



# **CrossPointe Preparatory School Improvement Plan**

## **2020-2025**

**Draft Date: April 21, 2021**

**Final Copy Due: April 26, 2021**

### School Contact Information

|                   |   |                        |  |
|-------------------|---|------------------------|--|
| <b>School:</b>    | CrossPointe Preparatory                       | <b>Enrollment:</b>     | 88   |
| <b>Address:</b>   | Physical: 300 E. Park Ave<br>Searcy, AR 72143 | <b>Phone Number:</b>   | 501 230-6490<br>501 827-3695                                 |
| <b>Other Info</b> | P.O. Box 1112<br>Searcy, AR<br>72145          | <b>School Website:</b> | <a href="http://crosspointeprep.org">crosspointeprep.org</a> |

**Principal: Tammy Dawson**

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The vision of *CrossPointe Preparatory, Inc.* is to help parents prepare college-worthy, character witnesses of Christ for the next generation.

## Introduction

CrossPointe Preparatory is a University-Model® School located in the city of Searcy, Arkansas (population 23,000). It is the first concrete expression of this educational model in Central Arkansas. Presently, CrossPointe leases from Cloverdale Church of Christ 3000 East Park Avenue. Enrollment has hovered around 90 for the past four years. She is presently serving 45 families from ten different cities in four counties. Founded in 2009 and NAUMS certified in 2014 and recertified in 2019, CrossPointe is a unique private school that utilizes a university-type schedule with both a central classroom and a satellite classroom integrated instructional approach to produce a high level of academic achievement while enabling strong ties between parents and their children. CrossPointe employs the use of two proven elements for educational success – the professional classroom instruction of a teacher and the caring, at-home mentoring of a parent – combined into a single, unified, college-simulated program. Other proven elements of the school’s program include character education, low student/teacher ratios, hands-on-learning, a strong student work ethic, effective college-preparatory curriculum, character building student activities, and servant-minded local operation and management.

CrossPointe is committed to providing her constituents a safe, supportive learning community that empowers students to become problem-solvers, engaged citizens, and difference makers for the Lord. It is our collective resolve to create and sustain sound educational structure and practices that will ensure the success of each student. Therefore, The CrossPointe school board and Administration team have identified and authorized the development of an improvement plan. This strategic plan is a dynamic, living document. It will be utilized to guide us in decision making and is designed to elevate: instruction, curriculum, technology, and physical plant to benefit learning for all students. It will create measures for our initiatives and programs that will enable staff to monitor success and illustrate areas for improvement.

To complete our improvement plan, CrossPointe engaged the knowledge and perspective of our staff, students, administrators, parents, community members, and business leaders. As Benjamin Franklin said, “By failing to plan, you are planning to fail.” This plan will guide CrossPointe in our quest to provide the highest quality of education that our students and community expect.

The vision of *CrossPointe Preparatory, Inc.* is to help parents prepare college-worthy, character witnesses of Christ for the next generation.

## Vision Statement

The vision of *CrossPointe Preparatory, Inc.* is to help parents prepare college-worthy, character witnesses of Christ for the next generation.

## Mission Statement

CrossPointe Preparatory, Inc. exists:

- To love and glorify God,
- To foster parental involvement in the educational and spiritual discipleship of their children,
- To inculcate students with a biblical worldview,
- To educate with excellence,
- To prepare students for the rigors of a lifetime of learning,
- To train students in the articulation and defense of their faith in Christ,
- To intentionally empower and build Christian families thus laying the foundation for stronger communities, and
- To encourage the start-up of other Christian-based schools wherever parents and educators demonstrate interest.

## Shared Beliefs

1. The guiding philosophy of *CrossPointe Preparatory, Inc.* centers on the belief that God delivered the Holy Scriptures by the inspiration of His Holy Spirit.
  - a. According to fulfill prophecies contained in the scriptures and
  - b. That this wisdom is evidenced to the principalities and powers in heavenly places by the church,
  - c. Which consists of those saved to eternal salvation according to the will of God as expressed in the Scriptures ( 2 Timothy 3:16-17; Acts 2:30-31; Ephesians 3:10).
2. We believe this was done for the purpose of proving His wisdom through the sacrifice of His only begotten son, Jesus of Nazareth.
3. We further believe this Jesus is the proven Christ by His resurrection from the dead
4. *CrossPointe Preparatory, Inc.* accepts the following writings as the authoritative inerrant, and complete Word of God on all matters pertaining to life and godliness (2<sup>nd</sup> Peter 1:3):

The vision of *CrossPointe Preparatory, Inc.* is to help parents prepare college-worthy, character witnesses of Christ for the next generation.

