

excellence / academics / opportunity



# OKANAGAN ADVENTIST ACADEMY

Preschool to Grade 12

2007-2008

Small class sizes with academic excellence / Service opportunities  
Technology / Mission trips / Outdoor pursuits / Sports programs  
Christ centered environment / Music / Fine arts  
Caring teachers / Friendships for a lifetime



# Okanagan Adventist Academy Strategic Plan

## “Welcome to Our Family”

We believe our youth are the hope of tomorrow  
and we see their dynamic relationship with Christ to be our top priority.

### Message from the Principal

How do you market Adventist education to a post-modern generation? This is a generation who is not loyal to an institution but values freedom of choice and places relationships above doctrines and dogma. Unlike previous generations, OKAA faces real competition in the market place: Public schools, other Christian schools, Distance Learning using the internet, and home school. It is increasingly more and more difficult to keep the number of students sufficient to balance the expenses required to run a full program. But we must. OKAA still believes in Adventist Education. There will never come a time when character development and service for others becomes outdated. There will never come a time when our Adventist message is irrelevant. Staying true to our purpose and without sacrificing the principles of Christian education we must keep up with the times and provide education that trains our students to carry the message in relevant ways to a spiritually starved world. I believe the strategic plan outlined in this brochure has this goal in mind and therefore has a Divine mark upon it.

Principal Don Straub

### Academics / Character / Service / Opportunity

#### Advantages of OKAA

- Evangelism Training Center
- Spiritual Development Program
- Health and Outdoor Education Plan
- Outreach and Community Service Programs
- Small class size with academic excellence
- Technology – Audio/Video, Web media, Computer graphics
- Opportunity—real life application of learned skills (churches, community, service projects)



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### Strategic Planning Outline – 3 Year Plan

#### Spiritual

- Our graduates will fully understand the offer of grace that is freely given through the sacrifice of Jesus Christ. Each student will be given an opportunity to accept this free gift. We see their personal testimony as the most effective outreach tool whereby others may come to Christ. We encourage this growth by providing training and opportunities for each student to share their testimony.
- Spiritual Development program / Chaplaincy program.
  - o Build chaplaincy program funding into annual budget.
  - o Complete yearly calendar of events for active outreach and needs based community service.
  - o Ensure there is training and opportunity for students to develop and share their personal testimony and understand their role in evangelism and their purpose in God’s plan.
  - o Encourage students to be active in their local churches.
  - o Track outreach opportunities and churches and schools visited.
  - o Study and integrate methods of measuring the spirituality and commitment level of our students and incorporate signage in Staff room—for charting/displaying progress.
    - Student numbers and targets.
    - Spiritual commitment—number of students undecided/interested/fully committed.
    - Number of baptisms and/or Statements of Faith.

#### Mental / Academic

- Incorporate Evangelism/Witnessing training in curriculum.
- Provide opportunities to use their academic and technical skills gained for real world community or church projects.
- Initiate a Leadership training program
- Standardize outlines for every class, including class schedule, assignments, grading systems, and post on interactive website.
- Add additional time into curriculum to improve provincial exam scores—targeting 80%.
- Add preschool and home schooling support program.
- Add ESL teacher at 15 international students.
- Hire learning assistant. Part time at 175 students and full time at 225 students.
- Add leading edge computer classes into curriculum:
  - o Evangelism training / Speech class
  - o Digital photography
  - o Audio/Video production / Recording studio
  - o Computer Graphics and Web Design
  - o Leadership Training
- Future Classes
  - o Business
  - o Home decorating
  - o Anatomy and Physiology
  - o Debate team/class.
  - o Home building and maintenance
  - o Auto mechanics/vehicle maintenance



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## “Welcome to Our Family”

### Social / Physical

- Recognize relationships as the key to life success and ensure teachers model servant leadership and healthy communication with parents and students.
- Give students the tools to handle conflict and heal broken relationships.
- Conflict resolution training workshop or class.
- Encourage lifestyles of modesty and temperance and promote wellness and good health practices, through school policies.
- Daily exercise programs for all grades.
- Lifestyle Training, CHIP program (or similar) run by students?
- Food options at school/snacks and hot lunch should reflect balance and healthy eating.
- New Outdoor programs
  - o Outdoor pursuits, Canoeing (Bowron Lakes), Eco-challenge, etc.
  - o Outdoor first aid,
  - o Camping and Hiking clubs or trips.
  - o Biking club and activities.
  - o Environmental education programs.
- Continue to build FCA sports programs. Add games and/or tournaments with Valley Christian schools as per NAD recommendation.

