



PINE FORGE ACADEMY

PINE FORGE | PENNSYLVANIA | 1946

P. O. BOX 338 | PINE FORGE, PA 19548
T: 610 326 5800 | F: 610-326-4260 | PINEFORGEACADEMY.ORG

2015-2016 Year in Review

Dear Parents and Friends of Pine Forge Academy,

Greetings and Blessings to all of you!

It is truly hard to believe we are at the end of the seventieth school year for the Academy. The faculty, staff and parents have worked tirelessly to ensure the Academy is a Christ-centered, caring and academically rigorous school environment. The Academy students worked extremely hard and we are proud of their accomplishments. Congratulations to the Iridescent Class of 2016! The class of 2016 ensured 100% college acceptance and matriculation to some of the very best schools including Oakwood University, New York University, Howard University, Cornell University and Hampton University. Well done!

We have much to celebrate from this school year.

- ✓ The Academy received a quality rating with numerous commendations during our 2016 NAD/MSA accreditation visit.
- ✓ 100% of our Board of Trustees donated to the Academy – a second year in a row!
- ✓ Nearly 100% of our faculty and staff donated to the Academy – a second year in a row!
- ✓ We have successfully implemented the first phase of the ACT ASPIRE data-driven instructional model.
- ✓ 100% of our educators received Teach Like a Champion and other “best practice driven” professional development.
- ✓ We successfully piloted a dual-credit college enrollment program with Andrews University and will continue the program moving forward.
- ✓ The USDA awarded the Academy with a multi-installment agricultural grant after the Academy piloted a one year school gardening program.
- ✓ IGNITE, the PFA e-newsletter, premiered in August 2015. We now have more than 3,000 subscribers.
- ✓ The Academy expanded our marketing and press footprint to include ads and articles in the Regional Voice, Visitor, Reading Eagle, Pottstown Mercury, NPR, etc....
- ✓ The Academy was inducted into the Chambers of Commerce, Rotary Club and local AFP Business Association.
- ✓ Our Office of Development is growing and improving! Check out our new section on the school website!
- ✓ Every student and faculty member received a new iPad air with eBooks and e-resources.
- ✓ The Academy received a \$25,000 grant from the State of Pennsylvania to purchase science laboratory equipment, classroom SMART boards, docucameras and other technology.
- ✓ We implemented online enrollment and registration for parents and students.



PINE FORGE ACADEMY

PINE FORGE | PENNSYLVANIA | 1946

P. O. BOX 338 | PINE FORGE, PA 19548
 T: 610 326 5800 | F: 610-326-4260 | PINEFORGEACADEMY.ORG

- ✓ Students asked for it – and we implemented a merits pilot program that we will expand in the upcoming school year.
- ✓ Our Business Office upgraded the entire bandwidth system across Wagner Hall, Handy Hall and Kimbrough Hall.
- ✓ Our student recruitment team visited more than 85 churches and junior academies. Our choir toured more than a dozen churches and institutions and received rave reviews.
- ✓ The Athletics Department introduced a ladies volleyball team. Our volleyball team and basketball teams advanced to the championships.
- ✓ Most importantly, many of our students renewed or strengthened their personal relationship with Christ, resulting in approximately ten baptisms during the school year!

We thank God for His guidance as we continue to forge a path towards perpetual excellence. During the 2016-2017 school year, we will continue to move forward with the following strategic-plan aligned initiatives.

Strategic Next Steps for 2016-2017

Strategic Area of Focus	Initiative	Implementation
1. Strong School Culture	a. Focus adult professional development of team consistency, collaboration and cohesion.	Beginning August 2016
	b. Target student morale with support for a more proactive USM, lyceum, field trip and social committee calendar.	Beginning August 2016
	c. Improve merits program. Transitions to online demerit notification.	Beginning August 2016
	d. Conduct PFABOT interviews to prepare for Board additions.	Beginning January 2017
	e. Revamp departmental planning and budgeting for operations and special projects	Beginning August 2016
	f. Implement phase two of the spiritual life program including monthly guest speakers and Student Week of Prayer.	Beginning August 2016
	g. Formally scheduling airport transportation and other local trips or field trip opportunities.	Beginning the September Home Leave



