



EMPLOYEE CULTURE DOCUMENT

COVENANT CHRISTIAN ACADEMY





TABLE OF CONTENTS

01

Overview

02

Mission, Vision,
and Core Values

03

Distinctives

05

Culture Values:
Passion for Excellence

07

Culture Values:
Heart of Grace

09

Culture Values:
Character of Christ

Overview

For Covenant Christian Academy to achieve its Vision and carry out its Mission, we must attract and nurture talented, dedicated faculty and staff while fostering a work environment that stands out. The strength of this environment lies in our culture, making it essential that we are deliberate in both cultivating and safeguarding it.



Mission, Vision, and Core Values



Mission

The Mission of Covenant Christian Academy is to provide a biblically based, classical, college-preparatory education that inspires a passion for excellence, a heart of grace, and the character of Christ.

Vision

Our graduates are authentic followers of Jesus Christ, wise and virtuous lifelong learners, servant-hearted leaders, and compelling communicators of truth, goodness, and beauty.

Core Values

Passion for Excellence
Heart of Grace
Character of Christ



Distinctives

We aspire to lead the way in the classical Christian school movement, setting ambitious goals and pursuing excellence in all we do. We will be known for:

Christ-Centered, Biblically Grounded

A vibrant Christ-centered education where Scripture is the ultimate authority and lens through which all truth is understood, and where faith formation, intentional discipleship, and Biblical truth shape every aspect of the student learning experience.

Ephesians 4:22-24 "To take off your former way of life, the old self that is corrupted by deceitful desires, to be renewed in the spirit of your minds, and to put on the new self, the one created according to God's likeness in righteousness and purity of the truth."

Classical Education

A time-tested academic foundation rooted in the classical tradition that cultivates wisdom, eloquence, and a love of truth, goodness, and beauty, forming students beyond memorization into virtuous advocates for truth, while preparing them to navigate a rapidly changing world with discernment, ready for higher education and their future calling.

Colossians 2:2-3 "I want their hearts to be encouraged and joined together in love, so that they may have all the riches of complete understanding and have the knowledge of God's mystery-Christ. In him are hidden all treasures of wisdom and knowledge."

Holistic Development

A comprehensive approach to student development that nurtures the mind, body, and spirit through intentional co-curricular programming, including fine arts, athletics, and leadership opportunities.

Ephesians 5:1-2 "Therefore, be imitators of God, as dearly loved children, and walk in love, as Christ also loved us and gave himself for us, 'a sacrificial and fragrant offering to God.'"

Flourishing Students

A thriving community where students are known, loved, and valued as image-bearers of God, inspiring a joy for learning that celebrates individual gifts, nurtures character, and encourages continuous growth.

Ephesians 2:10 "For we are his workmanship, created in Christ Jesus for good works, which God prepared beforehand, that we should walk in them."

Vibrant Parent Partnership

A collaborative partnership with parents built on covenantal relationship, shared responsibility, and commitment to student formation. Parents are honored as primary educators and engaged as essential partners in the life of the school.

Ephesians 4:1-3 "Therefore I, the prisoner in the Lord, urge you to live worthy of the calling you have received, with humility and gentleness, with patience, bearing with one another in love, making every effort to keep the unity of the Spirit through the bond of peace."

High-Performing, Mission-Aligned Staff

A culture of excellence grounded in the recruitment and development of mission-aligned faculty and staff who love Jesus Christ, love students, and bring strong pedagogical skill and subject mastery to their work, ensuring students are supported, challenged, and well prepared.

2 Peter 1:5-8 "For this very reason, make every effort to supplement your faith with goodness, goodness with knowledge, knowledge with self-control, self-control with endurance, endurance with godliness, godliness with brotherly affection, and brotherly affection with love. For if you possess these qualities in increasing measure, they will keep you from being useless or unfruitful in the knowledge of our Lord Jesus Christ."

Local and Global Service

A formative emphasis on servant-leadership shaped by the Greatest Commandment, cultivating students who faithfully and courageously serve their churches, communities, and the world with humility, initiative, and love for neighbor.

Colossians 3:12: "Therefore, as God's chosen people, holy and dearly loved, clothe yourselves with compassion, kindness, humility, gentleness, and patience."

Culture Values



Passion for Excellence

Honor God in All We Do

Live a Christ-centered life and recognize the inherent value of each person as made in the image of God.

- We ensure that every action, attitude, and interaction with students, colleagues, and families glorifies God and demonstrates His love.
- We manifest the fruit of the Spirit in our lives and labors, modeling Christlike character to our students and community.
- We approach our work with gratitude and reverence, viewing every responsibility as an opportunity to honor God.

Colossians 3:17 "And whatever you do, in word or deed, do everything in the name of the Lord Jesus, giving thanks to God the Father through him."

Pursue Excellence

Strive for excellence, diligence, discipline, and continuous improvement for the glory of God and the benefit of our community.

- We invest in cultivating strong, healthy relationships within our community, recognizing that excellence is strengthened through trust, encouragement, and meaningful connection.
- We approach every task, large or small, with intentionality, care, and a commitment to the highest standard.
- We model perseverance and a strong work ethic, inspiring others to pursue excellence in their own lives.

Colossians 3:23–24 “Whatever you do, work heartily, as for the Lord and not for men, knowing that from the Lord you will receive the inheritance as your reward. You are serving the Lord Christ.”

Maintain the Highest Standards of Integrity

Place truth and virtue at the center of all relationships and responsibilities, upholding consistency between belief and practice.

- We anchor our understanding of integrity in God’s unchanging truth, allowing Scripture to shape our convictions, guide our decisions, and define what is right and good.
- We act honestly with transparency and accountability in both word and deed.
- We commit to truthfulness in all communication, ensuring our words and actions are consistent with our convictions.

