



**Indiana State Board of Education**  
**Request for Freeway School Accreditation**  
**Board Date: July 3, 2013**

School: Fishers Christian Academy

Education Director: Todd Falk

Address: 9587 East 131<sup>st</sup> Street  
Fishers, Indiana 46038

Grade Span: K-12

Public/Private: Private

Current Enrollment: 34

Targeted Population: Families seeking a faith-based non-public school environment

Identity: Fishers Christian Academy accommodates students of varying academic ability. Located in the fastest growing area in Indiana, FCA draws students from numerous communities in Hamilton County and northeast Marion County. Students at FCA mostly reside in Fishers, Noblesville, Lawrence, and Indianapolis areas. Approximately 38% of FCA students attend Fishers Baptist Church in Fishers, Indiana; the remaining students attend over fifteen other area churches.

FCA is located in the Fishers Baptist Church facility in Fishers, Indiana. Fishers Baptist Church is uniquely diverse; both culturally and ethnically. Its congregation enjoys an environment of diversity within the staff and congregation with over ten different nationalities represented. Fishers Christian Academy seeks to reflect that same diversity within our student body and seeks to be equally diverse as well. School age children of any race, color, or religious affiliation are invited to seek application at Fishers Christian Academy.

Curriculum: Not all the current curriculum is standards based, specifically Bible and Science, but FCA desires to implement the Indiana academic standards and the Common Core Standards. Our on-site teachers will go through teacher professional development with Hamilton Southeastern School District



professional development training to stay current on embedding Inquiry and 21st Century instructional practices into the classroom, 1:1 initiative technology integration, Indiana Common Core Standards, curriculum mapping and creating common assessments, and the new teacher evaluation system (creating student and class learning objectives). FCA will seek to comply by assessing our current curriculum with the Common Core Standards and will augment any shortcomings within our foundational principles.

Testing History:

N/A

Staffing:

All on-site teachers are degreed teachers and are teaching in their area of training. Our on-site teachers have a wide range of academic and teaching experience. Our goal is to have all our on-site teachers begin the certification process for Indiana; however, we understand that many of our on-site teachers come from reputable Christian colleges that are not accredited. As new on-site teachers are hired, we will consider faculty with current Indiana licenses first.

Waiver Requests:

1.) Hygiene, alcohol, tobacco, drug education and human sexuality curriculum. The school has a mandatory health curriculum beginning in grade one that covers these areas in keeping with their faith. 2.) Textbook adoption. FCA is committed to use time tested and effective curriculum in harmony with our stated mission and objectives. When choosing textbooks and other resources, FCA evaluates them as to how well they assist meet Indiana academic standards, as well as to support our school's mission and philosophy.

Issues:

None

Recommendations:

Full Five-Year Freeway Accreditation



**PETITION AND APPLICATION  
to the  
INDIANA STATE BOARD OF EDUCATION  
for  
FREEWAY SCHOOL STATUS**

**Fishers Christian Academy Grades K-12**  
(School Number: B161)

**May 2013**

**Submitted by:**

**Pastor Todd A. Falk, Superintendent**

**Fishers Christian Academy**  
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# **Petition for Freeway School Status** **Fishers Christian Academy (B161), Fishers, IN**

## **1. Identify the school entity to be declared a Freeway School.**

Fishers Christian Academy is a private Christian school in Fishers, Indiana. Established in 2011, FCA services students in pre-kindergarten through grade twelve. Fishers Baptist Church in Fishers, Indiana operates the school and FCA is considered a ministry of the church. The responsibility of this school is vested in the voting membership of Fishers Baptist Church. However, the membership delegates its authority to the governing body of the school, the School Board of Fishers Christian Academy.

The mission of Fishers Christian Academy states that we are a Bible-Centered academic institution committed to changing the world by developing Christian servants in character, scholarship, and leadership. Our vision is to be a premier academic institution in the greater Indianapolis area for training future leaders in the BASICs: Bible, Academics, Selfless Service, Integrity, and Character.

