



FBA

First Baptist Academy

Continuous School Improvement Plan 2025-2026

Educating Students for Time and Eternity by presenting God's truth in all areas of education and character development.

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First Baptist Academy Mission Statement

FBA Mission: Educate students for time and eternity by presenting God's truth in all areas of education and character development.

FBA Vision: Teach the **Way**, Train in **Truth**, and Live the **Life**. John 14:6

FBA Philosophy: Kingdom Education with a Biblical Worldview

FBA Goal: Honor/Glorify God

FBA's Mission, Vision, Philosophy, and Goal distinguishes the school from other college preparatory schools with Jesus's heart to disciple in all we do, balancing 4 areas of academic excellence through His Word. Gal 3:24; Heb 4:12-14

First Baptist Academy (FBA) is a ministry of First Baptist Church (FBC) of Universal City. It is a nonprofit school and admits qualified students without regard to race, color, sex, national or ethnic origin. The Academy's function and wellbeing is the responsibility of the Administrator with the support of the FBC School Committee. The Administrator is called by the church to serve on the Pastoral Staff as head of school. Each person on the School Committee is also a member of First Baptist Church. Each has his/her own talents and qualifications in education, business, administration, etc., and life experiences. It is with prayerful guidance and diligent work that these people make the major policies upon which the Academy is based.

Continuous Review Process

1. The CSIP review process consists of a calendar with scheduled events annually to elicit input from various stakeholders. During these events, the CSIP is presented, an open forum is allowed for questions and suggestions for additional strategies to improve existing goals and to suggest possible goals for the future. The current forums are scheduled annually for this purpose: Fall In-service for faculty, Breakfast with the Administrator in January, and a survey taken during Parent Conferences in March. The CSIP is also published on the school website, which contains an area to send comments or suggestions to the school.
2. The administration meets annually in June to review suggestions for the revision of the plan, to address the fiscal, personnel, resources and time implications for each new action item, and to evaluate the effectiveness of the current plan.
3. The revised CSIP, along with a report of its effectiveness, are published annually on the school website prior to the start of the new school year.

Goal 1: Engage and empower a digital learning environment and culture of innovation that promotes data-informed instruction while meeting the needs of all learners.

*School Progress Code: NA (not addressed yet); IP (still in progress); C (completed); O (ongoing)

Strategies	Measures/Evaluation	Responsibility	Time Line	Resources	Progress
Research and implement the safest way to use technology in the classroom and administrative setting.	<ul style="list-style-type: none"> Implemented flipped classrooms in some of the upper school math and science classes. Allowed students to bring their own devices under monitored situations. 	<ul style="list-style-type: none"> Google System Administrator Head Administrator Administration 	Fall 2016	Personal devices \$0	C
Continue research on Google Classroom and Google Chromebooks training for teachers and students.	<ul style="list-style-type: none"> Sent 3 teachers to a technology conference to learn the process of implementing Google Classroom within the school. 	<ul style="list-style-type: none"> Google System Administrator Head Administrator 	Fall 2017	TCEA conference \$300 each (paid from Title 2 funds)	C
Continue Google transfer	<ul style="list-style-type: none"> Completed transfer from Microsoft Office to GMail suites. Started a one-to-one plan with new Google Chromebooks issued to each 9th grader. Institute the use of GoGuardian to offer safe parameters while browsing the web. 	<ul style="list-style-type: none"> Google System Administrator Head Administrator 	Fall 2018	Chromebooks \$350 each GoGuardian program \$15 per student annually	C
Utilize Google programs and	<ul style="list-style-type: none"> Sent 5 teachers to a technology conference to learn the process 	<ul style="list-style-type: none"> Google System Administrator 	Winter 2019	TCEA conference \$339 each (Title 2)	C

