



**SWRC**

Southwest Region Conference of Seventh-day Adventists

Education Action Plan  
2012-2015

# SOUTHWEST REGION CONFERENCE EDUCATION ACTION PLAN 2012 - 2015

## **Introduction**

Southwest Region Conference is the home of three of the top ten largest cities in the United States (Houston, San Antonio, Dallas), and six of the top twenty. The Southwest Region Conference represents a unit of church congregations in the states of Arkansas, Louisiana, New Mexico, Oklahoma, and Texas.

Adventist Education is identified as one of five major areas voted in the Strategic Plan for the Conference for 2011-2015. At the beginning of 2012, Elder Samuel Green, SWRC President, formed an Education Task Force to explore the current challenges facing the Conference relative to education and to bring him recommendations on how to meet them. These individuals were asked to serve on the task force:

- Paul Blocker, Attorney
- Kenn Dixon, SWRC Communication Director
- Beverly Ford, Principal
- James Ford, Former SWRC Education Superintendent
- Mary Green, Teacher
- Terrell McCoy, SWRC Executive Secretary & Chairperson
- Shakuntala Ramsarran, SWRC Education Superintendent
- Carrie Singleton, Attorney
- Tunisha Wilkins, School Lead Teacher

This document was produced using survey results gathered from the following:

- Teachers/Principals - #14
- Pastors - #41
- Parents - #38
- Others - #3

This document is designed to steadily increase the enrollment of our schools with students from SWRC homes.

## **Strategic Goal (from strategic plan)**

*Promoting Holistic Education (Mental, Physical, Social and spiritual health, intellectual growth and service)*

## **Purpose (from Education Dept)**

*To facilitate the education of our children for eternity.*

## **Vision (from Education Dept)**

*To provide quality education to empower all students to experience learning success and to become life-long learners and contributing members of our community.*

## **Mission (from Education Dept)**

*To rise above the ordinary by developing education which can transform lives and communities. Inspired by our faith in Christ and together with our parents, churches and communities, we aim for each student to reach their full potential in body, mind, heart and spirit.*

The education strategic action plan has identified the following goals:

## **Goals**

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**Goal 1- Spiritual Vitality: Promote a vibrant, personal relationship with Christ for all of our students**

<b>Initiative</b>	<b>Strategies</b>	<b>Responsibility</b>	<b>Outcomes/Assessment</b>
1.1 Emphasize and Maintain a Strong Spiritual School Environment	A. Create a local core group of prayer warriors to specifically pray for their local church school.	Principal	SWRC schools, staff, and students are bathed in prayer on a daily basis beginning March 2013.
	B. Create a conference group of prayer warriors that specifically pray for our church schools.	Conference Prayer Coordinator	
	C. Encourage teachers to pray with their students individually at least once each semester.	Principal	
	D. Encourage teachers to call out the names of their students in prayer on a daily basis.	Principal	
	E. Encourage teachers to make at least one home visit to each student per year and pray with the family.	Education Superintendent	Each student's home is visited at least once during the school year by their teacher and prayer is offered in the home beginning with the 2013-14 school year.
	F. Earmark funds for school evangelism from the conference.	Ministerial Director	Students are given an opportunity to be an active participant in an evangelistic series at least once each school year beginning with the 2013-14 school year.
	G. Integrate faith and learning across the curriculum.	Education Superintendent	Our students decide to become disciples of Christ and grow stronger in their faith beginning August 2014.

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**Goal 2 – Pastoral/Conference Administrative Support: Strengthen leadership support for Adventist Education**

<b>Initiative</b>	<b>Strategies</b>	<b>Responsibility</b>	<b>Outcomes/Assessment</b>
2.1 Increase Pastoral Support	A. Attend school functions (programs, events, Week of Prayers, etc.) and encourages school board members and other local departmental leaders to also attend these functions.	Local Pastor	Pastor models a leader that is actively and enthusiastically supportive of the local church school beginning 2013.
	B. Promote Adventist Education from the pulpit at least once a month.	Local Pastor	
	C. Ensure that the local church has an active and informed Education Secretary.	Local Pastor	
	D. Encourage the school board and the constituency to recognize the teachers and administrators as educational leaders in the district.	Local Pastor	
	E. Educate congregations on the eternal values of Christian education.	Local Pastor	
	F. Involve the church in the financial operation of the school.	Local Pastor	
	G. Conduct annual recruitment activities i. Establish an annual timeline/calendar to conduct recruitment for the school ii. Form recruitment teams (include school board members, teachers, etc.) and visit prospective students iii. Develop reporting mechanism to conference on school's recruitment efforts	Local Pastor  School Board Chair  School Board Chair	The enrollment of the local church school increases by 3% annually with students from Adventist homes beginning with the 2013-14 school year.
	H. Encourage the local church to start a school where there is no local church school in the area or support the church school of our sister conference.	President	
	I. Develop reporting mechanism for pastors	Executive Secretary	A mechanism is in place to monitor the support of pastors for Adventist education beginning 3/1/2013.