Fishers Christian Academy is committed in providing an education that is distinctive, Biblical and life changing. We believe that the Word of God and its message of redeeming grace through faith in Christ is the proper foundation upon which to build an educational system. Thus FCA includes classes in Bible as a regular part of its curriculum, to ensure a well-balanced and properly oriented education that views all knowledge in the light of biblical truth. The school is committed to the goal of educating the whole child - physically, emotionally, socially, mentally, and spiritually.

Fishers Christian Academy is committed to excellence and desires continued improvement and accountability; thus making Indiana State accreditation desirable. We believe the Freeway School program facilitates and enhances our efforts to meet the requirements inherent in our academy's mission while retaining the high standards of state accreditation.

## **2. Identify the demographic data of the school and the community it serves.**

Fishers Christian Academy accommodates students of varying academic ability. Located in the fastest growing area in Indiana, FCA draws students from numerous communities in Hamilton County and northeast Marion County. Students at FCA mostly reside in Fishers, Noblesville, Lawrence, and Indianapolis areas. Approximately 38% of FCA students attend Fishers Baptist Church in Fishers, Indiana; the remaining students attend over fifteen other area churches.

FCA is located in the Fishers Baptist Church facility in Fishers, Indiana. The 8,600 square foot facility houses the elementary, middle and high school classrooms. FCA abides by and meets all local, state and federal health, fire and building codes.

Fishers Baptist Church is uniquely diverse; both culturally and ethnically. Its congregation enjoys an environment of diversity within the staff and congregation with over ten different nationalities represented. Fishers Christian Academy seeks to reflect that same diversity within our student body and seeks to be equally diverse as well. School age children of any race, color, or religious affiliation are invited to seek application at Fishers Christian Academy. Parents must agree that their children will abide by the policies, rules, doctrinal statement, and mission of the academy.

Grades, testing results, and other records are considered in the admission process. Kindergarten students must reach the age of five before August 1<sup>st</sup>. All families seeking admission are interviewed by the administration before acceptance. School families represent several churches in the area, and during the application process, all families must give evidence of their commitment to the mission

and philosophy of Fishers Christian Academy. This is noteworthy in that the school's mission and purpose are founded not only on academic attainment, but spiritual commitment as well.

Thirty-four students comprise the student body. Current numbers for the 2012-2013 school year are broken down as follows: Pre-Kindergarten through 6<sup>th</sup> grade: 18 students and Grades 7-12: 16 students. All high school students are on the college preparatory track. The student to full-time teaching faculty ratio is 16 to 1. There are four sections or classrooms at each grade level in grades K-12<sup>th</sup> with maximum enrollment targets at this time as follows: K4=10 students; K5=10 students; 1<sup>st</sup> - 4<sup>th</sup> =16 students; 5<sup>th</sup> – 8<sup>th</sup> =16 students; and 9<sup>th</sup> – 12<sup>th</sup> =16 students. Fishers Christian Academy employs: One school principal/administrator, one office secretary, four classroom teachers, and instruction paraprofessionals when/as needed to support instruction.

Fishers Christian Academy incorporates traditional teaching methods with the *A Beka Academy* Video Program which is accredited by the following organizations: The Southern Association of Colleges and Schools Council on Accreditation and School Improvement (SACS CASI) is an accreditation division of AdvancED and is one of only six agencies that accredit both public and nonpublic educational institutions. Programs of study accredited by SACS CASI are part of an international educational network, the members of which have demonstrated success in educating students. In keeping with accreditation standards, video teachers undergo certification through the Florida Association of Christian Colleges and Schools (FACCS) and provides national recognition through the National Council for Private School Accreditation (NCPSA); and in the state of Florida through the Florida Association of Academic Nonpublic Schools (FAANS). The vast majority of classes are taught by Pensacola Christian Academy master teachers in normal classroom settings.