products for staff and students	<ul style="list-style-type: none"> of implementing Google Classroom within the school. Each student in high school receives a Chromebook to aide in the teaching, learning, and carrying out of curriculum. 6-8th grade students may check out Chromebooks to aide in teaching, learning, and carrying out of curriculum. 	<ul style="list-style-type: none"> Head Administrator 		funds) Chromebooks \$400	
Training with G-Suites to all of the teachers in Kinder-12 th grade	<ul style="list-style-type: none"> Provide training in Google products for all faculty Google classrooms utilized when COVID hit and the school had to go virtual for two months. 	<ul style="list-style-type: none"> Google System Administrator Head Administrator 	Fall 2019	Google classroom \$0	Ongoing
Complete Technology Plan and Report	<ul style="list-style-type: none"> Compiled all data including FBA Mission Statement, Purpose, Professional development, Technology goals, Acceptable Use Policies, Technology Inventory and Refresh schedules into one handbook 	<ul style="list-style-type: none"> Google System Administrator Head Administrator Curriculum Coordinator 	Fall 2021	Technology Plan and Report \$0	C
Communication to Constituents: The technology plan is available on the website.					
Expected School-wide Student Outcomes Addressed: All student outcomes are included.					

Goal 2: Instruct, assess, and report academic and non-academic school-wide Expected Student Outcomes.

*School Progress Code: NA (not addressed yet); IP (still in progress); C (completed); O (ongoing)

Strategies	Measures/Evaluation	Responsibility	Time Line	Resources	Progress
Evaluate and revise existing Expected Student Outcomes (ESOs)	<ul style="list-style-type: none"> Combine and re-organize existing ESOs 	<ul style="list-style-type: none"> Head administrator Curriculum Coord. Representatives from various stakeholders 	2019	ESOs \$0	C
Present and assess revised ESOs	<ul style="list-style-type: none"> Present in faculty meeting the revised ESOs Administer a survey with faculty to determine the perceived degree of effectiveness currently in each outcome Provide a full day of presentation and activities to introduce ESOs to middle and high school students 	<ul style="list-style-type: none"> Administration Faculty lead (Pittman) 	2020	Presentation tools ESO survey ESO activities \$0	C
Instruct, assess, and report ESOs	<ul style="list-style-type: none"> Assign 1-3 outcomes to each faculty member to focus on Design and introduce a report document for each teacher Faculty members complete and submit a report document each year for each assigned outcome 	<ul style="list-style-type: none"> Administration Faculty 	Fall 2021	ESOs Teacher report doc \$0	C
Determine and report school-wide	<ul style="list-style-type: none"> Create a rubric to grade effectiveness for each outcome 	<ul style="list-style-type: none"> Curriculum Coord. Faculty (Pittman) 	Spring 2024	Data from various sources on	O

effectiveness for each outcome	<ul style="list-style-type: none"> • Create a school report card for effectiveness in ESOs • Compile data from teacher reports, survey results, competition results, academic averages, testing for dual credit admissions, service projects, computer literacy, President's Physical Fitness awards, faculty hires, program development, standardized test results, etc. • Assemble a team of various stakeholders to study available data and generate a grade, using the rubric • Average the scores to generate a school-wide grade • Publish the annual report card on the school website and present to the school committee • 	<ul style="list-style-type: none"> • Administration • Representative from student body, parents, school committee, faculty, administration • Website manager 	Spring 2025	academic and non-academic student achievement \$0	
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Communication to Constituents: School-wide ESO Report Card is available on the website.

Expected School-wide Student Outcomes Addressed: All student outcomes are included.

Goal 3: Improve student performance in the discipline of mathematics.

*School Progress Code: NA (not addressed yet); IP (still in progress); C (completed); O (ongoing)