Genesis, Exodus, Leviticus, Numbers, Deuteronomy, Joshua, Judges, Ruth, 1<sup>st</sup> and 2<sup>nd</sup> Samuel, 1<sup>st</sup> and 2<sup>nd</sup> Kings, 1<sup>st</sup> and 2<sup>nd</sup> Chronicles, Ezra, Nehemiah, Ester, Job, Psalms, Proverbs, Ecclesiastes, Song of Solomon, Isaiah, Jeremiah, Lamentations, Ezekiel, Daniel, Hosea, Joel, Amos, Obadiah, Jonah, Micah, Nahum, Habakkuk, Zephaniah, Haggai, Zechariah, Malachi, Matthew, Mark, Luke, John, Acts, Romans, 1<sup>st</sup> and 2<sup>nd</sup> Corinthians, Galatians, Ephesians, Philippians, Colossians, 1<sup>st</sup> and 2<sup>nd</sup> Thessalonians, 1<sup>st</sup> and 2<sup>nd</sup> Timothy, Titus, Philemon, Hebrews, James, 1<sup>st</sup> and 2<sup>nd</sup> Peter, 1<sup>st</sup> and 2<sup>nd</sup> and 3<sup>rd</sup> John, Jude and Revelation.

5. Finally, we believe it is the divinely appointed role of the parent to spiritually raise the children entrusted them by God.

While teachers are given the freedom to cite passages as relates to matters outside the topic of doctrine (e.g., science, mathematics, social studies, character-development, etc.), the function of CrossPointe Preparatory, Inc. in answering any questions of faith students may pose is to encourage students to search the Scriptures with their parents for answers.



The vision of *CrossPointe Preparatory, Inc.* is to help parents prepare college-worthy, character witnesses of Christ for the next generation.

|   |  |
|---|--|
| <p><b>Goal 1: Sustainability</b><br/>Provide for school sustainability by addressing the forecasted indicators that have the greatest impact in insuring CrossPointe continues to thrive in the future.</p> | <p><b>Goal 2: Governance</b><br/>Provide effective governance with detailed, clear ends statements and board development.</p>  |
| <p><b>Goal 3: Academics</b><br/>Provide for continuous improvement in student learning and acquiring knowledge and competencies needed to expand skill sets and future opportunities.</p>                   | <p><b>Goal 4: Community</b><br/>Provide opportunities to cultivate Christ honoring skills for developing and interacting with community beyond the school.</p>   |
| <p><b>Goal 5: Character Development</b><br/>Provide tools, instruction, and opportunities to grow godly character traits improving students' mental and moral character.</p>                                | <p><b>Goal 6: Future Thinking</b><br/>Provide a physical plant that supports growth, nurtures new programs that encourage innovation and entrepreneurship, and cultivates apprenticeship learning.</p> |

# Goal 1

|  |  |
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| <b>SMART Goal (1):</b><br>Sustainability | Provide for school sustainability by addressing the forecasted indicators that have the greatest impact in insuring CrossPointe continues to thrive in the future. |
|--|--|

| <b>Strategies</b> (determined by what data)   | <b>Point Person</b><br>(title/name)                           | <b>Evidence of Success</b><br>(Student Impact)  | <b>Resources</b> | <b>Personnel Involved</b>                          | <b>Timeline</b>      |
|---|---|---|------------------|--|----------------------|
| 1. Financial <ul style="list-style-type: none"> <li>• Increase enrollment</li> <li>• Find and implement a program or company to help determine financial aid need.</li> <li>• Secure attestation for 2021.22 school year and plan for one every 3 years.</li> </ul> | Administration staff/ Tammy Dawson, Jimmy Brooks, Erin Polk   | Enrollment increase by 20 students each year.<br><br>Students in need of financial aid receive financial aid.<br><br>Attestation completed. |                  | Admin staff/ Tammy Dawson, Jimmy Brooks, Erin Polk | 2021.22 school year. |
| 2. Physical plant needs <ul style="list-style-type: none"> <li>• Large indoor gym</li> <li>• Additional classroom space</li> <li>• Additional space that allows for developing our Robotics program</li> </ul>  | Administrator/ Tammy Dawson<br><br>Board Chair/ Curtis Sawrie | Space for growth secured.   |                  | Tammy Dawson and all school board members          |                      |
| 3. Accreditation  | Admin/ Tammy Dawson   | Accreditation secured   |                  | All stakeholders                                   | June 2021            |

