

IMPLEMENTATION HANDBOOK

West Oaks Academy Middle School Family Program

A 36-week biblical belonging, character, service, and leadership model

CREATORS	BUILDERS	WARRIORS	DREAMERS	LEADERS
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Prepared for school leadership, advisors, chapel leaders, and Family captains

Executive recommendation

GO FOR LAUNCH—AFTER ONE STAFFING FIX. The Friday schedule already provides an excellent 103-minute Family cycle split around chapel. Confirm a fifth advisor and fifth meeting space before assigning students; the draft currently names four Friday supervisors for five Families.

West Oaks should use mixed-grade, intentionally balanced Families rather than placing entire class sections together. The program should reward growth, service, character, preparation, and belonging—not merely athletic ability, popularity, or top grades. The annual Family Cup matters, but every student must experience membership as permanent, honorable, and larger than the scoreboard.

What the schedule makes possible

Time	Draft Use	Recommended Family-Program Use
7:45–8:10	Homeroom	Attendance, materials check, optional Family color cue
8:15–9:05	Families	Block A: connect, Scripture, story/skill lesson, planning
9:10–10:05	Chapel	Shared theological anchor connected to the weekly theme
10:07–11:00	Families	Block B: project, service, competition, reflection, evidence
11:03–11:33	Lunch	Reset; do not routinely spill Family work into lunch
11:43–1:30	Clubs	Protected clubs; optional media/art support only when aligned

Schedule risks to resolve

- Only two minutes separate chapel and the second Family block. Seat Families together in chapel, keep meeting rooms nearby, and stage materials before school.
- Five Families require five stable adult advisors. A rotating substitute arrangement will weaken trust and identity.
- The workbook contains both 2025–2026 and 2026–2027 schedules. Leadership should confirm the launch year and then attach real Friday dates to Weeks 1–36.
- Door and ceiling art must comply with fire, egress, facilities, and custodial requirements. Students may design and paint approved removable panels; trained staff should handle ceiling installation.

Program architecture

The model borrows the core architecture of the Ron Clark Academy House System—belonging, identity, shared values, positive recognition, healthy competition, chants, celebrations, and student leadership—while using wholly original West Oaks names, crests, colors, prayers, and artwork. The term Family is intentionally relational: membership should communicate “you belong here” before it communicates “your team is ranked.”

Quarter	Weeks	Formation Goal	Major Milestone
Q1	1–9	Belong and define	Founders Festival
Q2	10–18	Practice and serve	Gratitude & Impact Showcase
Q3	19–27	Apply and lead	Living Values Expo
Q4	28–36	Mentor and leave legacy	Covenant Celebration & Family Cup

Non-negotiable operating principles

- Permanent belonging: students do not lose or change Families as punishment.
- Specific recognition: points name the observable behavior and value demonstrated.
- Balanced competition: academic, creative, physical, spiritual-reflective, leadership, and service domains all count.
- Equitable access: apparel and purchased materials are never required for spirit points.
- Restorative discipline: misconduct is addressed through school policy and restoration; public point subtraction is avoided.
- Student voice with adult guardrails: students co-create culture, while staff protect theology, safety, dignity, and fairness.
- Evidence over hype: service and character claims require artifacts, reflection, or staff/partner confirmation.

The five Families

Each profile provides a theological center and a middle-school-ready identity. Advisors should teach the complete character arc—including limitations and restoration—rather than turning biblical people into flawless mascots.

THE CREATORS • Adam

Created with purpose. Called to cultivate.

Biblical story and references

God formed Adam, placed him in the garden, gave him meaningful work, relationship, choice, and responsibility. Adam’s failure brought consequences, yet God continued His redemptive purpose. The story teaches dignity as God’s image-bearers, stewardship, responsibility, honest confession, and restoration.

Core passages: Genesis 1:26–31; 2:4–25; 3:1–24; Psalm 8:3–8; Romans 5:12–19

Identity Element	West Oaks Design
Colors	Garden Green + Creation Gold (#2F6B3B / #D4A72C)
Symbol	Tree of Life, leaf, or handprint
Values	Creativity; stewardship; responsibility; curiosity; restoration
Chant	Create! Cultivate! Care! Creators rise everywhere!