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**Goal 2 – Pastoral/Conference Administrative Support: Strengthen leadership support for Adventist Education**

<b>Initiative</b>	<b>Strategies</b>		<b>Outcomes/Assessment</b>
2.2 Increase Conference Administration Support	A. Promote unity among local leadership i. Define the roles of the Pastor and the Principal as it pertains to school/church. ii. In-service the school board on their functions and responsibilities. iii. Develop a strategic plan for the school iv. Ensure that the Pastor and the Principal are in sync with the vision plan for the school	Education Superintendent  Education Supt.  School Board Chair Education Superintendent	Pastors, principals, and local school boards have clear guidelines as to their roles in the operation of the local school and are united in the implementing the strategic plan for the school beginning May 2013.
	B. Vet incoming pastors to ensure they are strong supporters of Adventist Christian Education. Relocate/remove pastors who do not strongly support their local church school.	President	All new pastoral employees are strong supporters of Adventist education beginning January 1, 2013.
	C. Encourage all pastors/school board members to support their local church school by sending their children to their local church school	President	Each pastor with school age children attends an Adventist school beginning 1/1/13 unless granted permission by the conference administration.
	D. Conduct an annual performance review of pastoral support	President	Pastoral support for Adventist education is a part of the pastor's yearly performance appraisal beginning 3/1/13.
	E. Survey teachers/school boards/pastors annually to identify progress, concerns, and additional support needed.	Education Superintendent	Annually, teachers/school boards/pastors are surveyed to see how the conference can give better support to them beginning 1/1/14.
	F. Emphasize Adventist education at all workers' meetings, camp meetings, town hall meetings, youth federations/congresses, church visits, etc. Education Superintendent will visit churches to discuss Christian Education annually.	President/Education Superintendent	Adventist education is kept before the membership at major conference wide events beginning 1/1/13.

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**Goal 3 – Educational Excellence: Demonstrate academic excellence in teaching and learning**

<b>Initiative</b>	<b>Strategies</b>	<b>Responsibility</b>	<b>Outcomes/Assessment</b>
3.1 Strengthen Curriculum	A. Develop well-rounded extra-curriculum activities that include fine arts, sports, etc.	Education Superintendent	Students have a choice of participating in an extracurricular activity beginning 9-1-13
	B. Develop a fine arts program conference wide.		
	C. Upgrade technology equipment.	School Board	School board assesses technology needs of their school and develops a plan to obtain new technology by 9-1-13
	D. Pursue grants to upgrade IT in schools.	Education Superintendent	
	E. Create a virtual classroom with other SWRC schools or colleges to supplement instruction.	Education Superintendent	Local church schools have access to virtual classes beginning 9-1-14
	F. Recruit volunteers to provide after school care, tutor, make copies, supervise lunch, etc.	Local Principal	Volunteer assistance is given at least once a week for each teacher beginning 9-1-13
	G. Create partnership w/parents to work with their children during the school year and the summertime.	Local Principal	Maintain or increase fall test scores in comparison with the spring test scores for returning students.
	H. Administer an entrance test to all incoming students before officially accepting them as students.	Local Principal	A baseline is established for each new incoming student beginning August 2013.
	I. Highlight academic strengths/weaknesses of SWRC schools annually and develop a plan to address weaknesses.	Education Superintendent	A plan is in place to strengthen identified academic weaknesses of each school by 7-1-13
3.2 Develop a Nurturing Staff	A. Identify and develop teachers who need to enhance their nurturing skills.	Education Superintendent	Identified teachers are placed on a Nurturing Improvement Plan developed by the Educational Superintendent by 9-1-13.
	B. Conduct a workshop on how to model the Master Teacher.	Education Superintendent	Workshop is presented to teachers on modeling the Master teacher by 11-1-13.