All on-site teachers are degreed teachers and are teaching in their area of training. Our on-site teachers have a wide range of academic and teaching experience. Our goal is to have all our on-site teachers begin the certification process for Indiana; however, we understand that many of our on-site teachers come from reputable Christian colleges that are not accredited. This is due to the institutions' core religious convictions regarding accreditation and we realize that this may hinder some in gaining their credentials in a timely manner. As new on-site teachers are hired, we will consider faculty with current Indiana licenses first. However, we also desire to retain quality, experienced and dedicated on-site teachers who share our core beliefs. Therefore, FCA requests the freedom to maintain its current practice of hiring and placement of proven, qualified faculty (see Appendix A). Our primary on-site teachers have graduated with education majors, instructor certifications, and others have degrees that are pertinent to their field (Bible and music), but not educational in background.

FCA is not equipped to educate students with severe learning or physical disabilities; however, the school has some students who are tested and qualify for assistance from the public schools for speech and hearing therapy.

### **3. Describe how the school's curriculum will comply with Common Core Standards**

One of the benefits of Freeway Accreditation is our freedom to choose curriculum that complies with our core beliefs. Not all the current curriculum is standards based, specifically Bible and Science, but FCA desires to implement the Indiana academic standards and the Common Core Standards. Our on-site teachers will go through teacher professional development with Hamilton Southeastern School District professional development training to stay current on embedding Inquiry and 21st Century instructional practices into the classroom, 1:1 initiative technology integration, Indiana Common Core Standards, curriculum mapping and creating common assessments, and the new teacher evaluation system (creating student and class learning objectives). FCA will seek to comply by assessing our current curriculum with the Common Core Standards and will augment any shortcomings within our foundational principles.

#### 4. Describe the plan allowing students to earn an academic honors diploma

FCA is fundamentally college preparatory. With few exceptions, most students will graduate with a college preparatory diploma. Listed below are the diploma requirements held by FCA:

##### **College Preparatory Diploma (Requirements for students entering High School in 2012-2013)**

##### **Minimum Required courses include:**

**Bible** - 8 semester credits

**English/Language Arts** - 8 semester credits

**Mathematics** - 6 semester credits (Algebra I (2), Geometry (2), and Algebra II (2)). Student must take a math or quantitative reasoning course each year in high school

**Science** - 6 semester credits (Biology I (2), Chemistry I or Physics I or ICP (2), and any Core 40 science course (2))

**Social Studies** – 6 semester credits (U.S. History (2), US Government (1), Economics (1), and Geography/History of the World or World History/Civilization (2))

**World Language** - 4 semester credits of the same world language

**Fine Arts** – 1 credit

**Physical Education** – 2 credits

**Health and Wellness**- 1 semester credit

**Computer** - 1 semester credit

**Electives** – 5 semester credits (College and career pathway courses recommended to satisfy college entrance requirements)

**Total** - 48 credits required

##### **College Preparatory Diploma with Honors**

FCA awards an Honors Diploma to students who complete the following requirements criteria:

- Student must complete 2 additional credits in math
- Student's science requirement must include either Chemistry or Physics
- Student must complete 6-8 credits in the same world language or at least 4 credits in two different languages
- Student must complete 2 credits in fine arts
- Student must earn a minimum of 55 credits
- Student must have a grade point average of 3.0 or above at the time of graduation
- Student must have no semester grades below a "C"
- Student must complete **ONE** of the following:
  - Earn 4 credits in 2 or more AP courses and take corresponding AP exams
  - Earn 6 verifiable transcribed college credits in dual credit courses from priority course list.
  - Earn two of the following:
    - A minimum of 3 verifiable transcribed college credits from the priority course list,
    - 2 credits in AP courses and corresponding AP exams,
    - 2 credits in IB standard level courses and corresponding IB exams.
  - Earn 4 credits in IB courses and take corresponding IB exams.
  - Earn a combined score of 1750 or higher on the SAT critical reading, mathematics, and writing sections and a minimum score of 530 on each
  - Earn an ACT composite score of 26 or higher and complete written section

Our students are given opportunities to take advanced courses either online or in conjunction with local colleges and universities. Academic guidance is provided by our guidance counselor to ensure that all diploma requirements are met.