Memorable Family prayer

Creator God, thank You for making us in Your image and giving us purpose. Help us create what is good, care for what You entrust to us, own our choices, and restore what is broken. Guide our hands, minds, and hearts today. Amen.

Memorable affirmation

I am created by God, gifted with purpose, and responsible for making His world better.

Environment and apparel concepts

- Door: Garden gateway: a dimensional tree whose leaves carry each member’s name and gift; gold title banner; opening doors reveal “created with purpose.”
- Ceiling: Individual “creation windows”: sky, land, water, animals, plants, inventions, or acts of restoration joined into one garden canopy.
- T-shirt: Green shirt; gold line-art tree formed from student fingerprints; front: THE CREATORS; back: Created with Purpose — Genesis 1:27.

THE BUILDERS • Noah

Faith plans. Obedience builds.

Biblical story and references

In a corrupt generation, Noah trusted God and built the ark over time. He prepared carefully, protected life, endured the flood, worshiped after deliverance, and received God’s covenant sign. His story models faithful obedience, preparation, perseverance, teamwork, and hope.

Core passages: Genesis 6:5–22; 7:1–24; 8:1–22; 9:1–17; Hebrews 11:7

Identity Element	West Oaks Design
Colors	Navy + Rainbow Sky Blue (#173B57 / #55B6D9)
Symbol	Ark, rainbow, or hammer-and-plank
Values	Faith; obedience; preparation; perseverance; teamwork
Chant	Plan it! Build it! See it through! Builders faithful, strong, and true!

Memorable Family prayer

Faithful God, teach us to hear Your direction and build with patience. When the work is long, make us steady; when others doubt, make us faithful; and when storms come, help us protect, serve, and hope. Amen.

Memorable affirmation

By faith I prepare, by obedience I build, and by perseverance I finish.

Environment and apparel concepts

- Door: Ark construction site: cardboard-plank panels, blueprint border, student “crew badges,” and a rainbow covenant arch over the doorway.
- Ceiling: Blueprint tiles showing an ark section, bridge, shelter, sustainable building, preparedness system, or a promise represented by a rainbow.
- T-shirt: Navy shirt; sky-blue ark blueprint with a small rainbow; front: THE BUILDERS; back: Faith Plans. Obedience Builds. — Hebrews 11:7.

THE WARRIORS • King David

Courage with character.

Biblical story and references

David was a shepherd, worshiper, giant-slayer, fugitive, and king. He trusted God when facing Goliath, showed restraint toward Saul, united a nation, failed seriously, repented honestly, and continued seeking God. His full story teaches courage under control, worship, humility, loyalty, repentance, and responsible strength.

Core passages: 1 Samuel 16:1–13; 17:1–58; 24:1–22; 2 Samuel 5:1–5; 11:1–12:25; Psalm 23; Psalm 51

Identity Element	West Oaks Design
Colors	Crimson + Crown Gold (#8B1E2D / #D9A441)
Symbol	Shield, sling, harp, or lion
Values	Courage; worship; humility; loyalty; repentance
Chant	Heart of courage! Hands of praise! Warriors stand in faithful ways!

Memorable Family prayer

Mighty God, give us David’s courage without pride, strength without cruelty, and confidence rooted in You. Teach us to worship in every season, protect others, admit our wrongs, and rise again with clean hearts. Amen.

Memorable affirmation

God strengthens me to face giants, protect others, and choose courage with character.

Environment and apparel concepts

- Door: Shield wall: central shield and five stones labeled Faith, Courage, Humility, Worship, Repentance; harp-string border with student names.
- Ceiling: Personal shields divided into four fields: strength, challenge, Scripture, and person protected; optional harp, lion, crown, or five-stone imagery.
- T-shirt: Crimson shirt; gold shield crossed with sling and harp; front: THE WARRIORS; back: Courage with Character — 1 Samuel 17:45.

THE DREAMERS • Joseph

See beyond today.

Biblical story and references

Joseph received dreams but endured jealousy, betrayal, slavery, false accusation, and prison. He kept serving faithfully, used his gifts wisely, prepared Egypt for famine, forgave his brothers, and recognized God’s redemptive work. His story teaches vision, resilience, integrity, wisdom, forgiveness, and hope.

