

# School Improvement Plan, Page 10-1

## I. Enrich the program and services through increased cash flow.

- Our mission is to glorify God by equipping students spiritually, academically, socially, and physically.
- Schoolwide goals addressed: Competitive skills, responsible relationships, heavenly citizens

Strategy	Details	Timeframe	Resources	Personnel	Monitoring
A. Use various strategies to increase cash flow.	<ol style="list-style-type: none"> <li>1. Advertise the school.</li> <li>2. Create a referral incentive program for families.</li> <li>3. Seek grant funding for our technology and library needs.</li> <li>4. Establish a community of supportive alumni.</li> <li>5. Identify and promote a more effective school fundraiser.</li> <li>6. Encourage parent panel to explore other ways to raise funds.</li> </ol>	<ol style="list-style-type: none"> <li>1. 2009/ongoing</li> <li>2. 2009/ongoing</li> <li>3. 2009/ ongoing</li> <li>4. 2008/ongoing</li> <li>5. Summer 2009/ongoing</li> <li>6. Fall 2009/ongoing</li> </ol>	<ol style="list-style-type: none"> <li>1. Planning time &amp; funds</li> <li>2. Time for research and writing; money for subscription service</li> <li>3. Time</li> <li>4. Time</li> <li>5. Time/ initial funds</li> <li>6. Time</li> </ol>	<ol style="list-style-type: none"> <li>1. Admin. team/ Volunteer parent</li> <li>2. Admin. team /office staff</li> <li>3. Acc. coordinator/ PEP director/ network admin./librarian/teachers</li> <li>4. Acc. coordinator/ Counselor/ Alum. director/Office staff/ Network admin.</li> <li>5. Admin. team/Office aide</li> <li>6. PEP director</li> </ol>	Acc. coordinator and chief admin.
B. Provide the library/media center with ample funds for development.	Seek funding for complementary reference works, periodicals, online services, multi-media resources, professional growth materials for teachers, additional training for library/media staff. Explore: eventual expansion of facilities.	2009/ongoing, add to collection according to library acquisition cycle, at minimum	Time for research and writing, money, time to systematize & organize acquisitions	Acc. coordinator, library personnel, PEP director, teachers (recommendations)	Acc. coordinator
C. Provide the staffing and other resources necessary to follow through on our Technology Plan.	Build on our course offerings for K-12. See Technology Plan.	2008-2012, according to Plan timeline; grant research—2009/ongoing	Time for grant research and writing, money, time for development and setup	Admin. team., Acc. coordinator, Tech team, school staff	Acc. coordinator
D. Increase staffing to expand services and galvanize personnel.	<ol style="list-style-type: none"> <li>1. Explore the possibility of hiring one or more additional high school teachers/aides to help lighten class loads for individuals.</li> <li>2. Have additional qualified substitutes available for K-12.</li> <li>3. Provide training so that a staff member qualifies as a health aide.</li> <li>4. Explore the possibility of hiring one or more administrative assistants to support especially the school counselor and the chief administrator.</li> <li>5. Investigate and exploit opportunities to hire staff for an expanded K-12 electives program—add art, more music, more computers, shop, writing, etc.</li> <li>6. Discuss the need for a director of curriculum &amp; instruction position.</li> </ol>	<ol style="list-style-type: none"> <li>1. 2009/ongoing</li> <li>2. 2009/ongoing</li> <li>3. Summer 2010/ongoing</li> <li>4. Summer 2009/ongoing</li> <li>5. Ongoing</li> <li>6. Summer 2009/ongoing</li> </ol>	<ol style="list-style-type: none"> <li>1. Money for pay</li> <li>2. Money, time to establish standards and locate subs</li> <li>3. Money, time</li> <li>4. Money for pay</li> <li>5. Time, money</li> <li>6. Money for pay</li> </ol>	<ol style="list-style-type: none"> <li>1. Admin. team</li> <li>2. Admin. team., acc. coordinator</li> <li>3. Admin. team</li> <li>4. Admin. team</li> <li>5. Admin. team</li> <li>6. Admin. team, acc. coordinator</li> </ol>	Acc. coordinator
E. Re-instate our professional development program after a year of accreditation work	See II.A. for details.	Fall 2009/ongoing	Money and time	Chief administrator, acc. coordinator, admin. team	Acc. coordinator
F. Collaborate on spending priorities for any additional funds.	<ol style="list-style-type: none"> <li>1. Explore expansion of the financial aid program for students.</li> <li>2. Consider designating funds as stipend money for completion of special projects.</li> <li>3. Propose a plan for expansion of facilities.</li> </ol>	<ol style="list-style-type: none"> <li>1. Winter 2009/ongoing</li> <li>2. Summer 2009/ongoing</li> <li>3. Summer 2011</li> </ol>	<ol style="list-style-type: none"> <li>1. Time, money</li> <li>2. money</li> <li>3. Time, money</li> </ol>	<ol style="list-style-type: none"> <li>1. Admin. team</li> <li>2. Admin. team, Acc. coordinator, Business admin.</li> <li>3. Admin. team, board, staff</li> </ol>	<ol style="list-style-type: none"> <li>1. Chief admin., board</li> <li>2. Acc. coordinator</li> <li>3. Chief admin., board, acc. coordinator</li> </ol>

We welcome your feedback. Please send comments and questions to [abirney@midwaybaptistschools.com](mailto:abirney@midwaybaptistschools.com) .

