



Round Rock Christian Academy

Continuous School Improvement Plan

Round Rock Christian Academy is committed to cultivating a Christ-centered academic environment that nurtures excellence, character, and spiritual growth. As part of our ongoing dedication to educational advancement, this Continuous School Improvement Plan (CSIP) serves as a strategic framework to guide our efforts in enhancing student outcomes, strengthening instructional practices, and fostering a culture of collaboration. Grounded in our mission to partner with families in developing students who are academically prepared and spiritually grounded, this plan reflects our belief that improvement is not a destination but a journey.

Through data-informed decision-making, stakeholder engagement, and a focus on student development, RRCA will prioritize key areas. By setting measurable goals and regularly assessing progress, we aim to ensure that every student is equipped to thrive—academically, socially, and spiritually—in an ever-changing world. This plan is not only a roadmap for growth but a reflection of our unwavering commitment to excellence in Christian education and the development of difference makers for His Kingdom.

Action Plan #1 - Student Development

Ensure success of the 21st century learner by providing relevant programs aimed at developing the whole child.

Action Steps	Timeline	Person(s) Responsible	Status
1. Hire an academic advisor and/or college guidance counselor and an LPC to help students with emotional needs. (Consultant, PT, FT)	August 2021-2022	Administration	Positions were added for a part time Academic Advisor and a part time Counselor in the fall of 2020. The Counselor is a LPC. Although we hired a part-time Academic Advisor, with COVID we have not been able to add all of the responsibilities that we desire. 2022- Counseling services increased to 30 hours per week. 2023 – Academic Advisor transition to a Full-Time position.
2. Review and Rewrite Expected Student Outcomes	August 2019 - 2020	Administration, Faculty and Staff	Expected Student Outcomes were rewritten in August 2019 with input from the entire faculty and staff. Submitted to the Board in September of 2019. 2022 – Teacher Reviewed and Adjusted 2023 – Added to Curriculum Trak for Lesson and Unit planning
3. Provide opportunities for secondary students to tutor and support at risk students.	Ongoing	Secondary Principal	The NHS began a program in 2018-2019 to provide tutoring for Secondary Students on a weekly basis. Looking at expanding to Elementary age students. Due to COVID this program has been difficult to continue to implement in the 20-21 school year. Members of the National Honor Society are available to tutor students on a weekly basis.
4. Expand dual-credit, and advanced course offerings.	Ongoing	Secondary Principal	AP World History added in 2017-2019 and AP Biology were added in 2018-2019. Digital Design and Computer Science added in 2018-2019. Our AP Biology Teacher resigned in Late July and we were not able to hire a qualified teacher in time for the new school year. Plans to add AP Physics in the 2021-2022 school assuming we can hire qualified science teacher to take over some of the other subject areas.

			2021 Added English 1301 and 1302 with our staff member teaching the course. 2021-Engineering Course through the University of Texas, where students can gain college credit after they complete the course. 2022- Hired an AP Biology Teacher to begin classes again. 2023 - Added Environmental Science Course 2023 – Engineering II Added through the University of Texas
5. Continue to improve the quality and access to technology in the classroom for both teachers and students.	Ongoing	Administration	1 – 1 Chromebooks for High School implemented in 2017. 2 full Chromebook Carts for MS Students and all Elementary Classroom have Chromebook Stations. Teachers were trained in 2017-2018 and 2018-2019 to be able to use the Google for Education Platform in their classrooms. Due to COVID, we transitioned to 1-1 Chromebooks in K – 12th for the 2020-2021 School Year to help with virtual learning. 2022– Secondary Students carry Chromebooks take possession of their chromebooks. Elementary Students leave Chromebooks in the classroom. 2023 – Added Yondr pouches for Secondary Students
6. Acquire and train teachers on the technology necessary to implement virtual learning. Although Virtual Learning is no longer necessary, we continue to add Technology to assist the teachers in the classroom.	Ongoing	Administration	In the fall of 2020, teachers were trained on Canvas, my Viewboard and Zoom to be able to enhance their virtual teaching. However, we realize that we must continue to improve our school to maximize our impact while teaching in person and virtually. 2021-2022 – Continued training on Canvas. Teachers were trained on Nearpod and Gizmos. 2025 – Teachers trained in Trek AI, Khanmigo, and Trove
7. Write a plan to ensure that the philosophy, mission, vision, core values and schoolwide expected student outcome statements are systematically reviewed.	August 2019	Administration	Although we have reviewed each of these items regularly, we need to have a written plan in place. 2019 School Board Training which included a review of the Mission and Vision Statement 2022 Indepth Faculty Review of Expected Students Outcomes Expected Student Outcomes reviewed with Teachers at Inservice

