



LIBERTY CHRISTIAN ACADEMY

2026 – 2029 LCA Strategic Plan

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Goal 1: Transformative Education:

Inspired by the call to equip students as effective ambassadors for Christ, Liberty Christian Academy is committed to delivering a rigorous academic program infused with biblical truth. Education at LCA is not merely the pursuit of knowledge but a transformative journey that integrates a biblical worldview into every discipline, fostering student engagement, critical thinking, and academic growth. Through a strong liberal arts foundation, students experience collaborative and motivational learning environments that challenge them to merge knowledge with wisdom as they develop critical thinking and problem-solving skills. Research-based instructional strategies are implemented and adjusted to meet the individual interests and abilities of students, while technology is leveraged to enhance teaching and prepare students for future academic and career success. Curriculum documentation is developed and maintained across grade levels and subject areas, ensuring alignment of content standards, instructional activities, and assessments that support quality instruction and reflect a biblical worldview. Regular updates to the curriculum through a collaborative review process further ensure relevance and rigor. Assessments are systematically collected and analyzed to monitor and evaluate student learning, providing meaningful data to inform instructional decisions and drive long-range planning. Teachers are equipped with training to understand and utilize assessment data effectively, ensuring instructional practices align with LCA's expected student outcomes. Instructional resources are thoughtfully selected to prepare students for success at the next educational level, emphasizing biblical and global perspectives. Professional development opportunities for faculty and staff focus on best practices in teaching and biblical worldview formation, fostering a growth mindset and equipping educators to further the mission and vision of LCA. By expanding academic offerings and fostering partnerships that promote innovation and vocational readiness, LCA ensures students grow not only in knowledge but also in wisdom and faith, fulfilling their God-given potential as disciples of Christ in the spiritual, academic, social, physical, and vocational realms. Proverbs 4:7, Isaiah 40:29-31, Romans 12:2, 1 Corinthians 10:31, Colossians 3:17, Philippians 1:6, Luke 2:52

Objective 1.1: Creating Educational Pathways – LCA provides students with a variety of academic pathways that reflect their individual strengths, interests, and future goals. Through expanded course offerings such as Dual Enrollment, AP, Honors, and CLEP, students are challenged to excel academically and prepare for college, career, or ministry. High academic standards are maintained through ongoing assessment of GPA, standardized testing, and course performance, ensuring readiness for post-secondary success. These pathways reflect LCA's commitment to honoring how God has uniquely equipped each student and preparing them for a lifetime of faithful service.

Objective 1.2: Expand Academic Offerings Through Partnerships – LCA actively cultivates partnerships with higher education institutions and community organizations to expand academic opportunities and foster career readiness. These collaborations enhance curriculum offerings, provide access to collegiate and vocational experiences, and support the integration of real-world applications into classroom learning. Whether through dual enrollment, technical certifications, LU Online Academy, or part-time course options, these partnerships prepare students for post-secondary success and reflect LCA's commitment to supporting student academic needs and lifelong learning. Through intentional collaboration, students gain exposure to diverse pathways that align with their God-given potential and future callings.

Objective 1.3 Cohesive Planning from PK to 12th Grade – Cohesive planning involves developing and maintaining curriculum documentation across grade levels and subjects to ensure alignment with content standards, instructional activities, and assessments that support quality instruction and reflect a biblical worldview. Regular updates through collaborative reviews ensure relevance and rigor, and continued enhancement of the product and services offered. Vertical planning and standards reviews are conducted annually, with each grade level implementing at least one innovative teaching strategy. Faculty assess their understanding of curriculum progression, integration of the Creation-Fall-Redemption (CFR) Framework, assessment results, and curriculum gaps. Every five years, a comprehensive curriculum review is completed by a committee of teachers, evaluating LCA standards, VASOLs, and national standards, as well as the sequencing of skills, terminology, pacing, and time allocation. Textbook revisions and new adoptions are considered during this process.