Titus 2:7–8a “Show yourself in all respects to be a model of good works, and in your teaching show integrity, dignity, and sound speech that cannot be condemned.”

Come Together through Collaboration

Work in unity of purpose, actively seeking opportunities to learn from one another and building meaningful connections across all levels of our school.

- We support, encourage, and strengthen one another through intentional partnership, mentorship, and accountability.
- We actively seek input, insight, and wisdom from others, valuing diverse perspectives and collective problem-solving.
- We commit to alignment in vision and practice, building consistency and cohesion across all areas of our school.

Ecclesiastes 4:9–12 “Two are better than one, because they have a good reward for their toil... a threefold cord is not quickly broken.”

Keep a Teachable Spirit

Embrace an attitude of humbleness, openness, and eagerness to learn, grow, and gain godly wisdom.

- We model a posture of curiosity and lifelong learning, demonstrating to students what it means to pursue knowledge with humility and perseverance.
- We actively pursue learning opportunities that deepen our knowledge, sharpen our skills, and strengthen our effectiveness.
- We reflect regularly on our practice, welcoming feedback from others and refining our approach in pursuit of greater impact.

Proverbs 9:9 “Give instruction to a wise man, and he will be still wiser.”

Heart of Grace

Serve Others

Actively serve the school community, contributing to a culture grounded in Biblical principles, and seek opportunities to encourage, support, and uplift others.

- We prioritize the needs and growth of our students, modeling grace, humility, and service.
- We mentor, guide, and support one another to cultivate an environment where all can flourish.
- We humbly recognize our own strengths and limitations and extend grace and assistance as needed.

Mark 10:45 "For even the Son of Man did not come to be served, but to serve, and to give his life as a ransom for many."

Humility

Model the character and humility of Christ in daily interactions with students, colleagues, and families.

- We value humility and recognize that each of us has room to grow.
- We respect and esteem our colleagues, strengthening our community and reflecting God's image in us.

Philippians 2:3-4 "Do nothing from selfish ambition or conceit, but in humility count others more significant than yourselves. Let each of you look not only to his own interests, but also to the interests of others."

Joy and Enjoyment

Cultivate joy in our work environment.

- We engage in our roles with fulfillment, gratitude, and positivity, strengthening relationships and glorifying God.
- We let a joyful spirit sustain us through challenges and energize our mission.

Psalms 68:3 "But the righteous shall be glad; they shall exult before God; they shall be jubilant with joy!"

Healthy Conflict Resolution

Extend grace, mercy, and forgiveness freely, fostering a spirit of peace, reconciliation, collaboration, and unity.

- We resolve conflicts by addressing concerns directly and respectfully, seeking understanding before being understood, and pursuing peace without avoiding truth.
- We use a Biblical approach to conflict resolution by keeping short accounts with one another and avoiding gossip.

Matthew 18:15-18 “If your brother sins against you, go and tell him his fault, between you and him alone. If he listens to you, you have gained your brother. But if he does not listen, take one or two others along with you, that every charge may be established by the evidence of two or three witnesses. 17 If he refuses to listen to them, tell it to the church. And if he refuses to listen even to the church, let him be to you as a Gentile and a tax collector.”

Covenantal Parent Partnership

Effectively communicate and partner with parents, recognizing and affirming their essential role in the shared mission of student flourishing and fostering a strong partnership in each student's holistic development.

- We seek to uphold the Biblical principle that parents are the primary educators of their children.
- We actively seek to partner with parents, fostering healthy, positive, strong, intentional relationships.
- We listen before responding and assume parents' intentions are good.
- We are proactive and approach difficult conversations with empathy and kindness.

Proverbs 22:6 “Train up a child in the way he should go; even when he is old he will not depart from it.”



Character of Christ

Biblical Worldview

Seek to integrate Biblical principles into all aspects of learning and in student experiences.

- We affirm that Scripture frames every aspect of teaching, learning, and interactions.
- We surrender our perspectives, decisions, and relationships to a Biblical understanding of the world and our place in it.
- We prepare our graduates to impact their communities and boldly live out their faith.

2 Timothy 3:16-17 "All Scripture is breathed out by God and profitable for teaching, for reproof, for correction, and for training in righteousness, that the man of God may be complete, equipped for every good work."

Vibrant Community with Strong Relationships

Build community through strong relationships between staff, faculty, students, and families.

- We cultivate meaningful relationships where staff, faculty, students, and families support one another and reflect Christ's love.
- We create a loving collaboration environment where people feel heard, seen, and appreciated.
- We work together toward our shared mission.

Ephesians 4:32 "Be kind to one another, tenderhearted, forgiving one another, as God in Christ forgave you."

Prayerful Dependence

Seek God's provision, protection, guidance, and favor in all we do, grounding our decisions in faith and prayer.

- We pray for Christlike thoughts, words, actions, and attitudes, continuously seeking spiritual growth.
- We pray for godly wisdom in our vocational calling and decision-making.
- We pray God's will for our students, families, colleagues, and community.

1 Thessalonians 5:16-18 "Rejoice always, pray without ceasing, give thanks in all circumstances; for this is the will of God in Christ Jesus for you."





Image Bearers and Speaking Life

Believe all people are created in the image of God, and the words we speak carry the power of life and death.

- We believe speaking life is not about flattery or worldly praise, but about intentionally affirming God's work in the lives of our students and each other.
- We honor each student's story and actively affirm the evidence of God's grace and growth in their lives.
- We value character formation over content information.

Ephesians 5:1-2 "Therefore be imitators of God, as beloved children. And walk in love, as Christ loved us and gave himself up for us, a fragrant offering and sacrifice to God."

COVENANT



901 Cheek Sparger Rd.
Colleyville, TX 76034

www.covenantchristian.net
(817) 281-4333