Core passages: Genesis 37:1–36; 39:1–23; 40:1–23; 41:1–57; 42–45; 50:15–21

Identity Element	West Oaks Design
Colors	Royal Purple + Teal (#5B2A86 / #1A9AA0)
Symbol	Multicolored coat, star, sheaf, or open door
Values	Vision; resilience; integrity; wisdom; forgiveness
Chant	Dream with purpose! Stand with grace! Dreamers bring hope to every place!

Memorable Family prayer

God of every season, keep our dreams anchored in Your purpose. Give us integrity in hidden places, resilience in hard places, wisdom when opportunity comes, and grace to forgive. Use even our setbacks for good. Amen.

Memorable affirmation

My present season does not cancel God’s purpose; I dream, endure, serve, and forgive.

Environment and apparel concepts

- Door: Dimensional coat of many colors made from member-designed fabric/paper panels; pathway moves from pit to palace; stars carry future goals.
- Ceiling: “Dream windows” pairing a night-sky vision with a practical action plan; coat patterns, sheaves, stars, grain, or doors may frame the design.
- T-shirt: Purple shirt; teal-and-multicolor coat outline becoming stars; front: THE DREAMERS; back: See Beyond Today — Genesis 50:20.

THE LEADERS • Moses

Called to serve. Courage to lead.

Biblical story and references

Moses was rescued as a baby, raised in Pharaoh's household, fled after a grave mistake, and was called by God from the burning bush. Though hesitant, he confronted Pharaoh, led Israel through the sea and wilderness, received God's law, interceded for the people, delegated responsibility, and learned that leadership is faithful service rather than status.

Core passages: Exodus 2:1–25; 3:1–4:17; 7–14; 18:13–27; 19–20; 32:7–14; 33:12–23; Deuteronomy 34:1–12

Identity Element	West Oaks Design
Colors	Royal Blue + Silver (#174A8B / #B8C2CC)
Symbol	Staff, tablets, flame, or parted sea
Values	Calling; service; courage; justice; perseverance
Chant	Hear the call! Lead the way! Leaders serve with truth today!

Memorable Family prayer

God who calls ordinary people, help us listen, speak with courage, serve before seeking status, and lead others toward what is right. When we feel inadequate, remind us that You are with us. Give us wisdom to delegate and strength to persevere. Amen.

Memorable affirmation

I am called to serve, equipped to lead, and courageous enough to take the next right step.

Environment and apparel concepts

- Door: Parted-sea entry: blue paper waves open toward a silver pathway; burning-bush flame contains member callings; tablets show shared commitments.
- Ceiling: Leadership compass tiles: calling, people served, obstacle crossed, and next right step; staff, flame, sea, compass, or tablets as visual anchors.
- T-shirt: Royal-blue shirt; silver staff dividing stylized waves; front: THE LEADERS; back: Called to Serve. Courage to Lead. — Exodus 3:12.

36-week Friday implementation plan

Every week uses the actual draft rhythm: Block A (8:15–9:05), chapel (9:10–10:05), and Block B (10:07–11:00). The weekly plan is fully editable in the companion workbook; the tables below serve as a quick handbook view.

