

**Berean Christian School**  
**2010-2011 SCHOOL IMPROVEMENT PLAN**  
Presented: May 11, 2010



## **HISTORY**

Berean Christian School (BCS) was founded by Berean Baptist Church in 1964. Located at that time on Australian Avenue, the school was named Lakeview Christian School. Beginning as a preschool, grades were added each year, with the first high school graduation in 1976. In 1986, the church and school were relocated to a new and larger campus at 8350 Okeechobee Boulevard. Now composed of a preschool, elementary school, an intermediate school, a junior high, and a high school, Berean Christian School, a ministry of Grace Fellowship, is blessed with a multicultural community of over seven hundred students and approximately eighty faculty and staff members.

With students served from two-year-olds through the twelfth grade, Berean Christian School has a long-standing reputation for excellence in our community. BCS is fully accredited by the Association of Christian Schools International (ACSI) and Southern Association of Colleges and Schools (SACS). The vast majority of our graduates go on to pursue university degrees, and many are in full-time service for the Lord.

## **MISSION/VISION/ BELIEF STATEMENTS**

### **MISSION STATEMENT:**

Berean Christian School is dedicated to a high quality Christian education, *rooted in a personal relationship with Christ*, which will promote the development of each student's giftedness and encourage transition to a productive life in Christ.

### **VISION STATEMENT:**

Berean Christian School exists in partnership with parents and the local church to *empower* students to walk as Jesus walked, *enrich* students with academics enveloped in a Biblically-based Christian worldview, and help students *experience* their God-given and unique giftedness for success in the future. As the single largest ministry of Grace Fellowship Church, the school also exists to exalt the Lord, encourage believers, and to share in the responsibility to evangelize the world.

## **IT IS OUR BELIEF THAT:**

1. Students' learning needs should be the primary focus of all decisions impacting the school.
2. A safe and physically comfortable environment promotes student learning.
3. Teachers, administrators, parents, church and the community share the responsibility for advancing the school's mission.
4. Students should be exposed to a Biblically based Christian worldview of Christianity with opportunity for practical use of the God given giftedness.
5. Students learn in different ways and should be provided with a variety of instructional approaches to support their learning.
6. Cultural diversity can increase students' understanding of different peoples and cultures.

## **FIVE-YEAR VISION PLAN**

The Berean Christian School community will consistently act upon its mission and will demonstrate a commitment to practices that promote sound, long-term school improvements. The community and school will provide comprehensive curricular and extracurricular programs that promote excellence in academics, athletics and the arts as well as encourage students to develop knowledge, skills, and positive personal qualities that center on the foundations found in the Bible. The implementation of these programs will promote a desire for continued education, intercultural understanding, spiritual and emotional wholeness, effective management of resources, and positive influence of qualities in the students' personal and family lives that will encourage a productive life in Christ Jesus.

To achieve meaningful educational and life change that promotes success for Christian school students, our faculty and staff will look upon change as an opportunity for growth. We will identify essential academic skills that require the implementation of new and better methods of teaching and learning. We will also identify areas outside the academic arena, which when counted, are vital to the everyday function of the school center. To achieve these goals, we will encourage participation and seek improvements from the following areas over the course of the next five years:

- To promote a collaborative focus between the parent church, Grace Fellowship and school;

- To develop plans to further define the school's vision and strategic plan which should help define the students the ministry will serve for years to come(ACSI);
- To develop additional funding sources to help offset rising operational costs(ACSI);
- To maintain and upgrade facilities, and maintain a safe and clean campus;
- To increase communication among stakeholders by involving teachers, students, parents, business partners, and church administration and school board/elders in decision-making;
- To monitor and improve the literacy and math skills of at-risk students and the general student population as measured by norm-referenced tests, such as the Standard Achievement Test, ACT, PSAT, PLAN and SCORE;
- To develop the opportunities for student participation in extracurricular areas, with emphasis placed on the development of the Performing Arts Department and the creation of extracurricular clubs(ACSI);
- To develop on-campus Advanced Placement classes(ACSI);
- To develop an administrative apprenticeship and cross-training program to strengthen continuity within the school's immediate structure(ACSI);
- To continue to provide faculty in-service training through the participation in Professional Learning Communities and in diverse teaching methods to ensure academic success, as well as improve classroom management techniques;
- To encourage positive relationships and mutual respect among students, faculty and staff with the intent to encourage a student's spiritual development and self-esteem;
- To improve the acquisition of campus technology for classroom use(ACSI);
- To increase opportunities for school recognition and perception through advertisement, local media, and the school's webpage;
- To review the present math curriculum, to ensure continuity and mastery from elementary through to the secondary level;

