

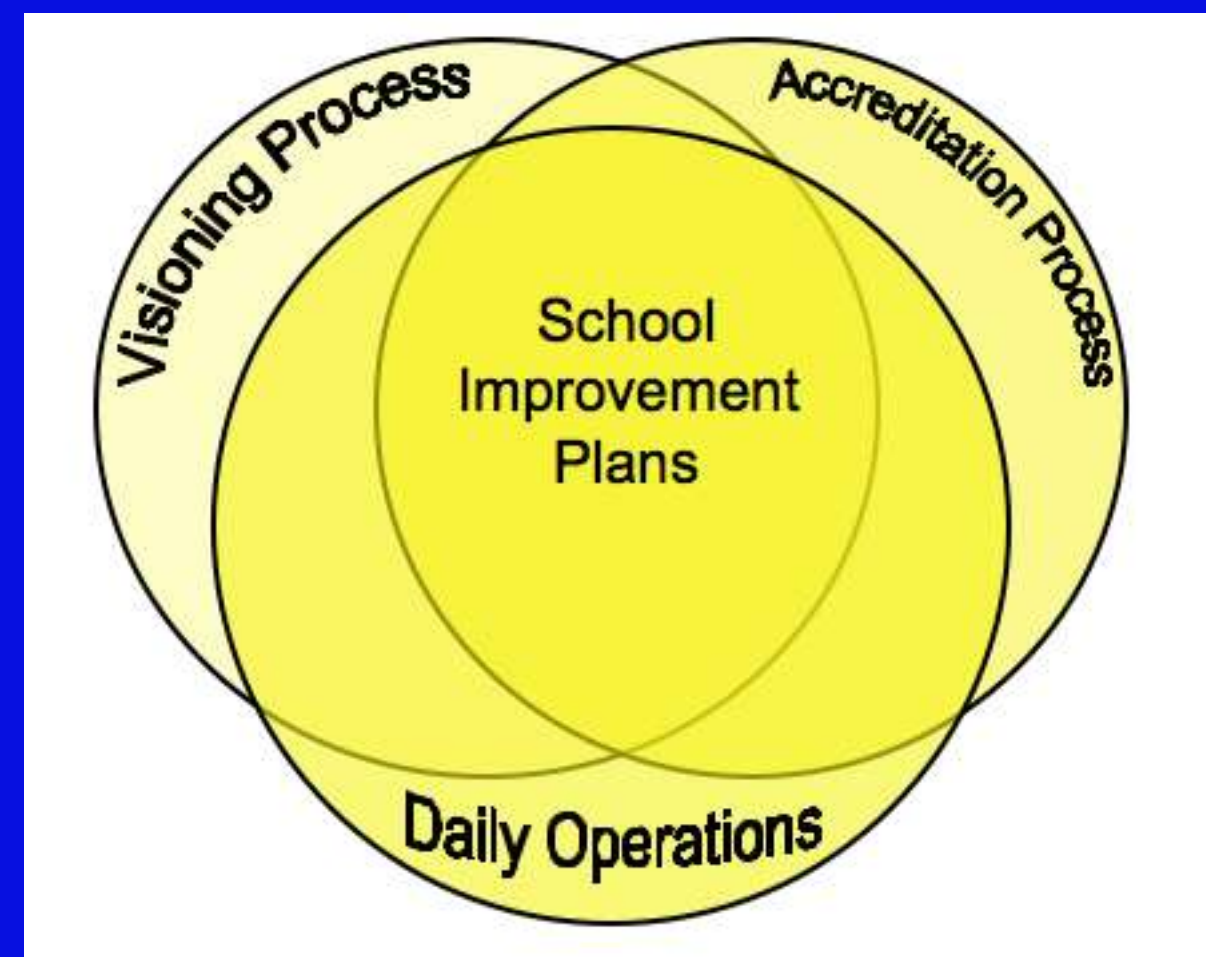


Christian Academy in Japan

Aligning Planning and Implementation

A model for ongoing, efficient, and effective school improvement

Project Summary



Christian Academy in Japan has developed a process which integrates:

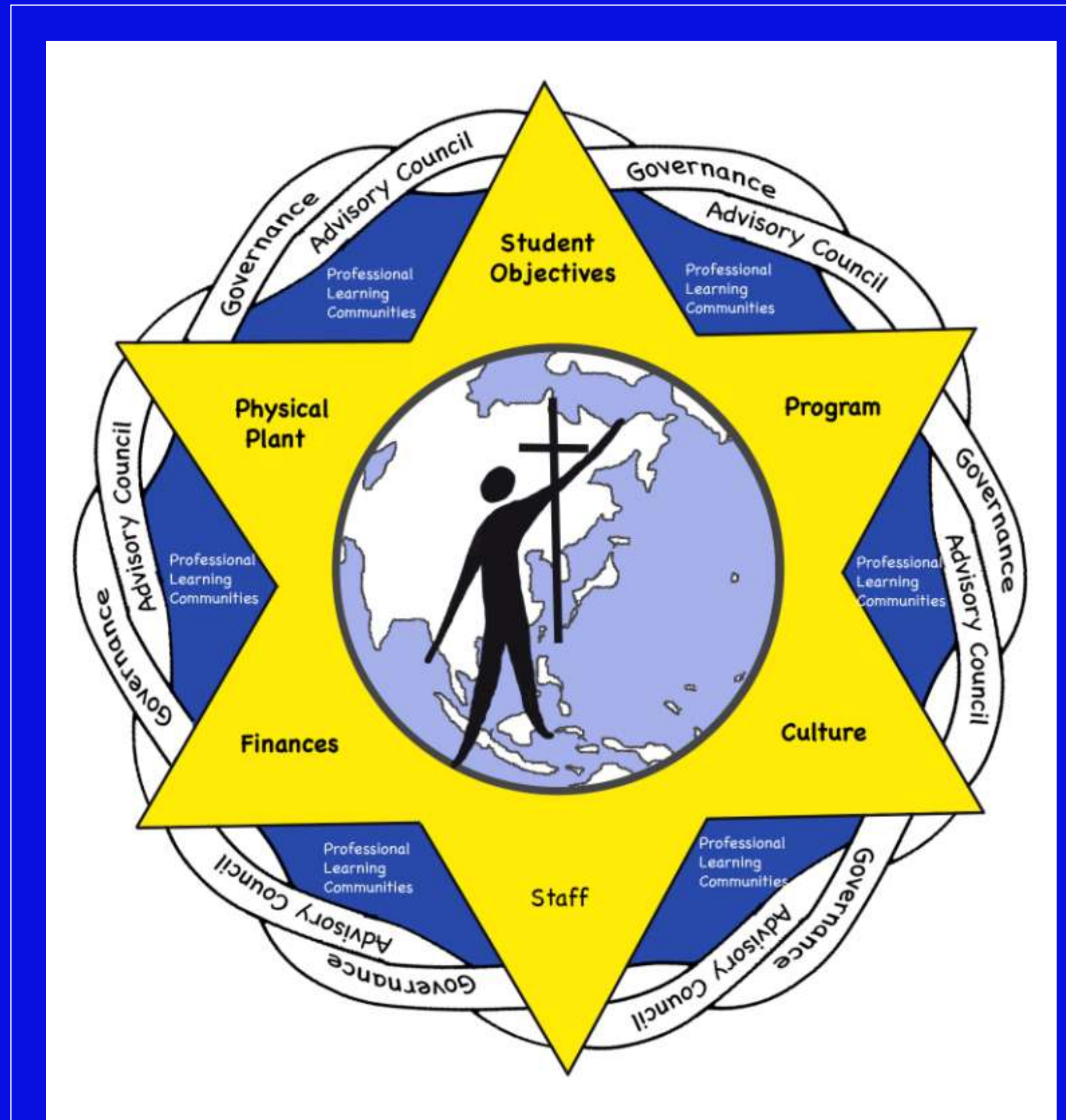
- 1) the board's vision via a fully integrated "ends"-based governing system (policy governance/Carver model)
- 2) continuous strategic thinking applied to day to day operations rather than an occasional strategic planning cycle.
- 3) a sustainable, focused, usable and well maintained school improvement plan.
- 4) accreditation: A WASC approved process that allows CAJ to engage in ongoing self-study and produce reports that serve its unique needs.

CAJ desires to focus all its energy on mission achievement, and our mission is student learning.



Mission: "Christian Academy in Japan, a school for the children of evangelical missionaries in Japan, equips students to impact the world for Christ."