## School Improvement Plan, Page 10-2

### II. Increase the effectiveness of our instruction and assessment.

Our mission is to glorify God by equipping students spiritually, academically, socially, and physically.

Schoolwide goals addressed: Competitive skills, responsible relationships, heavenly citizens, healthy living.

Strategy	Details	Timeframe	Resources	Personnel	Monitoring
A. Re-instate our non-in-service professional development program after a year of accreditation work.	<ol style="list-style-type: none"> <li>Continue training according to plan with Ezra Center resources.</li> <li>Solidify the Curriculum Committee and its one-on-one mentoring.</li> <li>Add a mentoring program for new teachers.</li> <li>Continue attending the annual ACSI conference, as budget allows.</li> <li>Fulfill plans to bring SDCC to our campus; continue to offer financial aid and encourage teachers to pursue CA credentials. Make sure teachers fulfill plans to meet requirements for ACSI certificate renewals/upgrades.</li> <li>Continue gathering feedback from teachers as to their needs.</li> </ol>	<ol style="list-style-type: none"> <li>Fall 2009/ ongoing</li> <li>Fall 2009/ongoing</li> <li>Fall 2009/ongoing</li> <li>Annually, starting November 2009</li> <li>Summer 2009/ ongoing</li> <li>Fall 2009/ongoing</li> </ol>	<ol style="list-style-type: none"> <li>Time to plan and implement; \$300 per session</li> <li>Time</li> <li>Time</li> <li>About \$6500</li> <li>Time; \$3,000 designated aid</li> <li>Time; \$240 per year, online program</li> </ol>	<ol style="list-style-type: none"> <li>Cur. Com. head/ Admin. team</li> <li>Cur. Com. head/ Cur. Com.</li> <li>Admin. team</li> <li>Admin. team/ Bus. office</li> <li>Cur. Com. head/ Admin. team./ Bus. office</li> <li>Cur. Com. head, Admin. team</li> </ol>	<ol style="list-style-type: none"> <li>Acc. coordinator</li> <li>Acc. coordinator</li> <li>Acc. coordinator</li> <li>Acc. coordinator</li> <li>Acc. coordinator; Chief admin.</li> <li>Acc. coordinator</li> </ol>
B. Refine Written Curriculum.	<ol style="list-style-type: none"> <li>Solidify curriculum doc. review cycle.</li> <li>Refine curriculum docs. through review cycle.</li> <li>Schedule curriculum development workshops.</li> <li>Develop an original school Bible curriculum for 7-12.</li> <li>Integrate study skills, writing, and career studies into technology scope and sequences in grades 7, 8, and 9 respectively.</li> </ol>	<ol style="list-style-type: none"> <li>Summer 2009/ongoing</li> <li>Fall 2009-Spring 2011</li> <li>Fall 2009-Spring 2011</li> <li>Summer 2009-Summer 2011</li> <li>Summer 2009-Summer 2010</li> </ol>	<ol style="list-style-type: none"> <li>Time for planning and implementation</li> <li>Time</li> <li>Time</li> <li>Time</li> <li>Time</li> </ol>	<ol style="list-style-type: none"> <li>Cur. Com. head/ Admin. team</li> <li>Teachers/ Cur. Com.</li> <li>Cur. Com head/ Admin. team</li> <li>Acc. coordinator/ Chief admin./ Bible dep't. staff</li> <li>Acc. coordinator/ Counselor</li> </ol>	<ol style="list-style-type: none"> <li>Acc. coordinator</li> <li>Acc. coordinator</li> <li>Acc. coordinator</li> <li>Acc. coordinator</li> <li>Acc. coordinator</li> </ol>
C. Refine our entrance testing system	<ol style="list-style-type: none"> <li>Develop a system for identifying EL's and tracking their progress.</li> <li>Develop testing that will help determine placement in math classes.</li> <li>Update entrance testing.</li> </ol>	<ol style="list-style-type: none"> <li>Summer 2009/ Ongoing</li> <li>Summer 2009-2010</li> <li>Summer 2010</li> </ol>	<ol style="list-style-type: none"> <li>Time; money</li> <li>Time; money</li> <li>Time; money</li> </ol>	<ol style="list-style-type: none"> <li>Cur. Com. head/ counselor</li> <li>Math dep't./ Counselor/ Chief admin./Admissions staff</li> <li>Admin. team.; counselor; admissions staff</li> </ol>	<ol style="list-style-type: none"> <li>Acc. coordinator</li> <li>Math dept./Acc. Coordinator</li> <li>Acc. Coordinator</li> </ol>
D. Make a plan to introduce AP and honors classes.	The accreditation coordinator will collect proposals from the school community, and the admin. team will make a plan that works with our budget and our staff resources.	Spring 2010-Summer 2010	Time; money	Acc. coordinator; admin. team; teachers	Acc. coordinator
E. Follow through on major plans.	<ol style="list-style-type: none"> <li>Introduce Capstone Project Assessments, one per year.</li> <li>Follow recommendations of student achievement report on the academic schoolwide goal.</li> <li>Follow through on plans for yearly schoolwide goals achievement study</li> <li>Follow through on plans for three new technology courses as well as technology skills assessments.</li> </ol>	<ol style="list-style-type: none"> <li>Fall 2009/Ongoing</li> <li>7/09-7/11</li> <li>Ongoing</li> <li>2009-2012</li> </ol>	<ol style="list-style-type: none"> <li>Time</li> <li>Time; money?</li> <li>Time; money for extra staff days</li> <li>Time; money for new equipment, training, and staff</li> </ol>	<ol style="list-style-type: none"> <li>Acc. coordinator/ Staff/Admin. team</li> <li>Teachers/ Admin./ Acc. coordinator</li> <li>Acc. coordinator/ Admin./Teachers</li> <li>Tech team/ teachers/admin.</li> </ol>	<ol style="list-style-type: none"> <li>Acc. coordinator</li> <li>Acc. coordinator</li> <li>Acc. coordinator</li> <li>Acc. coordinator</li> </ol>
F. Narrow the job description of the school counselor.	The school counselor's job description will be narrowed as far as resources will allow, possibly by means of an office aide and other staffing.	Summer 2009-Summer 2011	Money for science teachers and office help.	Chief admin./Admin. team/Counselor	Acc. coordinator/ Counselor

