



STRATEGIC PLAN 2026-2031

"AS YOU RECEIVED CHRIST JESUS THE LORD, SO WALK IN HIM, ROOTED AND BUILT UP IN HIM
AND ESTABLISHED IN THE FAITH, JUST AS YOU WERE TAUGHT."

COLOSSIANS 2:6-7



“AS YOU RECEIVED CHRIST JESUS THE LORD, SO WALK IN HIM, **ROOTED** AND BUILT UP IN HIM AND **ESTABLISHED IN THE FAITH,** JUST AS YOU WERE TAUGHT.”

COLOSSIANS 2:6-7



As we enter our 50th year at Legacy Christian Academy, we do so with deep gratitude for God’s faithfulness and a commitment to seek God’s will for Legacy and be obedient to follow it. Over the past two strategic plans, the Lord has allowed us to establish and strengthen many foundational elements that have shaped who we are today, from the development of our discipleship model and biblical worldview immersion, to strengthening academic frameworks, investing in student support, enhancing programs and student experiences, and growing in enrollment, facilities, and financial stability. By God’s grace, Legacy has grown into a thriving, mature Christian school.

Because of this strong foundation, this strategic plan is about going deeper. It is about embedding, strengthening, and fully living out who we are. Our theme, **Rooted: Known. Disciplined. Prepared.**, reflects that calling.

To be rooted as a school is to be firmly grounded in Christ and anchored in Truth so that we can grow strong and bear more fruit. Not only is the school rooted in Christ, but our students are rooted for their journey ahead. At Legacy, this happens when every student is **known** personally, **disciplined** intentionally, and **prepared** for a life of purpose and impact. **Known, disciplined, and prepared: this is the path of transformation for our students and the focus of this strategic plan.**

A significant milestone in this season has been the purchase of the Meadow Creek Church campus, **rooting** Legacy in a permanent home that we can faithfully steward. Ownership provides us with the opportunity to steward our campus in alignment with our mission and vision, creating spaces that support student formation, strengthen community, and allow us to thoughtfully plan for the future. It is a tangible expression of God’s provision and a foundation upon which we will continue to build.

As you review this strategic plan, you will see a continued commitment to what matters most: deepening spiritual formation, strengthening student preparedness, cultivating a connected community, investing in our people, and developing a campus that supports exceptional experiences.

In the following pages, you will see that we have a plan and a vision for the future that we will diligently pursue, but I wholeheartedly believe that what God will choose to accomplish will be based on Legacy remaining rooted in Christ as our staff seek to help students live lives deeply rooted in Him for His glory.

A handwritten signature in black ink that reads "Jake Mulvihill".

JAKE MULVIHILL, Head of School

ROOTED Strategic Initiatives ⇒

These initiatives are not the only five actions we will pursue to make a stronger Legacy. They do, however, reflect five areas that have risen to the top as essential in the effort to fulfill our mission and thrive in the years ahead.

As you review the goals under these initiatives, you will readily understand that this is not an overnight to-do list but a roadmap for a journey that will take several years. It will require the blessings of God, the faithful prayers of the school community, and the dedication of many to see these plans come to fruition. We are excited to embark on this journey with our staff, our families, and our students.



DEEPEN **Spiritual Formation**



STRENGTHEN **Student Preparedness**



CULTIVATE A **Connected Legacy Community**



Invest in People: ADVANCING
LEADERSHIP & MISSION CAPACITY



ESTABLISH OUR PERMANENT HOME:
Master Site Plan with Phased Expansion



DEEPEN Spiritual Formation

WHAT WE ACCOMPLISHED in the Courageous Faith Strategic Plan...