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<b>Initiative</b>	<b>Strategies</b>	<b>Responsibility</b>	<b>Outcomes/Assessment</b>
3.3 Develop and Maintain a Competent Staff	A. Recruit competent, prayerful, committed teachers.	Education Superintendent	Teachers adhere consistently to the job description/expectations and exceptional performances are recognized publicly beginning 9-1-13.
	B. Recognize teachers for exceptional performance.		
	C. Hold teachers accountable to adhere consistently to their job description and expectations.		
	D. Encourage teachers to take advantage of the financial assistance that is available via the union for professional growth.	Education Superintendent	Teachers have denominational certification. 85% by 8-1-13 90% by 8-1-14 100% by 8-1-15
	E. Require all teachers to obtain and maintain denomination certification. Place teachers with deficiencies on a professional growth plan.	Education Superintendent	
	F. Provide training for teachers to manage students with handicaps in these areas - ADHD/ADD/OCD/OD .	Education Superintendent	Teachers receive in-service on teaching students with mild to moderate ADHD, etc. by 11-1-13
	G. Assign mentors to new principals/teachers.	Education Superintendent	1 <sup>st</sup> year teachers/principals are assigned a mentor to help guide them for three years by 9-1-13.
	H. Encourage teachers to be a member of a professional organization.	Education Superintendent	Teachers have joined a professional organization. 10% by 1-1-14 20% by 1-1-15 30% by 1-1-16
	I. Create a networking forum for teachers.	Education Superintendent	An internet based forum is in place by 10-1-13 for teachers to share/solicit ideas from others.
	J. Train teachers to integrate white boards and other technological resources in the learning environment.	Education Superintendent	Teachers know how to use a white board and made aware of other new technological resources available by 4-1-13.



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**Goal 4: Facilities Improvement: Upgrade educational facilities**

<b>Initiative</b>	<b>Strategies</b>	<b>Responsibility</b>	<b>Outcomes/Assessment</b>
4.1 Develop and Implement a Five year Strategic Facility Plan	A. Develop a model church school facility (interior/exterior) in accordance to state/NAD requirements.	Education Superintendent	Each school board chair has a copy of the Model Church school facility by 5-1-13.  Improvements needed are noted and an action plan is developed and implemented to address deficiencies by 8-1-14.
	B. Evaluate church school facility in comparison to the model church school facility.	School Board Chair	
	C. Develop an action plan to transform the local church school facility to align with the model church school facility.	School Board Chair	
	D. Implement local church school facility action plan.	School Board Chair	
4.2 Devise Facility Improvement Financial Plan	A. Develop a budget to implement the local church school facility action plan	School Board Treasurer	A budget is developed and finances are acquired to begin implementation of the local church school facility improvement plan by 1-1-14.
	B. Obtain a definite financial commitment from the conference to assist with the implementation of the local church school action plan	School Board Treasurer	
	C. Obtain a definite financial commitment from the local church to assist with the implementation of the local church school action plan	Local Pastor	

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**Goal 4: Facilities Improvement: Upgrade educational facilities**

<b>Initiative</b>	<b>Strategies</b>	<b>Responsibility</b>	<b>Outcomes/Assessment</b>
4.3 Develop and Implement a Routine Maintenance Plan	A. Ensure that the Church/school operating budget provides for regular maintenance for the school	Local Pastor/School Treasurer	There is a line item on each school budget for routine maintenance by 3-1-13.
	B. Develop and implement a school self-inspection routine maintenance/safety checklist	Education Supt/ Principal	Monthly inspections are conducted to highlight maintenance/safety concerns by 4-1-13.
	C. Organize a team to ensure that all the necessary repairs, painting, etc. are accomplished during the summer.	School Board Chair	A team is in place by May 1 <sup>st</sup> of each year to implement needed repairs and maintenance/spruce up items during the summer months beginning 5-1-13.
	D. Conduct a thorough annual maintenance/spruce up during summer	School Board Chair	
	E. Ensure that an annual school inspection is conducted by the superintendent followed by a report to the K-12 board.	Education Superintendent	Education Superintendent conducts an annual inspection of each school facility and submits a report to the K-12 board each spring meeting beginning 1-1-14.

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**Goal 5 – SWRC Education Brand: Promote a positive image of Adventist Education**

<b>Initiative</b>	<b>Strategies</b>	<b>Responsibility</b>	<b>Outcomes/Assessment</b>
5.1 Market Adventist Education at Local Church /School level	A. Keep the school before the congregation and community. i. Conduct monthly Education Spotlight. (recognize students, parents, teachers, members, Pastors, and churches who support Christian education.) ii. Visit sister churches using special days and events to promote the school.	Education Secretary, Pastor, Home and School Leader  Local Principal, Teachers	Increased awareness about Adventist Education in the churches. Stronger relationship among church school and constituent churches.
	B. Create an attractive and professional brochure to advertise the school and its program.	Communications	Professionally produced brochures are available to the constituent by May 2013.
	C. Ensure that principals and teachers attend their local church at least two Sabbaths per month.	Education Superintendent	Stronger and improved relationship between faculty and church.
	D. Ensure that the school's website is attractive and professional and has updated information (such as admission, staff, curriculum, school calendar, policies, etc.)	School webmaster	More visible and accessible web based information can be viewed on the school's web page by May 2013.

