

Strategic Improvement Plan 2018

Brookhaven Academy has considered and addressed the 2013 Strategic Improvement plan in combination with the 2015 Two Year Response to the SAIS. The following strategic improvement plan has been developed using the previous plans, the SAIS survey, steering committee suggestions, vision committee suggestions, administration suggestions, and the Brookhaven Academy Board of Trustee suggestions.

- I. **Safety:** In order for our mission to educate our students through filtering the mission statement, safety must be current and efficient in all areas. Brookhaven Academy has a desire to increase the safety of the physical plan, increase training, and employ key personnel to make the campus safer. Safety is an important and critical point of consideration for Brookhaven Academy's goals. Many steps have been made to ensure the physical safety of our students by having certified and qualified personnel employed, an organized crisis management plan, structured schedules, teacher duty assignments, visitor procedures, parent pick-up and sign out procedures, safety gating, and locked door procedures. Our staff is informed of all safety procedures and is involved with drills and meetings to affirm knowledge of how to handle circumstances of emergency with confidence.
 - A. Brookhaven Academy has a vision to increase safety in the elementary building by installing solid wood doors equipped with emergency locking hardware to prevent intruders from breaking into a classroom and adding safety apparatuses to the existing high school doors. The school has planned to gain funding through a donation project headed by the Office of Development. The school will know we achieved this goal when all doors and apparatuses have been installed and are functioning properly.
 - B. Brookhaven Academy has a vision to increase the amount of cameras located on campus. Cameras strategically located around campus would provide maximum viewing capacity of hard to see areas. We currently have cameras located in the high school building halls. The school has several sources to install the cameras and funding would be controlled through the Office of Development. The school will know we achieved this goal when additional cameras are added throughout the campus.
 - C. Brookhaven Academy has a vision to install high grade lighting around the entire campus to provide a safe nighttime atmosphere. The school currently has lighting on all athletic playing fields and lighting in the front parking lot. Funding for a lighting project will come from the Office of Development. We will know we have this goal achieved when adequate lighting is installed in the back parking lot, playground area, and additional lighting is placed in the front parking lot.
 - D. Brookhaven Academy has a vision to hire personnel that will help with security and personal safety. Currently, the local sheriff's department directs morning traffic and makes daily visits around the campus. Also, the school secretaries, teachers, and administrators help students with accidents, sicknesses, and other student needs. The school's budget can

be designed to enhance the list of employees with the addition of a full-time security guard and a school nurse. The school will know they have obtained this goal when contracts for such personnel are drafted for specific employees.

II. Academics: Brookhaven Academy provides a Christian-based, college preparatory curriculum that enriches students with fine arts, clubs, and co-curriculars. With the high demand for increased scores on the ACT, BA has decided to design curriculum changes that will assist with the skills needed to score in the 25+ range on the ACT. The school also recognizes the need to enhance our fine arts department while filtering them through the mission statement.

- A. Brookhaven Academy has a vision to track ACT Aspire results as a student progress monitoring tool. BA currently tracks Renaissance Star and Math scores in grades K-8. A plan for ACT Aspire student progress monitoring will be developed by the Head of School and implemented by testing coordinators so that administration and teachers can assess curriculum changes that are needed year-to-year. The school will know they have achieved this goal when average ACT scores are 25+.
- B. The Brookhaven Academy Fine Arts Program has a vision to enhance its stage for optimal performance capabilities. Currently the music department handles all drama and play productions, and jazz handles dance recitals on the stage. The stage is equipped with over-head lighting and portable speakers with a sound board. A new curtain was purchased to aid in drama production. A lighting board with remote operating options and permanent speakers will benefit efforts to maximize production. Funding for the project will be gotten from individual donors overseen by the Development Office. The school will know they have achieved this goal when production of plays and recitals run remotely.

III. Extra-Curricular/Activities: Brookhaven Academy's sports program has been successful throughout the years with many state championships including: archery, baseball, basketball, football, and tennis. Being a part of a team is encouraged at Brookhaven Academy because it helps establish friendships, responsibility, and overall Christian character. The athletic department would benefit from hiring secondary teachers that can also take on coaching responsibilities as new positions open. The athletic program will also continue to honor the family unit by scheduling games in a manner that allows for open weekends throughout a particular season. Along with honoring the family unit, Brookhaven Academy Clubs will build upon Christian character by establishing a mission project each year.

- A. The Brookhaven Academy athletic department has a vision to employ supporting staff for all sporting events. Brookhaven Academy currently employs coaches that

are qualified for each sport they coach, and they would benefit from having supporting coaching staff that are employed at the school. As positions in the secondary school become available, Brookhaven Academy will try to hire personnel that can also coach some sort of sport. The school will know they have achieved this goal when the coaching staffs of various teams are no longer in need of support staff.

