



Prepare for Tomorrow's Transformation
Strategic Plan Update 2024

Berean Baptist Academy
518 Glensford Drive
Fayetteville, NC 28314

Berean Baptist Academy, a ministry of Berean Baptist Church, was founded in the 1975-1976 school year. The Academy's mission is to foster a Christ-centered educational environment for students from the church, local community, and global partners. This environment aims to nurture citizenship in Christ's kingdom, honoring Jesus Christ as Savior and Lord, and preparing individuals for a life of holiness. The Academy emphasizes excellence in scholarship, expecting all staff to demonstrate steward leadership for God's glory and the growth of Christ's Kingdom. Recognizing the necessity of regular evaluations and strategic planning for sustained success, BBA conducts periodic program

reviews to align with its mission.

This process involves both immediate and long-term planning, adapting to available resources and personnel as provided by God's providence.



BBA's plans align with standards set by the Association of Christian Schools International (ACSI) and the Inspire Accreditation Standards, ensuring accountability as an accredited institution.

Projects and Initiatives Already Underway

Purpose Domain Initiative

Development of Educational Leaders as Deans: Berean Baptist Academy's growing enrollment has expanded each division to sizes comparable to the entire Academy a decade ago. This growth necessitates an increase in faculty and administrative staff. To address this, instead of hiring principals for short tenures, in 2023, BBA began focusing on nurturing future



educational leaders through the creation of dean positions.

These deans will receive training in specific areas, complementing the divisional administrators. Recognizing that each educational leader excels in one or two of the three key domains of a principal

(discipline, academics, and teacher training/coaching), the deans will ensure focused attention and support in all these areas.

Teaching and Learning Initiatives

Peer Mentorship Program: Initiated in the 2023-2024 school year as a pilot program under the guidance and oversight of the Association of Christian Schools International (ACSI), this program assists new teachers in acclimating to Berean Baptist Academy's (BBA) distinctive culture, which merges military and civilian elements, conservative theology, and practical ministry approaches. It also integrates traditional educational values with project-based learning. The first year focuses on helping teachers develop an education philosophy aligned with BBA's unique environment, moving beyond standard textbook approaches and mere theoretics taught in college courses to the pragmatics of BBA's culture. The second year offers ongoing support as teachers apply their first-year insights. The overarching aim is to retain educators who deeply understand Fayetteville's community and family dynamics.

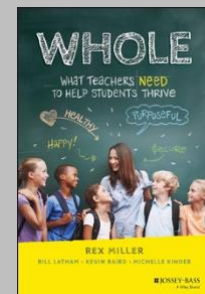
Professional Development of Faculty: Recognizing that the quality of its faculty directly impacts educational outcomes, Berean Baptist Academy (BBA) is committed to ongoing faculty development as a key investment. In the coming years, BBA aims to continue expanding on the initiatives already in place until this faculty goal is achieved:

- Advanced Degrees: Ensure that at least 80% of the faculty hold advanced degrees in their respective academic disciplines.

Well-Being Initiatives

Focus on Staff Well-Being: In line with the biblical principle that students often reflect their teachers, Berean Baptist Academy (BBA) acknowledges the importance of teacher well-being for effective education and long-term retention.

Recognizing the high stress of the teaching profession, as highlighted by Miller in his book "Whole", and the increased resignations and retirements post-COVID-19, BBA is committed to supporting its staff's



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mental and spiritual health. Our ongoing efforts include developing initiatives such as a comprehensive mental health policy, a no-emails-on-weekends rule, financial support for spiritual retreats, and investing in a health and wellness program. These measures aim to nurture a supportive and healthy work environment for our dedicated educators.

Future Projects and Initiatives with Planned Dates

BBA recognizes that the Bible presents an interesting dichotomy between planning and understanding that unless the Lord blesses our labors are in vain. Therefore, these plans are designed and presented with the understanding that they are only possible if the Lord provides and those responsible work to make it happen. Therefore, it is our prayer that items might accelerate in accomplishment and not become delayed, but we also know that some might be delayed or redirected completely as the years unfold. Keep the administration in your prayers as we work, prayer, and adjust to what the Lord brings to life and provides.