Hired Student Life Coordinators in every division to oversee student spiritual formation and leadership development



Established high school affinity groups, middle school advisory groups, and a biblically grounded relationships curriculum for elementary students

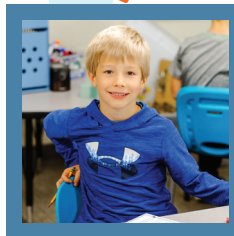
Launched the senior mission trip to the Dominican Republic and created a pathway for senior-led discipleship groups of 5th and 6th grade students



Established the Coaching for Transformation athletic model

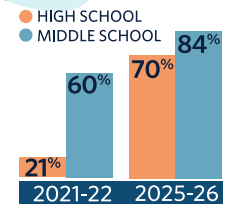


Established a student discipleship framework based on Jesus' model of being grounded in truth, transformed through relationships, and solidifying learning through experience



Developed Legacy's spiritual formation model focused on the transformation of the head, heart, and habits

Watched as discipleship groups grew: 62% of high school students and 74% of middle school students chose to be a part of a discipleship group

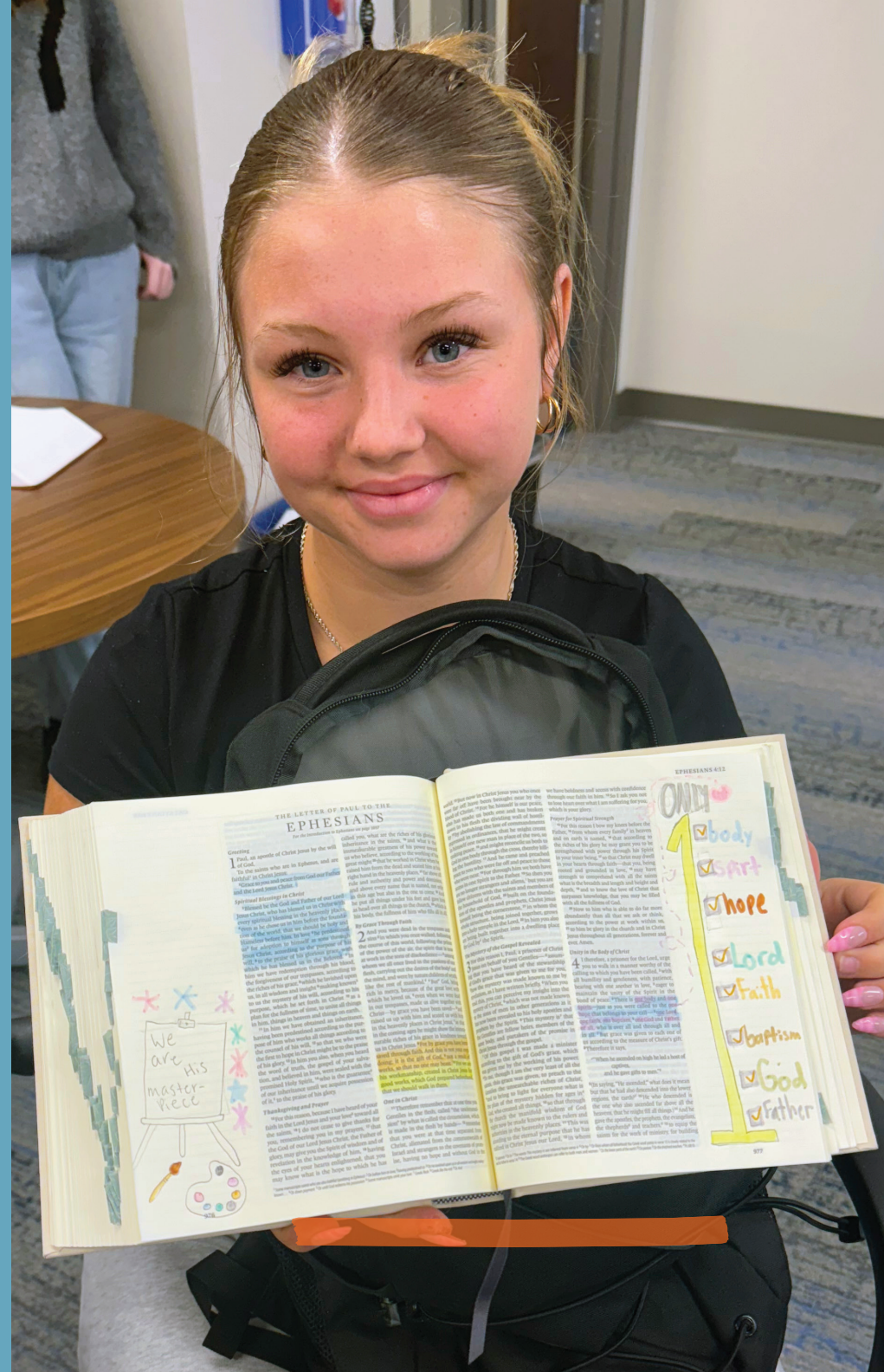


WHERE WE'RE GOING ➡

At Legacy, we believe the greatest calling of a student's life is to know and love God and to live faithfully for His kingdom. Spiritual formation is not a program but a lifelong pursuit of transformation, one that shapes students' beliefs, desires, and habits to reflect Christ. In a culture that increasingly pulls students away from Truth and identity in Him, the need for intentional, relational, and experiential discipleship has never been greater. As we look ahead, Legacy is committed to deepening a discipleship model that grounds students in Truth, transforms them through meaningful relationships, and equips them to live out their faith with conviction, courage, and Christ-like character. Knowing that God has called parents to be the primary discipler in children's lives, Legacy is committed to coming alongside parents in their God-given journey.

GOALS:

1. Deepen our **spiritual formation model** to cultivate student transformation around a unified framework that shapes students' beliefs, desires, and habits for kingdom living.
2. Initiate **next steps for our discipleship program** that focus on developing life-on-life mentorship, establishing spiritual disciplines, and being trained through opportunities, to pass on their faith.
3. Expand **student leadership and spiritual formation opportunities**, equipping students to use their God-given gifts to influence others and actively live out their faith.
