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100 Mission and Values

- 100.1 Mission statement: Equipping students to be Christ-centered disciples who engage the world with the Gospel.
- 100.2 Values
 - A. Academic Excellence: At ACA, we are committed to fostering a culture of academic excellence that goes beyond mere achievement to encompass the holistic development of each student. We believe that a rigorous and challenging academic environment provides a solid foundation for intellectual growth, critical thinking, and lifelong learning. Our dedicated educators strive to inspire a love for knowledge, encouraging students to explore, question, and engage in the pursuit of biblical truth. With a focus on academic excellence, we aim to equip students with the skills, knowledge, and character needed to navigate the complexities of the modern world, all within the framework of biblical truth.
 - B. Christ-Centered Discipleship: At the heart of ACA is a commitment to Christ-centered discipleship where students accept salvation through Jesus Christ and disciple others. We believe in nurturing students not only academically but also spiritually, helping them grow into compassionate and faithful individuals who obey the teachings of Jesus Christ. Our curriculum is designed to integrate a biblical worldview into every aspect of learning, encouraging students to develop a personal relationship with God. Through prayer, worship, and intentional

discipleship programs, we seek to guide students on a transformative journey that fosters spiritual maturity and a deep understanding of their identity in Christ.

- C. Authentic Relationships: In our community, we prioritize the cultivation of authentic relationships, recognizing the profound impact of genuine connections on personal and spiritual growth. We strive to create an environment where students, educators, and families feel valued, respected, and supported. Through small class sizes, mentorship programs, and community events, we encourage open communication and foster a sense of belonging. Our commitment to authentic relationships extends beyond the classroom, emphasizing the importance of a strong partnership among church, home, and school. By building meaningful connections within our school community, we aim to create a nurturing and uplifting atmosphere that reflects the love and grace exemplified in the teachings of Jesus Christ.

101 Biblical Lifestyle Statement

- 101.1 Ankeny Christian Academy (ACA) stands firmly upon the historical truth claims and moral foundations of the Bible. This includes, but is not limited to, the biblical definition of marriage, the attendant boundaries of sexuality and moral conduct, and the clear biblical teaching that gender is both sacred and established by God's design. Parents or legal guardians, who choose to enroll student(s) at ACA, are agreeing to support these and other basic biblical principles.
- 101.2 ACA understands that the primary responsibility rests on parents and guardians to train their children in biblical principles. ACA was founded, and continues to operate, upon biblical principles and the commitment of Bible-believing Christian parents to enroll their children in an intentionally Christian educational environment. This intentionally Christian environment will be based upon ACA's Tenets of Faith, found in Article II of the Bylaws, the statements of morality included in this document, and the Student Code of Conduct. Parents who enroll their children at ACA must allow their children to be educated and influenced by this intentionally Christian environment. Continued enrollment at ACA is contingent upon a commitment by both the students and the parents to this same understanding. (Deuteronomy 6:1-9; Psalm 78:5, 6; Proverbs 22:6) (Ephesians 6:4).
- 101.3 The role of ACA is to work in conjunction with the home to develop disciples of Christ. On occasions in which the atmosphere or conduct within a particular home or the activities of the student are counter to or in opposition to the biblical lifestyle the school teaches, the school reserves the right, within its sole discretion, to refuse admission of an applicant or discontinue enrollment of a current student. This includes, but is not necessarily limited to, living in, practicing, condoning, or supporting sexual immorality, including but not limited to, sex outside of marriage, homosexual acts, bi-sexual acts; gender identity different than the birth sex

chromosomal level; promoting such practices; or otherwise the inability to support the moral principles of the school. (Leviticus 20:13a; Romans 1:27; Matthew 19:4-6).

101.4 Marriage, Gender, and Sexuality

- A. We believe that God wonderfully and immutably creates each person as male or female. These two distinct, complementary genders together reflect the image and nature of God. Rejection of one's biological sex is a rejection of the image of God within that person. (Gen. 1:26-27)
- B. We believe that the term "marriage" has only one meaning: the uniting of one man and one woman in a single, exclusive union, as delineated in Scripture. We believe that God intends sexual intimacy to occur only between a man and a woman who are married to each other. (1 Cor. 7:2-5; Heb. 13:4) (Gen. 2:24)
- C. We believe that God has commanded that no intimate sexual activity be engaged in outside of a marriage between a man and a woman. (Lev 20:10-20)
- D. We believe that any form of sexual immorality (including adultery, fornication, homosexual behavior, bisexual conduct, bestiality, incest, and use of pornography) is sinful and offensive to God. (1 Cor. 6:9-10)
- E. Biological sex means the biological condition of being male or female as determined at birth based on physical differences, or when necessary, at the chromosomal level. (Gen. 1:26-27)
- F. All faculty, staff and students shall dress appropriately (as deemed by the school administration and per the dress code) for their biological sex (i.e., cross dressing is not allowed). (Deut. 22:5, 1 Cor 14:40)
- G. Restrooms, locker rooms, and showers that are designated for one biological sex shall only be used by members of that biological sex. During any school-sponsored event at any other school or non-school facilities where an individual may be in a state of undress in the presence of other individuals (e.g., athletics, school trips, changing costumes, etc.), school personnel shall provide separate, private areas designated for use by individuals according to their biological sex. (Gen. 1:26-27, 1 Cor. 6:9-10)
- H. We believe that in order to preserve the function and integrity of ACA as a Christian ministry, and to provide a biblical role model to the ACA families, it is imperative that all persons employed by ACA in any capacity, or who serve as volunteers, agree to and abide by this Marriage, Gender, and Sexuality Statement. (Matt. 5:16; 1 Thess. 5:22)
- I. We believe that God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ. (Act 3:19-21; Rom. 10:9-10; 1 Cor. 6:9-11)