2024

Purpose Domain Initiatives

Enhanced Communication of Outcomes: Berean Baptist Academy, committed to the GRADS acronym and core values, recognizes the need for better communication about students' development in these areas. The Academy is advancing methods to effectively convey achievements, both in line with these values and academically, to the school community. These



include: A Digital Annual Review, presented as a newsletter or magazine. A Mid-Year State of the School Report, delivered through YouTube. Quarterly Reports, distributed via newsletter.

Enhanced Focus on Biblical Competence: Berean Baptist Academy is restructuring its Bible program to prioritize church attendance, integral to BBA's educational ethos. The Academy upholds that Christianity offers the essential perspective for comprehending all knowledge,

acknowledging God as the source of wisdom and understanding. Starting with the 2024-2025 school year, Junior High and High School students will be required to achieve a minimum of 60% in their annual Bible studies to continue their enrollment at the Academy. Students who fail to do to pass the course in the school year will be given the opportunity to remediate the course during the summer, and those who fail to achieve the required threshold grade will not be allowed to attend the academy the next school year. This pass to continue enrollment initiative underscores the importance of biblical knowledge in the Academy's curriculum.

Relationship Domain Initiative

Streamlining Parental Feedback Collection: Recognizing the importance of stakeholder input, Berean Baptist Academy (BBA) is committed to developing efficient channels for gathering parents' insights and concerns. The upcoming initiatives are designed to foster open communication and continuous improvement:

- Monthly Coffee Fellowships with the Superintendent: An opportunity for parents to meet the superintendent, receive updates, share ideas, and ask questions, while respecting confidentiality and contractual obligations.
- Prayer Form Implementation: A platform for parents and students to submit prayer requests, either for inclusion in a schoolwide prayer letter or for the consideration of staff and faculty alone.
- Concerns/Ideas Form: A anonymous means for parents and students to express their thoughts and concerns to the administration in a safe and non-retaliatory environment.



Fostering Strategic Partnerships for Discipleship: Aligned with its mission of discipleship through evangelism and ministry training, BBA is committed to creating ministry opportunities for students, ensuring active involvement.

- Expanded Local Ministries: BBA aims to broaden its involvement in local ministries, enabling students of all ages to serve and witness the impact of their efforts in advancing Christ's kingdom.
- Church Service Requirement: Starting in the 2024-2025 school year, students in grades 7-12 will be required to complete a minimum of 10 hours of service in a local church each semester and those hours will count toward their overall semester grade in Bible.

Teaching and Learning Initiatives

Professional Development of Faculty: Recognizing that the quality of its faculty directly impacts educational outcomes, Berean Baptist Academy (BBA) is committed to ongoing faculty development as a key investment. In the coming years, BBA aims to continue expanding on the initiatives already in place until this faculty goal is achieved:

- Professional Learning Communities: In collaboration with organizations like the Association of Supervisors and Curriculum Developers and the Association of Christian Schools International, BBA will dedicate monthly training days. These sessions will focus on reviewing educational trends, facilitating collaboration, and analyzing data for optimal student-focused decision-making.

Expertise Initiative

Continuation of Resource Security Officer Program: The COVID grant, which initially funded



the hiring of Allied Security and Officer Grady, is nearing its expiration. To maintain this essential security service, Berean Baptist Academy will need to establish a dedicated security fund. This fund will cover the annual expenses of a security officer: salary, certification fees, company contract, insurance fees, mandatory training classes, patrol vehicle, and other associated costs.