4. Continue to invest in Legacy's **biblical worldview training program** for faculty and staff to equip them to teach in a way that enables students to view all of life and learning through the lens of Scripture.
5. Launch Leaving a Legacy Institute, enhancing our **partnership with parents** by equipping and coming alongside them through different stages of child development and seasons of life.



INITIATIVE
2

STRENGTHEN Student Preparedness

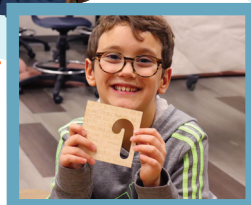
WHAT WE ACCOMPLISHED in the Courageous Faith Strategic Plan...



Added the Middle School Principal position which developed Legacy's philosophy, vision, and schedule specifically designed for middle school students and their development



Expanded Legacy's Innovation program to include K-12th grade



Identified Essential Learning Standards for all grade levels to increase vertical alignment



Expanded the academic student support services by adding a K-8th Math Learning Specialist, a K-8th Reading Learning Specialist, a 5th-12th Learning Specialist, and a Student Support and Services Director



Launched a new K-8th math curriculum, updated the 5th-12th reading and writing curriculum, and enhanced PreK-4th programs with new handwriting, phonemic awareness, and reading assessments



Expanded onsite college credit options to 30+ credits and added American Sign Language



Added 25+ middle school elective classes, prioritizing exploration and student choice



WHERE WE'RE GOING ⇒⇒

Legacy is committed to preparing students not just for the next step, but for a lifetime of purpose and impact. An intentional, Christ-centered academic program equips students with the knowledge, skills, and discernment needed to navigate an ever-changing world while also shaping their character, relationships, and identity in Christ. As expectations for college and careers continue to change, we recognize the responsibility to prepare students through educational experiences that develop both the mind and the person. We will continue to clarify and strengthen our academic framework, enhance the quality of teaching and learning, and expand opportunities that allow students to grow in essential skills, pursue areas of interest, and confidently step into their future prepared not just academically but as a person.

GOALS:

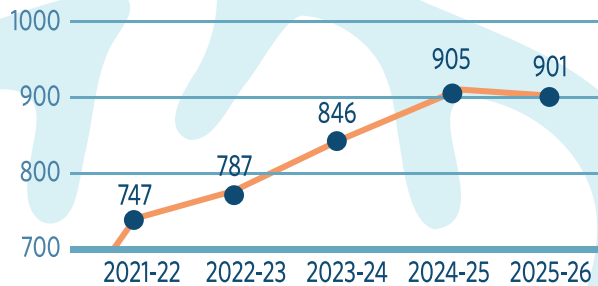
1. Integrate Essential Learning Standards, teaching practices, and student outcomes into a cohesive framework that ensures all learning is rooted in Truth and builds essential knowledge, skills, and habits for life.
2. Equip and support teachers to deliver high-quality, student-focused instruction that fosters deep learning and critical thinking through the leadership of a Director of Teaching and Learning and by embedding our professional growth model in Legacy's culture.
3. Finalize grade-level proficiency assessments, alignment of K-8th math and reading assessments, and high school academic benchmarking, ensuring each student is equipped to grow and succeed.
4. Strengthen early academic foundations by implementing a new biblically grounded literature curriculum along with a phonics-based program that aligns with the science of reading in the elementary grades.
5. Cultivate distinct middle school and high school experiences by designing intentional, developmentally aligns experiences that shape identity, build community, and increase learning opportunities.
6. Launch dynamic career pathways, including a Skilled Trades Pathway that introduces students to carpentry, electrical, and plumbing; an Engineering & Design Pathway that engages students in fabrication, CAD, engineering, and coding; and a Healthcare Pathway that equips students to earn their CNA and explore careers in nursing.



CULTIVATE A Connected Legacy Community

WHAT WE ACCOMPLISHED in the Courageous Faith Strategic Plan...

Grew incrementally in enrollment from 647 to 901 students by adding fourth sections in K-1st grades, and a third section to 2nd-12th grades, allowing Legacy to add new programs and courses, provide enhanced student experiences, and strategically hire additional teachers and staff to support and invest in students



Removed student cell phones from the academic school day



Added police response buttons, hallway alarms/strobes, and the school office communication system for emergencies



Invested in having Deputy Anderson from the Anoka County Sheriff's Office onsite every day, whose job is to focus on safety, relationships, and campus security



Initiated Family Relations role within the Admissions Department to serve our growing parent population and build community



"Once a Lion, Always a Lion"

Implemented continuous enrollment and updated and enhanced the admissions process



Transitioned Legacy Athletics from the MCAA to the Skyline conference and from Class 1A to 2A in sports

WHERE WE'RE GOING ⇒⇒

Legacy has always been more than a school; it is a community where students, families, and staff are known, supported, and invested in. In a time when isolation and disconnection are increasingly common, the importance of meaningful relationships and a strong sense of belonging cannot be overstated. We believe that a thriving community strengthens student formation, enhances the educational experience, and reflects the love of Christ. As we look forward, Legacy will intentionally cultivate deeper connection, strengthen communication, and create opportunities for engagement that fosters unity, belonging, and a vibrant, Christ-centered culture.

GOALS:

1. Evaluate and refine **school schedules and rhythms** to better support student learning, connection, engagement, and overall student and family well-being.
2. Improve communication and missional impact through updating our internal communication plan for current parents and **redesigning the Legacy website**.
3. Increase student opportunities in **non-athletic extracurricular activities** that help students discover their interests, build relationships, and feel a sense of belonging.
4. Enhance and create student, staff, and parent opportunities to **build community and deepen relationships**.
5. Refine **safety and security** by conducting regular audits to address emerging threats, while reinforcing campus protection with the addition of ballistic and riot-resistant film on key doors and windows.





Invest in People: ADVANCING LEADERSHIP & MISSION CAPACITY

WHAT WE ACCOMPLISHED in the Courageous Faith Strategic Plan...



Implemented a Professional Growth, Conversation, and Compensation model to guide teachers and staff in their professional growth journey and student impact



Created and launched Legacy's two-year Spiritual Formation/Biblical Worldview development track for new teachers and Leading in Biblical Immersion training for veteran teachers to enhance teachers' ability to teach from a biblical worldview



Completed ACSI and Cognia re-accreditation in 2024



Received over \$12.5M from the Legacy community to enhance the Legacy student experience and transform our campus



Sustained key financial stability markers: tuition covering 100% of operating expenses and Legacy Reserve Fund maintained



WHERE WE'RE GOING ⇒

The strength of Legacy has always been its people. High-caliber, mission-driven teachers, staff, and leaders are essential to shaping students and sustaining long-term impact. As the school continues to grow and mature, so must our intentional investment in developing, supporting, and equipping those who lead and serve within our community. We believe that investing in our staff, building strong leaders, aligning our organization, and stewarding our resources wisely will ensure Legacy's mission endures for generations to come. We are committed to developing a healthy, sustainable organization that attracts, equips, and retains exceptional people who are deeply aligned with our mission and empowered to fulfill it.