- J. We believe that every person must be afforded compassion, love, kindness, respect, and dignity. Hateful and harassing behavior or attitudes directed toward any individual are to be repudiated and are not in accord with Scripture. (Matt. 22: 36-40; Mark 12:218-31; Luke 6:31)

101.5 Authority in Matters of Belief and Conduct

- A. The Statement of Faith does not exhaust the extent of our beliefs. The Bible itself, as the inspired and infallible Word of God that speaks with final authority concerning truth, morality, and the proper conduct of mankind, is the sole and final source of all that we believe. For purposes of ACA's faith, doctrine, practice, policy, and discipline, the Board of Directors is ACA's interpretive authority on the Bible's meaning and application.

101.6 Sanctity of Human Life

- A. We believe that all human life is sacred and created by God in His image. Human life is of inestimable worth in all its dimensions, including pre-born babies, the aged, the physically or mentally challenged, and every other stage or condition from conception through natural death. We are therefore called to defend, protect, and value all human life. (Ps. 139)

101.7 Marriage Statement

- A. Because God has ordained marriage and defined it as the covenant relationship between a man, a woman, and Himself, ACA will only recognize marriages between a biological man and a biological woman. Further, the Board of Directors, Head of School, and staff of ACA shall only participate in weddings and solemnize marriages between one man and one woman. Finally, the facilities and property of ACA shall only host weddings between one man and one woman.

102 Student Notice of Educational Opportunity, Admittance/ Non-Discriminatory Policy

- 102.1 Ankeny Christian Academy welcomes students who, with their parents or guardians, indicate an understanding, agreement, and support of the school's purpose, mission, values, and policies and who meet the spiritual and academic qualifications.
- 102.2 A student's admittance to the school is based upon the administration's judgment, acceptable entrance and standardized test score(s), application information, a satisfactory record from the previous school, at least one parent's or guardian's signature indicating agreement with the Tenets of Faith, Biblical Lifestyle Statement, Parent Commitment Agreement and at least one parent's or guardian's personal testimony of faith in Christ.

- 102.3 Students in grades 5-12 must sign a student commitment indicating their desire to attend and their willingness to abide by the rules and policies in the Student Handbook and share a personal testimony of faith in Christ if they have one.
- 102.4 The school reserves the right within its sole discretion to refuse admission to an applicant or discontinue enrollment of a student who opposes the school's values and biblical standards, fails to meet academic requirements, or whose needs cannot be met reasonably within the operation of the school.
- 102.5 The school does not discriminate on the basis of race, color, gender, nationality and ethnicity, socioeconomic status, or age in the administration of its admission, education, financial assistance, extracurricular policies, or employment policies and other school sponsored programs.¹
- 102.6 Further, the board affirms the right of all students and staff to be treated with respect and to be protected from intimidation, discrimination and physical harm and harassment. Violations of this policy are to be reported to the Head of School or designee of the school.
- 102.7 For questions or grievances related to policies, contact the Head of School by phone – (515) 965-8114, or by email: info@ACAeagles.net.

103 Parent Commitment

- 103.1 Parents or guardians who choose to enroll student(s) at ACA are expected to express their commitment to ACA on an annual basis by signing the Parent Partnership Commitment.

104 Harassment Policy

- 104.1 Harassment or bullying of students, employees and volunteers, including sexual harassment and cyber bullying, will not be tolerated at Ankeny Christian Academy. As it is a guiding principle for God's people that we should "Love our neighbor as ourselves," no type of harassment will be allowed in our school whether initiated by a student, staff, or volunteer in school, on school property, or at any school function or school-sponsored activity regardless of the location. This type of activity is against state and school policy. Although individuals may exhibit differences that result from sin and the effects of sin, harassment and bullying are not the scriptural means of addressing these or other issues and will not be tolerated.

¹ 102.5: As a bona fide religious organization, we impose qualifications based on a bona fide religious purpose as described in the ACA Bylaws and Constitution. Sexual orientation, gender identity, religion, and creed have been excluded from this policy in accordance with Iowa Code 216.9(2) (2003).

105 Board of Directors

- 105.1 Ankeny Christian Academy is governed by a Board of Directors comprised of Association Members that have been at ACA for a minimum of one school year, and in some cases members of the community at large. All board members and candidates must be current on all their financial obligations. Board candidates must be approved by a majority vote of the board before they are put on the ballot at the Annual Association Meeting. The Board of Directors and Head of School are responsible for recruiting candidates for the Board, collecting applications, interviewing the candidates, researching their qualifications and references, and nominating them.

106 Accreditation

- 106.1 Ankeny Christian Academy is a member of Christian Schools International. Kindergarten through grade 12 are accredited by Christian Schools International. Grades 7 through 12 are accredited by the State of Iowa via Special Accreditation.

107 Parent-Teacher Fellowship (PTF)

- 107.1 The purpose of the PTF is to serve and support the parents, administration, teachers, staff and students at ACA. PTF is open to all association members, staff, and faculty.

108 Statement of Clarity

- 108.1 Throughout ACA's policy and bylaws Administrator and Head of School may be used interchangeably; and Board of Education and Board of Directors may be used interchangeably.