			2025-2026 Conducted a workshop with the staff on our Mission and Vision. There was a recommendation to tweak them. After the board reviews a committee will be established. The Board is currently going through Strategic Planning.
8. Evaluate the effectiveness of which we are preparing students academically and spiritually in the fast-changing culture.	Ongoing	Administration and Faculty	It is becoming apparent that we must focus on new ways to reach our students spiritually and academically in a culture that is changing rapidly. We need to evaluate all of our strategies to ensure that we meet the needs of our students. 2022 – Discipleship classes have become more intense in addressing cultural concerns. Bible Curriculum changed in 11th and 12th grade to Understanding the Culture by Summit Ministries. 2023 – Discipleship Classes were added to the Middle School grades. Students use Habitudes curriculum; however, cultural concerns are addressed as needed. 2023 High School classes added an in-depth study of a specific book of the Bible as part of their Bible Classes Summer of 2025 – Took 13 teachers to the Rooted Conference to help ensure that the faculty was on the same page with what we needed to teach our students regarding culture. 2025- Purchase ACSI Spiritual Formation Survey

Action Plan #2 – Facility Long Range Planning

Establish a timeline to address current facility concerns and allow for future growth to enhance the school program.

Action Steps	Timeline	Person(s) Responsible	Status
1. Study the feasibility of expanding current facilities	May 2015	Board and Head of School	A feasibility study was performed to see if the school could expand their facilities onto the property adjacent to the current property. The School purchased the property in December 2016 and we currently building a 52,000 sf educational facility. Estimated completion in April 2020. August -2020 Education Building Completed March 2024 - Athletic Facility Completed January 2024 – Looking into potential of purchasing land adjacent to our current property September 2025 – Issued a letter of intent to the property owners as a proposal for purchase
2. Establish a joint committee to work with Central staff to optimize current property, facilities and resources	October 2014	Board and Head of School	In 2018, the School Board determined that the most cost-effective approach would be for the school would be to purchase the adjacent property and build a new educational facility. Property purchased in 2018. 2020-2024 – School facilities completed 2024 – The school leases CBC’s Worship Center for chapel services and programs.
3. Study the feasibility of acquiring use of the abandoned baseball field on Chisholm road.	August 2021	Athletic Director and Head of School	Owner’s rep reached out to gage interest. Currently investigating flood plain and requirements. 2023 -2024 - Property purchased by a broker. This is no longer an option.
4. Study the feasibility of adding additional practice fields on the property adjacent to practice football field.	August 2021 - 2022	Athletic Director	We are currently waiting for city approval for the temporary irrigation necessary for construction to be removed in order to maximize the use of the current property. 2022 -A long jump pit, discus ring and shot putt ring were added. 2024 – A high jump pad was added

			2025 – Letter of Intent submitted on property adjacent to the church
5. Secure Funding and Build and Gymnasium and Cafeteria	August 2022	Board and Head of School	Graphic Renderings Completed October of 2021. Fundraising for Gym began in November of 2021. 2022- Gym/Cafeteria construction to begin in Fall 2024 – Athletic Facility Completed Summer 2024 – Completion of 2 additional classrooms on Building B
6. Secure Funding and Build a Chapel/Performing Arts Center	August 2025	Board and Head of School	Future Planning 2024-2025 The current campus site plans are not adequate in providing the space required for Chapels or Fine Art Performances. January 2024 – Looking into potential of purchasing land adjacent to our current property

Action Plan #3 – Positive School Culture

Strengthen and enhance the Christ-centered school culture to promote unity among all stakeholders and a focus on their personal relationship with Christ.

Action Steps	Timeline	Person(s) Responsible	Status
1. Establish a system of student advocacy and provide training for faculty, and coaches to ensure that students are mentored with a biblical worldview and provided with positive role models.	Ongoing training, August 2017 MS Discipleship Groups August 2021	Athletic Director and Grade Level Principals	Discipleship Groups were implemented in 2017, in which 9 th -12 th grade students were group by gender and across grade levels to provide them with a safe adult mentor and confidant. We recognize the need to expand our discipleship groups to the Middle School Grade Levels. 2022 – Middle School Discipleship Groups were added.
2. Promote family fellowship times both school wide and within grade levels to provide an enriching and positive school culture	Ongoing	Grade Level Principals	We promote our sporting events in order to create a positive school climate. Annually, Crusaderfest is held in the fall to help families to connect in a fun environment. Due to COVID Family Events have been downsized or postponed. 2022 – Crusaderfest was added back to the school calendar in the fall of each year. Spring 2024 – With the completion of the athletic facility, all school pep rallies were added