Legacy will continue to be guided by responsible stewardship and disciplined financial practices that produce balanced and sustainable budgets. Looking ahead, we see a strategic opportunity to expand our student impact and provide generational change through the growth of a strong endowment and an engaged philanthropic community.

GOALS:

1. Establish a comprehensive **leadership development** system that identifies, equips, and empowers future leaders to ensure mission alignment and long-term organizational strength.
2. Strengthen **workforce planning and organizational alignment** to support Legacy's mission, ensuring our team is strategically structured and equipped to maximize impact.
3. Accelerate **endowment growth** by pursuing multi-million dollar funds for student scholarships and programs of distinction, supported by designated and planned giving.
4. Through a **growing philanthropic community**, a robust Legacy Fund, and school-transforming capital campaign, enhance and elevate student experiences.
5. Invest in competitive compensation, benefits, and meaningful recognition to attract, support, and retain **exceptional Christian teachers and staff**.
6. Strategically **advance the Board** to provide effective foresight and oversight of Legacy's mission, spiritual foundation, governance, and financial stewardship while shaping Legacy's strategic future and supporting the Head of School.



ESTABLISH OUR PERMANENT HOME: Master Site Plan with Phased Expansion

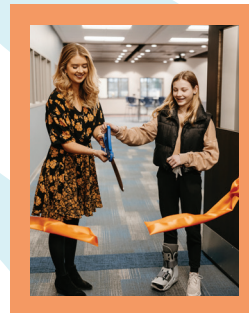
WHAT WE ACCOMPLISHED in the Courageous Faith Strategic Plan...



Purchased Meadow Creek Church's buildings and 25 acres of land securing Legacy's future home, a \$17 million asset, and gained autonomy over the property

Invested in numerous building enhancements and remodels:

- Completed the remodel of 12 elementary classrooms, expanding their average classroom learning square footage from 600 to 900 square feet
- Remodeled the School Kitchen to enhance the school lunch program
- Opened the new playground
- Resurfaced and redesigned Sports Center flooring



Constructed a 29,000 square foot academic building addition, enhancing educational opportunities and community relationships with intentionality:

- 12 specifically designed middle school learning spaces
- Middle school science labs
- Middle school community and commons areas
- 5 high school classrooms
- State of the art middle and high school engineering and innovation lab
- Tornado shelter