Resources Initiatives

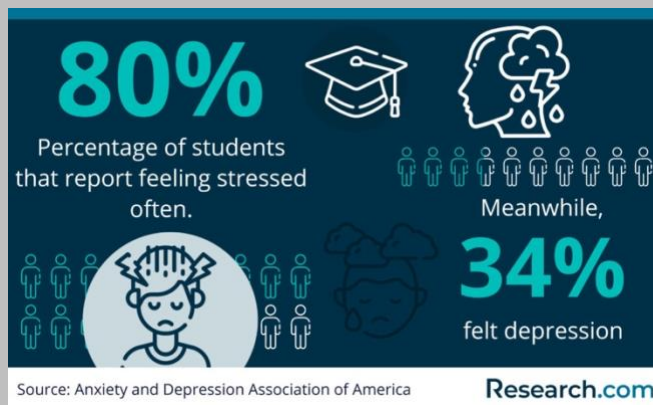
Embracing Technology in Education: Recognizing the crucial role of technology in modern education, Berean Baptist Academy (BBA) is committed to integrating advanced tools to cater to

diverse student needs. This includes students requiring additional support as well as those seeking greater academic challenges. Our strategy for enhancing educational programs includes:

- Adaptive Learning Software: BBA is actively exploring options like iReady and Pearson's MyLab Mathematics to offer tailored educational support.

Well-Being Initiative

Enhancing Student Well-Being: Berean Baptist Academy (BBA) recognizes the heightened



anxiety levels faced by the current student generation, distinct from any previous ones. In line with Christian teachings that encourage casting all cares onto Christ, BBA is dedicated to supporting students as they navigate life's pressures. To effectively care for and guide students in managing

stress, BBA plans to invest in several key areas:

- Training Student Leaders in Bible Study Leadership: Empowering students to lead and participate in Bible studies, fostering spiritual growth and community support.
- Modifying Grade Posting Practices: Revamping how grades are communicated to alleviate student anxiety associated with academic performance.

2025

Purpose Domain Initiative

Enhanced Focus on Biblical Competence: Berean Baptist Academy is revising its Bible program to emphasize church attendance more strongly, a cornerstone of BBA's educational philosophy. The Academy holds that Christianity is crucial for a true understanding of all knowledge, recognizing God as the ultimate source of wisdom. This belief underpins the Academy's approach that reverence for God is foundational. Starting in the **2025-2026** school

year, students entering Junior High and High School will be assigned to distinct Bible tracks, tailored to their initial understanding of biblical concepts. This initiative is aimed at nurturing a deeper and more personalized engagement with biblical teachings.

Relationship Domain Initiative

Fostering Strategic Partnerships for Discipleship: Aligned with its mission of discipleship through evangelism and ministry training, BBA is committed to creating ministry opportunities for students, ensuring active involvement.

- **Mission Trips:** BBA plans to offer short-term mission experiences, ranging from one day to a week, in partnership with agencies and church organizations, providing older students with practical ministry exposure in various locations.
- **Quarterly Convocation:** Utilizing the upper school gym, the school will host quarterly worship mornings led by a mix of high school students and faculty.



Enhanced Special Education Support Services: Berean Baptist Academy (BBA) is committed to expanding its support for students with mild learning challenges. To achieve this, the Academy aims to hire at least one dedicated resource teacher for each division. These professionals will work in collaboration with a Special Education Coordinator to ensure equitable and effective educational services for these students.

Resources Initiatives

Embracing Technology in Education: Recognizing the crucial role of technology in modern education, Berean Baptist Academy (BBA) is committed to integrating advanced tools to cater to diverse student needs. This includes students requiring additional support as well as those seeking greater academic challenges. Our strategy for enhancing educational programs includes:

- Enhanced STEM Labs: The Academy plans to upgrade its STEM laboratories, including the installation of dissection cameras for an improved hands-on learning experience.
- Modernizing Classrooms: BBA aims to update classrooms with state-of-the-art Smart TVs, enriching the learning environment with the latest technological advancements.