**5. Describe the school's strategies to meet improvement in performance and measuring student achievement and growth.**

Fishers Christian Academy is committed to evaluating the curriculum to ensure it meets the needs of our students while at the same time seeking to integrate the requirements of the Common Core Standards. Our commitment to professional development for all on-site teachers is part of the strategy to conform to the requirements for the freeway accreditation. Additionally, we believe that student performance is tied to teacher evaluation and performance. We will continue to evaluate and monitor for best practices in the classrooms. We believe constant self-monitoring and adapting will help us reach our academic goals.

As a private Christian school, FCA experiences very high attendance rates and high student performance. Parents are required to pay tuition for their children to attend Fishers Christian Academy. Additionally, parents are required to provide transportation to and from school for their children. These sacrifices provide the critical buy-in and deep commitment on the part of the parents to ensure that their children are attending and performing well enough to justify the sacrifice.

FCA will participate in the ISTEP+ program at all grade levels as currently proposed by the Indiana Department of Education. FCA intends to use those test scores, along with other standardized testing scores such as End of Course Assessments and Stanford Achievement Test (SAT) scores to evaluate student learning and our teaching methodology. This year FCA tested all students through the Stanford Achievement Test (SAT). Our students tested well above the public school averages and were comparable to the private school results.

Our graduation rate goal is a 100% graduation rate. Other ways in which we will determine that educational benefits are being attained are through: Attendance rates, graduation rates, and direct input of parents, students, faculty, and the success of our alumni. Attendance is tracked carefully at FCA with a daily attendance rate above 98%. It is policy and practice that parents report and/or request days away from school. Regular and thorough communication with home ensures that absenteeism is not an issue.

FCA seeks to evaluate itself through formal and informal input from parents, students, and outside accreditation agencies such as American Association of Christian Schools. Families that choose not to re-enroll at FCA will be surveyed to determine the reasons for not returning. This is done in a climate of self-improvement and self-evaluation. Continual assessment is an integral part of the FCA climate. Year-end staff and teacher assessments will be conducted with students and parent feedback to critically analyze our effectiveness and communication.

**6. Identify the strategies for the curriculum to address issues related to: character education; hygiene; alcohol and drugs; diseases transmitted sexually; honesty; respect; and abstinence and restraint.**

Fishers Christian Academy is driven by its distinctive mission. Our primary focus is on character, scholarship, and leadership by laying a foundation of Biblical morality. Inherent in our ideals and our goals is to train up children in such a way that they will accept personal responsibility, demonstrate a love of country, and live godly. At every grade level, the daily assignments for health, language arts, reading, science, and social studies incorporates godly character, honesty, respect, abstinence and restraint. Students learn in their Biblical coursework about the fruits of the spirit-filled life: love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, and self-control. Character development is reinforced in chapels, health classes, special assemblies, programs, community projects, and foreign mission trips.

Truth and honesty are held in high regard and deceitfulness is not tolerated. Respect for others is continuously emphasized; especially, respect for parents, elders, teachers, civil authorities, political

leaders, as well as their neighbor. Sexual abstinence is a vital part of the Christian concept of every relationship; except for marriage between a man and a woman. Health, science, and physical education classes cover sexually transmitted diseases. The Bible clearly forbids drunkenness, which is taught in the context of alcohol and drugs. FCA teaches a high regard for personal hygiene and a healthy lifestyle because the body is described as the temple of the Holy Spirit, as well as man being created in the image of God.

Fishers Christian Academy believes that one of the greatest strategies in helping our students is by example; expecting all teachers to be godly examples. As living curriculums, their examples are the most excellent statements of the high ideals held not only in word but in deed.