### The Staff, Management, and Board

- All staff and board members should model Servant leadership and all committees should operate with clarity and transparency.
- Revise Constitution and Board Governance model, promoting greater accountability to achieve stated goals while allowing freedoms to operate inside predetermined boundaries without inviting micromanagement.
- Schedule Staff and Board retreat for early September—with team building exercises, brainstorming, praying, and planning.
- Customer service training for staff:
  - a. Enhance interpersonal skills.
  - b. Training on dealing with parents and difficult situations.
  - c. Keeping a positive attitude while working in challenging non-profit environments.
  - d. Marketing yourself and your school.
- Enhanced professionalism—through the demeanor and dress of teachers and staff.



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## “Welcome to Our Family”

### The Parents, the Constituent Churches, and the Community

- Seminar for parents at beginning of year to encourage good study habits and set expectations for a successful school year.
- Have a Communication plan and schedule from school and teachers to parents. Monitor communication to insure participation from all teachers.
- Pre-planned dates for progress reports—to be reviewed by administration prior to being sent home and/or posted on website. Mandatory parent/teacher conferences to encourage parent participation in the success of their children’s education and to improve communication and support for the school.
- Increase Home & School visibility and review its purpose and best use as an aid to the teachers and the school program.
- Ensure all new parents understand parent participation component of OKAA.
- Communicate to our churches that our youth should be our churches highest priority.
- Intentional programming that supports local churches by providing students, resources, and programs
- Have programs in place for community felt needs. Track and monitor frequency and effectiveness.
- Improve planning prior to beginning of school year that allows projects and class outcomes to benefit local churches and community needs.
- Divide up the churches in the valley between teachers or classes. I.e. The grade 3 and 10 classes could pick 1-2 churches and develop a plan to visit, support, and provide programming for these churches several times during the school year. This could rotate yearly.
- Add a volunteer community needs director/coordinator to work with chaplain.
- Continue to promote and build the Adopt a student/prayer patch/adopt a senior/ etc to build bridges.

### The Facilities and Property and Financial Management

- We recognize the role of Christian education as a mission opportunity and will encourage the enrollment of non-SDA and non-Christian students who understand and accept the purpose of Christian education and who are open to, or interested in, pursuing a relationship with Jesus Christ.
- Marketing Plan (Immediate)
  - Recommend name change to be more inclusive of community students
  - Update all graphics and stationary
  - Complete marketing calendar with advertising and internal/external marketing programs.
  - Complete and use new school website
- Build enrollment through active marketing and recruiting to increase facility usage and efficiency.
  - 150 students by 2007/2008, 175 students for 2008/2009, 200 students for 2009/2010.
- Hire a marketing/development director at 175 students.
- Add maintenance staff as allowed in budget at predetermined enrollment levels.
- Initiate a Christian preschool to supplement the kindergarten program.
- Increase enrollment thru:
  - Community students through referral and direct advertising of our program and values.
  - Regional SDA students—have bussing/transportation plan.
  - Foreign students—international student recruitment rep on staff.
  - Follow completed marketing plan.
- Our facility promoted for and used for community/outreach activities such as:
  - Volleyball / Floor hockey / Spin classes / Financial seminars—budgeting / Computer training
- Complete planning on use or sale of reserve land.
- Complete implementation of a principle protected Endowment Fund that builds the respect and trust our donor community.
- Complete Annual Funding Plan that communicates the Facilities Upgrade Plan and the annual needs for Student, Chaplaincy, and ongoing project costs.