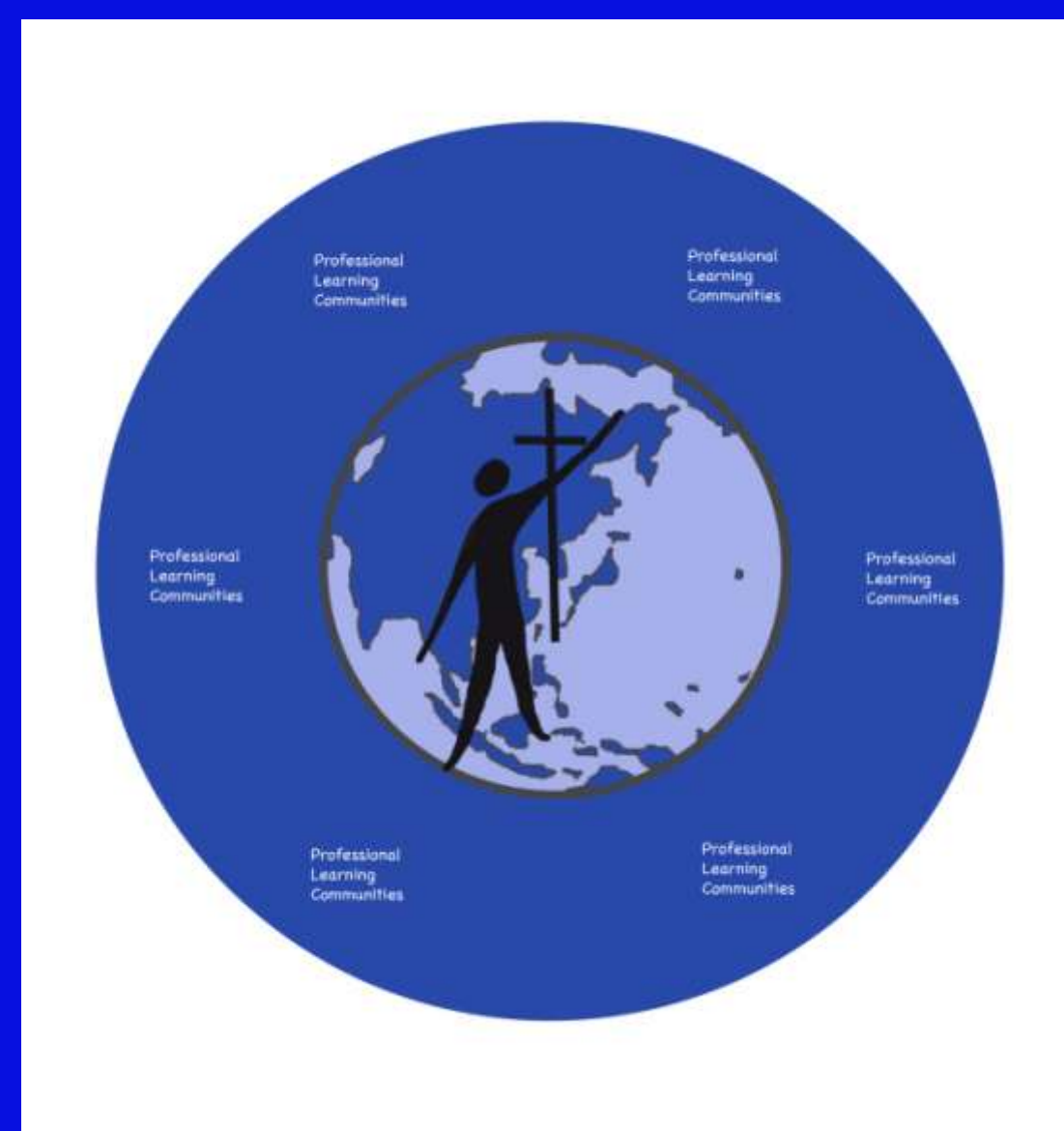
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Management and advisory groups are tasked with binding the process together and providing oversight and guidance. The final school improvement report, based on focus group input, is drafted in the advisory council and approved by the governance bodies: administration and board.

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All CAJ staff are members of Professional Learning Communities (PLCs). PLCs are collaborative groups focused on specific, job description driven daily operations.



PLCs also collect and use school improvement data, and pass that data on to the focus groups.

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All CAJ staff and selected members of the CAJ community also serve as focus group members. There are six focus groups that meet throughout each year. Each represents a board vision statement (end).

Focus groups use accreditation criteria as tools while they monitor and contribute to improvement plans.

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