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## School Improvement Plan, Page 10-3

### III. Hone Our Working Partnership Between School and Community

- Our mission is to glorify God by equipping students spiritually, academically, socially, and physically.
- Schoolwide goals addressed: Competitive skills, responsible relationships, heavenly citizens, healthy living.

Strategy	Details	Timeframe	Resources	Personnel	Monitoring
A. Cultivate the new Parent Enrichment Panel.	Establish regular meetings, reliable communication systems, and effective support from parents with a liaison between chief admin. and parents as the head of the group.	2009/ongoing	Time; money?	Assistant principal (PEP director) / Chief admin.	Acc. coordinator
B. Survey new families for satisfaction with the school.	Send out a survey at the end of the first quarter to gauge the level of new family satisfaction with the school and make any necessary changes to improve the experience of new families.	Fall 2009/ongoing	Time; money for online survey system	Admin. team/ Admiss. office/ Acc. coordinator	Acc. coordinator
C. Continue developing a comprehensive training course for the board.	Continue adding to the Midway Essentials PowerPoint series to refresh veteran board members and orient new board members to the structure and function of the board, school policies and procedures, and the distinctives of a Christian education.	Summer 2009-2014	Time	Chief admin./ Acc. coordinator	Acc. coordinator
D. Make a plan for a major student outreach project.	Collect proposals from the school community and work on a plan for a student outreach.	School year '09-'10 Implementation: ongoing	Time for planning; money for implementation?	Teachers/ Admin. team/ Acc. coordinator for surveys	Acc. coordinator
E. Recruit community members as capstone project evaluation panel participants, career class speakers, etc.	By means of the Parent Enrichment Panel, school board, alumni, church staff, and recommendations from the school constituency, make use of community resources available to us for the enhancement of our academic and activities programs.	Summer 2009/ongoing	Time for planning and implementation.	Admin. team/ Cur. Com. head/ Counselor/ PEP director/ Alum. director	Acc. coordinator
F. Track alumni closely and develop an effective data collection method; create a meeting place for alumni on the Web.	Create a system that gives alumni incentive to fill out surveys; coordinate information-gathering of counselor, school office, accreditation coordinator, and alumni director and compile results; develop an effective information-gathering cycle as well as recording and reporting patterns.	Summer 2009/ongoing	Time	Counselor/ Acc. coordinator/ Office aide/ Alum. director	Counselor/ Acc. coordinator
G. Continue gathering data annually through surveys of students and parents.	Establish pattern of surveys to be given, create new surveys as needed, and increase student and parent participation in surveys.	School year '08-'09/ongoing	Time, money for online survey system (\$20 per month; \$240 per year)	Acc. coordinator/ Admiss. office/ Office aide/ Admin. team	Acc. coordinator

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