Quarter 1 • Belong & Define

Wk	Theme	Friday Flow	Evidence / Scoring
1	Belonging Before Competition	Block A: opening rally, explain purpose, reveal identities and staff advisors. Chapel: “One body, many gifts.” Block B: randomized, transparent Family assignment ceremony; welcome circles and first photo.	Completed roster; each student knows advisor, meeting space, color, and Family name. Unity points only; no ranking yet.
2	Know the Story	Block A: watch/read each character overview using five rotating stations. Chapel connects all five stories to God’s redemptive plan. Block B: Family story-map challenge.	One-page story map: setting, challenge, choice, consequence, God’s action, lesson. Story Map Accuracy Challenge — 50 points.
3	Values Lab	Block A: close-read core passages and identify repeated traits. Chapel: character grows through tested choices. Block B: rank proposed values and write observable “We will...” behaviors.	Five-value Family covenant draft. Evidence Hunters — points for Scripture-supported claims.
4	Prayer, Affirmation & Chant	Block A: unpack the model prayer and affirmation; students annotate each line. Chapel includes responsive prayer. Block B: rehearse and present a 30-second chant with safe movement.	Family prayer card, affirmation card, chant performance. Chant Showcase — clarity, unity, meaning, sportsmanship.
5	Crest & Symbol Studio	Block A: visual-symbol lesson and sketching. Chapel: biblical symbols point beyond themselves. Block B: design sprint and student vote using a rubric.	Final student-created crest that avoids RCA trademarks. Crest Design Challenge — biblical meaning, readability, originality.
6	Door Design Build	Block A: measure, plan, assign production roles, review fire/egress rules. Chapel: open doors and faithful opportunities. Block B: construct removable door display.	Completed Family doorway with story, values, member names, prayer/affirmation QR codes. Door Showcase — story 30%, values 25%, craft 20%, inclusion 15%, safety 10%.
7	Ceiling Tile Gallery I	Block A: tile safety/design orientation; students submit paper mockups. Chapel: “work of our hands.” Block B: begin approved tiles on removable panels or school-approved tiles.	Approved individual design and artist statement. No ranking; mastery feedback checkpoint.
8	Ceiling Tile Gallery II	Block A: complete painting and artist statements. Chapel: gifts offered in service. Block B: gallery walk and peer feedback; staff installs only after dry/approved.	Installed/approved Family canopy and gallery labels. People’s Choice plus rubric award; equal points to avoid popularity dominance.
9	Family Founders Festival	Block A: rehearsal and exhibit setup. Chapel: covenant commitment. Block B: each Family presents story, prayer, affirmation, crest, door, and values; invite staff/parents if feasible.	Public Family identity showcase and signed covenant. Q1 Cup: identity portfolio + spirit + sportsmanship.

Quarter 2 • Practice & Serve

Wk	Theme	Friday Flow	Evidence / Scoring
10	Creators Spotlight: Cultivate	Block A: Adam story focus—image of God, work, stewardship, choice. Chapel: purpose and responsibility. Block B: campus “cultivate audit” and improvement pitch.	One feasible beautification/stewardship proposal per Family. Creation-to-Care Pitch — impact, feasibility, stewardship.
11	Builders Spotlight: Prepare	Block A: Noah story focus—obedience, long work, preparedness. Chapel: faith that acts. Block B: spaghetti/raft/ark engineering challenge with constraints.	Tested structure plus build log and redesign note. Build Challenge — performance 40%, process 30%, teamwork 20%, cleanup 10%.
12	Warriors Spotlight: Face Giants	Block A: David story focus—courage, restraint, worship, repentance. Chapel: naming giants without shaming people. Block B: five-stone goal plan and shield relay.	Personal “five stones” strategy for one academic or character challenge. Courage Course — accuracy, encouragement, reflection.
13	Dreamers Spotlight: See Beyond	Block A: Joseph story focus—integrity, setbacks, preparation, forgiveness. Chapel: God at work in hard seasons. Block B: famine-planning resource simulation.	Team resource plan and reflection on wise stewardship. Seven-Year Strategy Simulation — needs met, fairness, reserve, explanation.
14	Leaders Spotlight: Serve First	Block A: Moses story focus—calling, courage, delegation, intercession. Chapel: servant leadership. Block B: desert-crossing team problem-solving course with rotating leaders.	Leadership feedback card: listen, clarify, delegate, encourage, decide. Servant Leader Challenge — team success plus peer ratings.
15	Needs Before Ideas	Block A: empathy interviews and school/community needs scan. Chapel: seeing and serving neighbors. Block B: select one small service project using impact/effort grid.	One-page service charter per Family. Proposal approval points; no competition on need severity.
16	Plan & Prepare	Block A: goals, roles, timeline, permissions, budget. Chapel: count the cost and finish well. Block B: create materials and rehearse service tasks.	Ready-to-launch service plan with safeguarding check. Preparedness audit — 50 points.
17	Family Service Sprint	Block A and B: execute campus-based service projects or preparation for approved off-campus partners; chapel blesses teams.	Completed service action with evidence and beneficiary feedback. Service points based on completion, reflection, and dignity—not dollars raised.
18	Gratitude & Impact Showcase	Block A: create three-minute impact stories with data and testimony. Chapel: gratitude. Block B: showcase, thank partners, recognize quiet contributors, announce Q2 Cup.	Impact board: need, action, evidence, learning, next step. Impact Showcase — evidence 30%, service 30%, teamwork 20%, reflection 20%.