			All School Chapels such as Veteran's Day, Christmas and Easter provide the opportunity for parents to participate
3. Provide meaningful times of fellowship to revitalize employee commitment to the school culture	ongoing	Grade Level Principals	While this has been difficult given the current pandemic, we were able to add activities in 2018 and 2019 to work towards this goal. Teachers were treated to an escape room and lunch out as well as an all-staff Christmas Party. 2022 – Annual Department Christmas Parties are held 2024-2025 – The school provided teachers with gift cards to go out to lunch with their colleagues during one of our professional development days.
4. Continue to improve the quality and depth of chapel to provide meaningful spiritual encounters	ongoing	Chapel Coordinator and Grade Level Principals	In 2018, Ben Schettler from Ask or Think ministries provided training for our 6th – 12th grade students. In 2019, the High School Students went to a two day Together Conference in Dallas. Secondary Chapel has focused on speakers providing their testimonies and how they are able to share their faith in the workplace. For the current year, all chapels have been virtual. In December of 2020, we held a walk through Bethlehem since we were not able to have our traditional all school chapel. 2023-2024 – High School and Middle School chapel times were separated so that topics are more relevant for the age group. 2024 – Teacher Testimonies are given during Secondary Chapel time.
5. Be more intentional with the Service Projects per grade level or grade division to ensure that we are providing meaningful opportunities that are appropriate for each grade level	August 2021	Grade Level Principals, Teachers and Club Sponsors	Currently compiling a list of the last 5 years of service opportunities to see what areas needs to be enhanced. 2024 – 2025 - Service Project in conjunction with Veterans Day for the Military Each MS grade level served in the community – TBCH, WILCO Regional Park

			2024-2025 RRCA is partnering with LifeStone Discipleship Ministries for a school-wide book drive to support four LifeStone Learning Centers in Uganda, Africa. 3rd grade played Bingo with residents at the local Nursing Home 2023 Secondary Student began an Annual Food Drive 2025-2026 – An intentional approach was implemented to ensure that all secondary grade levels are serving in the community throughout the year. Discipleship groups distributed flyers to houses in Round Rock West in preparation for “Love the Rock” a city wide service day.
6. Continue to provide opportunities for our school families to provide input and feedback.	Ongoing	Administration	While the school gives many opportunities for our Constituents and Stakeholders to provide feedback regarding the leadership and direction of the school, the administration feels that this is an area that could be improved upon. Fall 2025 – Added a new family survey to gain information from our families and we are implementing the Flourishing Schools Instrument again this year. Annual New Family Breakfast gives the new families the opportunity to ask questions and provide feedback.

Action Plan #4 – Community Visibility

Enhance the school's visibility and reputation in the community and improve our external messaging to consistently communicate the importance of RRCA to the community at large

Action Steps	Timeline	Person(s) Responsible	Status
1. Reach out to community groups to provide opportunities for RRCA students and families to serve the greater Round Rock community.	Ongoing	Faculty and Activity Sponsors	FCA, Student Council, Service Club and various organizations have taken the opportunity to serve locally at the RR Serving Center, TBCH to help meet their needs as well as local communities affected by flooding. For the Past 2 years we have participated in Coats for Kids and Operation Christmas Child. 2021 -This year our families were able to bless Parkwood Meadows, the Senior Living Center adjacent to the school. 3rd Grade played Bingo with a local nursing home. Annual Food drive for the Round Rock serving Center. 2024- 2025 – NHS members served at the AGAPE Women's Clinic Banquet Served Texas Baptist Children's Home with cottage yard work and helped Wilco Regional Park in laying mulch. 2nd Grade made cards for Assisted Living Facility Each MS grade level served in the community – TBCH, WILCO Regional Park 6th grade art went to a nursing home and led them through a Christmas craft Dance and Cheer Team serve a local family for a Christmas Service Project 2025-2026 - This is the 3rd year that the NHS members served as hosts at the AGAPE Women's Clinic annual banquet.
2. Seek opportunities for school fine art groups to display their talents.	Ongoing	Fine Arts Faculty	Annually our Art students host an art show in which their artwork is on display. Students participated in the chalk walk