- B. Brookhaven Academy has a vision to honor the family unit by scheduling athletic events in a way that will provide family weekend and holiday time. The athletic director currently works with scheduling athletic events for the BA calendar. The school will schedule athletic events in a way that will allow families to enjoy time together on some weekends during the year. The school will do this by designating certain weekends to this effort, and sporting events will not be scheduled during this time. The school will know they have achieved this goal when athletic rosters have free Saturdays scheduled during their athletic season.
- C. Brookhaven Academy clubs have a vision to include a mission project, either local or distant, into their club goals. Currently, some BA clubs provide an opportunity to mission in the form of community service hours. Community service hours are required at BA for the National Honor Society, the Mississippi Scholars Program, the Junior Mississippi Scholars Program, and high school graduation. Clubs will provide a named mission project to carry out BA's mission statement. The school will know they have achieved this goal when each club reports the success of their project and these projects are recognized for the school and community to see.

IV. Technology: Brookhaven Academy provides the use of iPads from two iPad carts housed on campus, computers are in each classroom, and two computer labs are on campus. The school needs more Wi-Fi capability and up-to-date bandwidth. The use of mobile teaching devices will assist teachers in being more versatile while teaching. The school would also benefit from the addition of a large digital bulletin board to communicate dates, events, and school announcements.

- A. Wi-Fi capability and up-to-date bandwidth will be assessed yearly and added to the school's service as needed so that students can utilize technology. The school will use budgeted money to purchase and pay for the services needed to install such resources. The school will know they have achieved this goal when students are able to access wireless service anywhere on campus with non-interrupted service.
- B. K5-12th grade classrooms are equipped with an interactive white board. The purchase of Mobis, which are mobile interactive boards, will give teachers versatility in the way they present lessons and lectures. The school will be able to purchase these learning tools through independent

donations through the Office of Development. The school will know they have achieved this goal when teachers are seen using the Mobi devices during instruction.

- C. The current marquis billboard at the entrance of the school provides limited space and access for quick informative messages to students and patrons. The purchase of a digital board would allow large amounts of information to be displayed with ease and efficiency. The school will be able to purchase this digital board with funds from the PTL or Office of Development fund raising. The school will know they have achieved this goal when the digital billboard is placed on campus with messages streaming across the screen.

V. Public Relations: Brookhaven Academy has an inviting Christian atmosphere that is seen by everyone that enters the campus. Unfortunately, BA is located in the middle of four county schools and a city school that provide a free public education. The public school systems see Brookhaven Academy as a threat that takes quality students from their campuses. This persona is difficult for BA to overcome at times. The education provided at Brookhaven Academy is unique and seeks unique individuals to be a part of their mission.

- A. Brookhaven Academy has a vision for surrounding schools in its community to look at them as a positive and unique entity and not a threat with negativity. The school plans to treat others with respect and Christian love outside the school campus. Helping in the community with missions and giving back whenever an opportunity arises. These things are not done to boast accomplishments, but to genuinely live out Brookhaven Academy's mission statement. The school will know they have achieved this goal when class size reaches a maximum at every grade.

VI. Building and Grounds: Brookhaven Academy's campus is equipped with amenities for most academic and extra-curricular activity. The school has maintenance staffing, annual renovations, and periodic checks of the grounds and facilities. Brookhaven Academy plans to stay current with renovating the science lab, resurfacing the asphalt around the school, adding additional parking, and establishing a common key locking system for all doors on campus.

- A. Brookhaven Academy has a vision to renovate and add space to the science lab. Currently, the science lab has a division wall creating separate spaces within the lab. The school will remove the dividing wall in the lab with funding from the Office of Development or by placing renovations into the yearly budget. The school will know they have achieved this goal when a spacious lab is used by students.
- B. The Brookhaven Academy drive and parking lots are asphalted, but need re-surfacing due to everyday traffic and age. The school has assessed the issue with a local asphalt distributor and installer for suggestions. A complete overlay of the asphalt with repainting of lines is recommended. Therefore, BA has a vision to re-surface and re-paint all asphalted areas on

campus. The school will use private donations headed by the Office of Development to complete the goal. The school will know they have achieved this goal when all parking lots have been overlaid with asphalt and lines are painted visibly.

- C. Brookhaven Academy has a vision to add additional parking to its campus for ease and accessibility to its students and patrons. The school currently has several areas to park around campus, but needs additional space for high volumes of attendees to athletic events, large assemblies, and special attendance days. The school plans to use land in front of the campus to the fence-line as a space for additional parking. The new parking area will be paved and have appropriate lighting for safety. The space will be aesthetic and enhance the school's grounds. Funding for this project will come from fundraising led by the Office of Development. The school will know they have achieved this goal when parking need issues are resolved.

- D. Brookhaven Academy has a vision to create a common key locking system for all classroom doors on campus. This type of system would eliminate the need for large rings of keys and create a simplistic system with 3-4 keys for all doors on campus. This will aid in accessibility and quick entrance for all faculty and staff. The school has started the initiative of a common key system by installing all exterior doors of the elementary and preschool with a common core key and lock apparatuses. The same apparatuses have been installed in exterior high school building doors. The school will continue this initiative by matching the elementary and high school classrooms with their exterior door key. This will be funded by adding the cost to the annual budget. The school will know they have achieved this goal when all doors can be operated with a common key.