Quarter 3 • Apply & Lead

Wk	Theme	Friday Flow	Evidence / Scoring
19	Integrity Under Pressure	Block A: scenario circles drawn from Adam, Noah, David, Joseph, Moses. Chapel: truth in hidden places. Block B: ethics escape-room style challenge.	Personal integrity “if-then” plan. Integrity Challenge — reasoning and Scripture use.
20	Bible Quest Bowl	Block A: study teams and retrieval practice. Chapel: wisdom and humility. Block B: moderated quiz bowl with accessible question tiers.	Shared character-story knowledge. Quiz Bowl — balanced recall, application, and teamwork; substitutions required.
21	Family Podcast/Newsroom	Block A: script a 3–5 minute episode connecting Family value to middle-school life. Chapel: words that build. Block B: record/edit.	Captioned audio/video episode or live broadcast. Media Challenge — message, evidence, production, participation.
22	Biblical Innovation Lab	Block A: choose a modern school problem and connect it to a Family value. Chapel: wisdom applied. Block B: prototype a solution.	Low-fidelity prototype and 60-second pitch. Innovation Challenge — usefulness, empathy, originality, testing.
23	Mind, Body & Spirit Field Day	Block A: team strategy and wellness mini-lessons. Chapel: body, discipline, encouragement. Block B: inclusive stations—accuracy, balance, puzzle, relay, prayer walk.	Participation and wellness reflection. Field Day — points spread across varied abilities; sportsmanship multiplier.
24	Family Heritage & Member Stories	Block A: students interview one another about strengths, traditions, languages, interests, and goals. Chapel: every tribe and tongue. Block B: build a respectful Family culture mosaic.	Mosaic/profile gallery with student-approved details only. Belonging Award — inclusion, listening, accuracy, consent.
25	Student-Led Family Friday	Student captains run Block A check-in, lesson, and team builder from an approved plan. Chapel highlights youth leadership. Captains run Block B project/competition debrief.	Student agenda, facilitation evidence, advisor feedback. Leadership Growth points; adults score preparation and inclusion.
26	Family vs. Faculty Challenge	Block A: prepare mixed academic/creative challenges. Chapel: honor across generations. Block B: students and staff compete in trivia, minute-to-win-it, and collaborative puzzle rounds.	Positive student–staff culture event. Points for wins plus respect; faculty may award “caught encouraging” bonuses.
27	Living Values Expo	Block A: curate strongest artifact from Weeks 19–26. Chapel: faith shown through action. Block B: rotating exhibits and demonstrations.	Evidence portfolio for each Family value. Q3 Cup — portfolio evidence, presentation, visitor feedback.

Quarter 4 • Mentor & Leave a Legacy

Wk	Theme	Friday Flow	Evidence / Scoring
28	Cross-Grade Mentoring Prep	Block A: learn safe mentoring, encouragement, and age-appropriate facilitation. Chapel: one generation tells another. Block B: prepare a 20-minute elementary mini-lesson on the Family value.	Approved mini-lesson with roles and materials. Readiness rubric; no points for charisma alone.
29	Cross-Grade Mentoring Day	Block A/B: deliver mini-lessons to assigned younger groups or conduct simulated peer mentoring if scheduling prevents visits. Chapel commissions mentors.	Mentoring session and elementary/peer feedback. Mentoring Award — clarity, care, participation, reliability.
30	Campus Improvement Build	Block A: finalize approved stewardship/build project selected in Week 10 or service follow-up. Chapel: faithful work. Block B: implement.	Visible, sustainable campus improvement. Legacy points based on completion, care, and maintenance plan.
31	Failure, Forgiveness & Restoration	Block A: revisit each character's mistakes/limitations; restorative-circle norms. Chapel: confession, grace, repair. Block B: write and rehearse restorative responses to realistic conflicts.	Restoration plan: own it, repair it, learn, rejoin. No public ranking; all Families earn completion points.
32	Family Documentary I	Block A: storyboard the year—identity, challenge, service, growth, legacy. Chapel: remember God's faithfulness. Block B: organize media and interviews.	Documentary storyboard and asset list. Production checkpoint points.
33	Family Documentary II	Block A: edit 4–6 minute documentary or slide-film. Chapel: truthful testimony. Block B: peer review for accuracy, dignity, captions, and length.	Final accessible documentary. Documentary rubric — story, evidence, inclusion, production, reflection.
34	Championship Pentathlon	Block A: five rounds—Bible knowledge, design/build, communication, service scenario, movement. Chapel: compete with honor. Block B: final rounds and sportsmanship circle.	Balanced championship evidence across mind, character, creativity, service, and body. Pentathlon points with equal category weights; sportsmanship can add, never subtract publicly.
35	Legacy Portfolio & Next-Year Letter	Block A: select artifacts and calculate growth evidence. Chapel: finishing faithfully. Block B: write advice to next year's members and nominate peer recognitions with evidence.	Family legacy binder/digital folder; sealed letters. Portfolio completion; peer awards verified by advisors.
36	Covenant Celebration & Family Cup	Block A: rehearsal, gratitude circle, senior/transition recognition. Chapel: commissioning and blessing. Block B: documentaries, awards, Family Cup, leadership transfer, all-school affirmation.	Celebration that recognizes every Family and names a champion without creating losers. Annual Cup: 30% character, 20% academics, 20% service, 15% competitions, 10% spirit, 5% legacy.