			as well as our choir performing in Salado, the Capitol and local nursing homes. They have also been invited to sing the National Anthem for the RR Express games. 2021-2022 2022-2023 Art Students participated in the Round Rock chalk walk in 2022 and we will do it again this year. Dance Performed at an Austin Spurs Game 2023-2024 2024-2025 – An RRCA student entered a” I Voted” Art Competition, and her design was selected for the I Voted sticker for Williamson County. High Call Choir performed at the Georgetown Stroll (Christmas event) and sang the National Anthem at the Round Rock Express games. They visited a nursing home in November and participated in an Honor Choir concert at a local church. Elementary Art class created cards for service workers in the community and create 100 cards for the elderly who are blessed to celebrate their 100th birthday.
3. Continue to promote the school through various means of media.	Ongoing	Administration	Constantly seeking opportunities for RRCA to serve in the community and place ads in the community impact publication. Additionally, we try to promote the accomplishments of our students and alumni on social media During Construction, created videos as the Athletic Facility progressed. 2022 – We place ads in the Community Impact to keep our name in the community; however, it has not been necessary to attract students. 2023-2024 Hired a part time Media Coordinator who oversees all social media, Ads and school branding.

Action Plan # 5 - Professional Learning

Offer a variety of whole group and individualized Professional Learning opportunities to strengthen instruction and student achievement.

Action Steps	Timeline	Person(s) Responsible	Status
1. Continue to enhance individualized professional development offerings for instructional growth	Ongoing	Administration	We regularly seek input from our teachers to offer PD that will augment the effectiveness of our teachers in the classroom. See Professional Development Offerings
2. Facilitate faculty training on interpretation of data to enhance individual students Learning.	Ongoing	Administration	With the exception of the Spring 2020 administration, teachers evaluate our Standardized Scores, to look at the areas per grade level that we need to enhance. Department or Grade Level Goals as established to address specific concepts.
3. Ensure that Staff members know and understand rules surrounding copywritten materials.	Completed	Human Resources/Administration	Teachers have been given the information surrounding copywritten materials however, they do not feel confident in what they are allowed to do when teaching virtually.
4. Provide training for the faculty in instructional strategies and activities that focus on student engagement, the achievement of knowledge and skills, biblical wisdom and understanding and higher order thinking skills.	2021- 2022	Grade Level Principals	See Professional Development Offerings

Action Plan #6 – Academic Goals

RRCA will use varied instructional practices in the classroom and student data to guide achievement towards school stated academic goals.

Action Steps	Timeline	Person(s) Responsible	Status
1. The graduating classes of RRCA will continue to attain a 90% matriculation into post- secondary education including two-year institutions, four year institutions as well as vocational/technical schools.	Ongoing	Administration	See Annual School Profiles
2. RRCA will increase the SAT entrance scores for each graduating class to fall within the Top 25% of national scores	Ongoing	Administration	See Annual School Profiles
3. Increase yearly achievement test scores for RRCA students, grades K -11, in reading, math and language to fall within the top 20% of the Nation	Ongoing	Administration	Scores consistently meet the CAPE published guidelines for the top 15% in the nation in Reading and Math, however, this is a standard that we want to maintain from year to year.

Action Plan #7 Extracurricular Enhancements

RRCA will use varied resources to enhance and expand current Extracurricular programs to further challenge students.

Action Steps	Timeline	Person(s) Responsible	Status
1. Offer additional sports opportunities for students who do not compete in the basic team sports	Ongoing	Athletic Director	Dance was added in 2018 Students are consistently competing in Swim, Tennis and Golf 2023 Bowling Team Added
2. Provide support to coaching staff in the form of written coaching manuals that offer sport-specific coaching strategies and guidelines	Feb. 2014 – May, 2017	Athletic Director	
3. Increase stipends for coaches to attract and retain quality individuals who have the expertise to build upon winning traditions in place	2019-2020, ongoing	Head of School and Athletic Director	Stipend increases: 2020-2021: increase to HS assistant coaches 2022-2023: increase across the board for high school and junior high/middle school coaches 2024-2025: increase to junior high volleyball, junior high basketball (girls & boys), and junior high baseball/softball coaches
4. Offer students in 1 st -8 th grades the opportunity to compete in PSIA and ACSI events.	Completed	Grade Level Principals	Due to the pandemic, RRCA did not participate in PSIA events in the 2019-2020 school year. ACSI events have been limited in the current year however, we are still participating as much as we can. 2021-2022 Students began participating again in PSIA events annually and the ACSI Speech and Math Competitions. Annual Participation continues
5. Continue to offer additional after school clubs for students to enhance their educational experience.	Ongoing	Administration	In addition to National Honor Society, National Art Honor Society and National Spanish Honor Society, the following clubs have been added

			in the last few years however, when student leaders graduate there is not always a student to take their place to continue the club or activities. The following clubs have been created in the past few years. Photography, Book, Chess, Service Club, Robotics, Writers Club, Yell Cru and Revival Club.