## **7. Identify the statutes and rules to be suspended as a result of this contract.**

As a Christian school, our mission and vision statements, as well as our distinctive Biblical philosophy of education, drive Fishers Christian Academy's program. FCA consciously and intentionally seeks to instill within its students a Christian worldview. Consequently, Fishers Christian Academy requests the suspension of the following statutes and rules:

**Request to waive hygiene, alcohol, tobacco, drug education and human sexuality:** Statutes IC 20-30-5-8, IC 20-30-5-9, and IC 20-30-5-11 through IC 20-30-5-13 regarding safety education, hygiene, tobacco, prescription drugs, controlled substances and human sexuality.

Fishers Christian Academy offers required mandatory health curriculum starting at grade 1 through high school. This curriculum covers topics such as health and safety, personal hygiene, growth and development, nutrition, manners, family life, drugs, alcohol, tobacco, and disease control. Teachers are assisted in the teaching of health by having textbooks that are in alignment with the school's philosophy and mission. We will continue to review the state's academic standards for health at all grade levels in order to incorporate those standards that would be in harmony with our mission and philosophy. We believe our curriculum satisfies the curriculum objectives set forth by the state. We request that FCA be given the freedom to choose textbooks and other curricula which are aligned with the school's mission and philosophy. Even though FCA may teach much of the State mandated curriculum in these areas, we petition suspension of the rules to teach much more in alignment with the mission and purpose of our school.

**Request to waive textbook adoption from a state approved list:** Statutes IC 20-20-5-2; IC 20-26-12-24; IC 20-26-12-28; 511 IAC 6.1-5-5 and any part of IC 20-20-5-1 through IC 20-20-5-4 that may apply to our school regarding textbooks.

Due to the core nature of our school, FCA parents, teachers and School Board often find Christian texts more appropriate for the educational processes and purposes of our school. Although we request this waiver, it is important to note that we will seek to closely follow the Common Core Standards whenever possible. However, Fishers Christian Academy has a deep commitment in choosing textbooks and instructional material that are in alignment with its mission and purpose. This mission and purpose must be according to Biblical principles the academic, physical, and spiritual needs of its students. Flexibility to choose textbooks other than those adopted by the state is needed in order to fulfill our mission and purpose. Therefore, FCA requests the freedom to choose textbooks appropriate to its instructional objectives.

FCA is committed to use time tested and effective curriculum in harmony with our stated mission and objectives. When choosing textbooks and other resources, FCA will evaluate them as to how well they will help us to meet Indiana academic standards, as well as to support our school's mission and philosophy. We recognize the significance of continually updating and upgrading textbooks. FCA will continue to review our curriculum and textbooks for kindergarten through twelfth grade to ensure we have the best possible curriculum available. In addition, the school is committed to continually

reviewing our curriculum map, including scope and sequence, academic goals and objectives, assessment methods, resources used, etc. We seek to evaluate and incorporate the Common Core Standards wherever possible. Nevertheless, it is imperative that FCA be selective in its choice of textbooks to meet the academic standards and to fulfill the mission of the school. Thus FCA requests the freedom to select textbooks that correspond with the school's mission, philosophy and goals.

Though we believe FCA will meet or exceed the minimum requirements established by the statutes, we believe the flexibility afforded by the Freeway legislation gives the school an added assurance to adopt programs that are mission-specific. As a Christian school, FCA derives its goals and objectives from a philosophy that aligns itself with the Word of God—the Bible.

**Privileges to be granted as a result of this contract:**

This contract will grant Fishers Christian Academy the privilege to fulfill its mission and purpose of a quality, Christ-centered education.

This contract will grant Fishers Christian Academy the freedom to select textbooks and hire teachers in ways that will accomplish the school's distinct educational mission and purpose.

This contract will allow Fishers Christian Academy to continue to offer a complete curriculum using teachers and administrators who are jointly involved as full-time professional Christian educators.

This contract will also grant Fishers Christian Academy the continued status and reputation in our community, as well as educational guidance and accountability that accompanies accreditation by the Indiana Department of Education.