Goal 2: Resilient Faith

Liberty Christian Academy is committed to cultivating a resilient faith that equips students to stand firm amidst the shifting cultural and personal challenges of today's world. Guided by a mission rooted in biblical principles, LCA seeks to instill a deep trust in Christ as the foundation for every aspect of life. Faith at LCA is actively lived as students are shaped into godly examples, rooted in the truth of God's Word, and guided by His Spirit. The mission, statement of faith, and expected student outcomes are evident throughout all programs and operations, serving as the cornerstone for the spiritual formation of students and their development of a biblical worldview. Admissions processes, policies, and assessments ensure alignment with the mission and provide clarity and consistency for stakeholders. Through intentional discipleship, mentoring, and outreach opportunities, LCA fosters the development of Christian character and Christlike compassion, encouraging students to grow in grace and knowledge as they impact the world for God's kingdom. Programs such as chapel, daily Bible classes, prayer initiatives, Bible study, pastoral care, service projects, and the incorporation of the Creation, Fall, Redemption model provide a comprehensive framework for spiritual growth, equipping students to live as lights in the world and champions for Christ. Faculty and staff model active church participation and guide students and families to engage in local church communities, reinforcing the vital connection between home, church, and school. Effective governance and leadership ensure that LCA's spiritual priorities remain central to its mission. The governing body and school leadership collaboratively implement strategic plans, establish clear roles and responsibilities, and advance organizational effectiveness in alignment with biblical foundations. Policies and procedures are systematically reviewed to maintain LCA's Christ-centered culture and ensure ongoing alignment with its mission and strategic goals. Leadership development and evaluation processes are intentionally designed to promote growth and organizational capacity while keeping the mission as the guiding focus. Deuteronomy 6:5, Joshua 1:9, Matthew 28:19-20, John 13:34-35, Romans 12:1-2, Colossians 3:23, 2 Timothy 3:16-17

Objective 2.1: Fostering a Christ-Centered Student Body by Accounting for the Spiritual Life of Students – LCA places great importance on developing graduates who know and respect God deeply, seek godly company, and serve as godly examples to others. Trust in God's word and active involvement in the local church are emphasized. Graduates are encouraged to develop a strong work ethic and external perspective based on Colossians 3:23. LCA is dedicated to cultivating the spiritual growth of students through chapel services and daily activities. Through meaningful conversations and prayer, LCA aims to guide students in their faith journey and strengthen their trust in God.

Objective 2.2: Encouraging Missional and Service-Oriented Outreach – LCA encourages students to live out their faith by serving others with humility and compassion. Through intentional partnerships with clubs, church ministries, and community organizations, students are given meaningful opportunities to grow in Christlike character by engaging in local and global outreach. These experiences develop a deeper understanding of service as a reflection of the gospel and strengthen students' connection to the mission of LCA. By promoting missional living, LCA equips students to make an impact beyond campus, demonstrating God's love through faithful action.

Goal 3: Uplifting Culture

At Liberty Christian Academy, a Christ-centered culture forms the foundation of our mission and vision. We are committed to fostering an environment where students, faculty, staff, and families work together to develop young men and women with a strong Christian worldview. This culture reflects our desire for students to know and love God, grounded in biblical truth, as they grow in their faith and academic pursuits. LCA actively promotes a school culture characterized by respect and responsiveness to the diverse needs of students and families, ensuring that every individual feels valued and supported. Policies rooted in biblical principles ensure positive conflict resolution, strengthening relationships within the LCA community. Faculty and staff play a central role in cultivating this uplifting culture. Robust onboarding programs, ongoing professional development, and succession planning foster growth and collaboration, equipping staff to provide exceptional educational experiences. LCA requires all employees to demonstrate a clear testimony of faith, aligning their personal commitments with the mission and vision of the school. Human resource policies reflect biblical and ethical employment practices, promoting a work environment characterized by mutual encouragement, prayer support, and care for staff well-being. Professional and ethical expectations are clearly communicated to staff, ensuring alignment with LCA's mission, personal boundaries, and biblical values. Families are equipped with biblical resources to nurture their children's faith, reinforcing the partnership between home and school. Intentional connections between staff and students create a supportive environment where every student feels known, respected, and cared for. By engaging staff and families in these efforts, LCA reflects Christ's love and excellence, enabling students, families, and faculty to thrive in their God-given roles while advancing the mission of the school. Genesis 1:27, Proverbs 27:17, Matthew 20:26-28, John 13:34-35, Philippians 2:3-4, Colossians 3:23-24, 1 Peter 4:10

Objective 3.1: Creating a Culture of Excellence in Faculty and Staff – LCA is committed to cultivating a Christ-centered professional environment where faculty and staff are equipped, supported, and inspired to thrive. Through ongoing professional development, onboarding, and continued learning, LCA invests in the growth and effectiveness of its educators. Retention efforts focus on competitive compensation and a healthy work culture rooted in biblical values, collaboration, and encouragement. These strategies reflect LCA’s commitment to building a strong, mission-aligned team that is prepared to serve students with excellence.