Strategies	Measures/Evaluation	Responsibility	Time Line	Resources	Progress
Create 2 tracks for middle and high school mathematics	<ul style="list-style-type: none"> Successfully integrate students from 2 grade levels into the same course of instruction 	<ul style="list-style-type: none"> Head administrator Administration Math teachers 	Fall 2019	Upper School schedule \$0	C
Increase competency in math facts in elementary students	<ul style="list-style-type: none"> Train in and integrate Kickin' It Math Facts program Students proceed through sequential testing to earn belts 	<ul style="list-style-type: none"> Administration Elementary teachers 	Fall 2019	Kickin' It Math Facts program Supplies for classes \$100	C
Train teachers in instructing mathematics	<ul style="list-style-type: none"> Send teachers to Add+VantageMR (AVMR) program for math recovery Begin testing students to establish benchmarks 	<ul style="list-style-type: none"> Head Administrator Math faculty 	Spring 2021	AVMR program \$450 per teacher per course	C
Utilize effective curriculum for math instruction in elementary grades	<ul style="list-style-type: none"> Selected new math curriculum (Eureka Math Texas Edition) for elementary and implemented it in grades Kindergarten-5th grade 	<ul style="list-style-type: none"> Administration Elementary teachers 	Fall 2023	Samples of elementary math textbooks To replace current: \$4,000 for Teachers; \$25 per student annually (similar to existing)	C

				annual)	
Research possibility of a math intervention program	<ul style="list-style-type: none"> Created a math intervention to our current Flight (umbrella for struggling students in the area of reading and math) program 	<ul style="list-style-type: none"> Administration Curriculum Coordinator Intervention specialist 	Fall 2023 Fall 2024 Fall 2025 Spring 2026	Math intervention curriculum \$120 per student annually	O
Research the need for Math tutoring	<ul style="list-style-type: none"> Created a position for a math intervention specialist. Sent Math Intervention Specialist to AVMR Math Specialist 1 Training to be able to train all math teachers in math intervention. Sending a teacher to Math Specialist 2 training course in the area of math. Hosted AVMR 1 and 2 to other campuses out of district 	<ul style="list-style-type: none"> Math Specialist Math Teachers K5-1st Grade 		Designated staff \$5,000 annually for ½ time. Math AVMR teacher trainer cost is \$1800 AVMR Teacher Training Course Part 1 is \$2,000.00 paid with Title II funds Spring 2025 AVMR Teacher Training Course Part 2 is \$2,000.00 paid with Title II funds Fall 2025 AVMR 1 and 2 training kits \$434.50 per kit per teacher each time training is offered.	O

				Each teacher in K5-5 th grade that teaches math, will go through AVMR training.	
Communication to Constituents: Sent letters to parents/guardians outlining updates on math programs. Posted in newsletters. Posted on website.					
Expected School-wide Student Outcomes Addressed: Discerning thinker indicators.					

Goal 4: Move school records to a remote database.

*School Progress Code: NA (not addressed yet); IP (still in progress); C (completed); O (ongoing)

Strategies	Measures/Evaluation	Responsibility	Time Line	Resources	Progress
Research cloud storage companies	<ul style="list-style-type: none"> Research and select third party cloud storage company 	<ul style="list-style-type: none"> Head Administrator Administrative staff IT Staff 	Fall 2021	Internet search \$0	C
Back up records continuously to cloud storage	<ul style="list-style-type: none"> All student and financial records automatically backed up to remote database in Praxi 	<ul style="list-style-type: none"> Head Administrator Administrative staff 	Spring 2024	Remote database \$20.00/month for 20 terabytes for cloud storage	O
Purchase and utilize cloud storage, determining which historic data to include and old deteriorating servers	<ul style="list-style-type: none"> Move files to remote database 	<ul style="list-style-type: none"> Head Administrator Administrative staff IT Staff 	Summer 2025	Microsoft Cloud for database storage. \$6.00-12.00 per license	IP
Communication to Constituents: Train administrative staff.					
Expected School-wide Student Outcomes Addressed: All student outcomes are included.					

Goal 5: Upgrade security systems and procedures for campus and improve campus security in regards to secure passage to the gym and the visibility of a security presence.