**8. Describe how technology will be integrated into student instruction**

Fishers Christian Academy is greatly committed to the integration of technology into student instruction as a means to enhance our learning environment and student achievement. Computer and technology skills are essential for every one of our students to excel in tomorrow's workforce. Technology today goes beyond just a PC computer, but it now also includes iPads, netbooks, Kindles, Smartboards, Smartphones, social media, Skype, etc. FCA is committed to staying with current technology trends. We seek technology that supports one-to-one use during and beyond school hours (24/7).

FCA makes full use of technology everyday with video and internet streaming of classroom instruction coupled with traditional teaching methods. This enables us to make full use of technology along with ensuring the very best instruction for our students. Students are taught age-appropriate use of computers. They are also taught the proper use of computers as tools for communication, the importance of computer ethics, cyber-security, the safe use of the Internet, legal copyright documentation, and how to deal with inappropriate cyber bullying. Students are trained in computer basics by learning how to save their course work to various locations such as network drives, hard drives, removable flash drives, drop boxes and a cloud account. They are trained on how to transport assignments from home to instructors in several different formats. Students are taught the proper use of emails along with appropriate attachments such as assignments with due dates.

All student projects are designed to make full use of technology from the start to the final presentation. Students are instructed in the proper use of Word processing, Excel spreadsheets, PowerPoint presentations, and simple data bases. Science projects are graded partly on the effective use of technology, as well as, the fourth grade Indiana History project. The daily current event presentations by the students also make full use of technology by way of the internet, Word processing, and video presentations. Students are also exposed to the necessary skills to work with multi-media such as basic photography, photo/video editing, and web page set-up and design.

Technology is a great tool for learning; however, it does not guarantee learning will take place. We must stay current and utilize the latest technology with tempered enthusiasm. We must make sure that it is an asset and not a liability. Constant assessment of our technology integration must safeguard against throwing away good money in exchange for poor results.

## **9. Note the plan for securing and maintaining a safe and disciplined learning environment for students and teachers.**

Fishers Christian Academy believes that a safe, secure learning environment is crucial to a quality education. FCA admits students of families that share its mission, philosophy, and goals. All families receive a FCA Parent and Student Handbook that communicates school rules, regulations, expectations, and procedures. These items are reviewed with the students at the beginning of the school year, and are reiterated as needed throughout the year. All parents and secondary students sign an agreement stating that they will uphold the policies and practices of Fishers Christian Academy.

The school makes great efforts to produce an environment where home and school work together in concert to produce the optimal learning environment. Parents are regularly informed of policies, processes, and current events. This dialogue and conversation takes many forms through student homework notebooks, written notes, e-mail, newsletters, and conferences, use of the school's website, Student-Parent Handbook, telephone calls, and discipline reports about behavioral concerns. All these methods are designed to promote and foster home and school cooperation and communication. This in turn establishes and maintains a positive learning environment. Faculty, staff or coaches are assigned to supervise before and after school care and extracurricular programs. School day activities, such as lunch, recess, and passing times are supervised by faculty or staff.

Specific plans and practices are implemented to ensure a safe, healthy, and positive environment for students and staff. They include, but are not limited to:

1. Security background checks for all staff, faculty, and paid/volunteer workers.
2. Development and application of a Child and Worker Protection Plan which is communicated to staff, students, and parents.
3. Creation of a No Bullying Zone where students are encouraged to watch out for one another and are encouraged to be an encourager; to build up and not tear down. Everyone is taught to do unto others as they would have done unto them and to love their neighbor as themselves.
4. Procedures for school visitors to enter through the front office, sign in, and obtain a visitor pass.
5. Exterior doors locked during the school day limiting visits to entrance through the main entrance.
6. The use of security cameras and recording devices.
7. Fire and tornado alarm systems function properly and drills are conducted on a monthly basis as required by law.
8. The posting and adoption of OSHA standards and other safety rules.
9. Communication devices for instant communication with staff and/or students via intercom, phones, etc. throughout the building.
10. A crisis management plan that includes, but is not limited to, policies, procedures, and practice schedules for fire drills, tornado drills, and emergency lockdowns. Escape routes and destinations are posted in each room.
11. A part-time nurse on staff who provides first aid and CPR training to faculty and staff.
12. Annual blood-borne pathogens training for faculty and staff.

