy One: Effectively engage CPA alumni as ongoing community stakeholders, giving them opportunity to stay connected, get involved, and give back.

Strategy Two: Ensure that enrollment supports the learning environment of CPA while maximizing the use of Academy facilities.

Strategy Three: Develop ongoing and effective communication with CPA stakeholders regarding opportunities to make financial contributions to the Academy.

Communications, Marketing, and Stakeholder Relationships

Goal: Stakeholder Communication - Develop formal channels of two-way communication to ensure affirmations, ideas, and concerns of stakeholders (parents, faculty, staff, students, and church community) are addressed by the appropriate parties and relevant information is communicated to stakeholders.

Strategy One: Develop a process to ensure that stakeholders' (parents, students, faculty, staff, and community) affirmation, ideas, and concerns are addressed by the appropriate parties and are considered in strategic planning and that stakeholders receive relevant and timely communication from the Academy.

Goal: Volunteer Opportunities – Develop an effective, academy- and community-wide mechanism to foster the continuation of volunteer leadership and service and to engage parent volunteers and local businesses and organizations in ways that advance the goal of student learning.

Strategy One: Develop a legacy of volunteerism by developing an effective, academy-wide mechanism to foster the continuation of volunteer leadership and service.

Strategy Two: Engage with local businesses and organizations to deepen their understanding of CPA and to invite their more specific participation in advancing the goals of student learning.

Human Resources and Professional Development

Goal: Employ, mentor, and develop qualified, professional faculty and staff through a centralized hiring process, a comprehensive orientation program, consistent evaluation, and development of professional growth plans.

Strategy One: Ensure that the evaluation system for teaching and non-teaching staff is consistent across all three schools and the administration.

Strategy Two: Develop a comprehensive orientation plan for new faculty and staff members, which includes a checklist of initial responsibilities, planned time with a supervisor, and ongoing mentoring by another faculty or staff member.

Strategy Three: Ensure that faculty members have the opportunity and personal responsibility to grow professionally through yearly professional growth and development plans.

Strategy Four: Develop a centralized hiring process in which the office of Human Resources coordinates all aspects, involving and informing the appropriate administrators.

Technology and Data Analysis

Goal: Develop a plan to integrate technology throughout the school for enhanced student learning and effective support of teacher and staff functions, to acquire student data for meaningful and consistent analysis of data by teachers and administrators, and to apply data analysis findings to improve student achievement/learning.

Strategy One: Develop a plan to integrate technology throughout the school (both to enhance learning and to support the functions of the school) and to communicate the rationale for decision-making about technology.

Strategy Two: Develop a process for acquiring student data, for meaningful and consistent analysis of data by teachers and administrators, and for applying what is learned to improving student achievement.