*School Progress Code: NA (not addressed yet); IP (still in progress); C (completed); O (ongoing)

Strategies	Measures/Evaluation	Responsibility	Time Line	Resources	Progress
Evaluate current security systems and procedures	<ul style="list-style-type: none"> Create a list of priorities Research pricing options Propose budgeting changes Coordinate with church 	<ul style="list-style-type: none"> Head Administrator Administration Business and Facilities Manager 	Summer 2022	School/Church budget \$0	NA
Upgrade security hardware	<ul style="list-style-type: none"> Add/upgrade security cameras/monitors Upgrade locking systems/gates/code readers 	<ul style="list-style-type: none"> Head Administrator Administration Business and Facilities Manager 	Fall 2024	School/Church budget \$102,000.00 over the last ten years	O
Revise security procedures and consider need for on-site security officer	<ul style="list-style-type: none"> Surveyed parents about adding a security officer Implement updated procedures 	<ul style="list-style-type: none"> Head Administrator Administration Business and Facilities Manager 	Spring 2022	School/Church budget \$40.00/hour	C
Hire a security officer Evaluate the	<ul style="list-style-type: none"> Evaluated surveys and found a need to hire a security officer Evaluated surveys and 	<ul style="list-style-type: none"> Head Administrator Business and Facilities Manager Church 	Fall 2022 Summer 2023	School Budget \$50,000 annually Cost for second officer would have been \$50,000	C

need for a second security officer	found there was not a need for a second security officer at this time			<i>added to the parents tuition and fee schedule</i>	
<p>Improve campus security with a fence around the playground that encompasses entrances to the gym and church doors</p> <p>Added 30 additional security cameras to the building</p>	<ul style="list-style-type: none"> Evaluated areas around campus that needed improvement near the gym Evaluated areas around the campus where blind spots were found. 	<ul style="list-style-type: none"> Head Administrator Business and Facilities Manager Church Pastor 	<p>Fall 2022</p> <p>Fall 2024</p>	School/Church Budget	IP
Install and configure Raptor software for visitor management, emergency	<ul style="list-style-type: none"> Reduction in unauthorized campus access attempts. Raptor software usage reports (visitor sign-ins, alerts, drills, and incident logs. 	<ul style="list-style-type: none"> Administration Security Team/Designated Staff IT Staff Facilities Team 	<p>Fall 2025</p> <p>Spring 2026</p>	<p>School Budget</p> <p>Raptor software license and training.</p> <p>Security staff time and professional development.</p> <p>Facilities budget for physical upgrades to gym</p>	IP

<p>management, and staff/student accountability.</p> <p>Redesign campus access points to ensure secure passage to the gym.</p> <p>Increase visible security presence through monitoring, check-ins and staff training.</p> <p>Use Raptor reporting tools to identify risks, track incidents, and support recovery plans.</p>	<ul style="list-style-type: none"> • Parent, staff, and student surveys on perceived safety. • Incident response times and outcomes recorded in Raptor. 			<p>access points.</p> <p>Communication tools for staff, students and parents.</p>	
<p>Communication to Constituents: Available on the website</p>					
<p>Expected School-wide Student Outcomes Addressed: All student outcomes are included.</p>					

Goal 6: Develop an organized schedule of data collection and reporting to be shared with all stakeholders.

*School Progress Code: NA (not addressed yet); IP (still in progress); C (completed)

Strategies	Measures/Evaluation	Responsibility	Time Line	Resources	Progress
Determine data to be gathered from stakeholders	<ul style="list-style-type: none"> Compile a schedule to survey various groups to gain input Determine and assign responsibility for each survey (collection and analysis) 	<ul style="list-style-type: none"> Head Administrator Administration Administrative Staff 	Fall 2022	Excel \$0	NA
Determine what information to report to stakeholders	<ul style="list-style-type: none"> Identify what information to report (achievement scores, ESO school report card, Safety plan, Budget items, CSIP, etc.) 	<ul style="list-style-type: none"> Head Administrator Administration Administrative Staff 	Fall 2022	\$0	NA
Identify avenues to disseminate information to stakeholders	<ul style="list-style-type: none"> Schedule Breakfast with the Administrator Publish the ESO School Report Card on the school website 	<ul style="list-style-type: none"> Head Administrator Administration Website manager 	Fall 2022	\$0	NA
Identify avenues to disseminate and generate data information to stakeholders	<ul style="list-style-type: none"> Research Flourishing Schools program that generates data collections from stakeholders 	<ul style="list-style-type: none"> Head Administrator Administration 	Fall 2025 Spring 2026	School budget \$899 <i>annually</i>	IP
Communication to Constituents: Train administrative staff.					
Expected School-wide Student Outcomes Addressed: All student outcomes are included.					