PINE FORGE ACADEMY

PINE FORGE | PENNSYLVANIA | 1946

P. O. BOX 338 | PINE FORGE, PA 19548
 T: 610 326 5800 | F: 610-326-4260 | PINEFORGEACADEMY.ORG

Strategic Area of Focus	Initiative	Implementation
2. Strong Academics	a. Implement phase two of the ACT ASPIRE program to include teacher re-teaching based on data AND provide parents with individualized regular ACT College Readiness student reports.	Beginning August 2016
	b. Re-implement biweekly science laboratory research and experiment coursework.	Beginning October 2016
	c. Implement college reading and writing across the curriculum.	Beginning October 2016
	d. Expand faculty professional development to include non-Adventist professional organizations and conferences.	Beginning August 2016
	e. Provide off site job shadowing opportunities each school quarter.	Beginning October 2016
	f. Transition Industrial Arts to Introduction to Driving.	Beginning August 2016
	g. Transition Life Skills to include Cosmetology.	Beginning August 2016
	h. Offer off-site Reading County Community College Certified Nurse Aide Assistant certification program – a second time.	Beginning October 2016
	i. Offer a REVAMPED Culinary Arts program – a second time.	Beginning August 2016
	j. Introduce a College Prep course program for junior and seniors.	Beginning August 2016
	k. Implement a College Visit Fall Schedule (Non/Adventist Site Visits to the Academy)	Beginning October 2016
	l. Implement phase two of the gardening program with the USDA grant funding.	Beginning August 2016
	m. Continue Princeton Review standardized test prep partnership.	Beginning August 2016
	n. Transition to a Student Portfolio Parent Teacher Conference format.	Beginning August 2016



PINE FORGE ACADEMY

PINE FORGE | PENNSYLVANIA | 1946

P. O. BOX 338 | PINE FORGE, PA 19548
 T: 610 326 5800 | F: 610-326-4260 | PINEFORGEACADEMY.ORG

Strategic Area of Focus	Initiative	Implementation
3. Trusted PR, Branding & Marketing	a. Revamp church and junior academy recruitment methods. Create non-Adventist recruitment and marketing opportunities.	Beginning October 2016
	b. Revamp Academy Days	Beginning October 2016
	c. Implement online application and admissions process.	Beginning October 2016
	d. Continue to expand social media presence and direct engagement by 12.5%	Beginning August 2016
	e. Continue to expand print media presence by 50%	Beginning August 2016
	f. Continue to expand event presence by 50% including: i. Increasing choir performances by 30 – 50% ii. Increasing community service events by 30-50%	Beginning October 2016
	g. Create an audio-visual marketing campaign that include a social media video campaigns	Beginning October 2016
	h. Collaborate with the NPFAAA and 70 th Anniversary Planning Committee	Ongoing
	i. Conduct a Principal Tour (January – April) to solidify private, corporate, educational and other partners.	Beginning January 2016
4. Strong Talent Pipeline	a. Train administrators and key faculty through the KIPP Charter School School Summit.	Beginning August 2016
	b. Implement an AEC/PFA Teacher Leader University for PAC credit to train aspiring teacher-leaders.	Beginning January 2017
	c. Found a “Distinguished Staff” award with monetary prize in the pattern of the 2016 “Distinguished Faculty” award with monetary prize.	Beginning April 2017
	d. Facilitate second PFABOT retreat to advance fiscal solvency and fundraising solutions.	Beginning January 2017
	e. Implement a robust and thorough talent recruitment process.	Beginning January 2017



PINE FORGE ACADEMY

PINE FORGE | PENNSYLVANIA | 1946

P. O. BOX 338 | PINE FORGE, PA 19548
 T: 610 326 5800 | F: 610-326-4260 | PINEFORGEACADEMY.ORG

Strategic Area of Focus	Initiative	Implementation
5. Strong Fiscal Solvency and Fundraising	a. Per 2016 NAD/MSA accreditation recommendation, convene a Finance Committee to address fiscal solvency.	Beginning August 2016
	b. Per 2016 NAD/MSA accreditation recommendation, establish a 2016-2019 Campus Technology Plan.	Beginning October 2016
	c. Per 2016 NAD/MSA accreditation recommendation, implement FACTS across 2016-2017 school year. (PFA was already in progress to accomplish this.) By 2018, all parents will enroll in an automatic tuition payment system.	Beginning immediately
	d. Per 2016 NAD/MSA accreditation recommendation, develop a partnership contract agreement with PFA stakeholders or establish a separate PFA	By December 2016
	e. Complete the application for EITC-OSTC PA Tax Credit Scholarship program for PFA students.	By April 2017
	f. Increase student admissions by 100%.	By April 2017
	g. Increase student enrollment to 160.	Beginning August 2017

We are excited to continue making progress on our strategic endeavors. We have accomplished quite a bit in the last two years and are incredibly confident that we will accomplish all we have planned - through Christ – and more! Our team is committed! Our focus is astute! We are prepared and privileged to face the challenging but “oh so” rewarding opportunities ahead!

Keep abreast of our progress through regular IGNITE updates, PFAPA Business Meetings, our Facebook page, our published PFABOT reports (on our website) and email!

Sincerely,

Nicole Hughes

Headmaster/Principal