



Harvester Christian Academy

Douglasville, GA

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Project Summary

The Teacher Training Institute was designed to focus professional development around those particular distinctives defined by the school to shape the Harvester teacher and thereby provide catalysis for school improvement. TTI has three primary goals:

- Focused teacher training and development
- Establish a model for instruction and assessment
- Provide a link from training to compensation

Harvester Christian Academy is affiliated with Chapel Hill Presbyterian (PCA) Church and serves 310 students in grades PK4–12 in Douglasville, GA.

Project Results

Origin

A strategic planning retreat and accreditation self-study indicated a need for faculty training focused on core values.

Process

The board, administration, and faculty worked collaboratively to identify values, desired competencies, training needs, and materials.

Program Highlights

TTI includes three categories:

- Professional competencies
- Training modules
- Application projects

Two levels of components:

- Level 1 required for all faculty
- Level 2 required for leadership

Varied training and assessment



What We Have Learned

- A lack of strategic planning resulted in a disconnect between stated core values and practice.
- School improvement is most effective when conducted collaboratively.
- Faculty demonstrated a desire to pursue improvement.
- Leadership must provide time within the regular work calendar for professional development.
- Linking training to compensation was readily accepted conceptually but proved very difficult to implement.