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<b>Initiative</b>	<b>Strategies</b>	<b>Responsibility</b>	<b>Outcomes/Assessment</b>
5.2 Market Adventist Education at Conference Level	A. Develop and publish a quarterly Education newsletter which will include highlights of teachers/students achievements and unique of strengths of our schools	Communications, Education Superintendent	Stronger and improved awareness about Adventist Education in churches by May 2013 3% increase in enrollment in conference schools by August 2013.
	B. Utilize all avenues of communication to advertise and market Adventist Education (social, video, audio, testimonies, events, Internet, Facebook, Twitter, etc.).	Communications/ Media Director	
	C. Create a link from the conference website to the local church school's webpage.	Communications/ Media Director	
	D. Participate in community events	Principal	
	E. Evaluate marketing effectiveness on an annual basis.	Education Superintendent	
	F. Sponsor a professional marketing seminar for our schools	Communication, Education Superintendent	
	G. Incorporate marketing line in the school budget.	School board	
	H. Share results of Cognitive Genesis Study with parents and church members	Education Superintendent	Changed perception about faculty ability.
	I. Share with our congregations the academic credentials of our teachers		
	J. Share Grade Level Key Learning Elements and curriculum guides on conference/school website and include a link to this information in school brochures		
	K. Prepare a side-by-side comparison of the state vs. NAD curriculum and share via website		

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**Goal 6 – Resource Development: Provide sufficient financial resources to support all aspects of our schools**

<b>Initiative</b>	<b>Strategies</b>	<b>Responsibility</b>	<b>Outcomes/Assessment</b>
6.1 Utilize Local Church Resources	A. Incorporate into the budget funding for scholarship	Church Treasurer	A self-sustaining student scholarship assistance plan is established by January 2014  Increased financial support for local church school and tuition assistance.
	B. Encourage members to “Adopt a Student” (assist with tuition)	Local Pastor	
	C. Encourage members to donate regularly to the local church school		
	D. Develop alumni relationships as a source of additional funding.	Home and School Leader	
	E. Conduct fundraising events/activities		
	F. Encourage churches with no school to become a constituent member of the local church school and provide financial support	President	
6.2 Utilize Conference Resources	A. Develop “Adopt a School” program where churches with no schools can help churches with schools	Conference Secretary	Improved constituent relationship
	B. Create a work study program – i.e. Literature evangelism for senior academy students	Academy Chair	Internships and job opportunities increase by at least 3%.
	C. Utilize conference grant writer to generate funds for schools	Conference Treasurer	Increased funding to assist schools by July 2013
	D. Investigate obtaining a 501(c) 3 status for each individual church school for fund raising purposes	Conference Treasurer	Clear steps are presented to each school on how to obtain a 501 (c) 3 status by May 2013

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**Goal 7 – Academic Expansion: Establish a K-12 Academy**

<b>Initiative</b>	<b>Strategies</b>	<b>Responsibility</b>	<b>Outcomes/Assessment</b>
7.1 Develop a Financial Plan	A. Establish a realistic budget for a senior academy	Education Superintendent	A realistic budget is in place by May 2013
	B. Set up funding to support this project <ul style="list-style-type: none"> <li>i. Utilize NAD capital reversion fund</li> <li>ii. Raise funds via Conference wide events/activities</li> <li>iii. Develop a Senior Academy endowment fund</li> <li>iv. Establish constituent relationships</li> </ul>	Conference Treasurer President  Education Superintendent President	Funding for K-12 academy has been identified and secured by January 1, 2014.
7.2 Select Site	A. Form a site selection committee <ul style="list-style-type: none"> <li>i. Determine the site requirements needed for a senior academy                             <ul style="list-style-type: none"> <li>a. Physical specs for building/land</li> <li>b. Financial support of constituent churches</li> <li>c. Potential student population</li> <li>d. Conduct demographic studies of potential sites                                     <ul style="list-style-type: none"> <li>1. Locate/evaluate potential sites</li> <li>2. Recommend to the K-12 Education Board the site for the first academy and how to transition to senior academy</li> </ul> </li> </ul> </li> </ul>	President  Site Selection Committee “ “ “ “ “	Approved list is available by October 2013 and a recommendation is presented to the K-12 Board and Conference Executive Committee by 12-31-13.
	B. Purchase the recommended site if needed	Executive Committee	