Opened the LCA Café as a space for intentional community

WHERE WE'RE GOING ⇒⇒

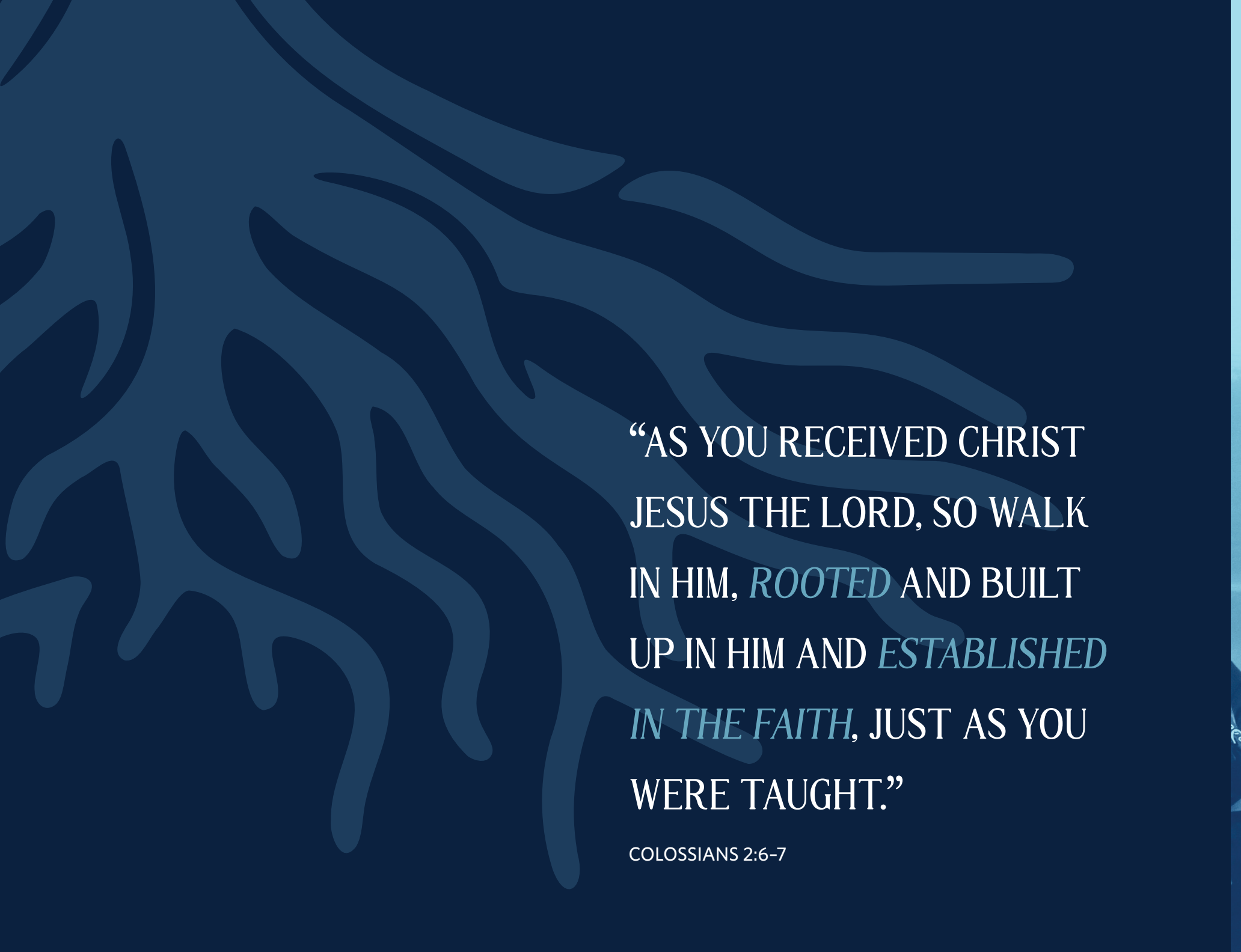
With the purchase of the Meadow Creek Church campus, Legacy transitioned from renter to owner for the first time in 49 years while gaining the freedom to fully align our facilities with our mission and vision for students. As a nationally recognized leader in Christian education, strategic and thoughtful campus development is essential to support a school of 1,000 students and the experiences that shape them.

Our campus is more than a facility, it is a place where students are shaped, relationships are built, and lives are transformed. Through a comprehensive Master Site Plan, we will intentionally develop spaces that enhance learning, strengthen community, and support exceptional student experiences for generations to come.

GOALS:

1. Develop a **Master Site Plan** that includes:
 - Adding an Athletic Field House
 - Remodeling the Meadow Creek Worship Center into Legacy's Performing Arts Center
 - Renovating and adding classrooms
 - Redesigning athletic fields
 - Constructing new roads and parking lots
 - Building a new welcome center and school entrance
 - Creating dedicated space for the Career Technical Education/ Trades program
2. **Expand and update** the current facility and grounds strategically in accordance with the Master Site Plan.





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COLOSSIANS 2:6-7

LEGACY CHRISTIAN ACADEMY EXISTS TO EQUIP THE MIND AND DISCIPLE THE HEART OF EACH STUDENT FOR CHRIST-LIKE LIVING.

Legacy Christian Academy fulfills its mission through our Core Values:



Our Foundation:
CHRIST-CENTERED AND
STUDENT-FOCUSED



Our Path:
TRANSFORMATION BY
KNOWING, DISCIPLING,
AND PREPARING



Our Pursuit:
EXCEPTIONAL
EXPERIENCES
THROUGH RADICAL
SERVANTHOOD



EQUIPPED FOR THE JOURNEY AHEAD.



LEGACY
CHRISTIAN ACADEMY

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