Goal 4: Thriving Community

Liberty Christian Academy is dedicated to building a vibrant and engaged community where students, families, alumni, and staff foster relationships grounded in love, respect, and a shared commitment to Christ. A thriving community ensures students are supported spiritually, emotionally, and academically while fostering a sense of belonging. To cultivate this environment, LCA emphasizes community engagement through service, extracurricular activities, and alumni connections. Programs are designed to provide robust support services tailored to the diverse needs of students and families. LCA’s commitment to relationships ensures regular two-way communication with stakeholders, building transparency and accountability. By collecting feedback and fostering collaboration, LCA strengthens its institutional effectiveness and promotes a sense of belonging among all stakeholders. LCA fosters Christ-centered engagement with local, national, and global communities, providing students with opportunities to serve and positively impact the world. Alumni connections inspire future generations by sharing the enduring legacy of Christ-centered education. Through targeted support services, LCA ensures successful transitions between grade levels and addresses the unique academic, social, and spiritual needs of students. Additionally, policies and programs address the well-being of students by cultivating an emotionally healthy environment and providing varied extracurricular activities aligned with LCA’s mission. These initiatives foster a Christ-centered community where relationships flourish, and students are prepared to impact the world for God’s kingdom. Ecclesiastes 4:9-12, Proverbs 27:17, Matthew 18:20, John 13:34-35, Romans 12:4-5, Ephesians 4:16, Hebrews 10:24-25

Objective 4.1: Enhancing Student Engagement – LCA is committed to supporting students spiritually, academically, and socially as they prepare for life beyond graduation. Through a comprehensive approach to college, trade, military, and career readiness, students are guided to identify their calling and take confident next steps. A strong culture of encouragement and planning ensures that every graduate is well-equipped for future success. These efforts reflect our mission to develop Christ-centered leaders ready to impact the world for God's kingdom.

Objective 4.2: Extracurricular Programming – To foster personal growth and community, LCA offers a wide range of extracurricular programs rooted in biblical values. Athletics, fine arts, clubs, and summer camps provide opportunities for students to explore their gifts, serve others, and build lifelong character. Through these programs, students are challenged to strive for excellence while learning the value of teamwork, discipline, and leadership. These experiences help shape well-rounded individuals prepared to live out their faith in every area of life.

Objective 4.3: Academic Support Services – LCA recognizes the diverse learning needs of students and seeks to provide an environment where they receive appropriate guidance and resources to grow and succeed. By identifying and responding to academic, social, emotional, and spiritual needs, LCA partners with families to support student development and successful transitions between grade levels. These services reflect our commitment to fostering an environment where each student is encouraged to reach their God-given potential.

Objective 4.4: Flourishing Families – Recognizing the important role of families, LCA equips parents and guardians with resources that support faith formation at home. Through regular communication, video resources, and spiritual encouragement, we strengthen the home-school partnership. This alignment reinforces a consistent message of Christ-centered truth across every sphere of a student’s life.

Objective 4.5: Alumni Connections – LCA values the lasting impact of alumni who carry forward the mission of the school. By cultivating meaningful connections and fostering ongoing engagement, alumni are invited to give back through time, talent, and treasure. These relationships preserve the legacy of Christ-centered education and inspire future generations of LCA students. A robust alumni network supports school growth, development, and community unity.