Family culture-building projects

Values and beliefs workshop

- Read the core passages and highlight choices, consequences, God’s action, and character traits.
- Generate 8–10 possible values, then require a Scripture citation or story event for each.
- Reduce the list to five values by asking: Is it biblical? Observable? Memorable? Distinctive? Useful in middle school?
- Translate each noun into a behavior: “We show courage when...,” “We practice stewardship by...,” and “We restore relationships by....”
- Approve the covenant with student signatures and an advisor review. Revisit it after each quarter.

Door decoration planning template

Design Field	Student Planning Prompt
Story focal point	Which scene or movement of the character’s story will a visitor understand in five seconds?
Central symbol	What original symbol best communicates the Family’s values?
Member ownership	Where will every student’s name, gift, or small artwork appear?
Prayer and affirmation	How will the exact words be readable or available by school-approved QR code?
Interactive element	What flap, pathway, rotating piece, prompt, or response card invites participation?
Materials and safety	Are materials flame-safe/approved, removable, clear of handles/windows, and within facilities rules?
Accessibility	Can key information be read at eye level with strong contrast and non-color cues?

Ceiling tile artwork template

Tile Zone	Required Content
Center	Original symbol or scene tied to the Family story
Top edge	Family name or short motto
Left edge	One Scripture reference (reference only or school-approved short excerpt)
Right edge	One value shown through an image or action
Bottom edge	Student first name/initials and 2–3 sentence artist statement on a separate gallery label

Approval box	Advisor theology check • art teacher craft check • facilities/fire check • media/privacy check
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SAFETY NOTE. Use removable practice panels or replacement tiles approved by facilities. Never have students stand on desks or ladders; staff install finished work after it is dry and approved. Maintain spare unpainted tiles and confirm that painting does not compromise the tile’s fire/acoustic rating.

T-shirt production guidance

- Keep the crest original; do not reproduce RCA house marks, names, or trademarked art.
- Use one-color or two-color screen printing to control cost and improve readability.
- Offer a no-cost school-provided alternative (lanyard, wristband, pin, or loaner shirt) so spirit points are never pay-to-participate.
- Place Family identity on the front and the motto plus Scripture reference on the back; avoid printing long Bible excerpts.
- Obtain leadership approval before sale and follow school rules for vendors, student sizes, and image permissions.

Competitions, points, and recognition

The score system should amplify what West Oaks wants repeated. Publish category totals and examples of values in action, but do not publicly rank individual students. Use completion points so every Family can progress, placement points for major events, and a sportsmanship bonus that rewards how students compete.

Annual Category	Weight	What Counts
Character & Core Values	30%	Advisor/staff recognition for specific observable behavior; 1–3 points per event; weekly cap per student.
Academics & Growth	20%	Preparation, improvement, completion, tutoring others—not only top grades.
Service	20%	Planning, reliability, dignity, reflection, impact evidence.
Competitions	15%	Rubric-based placement and completion points; varied domains.
Spirit & Belonging	10%	Participation, attendance, welcome, chant, dress days; never require purchases.
Legacy	5%	Mentoring, documentation, care of spaces, next-year resources.