## Goal 2

|                                       |  |
|---------------------------------------|--|
| <b>SMART Goal (2):<br/>Governance</b> | Provide effective governance with detailed, clear ends statements and board development. |
|---------------------------------------|--|

| Strategies  | Point Person<br>(title/name)   | Evidence of Success<br>(Student Impact)  | Resources  | Personnel<br>Involved | Timeline   |
|---|--|--|--|-----------------------|--|
| 1. Develop Global Ends statements to clearly articulate: <ul style="list-style-type: none"> <li>• Defining financial/tuition ends</li> <li>• Academic accountability</li> <li>• Educational direction</li> <li>• Entire health of student-spiritual, emotional, physical, educational</li> <li>• Defining the WHO of our community</li> </ul> | Board chairman/<br>Curtis Sawrie<br><br>Administrator/<br>Tammy Dawson | Detailed and articulate ends statements will describe specific changes in student knowledge, attitudes, skills and behaviors expected to occur as a result of attending CrossPointe.                               | Garver's book on Policy Governance   | Entire school board   | Focus on developing and refining ends statements one board meeting each school year for the next five years. |
| 2. Board development <ul style="list-style-type: none"> <li>• Formal training</li> <li>• Annual refresher training</li> <li>• Ensure strong induction training for new board members</li> <li>• Ensure board has a clear vision and strategy</li> </ul>   | Board Chair/<br>Curtis Sawrie<br><br>Admin/<br>Tammy Dawson            | Board development places value on continual growth and learning ensuring the protection and projection of the desired outcome for all students attending CrossPointe. Standards for student achievement are clear. | UMSI- board training<br><br>Past board training resource dvd<br><br>Garver's book on Policy Governance | Entire school board   | 2021.22 school year  |

## Goal 3

|                                      |   |
|--------------------------------------|---|
| <b>SMART Goal (3):<br/>Academics</b> | Provide for continuous improvement in student learning and acquiring knowledge and competencies needed to expand skill sets and future opportunities. |
|--------------------------------------|---|

| <b>Strategies</b><br>•  | <b>Point Person</b><br>(title/name)                          | <b>Evidence of Success</b><br>(Student Impact)  | <b>Resources</b>  | <b>Personnel Involved</b> | <b>Timeline</b>  |
|---|--|---|---|---------------------------|--|
| 1. Curriculum <ul style="list-style-type: none"> <li>• Writing or refining school wide learner goals to aid in exit and entrance expectations</li> <li>• Expand elective offerings</li> </ul>   | Admin/ Tammy Dawson  | Students will master learner goals with 70% accuracy to move to the next level of learning expectations.<br><br>Students will benefit from a variety of elective offerings design to expand their skill set.  | Arkansas standards<br><br>local community offerings<br><br>Arkansas Game and Fish | All staff                 | Begin process summer of 2021.22<br><br>New elective offerings started in 2021.22 and build from there. |
| 2. Instruction <ul style="list-style-type: none"> <li>• Savas Math training for teachers to maximize the use of available tools</li> <li>• Savas training for parents to utilize the tools available in the satellite classroom</li> <li>• IEW training for parents</li> <li>• Ways to enforce that all parents attended school provided trainings</li> <li>• Add 40 more Chromebooks to our computer lab.</li> </ul> | Program support admin/<br>Joanna Nix<br><br>IT/ Jimmy Brooks | Classroom lesson plans denote use of available tools.<br><br>Students utilize tools in satellite classroom.<br><br>Students have parental help in developing the needed writing skills to be a proficient writer.<br><br>All students have needed technology to aid learning. | Savas Math training portal<br><br>IEW training resources<br><br>N/A               | All staff                 | Teacher training July 2021<br><br>Parent training August 2021<br><br>Summer of 2021.22                 |