Goal 5: Honoring God

At Liberty Christian Academy, every aspect of our operations, from academics to facilities, reflects a dedication to glorifying God. By stewarding the gifts God has entrusted to us, we ensure that LCA operates with integrity, sustainability, and excellence. Wise financial practices, long-range planning, and infrastructure improvements form the foundation of our efforts to honor God in all that we do. LCA ensures legal and ethical compliance, maintaining sound policies that align with biblical principles and applicable laws. Resources are managed with transparency and accountability, ensuring financial health and equitable budgeting to support LCA’s mission. Infrastructure investments prioritize safety, technology, and growth, creating an optimal learning environment for students. Health and safety policies ensure a secure and supportive environment for all stakeholders, including comprehensive crisis management and child protection plans. Instructional resources are carefully curated to support quality education and reflect biblical and global perspectives. Through careful stewardship and collaboration, LCA remains focused on delivering a Christ-centered education while preparing students to thrive in their God-given calling. Proverbs 16:3, Proverbs 21:5, Matthew 25:14-30, Luke 16:10, Colossians 3:23-24, 1 Corinthians 10:31, Philippians 4:19, 1 Peter 4:10

Objective 5.1: Strategic Adaptation for Enrollment – To honor God through faithful stewardship and long-term sustainability, Liberty Christian Academy will implement adaptive enrollment strategies that reflect biblical values and meet the needs of a changing educational landscape. These strategies will include expanding the PK–12 student body, increasing re-enrollment rates, strengthening ELC to LCA transitions, and growing international student enrollment through strategic partnerships. Trend analyses of key markets will guide program development, marketing, and outreach to ensure relevance and alignment with LCA’s mission. All efforts will support a healthy school culture, relational engagement, and responsible growth.

Objective 5.2: Financial Sustainability – To support long-term sustainability and honor God through faithful stewardship, Liberty Christian Academy will strengthen its development efforts by cultivating meaningful donor relationships and expanding its base of private and corporate support. A structured development plan will guide annual fundraising activities, including targeted efforts for athletics and employee appreciation, while also focusing on new donor engagement, ongoing donor communication, and expressions of gratitude. These initiatives will ensure the continued growth of LCA’s endowment and operational funding, allowing the school to invest in mission-aligned priorities. Through intentional planning and relationship-building, LCA will create a culture of generosity that reflects its Christ-centered mission.

Objective 5.3: Tuition and Discounts – To ensure affordability while honoring God through wise stewardship, Liberty Christian Academy will maintain competitive tuition rates and expand access through strategic discounts. By preserving existing discounts for pastors, missionaries, tithing families, and siblings, and by growing tuition assistance funds and tax credit programs, LCA will continue to make Christ-centered education accessible to more families. A focus on business partnerships and donor engagement will further support tuition assistance efforts. These initiatives will help LCA remain financially competitive in the region while supporting families in alignment with its mission.

Objective 5.4: Maintenance and Infrastructure – Liberty Christian Academy will invest in the development and upkeep of campus facilities to provide a safe, clean, and functional learning environment that supports academic excellence and honors God through faithful stewardship. Major infrastructure projects, including classroom expansion and facility repurposing, will be planned and executed to meet growing student needs. Facilities management will be strengthened by resolving maintenance requests in a timely manner and ensuring high satisfaction with custodial services. These efforts will enhance the physical environment and reflect a commitment to excellence in all areas of school operations.

Objective 5.5: Operational Excellence and Accreditation – To support institutional effectiveness and continuous improvement, Liberty Christian Academy will evaluate and enhance systems and processes across offices and divisions. Operational decisions will be guided by data and efficiency goals, ensuring alignment with LCA’s mission. Maintaining full accreditation will affirm LCA’s commitment to high standards, accountability, and faithfulness in Christian education.

Objective 5.6: Security, Cyber-Resilience, and Risk Management – Liberty Christian Academy will prioritize campus safety and preparedness through strategic investments in physical security, crisis planning, and cyber-resilience. Policies and procedures will be reviewed annually with external guidance to ensure alignment with best practices and legal standards. Security infrastructure enhancements, including expanded camera systems and badge access, will provide added protection for students, staff, and families. These measures reflect LCA’s commitment to creating a secure and supportive environment grounded in stewardship and care.

Objective 5.7: Brand Reputation – LCA will leverage our academic, athletic, social, and spiritual strengths to better tell our story through unified and dynamic branding. We will use local events, advertising, and social media to strengthen our brand reputation and engage the community. Branding efforts will foster a sense of community and enhance visibility. Promotions with local businesses will help advertise school events, while community events will increase our brand reputation and promote fellowship and unity. This holistic approach will ensure that our values and achievements are recognized and celebrated, reinforcing our position as a leader in PK-12 Christian education.