Recommended point rules

- Routine recognition: 1 point for a clear value demonstration; 2 for sustained effort/initiative; 3 for exceptional service or leadership.
- Require a short reason with every award: “2 Builders points—Maya prepared materials early and helped the group finish.”
- Set a weekly individual cap for routine points so visibility and teacher proximity do not dominate. Major event points are separate.
- No negative balances and no public point removal. Correct errors privately and use restorative consequences through normal school procedures.
- Review category distribution monthly. If athletics or spirit is dominating, rebalance the next event cycle.
- Announce a weekly “Values in Action” story from each Family even when only one Family leads the scoreboard.

Competition bank

Event	Domain	Fair Scoring Design	Max
Bible Quest Bowl	Academic/Bible	Recall + application + teamwork; accessible question tiers	20

Story Map Accuracy	Academic/Bible	Correct sequence, Scripture evidence, central lesson	10
Crest Design Challenge	Creative	Biblical meaning, originality, readability, participation	15
Door Showcase	Creative	Story 30%; values 25%; craft 20%; inclusion 15%; safety 10%	20
Ceiling Tile Gallery	Creative	Meaning, craftsmanship, artist statement; equal jury and people's choice	15
Ark/Bridge Build	STEM	Performance 40%; process 30%; teamwork 20%; cleanup 10%	20
Five-Stone Courage Course	Wellness	Accuracy, strategy, encouragement, reflection	15
Famine Planning Simulation	Financial literacy	Needs met, fairness, reserves, rationale	20
Servant Leader Course	Leadership	Listening, delegation, encouragement, decision quality	20
Family Podcast	Communication	Message, Scripture, relevance, production, participation	20
Inclusive Field Day	Wellness	Multiple ability domains; participation and sportsmanship multiplier	25
Service Sprint	Service	Completion, dignity, evidence, reflection—not money raised	30
Championship Pentathlon	Cumulative	Equal weights: Bible, build, communication, service scenario, movement	50

Events that showcase values, culture, and members

Founders Festival (Week 9)

Families unveil stories, crests, prayers, affirmations, doors, tiles, and covenants. Each member has a visible role.

Gratitude & Impact Showcase (Week 18)

Families tell what need they addressed, what they did, who benefited, what evidence exists, and what they learned.

Living Values Expo (Week 27)

Interactive demonstrations connect integrity, communication, innovation, wellness, culture, and student leadership.

Cross-Grade Mentoring Day (Week 29)

Middle-school students teach a brief value-centered lesson to younger students with adult supervision.

Championship Pentathlon (Week 34)

Five balanced rounds test Bible knowledge, design/build, communication, service judgment, and movement.

Covenant Celebration & Family Cup (Week 36)

Documentaries, peer recognitions, advisor blessings, leadership transfer, and the annual Cup conclude the year.

Recognition menu

- Family Cup champion
- Values in Action recognitions—one per Family
- Quiet Strength award
- Most Improved Contributor
- Servant Leader award
- Bridge Builder award for cross-Family friendship
- Faithful Finisher award
- Creative Steward award
- Courage with Character award
- Vision into Action award

Student leadership and adult roles

Role	Core Responsibilities
Principal / Program Sponsor	Protect vision, approve policy/safety, appoint coordinator, celebrate values publicly.
Program Coordinator	Maintain calendar, points integrity, supplies, communications, event logistics, and data review.
Five Family Advisors	Build trust, teach weekly content, approve student leadership, document evidence, contact families.
Chapel Lead / Bible Teacher	Coordinate weekly theology, preview resources, ensure biblical accuracy and developmental fit.
Student Captain	Open circle, distribute roles, lead chant/affirmation, invite quieter members, model sportsmanship.
Student Chaplain	Lead approved prayer/reflection and connect activities to Scripture without pressuring peers to disclose.
Historian / Media Lead	Capture approved artifacts, captions, results, and stories; follow privacy permissions.
Service Lead	Track project tasks, materials, partner dignity, and impact evidence.
Spirit Lead	Build inclusive energy without purchases, humiliation, or exclusion.