### Goal 3

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| <p>3. Assessment</p> <ul style="list-style-type: none"> <li>Develop exit and entrance assessments for math</li> </ul>  | <p>Program support admin/ Joanna Nix</p> | <p>Student mastery of 70% or above to move to next level.</p> <p>Students who do not master must take remediation class and master at 70% to move to next level.</p>  | <p>Savas Math resources</p>  |   | <p>Begin in summer of 2021.22</p> |
| <p>4. Personnel</p> <ul style="list-style-type: none"> <li>Department chairs</li> <li>Academic Advisor</li> <li>* Preparing for High school seminar</li> <li>* Navigation High school seminar</li> <li>* College planning seminar</li> </ul> | <p>Academic Dean/ Jimmy Brooks</p>       | <p>Department chairs will improve teachers instruction thus impact student learning.</p> <p>Students are prepared to be successful in High school because they know the learning, discipline, responsibility, and time expectations.</p> <p>Students will utilize the tools and knowledge gained to be prepared to examine the world of college opportunity that are available and accessible to them.</p> <p>No student will be limited in the college search.</p> | <p>Harding University Admissions</p> <p>Guidelines for planning and conducting workshops &amp; seminars pdf.</p> <p>Step by step: College Awareness and Planning for Families, Counselors, and communities by NACAC.</p> | <p>Jimmy Brooks</p> <p>7<sup>th</sup> - 12<sup>th</sup> students</p> <p>Parents</p> | <p>Begin 2021.22 school year</p>  |

**Goal 3 continued**

## Goal 4

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| <b>SMART Goal (4):</b><br>Community | Provide opportunities to cultivate Christ honoring skills for developing and interacting with community beyond the school. |
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|   | <b>Point Person</b><br>(title/name)                         | <b>Evidence of Success</b><br>(Student Impact)  | <b>Resources</b> | <b>Personnel Involved</b>                                  | <b>Timeline</b>  |
|---|---|---|------------------|--|--|
| 1. Christ honoring community <ul style="list-style-type: none"> <li>School mission trip to instill an awareness and practice of kingdom service</li> </ul>  | Family Ministry/<br>Tammy Dawson                            | Student participation in a school sponsored mission trip.   |                  | 9 <sup>th</sup> -12 <sup>th</sup> grade students & parents | Scheduled and canceled due to COVID.   |
| 2. Interaction with community <ul style="list-style-type: none"> <li>Develop and implement a shadow/intern program for 11th &amp; 12th grade students</li> <li>Participate and serve in more community held events: Get-Down-Downtown, Beats-N-Eats, etc.</li> <li>Have a Grandparents Day</li> </ul> | Family Ministry/<br>Tammy Dawson<br><br>Point person<br>TBA | Student participation in shadow/intern program.<br><br>School representation at community held events.<br><br>Grandparents day scheduled and held | n/a              | All students & parents & teachers                          | Build the framework of expected outcomes in 2021.22. Begin implementation on 2022.23 |
| 3. Nurturing and Caring for Students <ul style="list-style-type: none"> <li>Create an alumni association to better stay in contact with our graduates</li> </ul>  | Family Ministry/<br>Tammy Dawson<br><br>Point person<br>TBA | Alumni association created<br>Contact information for all alumni up to date.<br>Contact made with a majority of our alumni.                       | n/a              | Point person<br><br>Alumni                                 | Addresses gathered 2019<br>Update addresses 2021.                                    |

## Goal 4

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| <p>4. Add additional verbiage about eligibility requirements for participation in extra-curricular activities in appropriate handbooks</p>   | <p>Academic Dean/<br/>Jimmy Brooks</p> | <p>Handbooks contain needed verbiage</p>   | <p>n/a</p>  | <p>Jimmy Brooks and Tammy Dawson</p>    | <p>Summer 2020.21</p>   |
| <p>5. Student Health and Safety</p> <ul style="list-style-type: none"> <li>• Teachers have CPR/AED First Aid Certification</li> <li>• Secure a resource officer through the local police</li> <li>• Student ID's that can be scanned for check-in and check-out</li> </ul> | <p>Program support/<br/>Joanna Nix</p> | <p>All teachers are CPR/AED First Aid Certified thus equipped to aid students in emergency care.</p> <p>Resource officer present at school providing safety to students.</p> <p>All students have IDs and use for checking in and out of school.</p> | <p>Unity health for CPR/AED First Aid training.</p> <p>Searcy Police wrote for a grant to provide for our need.</p> <p>ID's made in house</p> | <p>All teachers</p> <p>All students</p> | <p>4 teachers certified in 2019.20<br/>Additional teachers to be certified in 2021.</p> <p>Resource officer shared with another private school funded by a grant 2020.21.</p> <p>All students and teachers have ID. 2020.21</p> |