- To implement a Reading Comprehension and Writing program across all grade levels;
- To provide guidance to, and regard each student as a valued individual with unique spiritual, physical, social, emotional, and intellectual needs;
- To supplement the school's financial outlook through school-wide fundraising, alumni awareness, endowments and business partnerships;
- To create an ongoing review policies and procedures that relate to the students, faculty and staff;
- To develop differentiated and innovative approaches to instruction by the faculty at all academic subject areas and levels;
- To improve the on-campus athletic facilities
- To enhance the quality of athletic coaching certification and training;

## **SCHOOL PROFILE DEMOGRAPHICS**

On April 30<sup>th</sup>, 2010 the total student population of Berean Christian School was 715 students.

### **The academic breakdown of the student body was as follows:**

PS2-4 - 153 students  
 Elementary (K5-4<sup>th</sup> grades) - 212 students  
 Intermediate (5<sup>th</sup> and 6<sup>th</sup> grades) - 90 students  
 Jr. High (7<sup>th</sup> and 8<sup>th</sup> grades) - 92 students  
 Senior High (9<sup>th</sup> - 12<sup>th</sup> grades) - 168 students

### **The racial breakdown of the student body was as follows:**

American Indian or Alaskan Native-0%  
 Asian-4%  
 Black or African American-17%  
 Hispanic or Latino-14%  
 Native Hawaiian or other Pacific Islander-1%  
 White-56%  
 Other-8%

**The church affiliation breakdown of the student body was as follows:**

7<sup>th</sup> Day Adventist – 1%  
Assembly of God – 1%  
Baptist – 22%  
Catholic – 15%  
Lutheran – 1%  
Methodist – 1%  
Non-denominational – 31%  
Pentecostal – 6%  
No Information – 22%  
Attend Grace Fellowship – 21%

**Quality Faculty, Staff and Administration:**

**Highly Qualified Administrators**

William Dupere, Lead Administrator and Elementary Principal is certified in Florida DOE - Educational Leadership (All Levels), Physical Education (K-12), Clinical Education Training, Florida Performance Measurement System and ACSI - Educator's Certificate (All Levels Principal).

Kelly Hoback, Director of Admissions and Guidance hold ACSI Lifetime Certification in English Education. She has nine years experience in the classroom, four years as secondary principal and five years experience in her current position.

Vicki Ingram, Preschool Administrator, maintains an active Birth through Five Child Care Professional Credential and an active Florida Child Care and Education Program Director Credential. Taught preschool age children for 11 years and directed preschool for 14 years.

Al Jackson, Campus Pastor has 6 years student ministry experience. Pastor Al has been the Director of Grace Fellowship Pahokee Student Ministry. Currently he serves as a youth pastor at Grace Fellowship Church (3yrs.) and BCS Campus Pastor. He has a Bachelor of Religion degree and certified ACSI Bible Specialist.

Annette Jackson, Dean of Women and Guidance has fifteen years experience as an Assistant Principal and Guidance Counselor with students in grades 7 through 12, with ACSI certification and Crisis Response Counselor Certification.

Jeremy Patnode, Dean of Men and Guidance holds Professional ACSI Certification in School Counseling and has a Master of Education in School Counseling Pre-K to 8<sup>th</sup>

grade. He has 6 years of experience in education, with 3 in teaching science and 3 in his current position.

Glenn Waters, Secondary Principal has 17 years experience in secondary education and holds ACSI certification in administration and secondary teaching.

### **Recruitment/Retention of Highly Qualified Teachers**

Berean Christian School has twenty teachers and teacher assistants working in the P2-P4 Preschool program, ten teachers and two teacher assistants working in the elementary school, four teachers working in the intermediate school, eleven teachers in the core subjects of the high school, with twelve faculty members working in the elective program which services all levels of the K5-12 school program. The school also employee's seven administrative assistants and one nurse.

## **PRESENT SCHOOL OFFERINGS - GRADES K5 THROUGH 12**

### **Quality Professional Development for Teachers and Leaders**

Professional development takes place on and off campus. On campus, activities include a focus on strategies through Professional Learning Communities. Additionally, teachers participate in various professional development opportunities offered off campus by the Title One project of the Palm Beach County School District and in activities provided through other sources such as ACSI and the Christian Schools of Palm Beach County.