## **10. Describe plans for continuing professional staff development**

Teachers are encouraged to pursue professional growth on their own as well such as subscribing to journals, attending webinars, and attending workshops as available. A plan is also being constructed

for 2013-2014 that will require on-site teachers to formalize their professional development goals and steps for achieving those goals for the 2013-2014 school year.

Fishers Christian Academy is committed to providing on-going professional development appropriate to all staff, and specifically to all instructional staff. Teacher contracts are written for 185 days utilized as follows: 180 – student instruction; 2 days (1 before and 1 after first and last day of student attendance); 3 days for teacher in-servicing (professional development). Professional development topics will include:

1. Common Core Curriculum.
2. Technology Integration: On-going professional development will continue to support this initiative by assisting teachers in integrating technology into daily instruction.
3. Problem Based Instruction (Fishers Christian Academy is committed to varied instructional practices to meet varied learners)
4. Differentiated Instruction (Fishers Christian Academy is committed to improving our instructional delivery to a broader, more diverse population of learners)
5. Individual Teacher/Discipline Need: In addition, professional development is tailored to individual teacher and/or curricular discipline as appropriate to each teacher's assignment.

#### **11. Confirm the school's commitment to Indiana's minimum 180 Instructional days for students**

Fishers Christian Academy is committed to provide students with 180 full instructional days as required by the State of Indiana. When planning, FCA takes into account the instructional calendar of Hamilton Southeast school district, as well as the state requirements. FCA annually prepares a school calendar with three inclement weather make-up days built into the calendar as well as two flex days to meet the 180 minimum day requirement. See Appendix B for the 2013-2014 School Calendar.

#### **12. Describe the school's ability to produce and submit all electronic state student data report**

Fishers Christian Academy is committed to full compliance with all required reporting of student data. FCA has the ability to produce and file State reports electronically via the IDOE Application Center. Our support staff keeps careful records and is able to produce all reports needed to ensure timely compliance.

**Appendix A: Teachers Not Licensed by the State of Indiana**

The vast majority of classes are taught by Pensacola Christian Academy master teachers in normal classroom settings via video. The Florida Association of Christian Colleges and Schools (FACCS) provides national recognition through the National Council for Private School Accreditation (NCPISA); and in the state of Florida through the Florida Association of Academic Nonpublic Schools (FAANS). In keeping with accreditation standards, video teachers undergo certification through FACCS. Our on-site teachers have a wide range of academic and teaching experience. Our ultimate goal is to have all our on-site teachers begin the certification process for Indiana; however, we understand that many of our on-site teachers come from reputable Christian colleges that are not accredited. This is due to the institutions' core convictions regarding accreditation and we realize that this may hinder teachers in gaining their credentials in a timely manner.

Name	Bachelor's	Master's	Other	Teaching Experience
Carlene Falk	Elementary Education Hyles-Anderson College, Indiana			28 years Hammond Baptist Schools, IN Berean Baptist Academy, NC Wilton Baptist Academy, NY Fishers Christian Academy, IN
Todd Falk	Fine Arts Ball State University, Indiana	Biblical Studies Ambassador Baptist College, North Carolina	US Army 5K Certified Military Instructor CGSC ROTC	14 years Wilton Baptist Academy, NY Fishers Christian Academy, IN Ball State University, IN Indiana Wesleyan University, IN Siena College, NY US Army Command & General Staff College, Leavenworth, KS
Merrilee McMillian	Music Northland International University, Wisconsin			3 years Private lessons Fishers Christian Academy, IN
Aaron Trincado	Education Union Bible College, Indiana			3 years Cornerstone Christian Academy, IN Fishers Christian Academy, IN
Judy Wang	Micro Biology Central China Agricultural University, China			2 years Fishers Christian Academy