## Goal 5

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| <b>SMART Goal (5):</b><br>Character Development | Provide tools, instruction, and opportunities to grow godly character traits improving students' mental and moral character. |
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| Strategies  | Point Person<br>(title/name) | Evidence of Success<br>(Student Impact)  | Resources                | Personnel<br>Involved   | Timeline       |
|---|------------------------------|--|--------------------------|---|----------------|
| 1. Hire for family ministry position  | Admin/ Tammy Dawson          | Students will have greater access to an individual whose only roll is family ministry.                                 | Need money in the budget | Tammy Dawson and School Board   | Year 2022-23   |
| 2. Handbook policies needed reviewing or developing. <ul style="list-style-type: none"> <li>• Missions Policy needed developed</li> <li>• Position on Parent and Student Conduct at Public Events</li> <li>• Positon/Policy on Homecoming Activities</li> </ul> | Academic Dean/ Jimmy Brooks  | Expectations will be clear to students and parents when written in handbook.   | N/A                      | Jimmy Brooks<br><br>Tammy Dawson  | Summer 2021.22 |
| 3. Biblical worldview class for 7 <sup>th</sup> & 8 <sup>th</sup> grade   | Admin/ Tammy Dawson          | 7 <sup>th</sup> and 8 <sup>th</sup> grade students are provided a class that focuses on biblical worldview.            | Summit ministries        | 7 <sup>th</sup> – 8 <sup>th</sup> students Curriculum committee teacher | 2020.19        |
| 4. Character first program for 2 <sup>nd</sup> -6 <sup>th</sup>   | Admin/ Tammy Dawson          | 2 <sup>nd</sup> -6 <sup>th</sup> grade students are provided curriculum designed to develop Godly character qualities. |                          | 2 <sup>nd</sup> -6 <sup>th</sup> students Curriculum committee teachers | 2021.22        |

## Goal 6

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| <b>SMART Goal (6):<br/>Future Thinking</b> | Provide a physical plant that supports growth, nurtures new programs that encourage innovation and entrepreneurship, and cultivates apprenticeship learning. |
|--|--|

| <b>Strategies</b> (determined by what data)  | <b>Point Person</b><br>(title/name) | <b>Evidence of Success</b><br>(Student Impact)                         | <b>Resources</b>  | <b>Personnel Involved</b>        | <b>Timeline</b>                              |
|--|-------------------------------------|--|---|----------------------------------|--|
| 1. Physical Plant <ul style="list-style-type: none"> <li>• Gymnasium/auditorium/cafeteria (fit a basket ball court)</li> <li>• 14 classrooms</li> <li>• Science Lab</li> <li>• Robotics Lab</li> <li>• Library</li> <li>• Art room</li> <li>• 4 offices</li> <li>• Teacher's workroom</li> <li>• Kitchen</li> <li>• Shop</li> <li>• Greenhouse</li> <li>• Play ground</li> </ul> | Admin/ Tammy Dawson                 | Students will be challenged to reach new and greater learning targets. | Flynco. Inc.<br>David Beggs,<br>Benjamin Beggs<br><br>Inspiring Innovation Consulting and Development – Jameel Robinson | Tammy Dawson<br><br>School Board | Investigation 2021.22<br><br>Create timeline |

## Improvement Plan Committee

| Approval of Plan                   |                 |           |      |
|------------------------------------|-----------------|-----------|------|
| Committee Position                 | Name            | Signature | Date |
| Principal                          | Tammy Dawson    |           |      |
| Assistant Principal Representative | Jimmy Brooks    |           |      |
| Teacher Representative             | Kimberly Sawrie |           |      |
| Teacher Representative             | Denise Wyatt    |           |      |
| Instructional Support              | Joanna Nix      |           |      |
| Governing Representative           | Curtis Sawrie   |           |      |
| Parent Representative              | Elisa Barden    |           |      |
|                                    |                 |           |      |