Goal 7: FBA will strengthen communication, tracking, and engagement by fully integrating FACTS across academics, administration, and finance.

*School Progress Code: NA (not addressed yet); IP (still in progress); C (completed)

Strategies	Measures/Evaluation	Responsibility	Time Line	Resources	Progress
Train all teachers and staff in FACTS features for grading, communication, and reporting.	<ul style="list-style-type: none"> Oversee integration, ensure compliance, and provide accountability. 100% of teachers using FACTS for grading and communication Enter grades, communicate with families, track student progress Transition all financial management, tuition, and enrollment processes into FACTS Use FACTS reporting tools for data-informed decision-making 	<ul style="list-style-type: none"> Administration Teachers- Office/Finance Staff IT/Support Staff 	Summer 2025 Fall 2025 Spring 2026	FACTS training modules and webinars Administrative time for training and support Technology access (devices, internet) Budget allocation for FACTS subscription and updates.	IP
Implement FACTS Family Portal for parent access to academic and financial information.	<ul style="list-style-type: none"> Family engagement tracked by logins/usage of FACTS Family Portal. 	<ul style="list-style-type: none"> Head Administrator Teachers Office/Finance Staff IT/Support Staff 	Summer 2025 Fall 2025 Spring 2026	FACTS training modules and webinars Administrative time for training and support Technology access (devices, internet) Budget allocation for FACTS subscription and updates.	IP
Transition all financial management, tuition, and enrollment	<ul style="list-style-type: none"> Accuracy and timeliness of financial and attendance records in FACTS 	<ul style="list-style-type: none"> Head Administrator Teachers Office/Finance Staff 	Summer 2025 Fall 2026 Spring 2026	FACTS training modules and webinars Administrative time for	IP

processes into FACTS		<ul style="list-style-type: none"> IT/Support Staff 		training and support Technology access (devices, internet) Budget allocation for FACTS subscription and updates.	
Use FACTS reporting tools for data-informed decision-making.	<ul style="list-style-type: none"> Regular administrative reports generated and reviewed by leadership 	<ul style="list-style-type: none"> Head Administrator Teachers Office/Finance Staff IT/Support Staff 	Summer 2025 Fall 2026 Spring 2026	School budget <i>Total Cost allocated \$15,000.00</i>	IP

Goal 8: FBA will capture and promote teaching excellence by replacing Curriculum Trak with Edusfere, aligning curriculum, instruction, and assessment while providing real-time instructional insights.

*School Progress Code: NA (not addressed yet); IP (still in progress); C (completed)

Strategies	Measures/Evaluation	Responsibility	Time Line	Resources	Progress
<p>Transition all existing curriculum maps and unit plans from Curriculum Trak into Edusfere.</p> <p>Train teachers and administrators to use Edusfere for lesson planning, standards alignment, and instructional reflection.</p> <p>Use Edusfere's real time reporting to monitor instructional alignment across grade levels</p> <p>Promote teacher collaboration and professional growth by sharing best practices within the platform.</p>	<ul style="list-style-type: none"> 100% of curriculum maps and unit plans migrated into Edusfere. Teacher usage reports (lesson planning, reflections, alignment checks). Administrative review of instructional alignment across subject areas. Teacher and student feedback on clarity and effectiveness of curriculum delivery. 	<ul style="list-style-type: none"> Administration Curriculum Coordinator Teachers IT/Support Staff 	<p>Fall 2025 Spring 2026</p>	<p>Edusfere software subscription and training modules.</p> <p>Teacher professional development time.</p> <p>Administrative oversight and support.</p> <p>IT resources for technical integration.</p>	IP