### **Commitment of the Board, Administration, Faculty and Staff to the BCS Ministry**

All contributing stakeholders are committed to a high level of academic excellence and Christian development of the students of BCS. The school is committed to recruitment and retention of faculty that best meet the school's current vision and mission statement. The leadership component is also committed to the current development of the school improvement plan and the recommendations of the visiting recent ACSI accreditation committee.

### **Parental Access and Support**

Teachers are responsible for posting a list of homework assignments, test dates, and project due dates on their RenWeb sites. RenWeb is also utilized to keep students and parents informed of important activities or opportunities available on campus via the BCS Webpage. During the summer of 2010, RenWeb will be enhanced to better support faculty, parents and students.

The conception of the Bulldog Community Council during the FY10 school year has provided ample opportunity for parents, administration and faculty to participate in an exchange of ideas in curriculum, discipline, school procedures and policies and academic planning.

### **Spiritually Applied and Integrated Courses**

Within each discipline, application plays a major role in the curriculum. Teachers strive to make learning relevant by helping students make connections to real-life situations that focus on a Biblically based Christian worldview. Teachers realize that the integration of Christian principles have a positive impact on the learning process, as well as promotion of the development of each student's giftedness that encourages a transition to a productive life in Christ.

### **Transparent and Open Leadership**

BCS has embarked on a new model of leadership during the 2009-2010 school year with the appointment of a new Lead Administrator. With intent, the decision making process is designed to request input from the parent church and elders, administration, faculty, staff, parents, students and alumni. All stakeholder opinions are valued in the creation and review of all policies and procedures.

### **Spiritual Life**

BCS is well known for its Christian family atmosphere and spiritual emphasis. It is the intent of both the academia structure and collaboration of the parent church and school family to create a loving and caring campus atmosphere and environment.

### **Tuition Value**

BCS is currently in the low to mid range in tuition as compared to other Christian schools in the immediate West Palm Beach area.

### **Athletic Offerings**

BCS currently offers sports and recreation opportunities at the elementary, intermediate, Jr. High and High School levels. Students are given opportunity to participate in over a dozen varsity sports at the high school level, with initial opportunities for intramural and travel participation starting in the elementary level for most sports. BCS is a member of the FHSAA and PACC for state and local competition.

### **Cultural Diversity**

The student population of BCS has a direct display and acceptance of cultural diversity that mirrors the parent church and is a true strength of the school that reflects God's unconditional love.

### **Master Schedules Based on Student Needs**

The development of the master schedule begins with an analysis of test data (student needs) and student course selections (student desires). The results of this analysis are used to build the master schedule. As a result, the schedule offers a variety of courses that are offered at different ability levels, to include opportunities in dual enrollment and virtual advanced placement (AP) that allows ample opportunity for students to meet graduation requirements.

### **Academic and Career Planning**

The secondary guidance counselor meets with all secondary students on an annual basis to discuss career planning and post graduate education. Additionally, parents are invited to Bulldog Community Council planned meetings to learn more about the credit accumulation, the college application process and college funding.

## **SCHOOL IMPROVEMENT GOALS FOR FY11:**

The BCS school improvement plan for FY11 school year revolves around the development of a professional learning community for academic development of the administration, faculty and staff, with additional goals that focus on stakeholder improvements in the areas of academics, school climate, parental involvement, student achievement and extracurricular development.

### **Goal #1 - Responsibility of Teaching Reading and Writing by Every Teacher**

**Objective:** Instruct teachers to utilize strategies that will increase the students' ability to comprehend subject-area text as well as to increase their ability to write coherently on subject-area topics.

#### **Teacher Strategies**

- 1) Increase opportunity for Professional Learning Communities through the utilization of staff development days.
- 2) Provide school-based training for all teachers on reading comprehension and writing.
- 3) Provide opportunities for teachers to vertically and collaboratively plan for a reading and writing curriculum across all grade levels.
- 4) Develop a school-wide writing program and writing rubrics, which will progressively and consistently build upon each grade level.

- 5) Train teachers to utilize student standardized test data to determine areas of weaknesses in reading and writing.