# Okanagan Adventist Academy Projects and Upgrades

## 3 year plan

Project	Reason	Cost
<b>Immediate Needs</b>		
Replacement of Computer Lab--(hardware/software and room upgrade)	Current computers far outdated.	\$55,000
Replace Current Playground	Does not pass church or Govt. safety inspections	\$35,000
Paint-school exterior repair and repaint	Facility maintenance and school promotion	\$20,000
Landscape	School promotion	\$2,000
Preschool--initial costs for fencing/equipment/supplies/facility	Initial set up costs to start program	\$16,000
Storage for tractor--required for fire inspection	Required for fire inspection	\$2,000
Heating and A/C--as per maint. List	Energy savings and completion of project	\$2,000
General repair	Facility maintenance	\$10,000
Balance on building project	Finish paying for initial renovation to school front	\$21,000
Balance on Chaplain--2006/2007	Balance of funding for current year.	\$7,000
	<b>Immediate Needs</b>	<b>\$170,000</b>
<b>Year 1 -- 2007/2008 (Next School Year)</b>		
Chaplain	Funding Chaplaincy program for next year	\$58,000
Sewer hook-up fees	Required by City of Kelowna	\$28,000
	<b>Next school year</b>	<b>\$86,000</b>
<b>Year 2 -- 2008/2009</b>		
Classroom upgrades--6 rooms	Worn out carpet, poor lighting, general improvements	\$56,400
School Bus	North Okanagan student enrollment	\$20,000
Teachers & office computers \$1500 x 8	Outdated computers in classrooms	\$12,000
Chaplain (1/2 to be funded by conference)	Continue chaplaincy program	\$30,000
	<b>2008/2009</b>	<b>\$118,400</b>
<b>Year 3 -- 2009/2010</b>		
Classroom upgrades--6 rooms	Continuation of classroom upgrades	\$56,400
Teachers & office computers \$1500 x 8	Continuation of classroom computer upgrades	\$12,000
Chaplain 1/2 funded by conference	Continue chaplaincy program	\$32,000
Energy efficient windows	Energy savings over long term	??
	<b>2009/2010</b>	<b>\$100,400</b>
	<b>Total for 3 years</b>	<b>\$474,800</b>

Note 2: (Classroom upgrades are divided over years 2 and 3 and are included in budget above.)

Classroom upgrades- x 12 rooms	
Repair and paint -- \$1500 per room	\$18,000
Carpet \$1000 per room	\$12,000
Upgrade lights \$750 per room	\$9,000
Cabinets & shelving \$2500 per room	\$30,000
Furniture--teacher desks and chairs \$1000 per room	\$12,000
Interior Doors--inset = \$1200 per door x 14 doors	\$16,800
Exterior Doors--replacement 15 x \$1,000	\$15,000
	<b>\$112,800</b>



# Okanagan Adventist Academy Strategic Plan

## “Welcome to Our Family”

**Yes!** I want to help Okanagan Adventist Academy shape lives for eternity.

Please direct my gift towards:

- Chaplain Program
  - Worthy Student (Student Aid) Sponsor a student (Avg. \$260/month)
  - Technology / Computers
  - Facility / Building renewal
  - Registered Endowment Fund (Principle protected)
- Please add me to your e-mail news list \_\_\_\_\_(E-mail address)

\$25    \$50    \$100    \$500    \$1000    I prefer to give \$\_\_\_\_\_

My cheque, payable to Okanagan Adventist Academy is enclosed

Please bill my:  Visa  MasterCard   Card# \_\_\_\_\_/\_\_\_\_\_/\_\_\_\_\_/\_\_\_\_\_   Expiry Date \_\_\_/\_\_\_

\_\_\_\_\_  
Name on card

\_\_\_\_\_  
Cardholder's Signature (Required for validation)

I would like to make my gift:  Monthly    Quarterly    Semi-annually

Installments of: \$\_\_\_\_\_, for a total gift of \$\_\_\_\_\_ through

Post-Dated Cheques (Cheques enclosed)    Credit Card (information above)

(Pre-authorized payments are processed on the 15th of each month. Monthly gifts are receipted at year end.)





## OUR PHILOSOPHY

We believe:

That each student is of infinite worth and deserving of respect regardless of gender, ethnic origin, socio-economic level, intelligence or physical appearance.

In education that encourages principled decision making skills and critical thinking.

That true education prepares students for a life of service to their fellow men.

In a restorative process of behavior change that maintains self-worth.

That no student should be subject to any form of bullying or intimidation.

In promoting healthful living and a lifestyle completely free from alcohol, tobacco, or any form of illicit drug use.