Well-Being Initiative

Enhancing Student Well-Being: Berean Baptist Academy (BBA) recognizes the heightened anxiety levels faced by the current student generation, distinct from any previous ones. In line with Christian teachings that encourage casting all cares onto Christ, BBA is dedicated to supporting students as they navigate life's pressures. To effectively care for and guide students in managing stress, BBA plans to invest in several key areas:

- Implementing Pastoral Care Service Hours: Offering spiritual guidance and support through designated hours.
- Adjusting Homework Policies: Aiming to reduce performance anxiety by restructuring homework assignments and expectations.

2026

Teaching and Learning Initiative

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- Early College Advancement Track: Building on recent efforts, BBA aims to launch a fully operational early college track by the 2026-2027 academic year. This includes an early graduation program, enabling students to earn up to 30 transferable semester hours through the Fayetteville Tech Community College High School Program. Additionally, BBA is seeking partnerships to offer more credits, potentially leading to an associate degree.

Resources Initiatives

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- Hiring a School Counselor: To provide professional guidance and support to students.

As the Lord Permits

Resource Initiative

Physical Facilities Expansion and Renovation at BBA: Berean Baptist Academy has collaborated with architects and builders to design plans for enhancing and expanding its current facilities, aiming for sustainable growth in several phases:

- Renovations: The upper school building will be upgraded with energy-efficient windows for improved sustainability at an estimated cost between \$65,000 and \$100,000.
- Field Improvements: The initial focus is on developing a practice field, as the long-term goal includes transforming the land behind the upper school into a multi-use soccer and

football competition field. This development will involve relocating the modular classrooms currently in use. The estimated cost for this phase is between \$100,000 and \$200,000.

- **New Upper Elementary School Building:** Planned adjacent to the current BBC church building, this two-story construction will



feature a cafeteria, church youth and game room, a multi-use room, science lab, elementary band room on the lower floor, and 15 classrooms on the upper floor, accommodating up to 300 students in 4th – 6th grades. The existing elementary playground will be relocated for this expansion. The

estimated cost for this phase of development is between \$7 million and \$8 million.

- **Competition Field and Multi-Use Education Facility:** The subsequent phase involves

converting the practice field into a standard competition field for soccer and football. A three-story complex is planned, with athletic facilities on the ground floor, fine arts rooms including a black box theatre and band room on the second level, and six classrooms for 150 students on the top floor. The estimated cost for this phase of development is between \$3 million and \$5 million.



- **Renovation/Rebuild of the Upper School Building:** The final stage envisages reconfiguring the existing building to include a gym, connecting it to the multi-use education facility from the previous stage of development. The renewed building will feature a 300-student capacity multipurpose lunchroom, 26 classrooms (520 student capacity), a STEM lab, and administrative offices across two floors. The estimated cost of this stage of development is between \$10 million and \$12 million.

BBA Donor Program

BBA extends heartfelt gratitude to all parents, supporters, and partners who contribute to our mission daily. Your efforts are integral to our achievements, and without your continued commitment, our future initiatives would remain mere aspirations. We encourage you to deepen your involvement by joining one of our donor groups, collectively known as our Bulldog Packs. These include:

- Bulldog Supporters (\$1 – \$499)
- Bulldog Partners (\$500 – \$999)
- Bulldog Pack Leaders (\$1,000 – \$9,999)
- Bulldog Legacy (\$10,000 – \$99,999)
- Bulldog Alpha Pack (\$100,000 or more)

Each contribution within a calendar year helps us advance our goals and moves you closer to the next pack level. We will honor all Bulldog Packs at our 50th Anniversary Celebration – Homecoming 2025. Additionally, Pack Leaders, Legacy, and Alpha Pack members will receive an exclusive invitation to a special Homecoming dinner. This event will be a grand celebration of 50 years of Christian education, alongside our esteemed alumni and faculty.

Contact a member of the administration team to learn more.

Finance: finance@bbafnc.org

Questions: questions@bbafnc.org

Donor Relations: advancement@bbafnc.org

Admissions: admissions@bbafnc.org

Alumni Relations: alumni@bbafnc.org

Public Relations: pr@bbafnc.org