### **Student Strategies**

- 1) Implement reading comprehension and writing goals and objectives across the curriculum and across all grade levels.
- 2) Teach the appropriate fundamental writing skills of which at least 80% of students should achieve, upon the completion of their grade level, using standardized test data.
- 3) Target the lowest 25% of students in grades K5-8 for concentrated language arts instruction based on SAT results.
- 4) Create and provide an after-school reading tutorial program.

**Assessment and Reporting Methods:** Students will be given opportunity to read and write to develop their knowledge acquisition, reading comprehension strategies, writing strategies, and critical thinking through short and extended response, research and analytical development. Evaluation of standardized test scores and rubric scoring will determine improvements on an individual student basis.

### **Goal #2 - Improve Math Scores at each Grade Level**

**Objective:** After reviewing data determined by standardized testing, teachers will assess the strengths and weaknesses of the math curriculum and supplement or implement to make needed improvement in areas of weakness (data driven results) ultimately to raise the performance level at each grade level.

**Strategy:** A three-year program is proposed, beginning in the 2010-2011 school year, to phase in a consistent and coherent curriculum beginning in grade five through Calculus. By the 2012-2013 school year the courses presented will have advanced by one school year (e.g. Algebra I will be offered in 7<sup>th</sup> and 8<sup>th</sup> grades as opposed to 8<sup>th</sup> and 9<sup>th</sup> grades). Math teachers at each level will assess the objectives needed for their students to advance to the next level and implement those objectives in their instruction.

**Assessment:** Annual standardized testing (Stanford 10, PSAT, PLAN, as well as SAT and ACT) will compare student achievement to national norms.

### **Goal #3 – Enhance Student Opportunities for Non-Academic Experience**

**Objective:** Increase and enhance the number of extracurricular offerings in the areas of art, drama, music, and afterschool activity clubs for students at the secondary level in conjunction with the existing curricular electives and offerings.

**Strategies:** BCS will enhance and create new opportunities for students to perform in each of the art related areas. Opportunities to participate, show and perform will be initiated into the school calendar. Students and faculty will be polled to assess interest in various extracurricular clubs and volunteer activities. BCS will assess the cost of stipends for club sponsorship and funding alternative for production and advertisement.

**Assessment:** Student involvement will determine the interest and need for the activities offered, with yearly review given consideration when planning new or additional offerings, and the continuation of offerings.

#### **Goal #4- Improve use of Academic Data to Determine Curricular Implementation**

**Objective:** BCS will focus on data driven results for student achievement.

**Strategies:** Administrators and teachers will meet on a regular basis to study and implement changes to the curriculum based on data from student assessments.

**Assessment and Reporting Methods:** Annual reports will be prepared that reflect changes to curriculum, teaching methodology, etc... based on the data from student assessments.

#### **Goal #5 - Increase Public Relations Effort through Increased Community Relations and Community Involvement**

**Objective:** Project the vision, mission and achievements into the community to increase public awareness and perception of BCS.

**Strategies:**

1. consistent flow of news releases about events at BCS
2. well maintained website and RenWeb
3. links to search engines
4. brochures provided to area churches
5. seek out churches or public events (fairs, etc) that will allow BCS to set up a table (performing groups/art work may draw interest)
6. performance opportunities for ensembles in area schools and churches
7. newspaper and radio advertising
8. develop alumni support
9. development of business partnerships

**Assessment:** Monitor community feedback and response, enrollment trends and student involvement throughout the FY11 school year.

## **Goal #6 – Improve Collaborative Planning of Administration and Faculty**

**Objective:** BCS will become a school that works in a collaborative fashion to determine what knowledge, skills and dispositions all students need to acquire.

**Strategies:** We will establish teams of teachers (horizontal and vertical) to review and establish the specific learning goals for a grade level/subject area. Consideration will be given to the increase of collaborative PLC meetings throughout the school year.

**Assessment and Reporting Methods-**Teachers will develop formative assessments to determine student knowledge acquisition and academic mastery. The results will aide in the determination of student mastery of specific concepts and identify them for academic assistance.

## **BCS School Improvement Plan Review**

The BCS School Improvement Plan for the 2010-2011 school year is a collaborative effort of the administration, faculty and staff, ACSI Accreditation Review and parent contribution highlighted in The Cherry Report from the 2008-2009 spring semester stakeholder survey. Review of this SIP document will be completed during the second semester of the 2010-2011 school year. Implementation of the six highlight goals will be review. Consideration will also be given to the goals to be implemented throughout the remainder of the five year plan.