Suggested student leadership cycle

Rotate student roles every nine weeks. Require co-leadership or apprenticeships for students who need scaffolding. Advisors may remove a student from a role for safety or serious misconduct, but the student remains a full Family member and receives a restoration pathway.

Family assignment protocol

- Leadership confidentially balances grade level, gender, support needs, established peer conflicts, attendance, and leadership tendencies.
- Use a public ceremony that feels random and joyful, but do not expose the confidential balancing process.
- Place siblings according to school preference; document the rule in advance and apply it consistently.
- Assign all staff to a Family, including office, transportation, facilities, and support staff when feasible.
- Provide a welcoming induction for students who enroll midyear.

Assessment and continuous improvement

Student pulse survey: Weeks 1, 9, 18, 27, and 36

- I can name at least one adult in my Family who knows me well. (1 Strongly Disagree – 5 Strongly Agree)
- I feel that my ideas and strengths matter to my Family. (1 Strongly Disagree – 5 Strongly Agree)
- Students in my Family encourage one another across grade levels. (1 Strongly Disagree – 5 Strongly Agree)
- Family competition motivates me without making me feel embarrassed or excluded. (1 Strongly Disagree – 5 Strongly Agree)
- I can explain our biblical character, values, prayer, and affirmation. (1 Strongly Disagree – 5 Strongly Agree)
- I have served or led in a meaningful way this quarter. (1 Strongly Disagree – 5 Strongly Agree)
- When conflict happens, my Family helps repair relationships. (1 Strongly Disagree – 5 Strongly Agree)

Leadership dashboard

Measure	Target / Review Question
Belonging	At least 85% positive by Week 18; investigate gaps by grade and Family.
Participation	Every student holds a meaningful role at least once per quarter.
Point equity	No single category exceeds its annual weight by more than 10 percentage points.
Adult distribution	No advisor awards more than twice the points of another without documented reason.
Service evidence	Every Family completes at least two service/legacy actions with reflection.
Behavior / attendance	Compare trends, but do not claim causation without stronger evaluation.
Family retention	Midyear students inducted within 10 school days; no punitive Family removal.

Launch checklist

Four to six weeks before launch

- ☐ Confirm launch year and 36 instructional Fridays.
- ☐ Appoint program coordinator and five advisors; reserve five meeting spaces.
- ☐ Approve names, colors, symbols, prayers, affirmations, point rules, apparel access, and budget.
- ☐ Review RCA inspiration and ensure all West Oaks creative assets are original.
- ☐ Complete facilities/fire review for doors and ceiling art.
- ☐ Build balanced confidential rosters and midyear-entry protocol.

Two weeks before launch

- ☐ Train staff in recognition language, point caps, restorative discipline, media safety, and Friday transitions.
- ☐ Create student/parent communication, consent/photography plan, and FAQ.
- ☐ Prepare Bibles, color identifiers, roster cards, music, slides, and resource QR cards.
- ☐ Coordinate Weeks 1–4 chapel messages with advisor lessons.

Every Thursday

- ☐ Preview media and Scripture translation.
- ☐ Stage materials in each Family room.
- ☐ Confirm student leader roles and accommodations.
- ☐ Check competition rubric and point ceiling.
- ☐ Plan evidence collection and cleanup.

Every Friday after dismissal

- ☐ Approve point entries and correct errors privately.
- ☐ Store artifacts and upload approved evidence.
- ☐ Record students who need follow-up, encouragement, or restoration.
- ☐ Send next-week supply/role reminder.

Curated web and video resources

All external media should be previewed shortly before use for availability, age fit, denominational alignment, captions, advertising, and school filtering. BibleProject resources generally work well as animated overviews; teachers should pair them with direct Scripture reading and discussion rather than treating a video as the biblical text.

RCA House System overview — <https://rcahousesystem.com/>

Official overview of belonging, values, points, competition, chants, and celebrations. West Oaks should use its own original names, crests, and art.

RCA House Points App — <https://rcahousesystem.com/house-app/>

Optional paid tracking tool; an internal spreadsheet can also work.

RCA Parent Letter — <https://rcahousesystem.com/parent-letter/>

Reference for family communication; customize for West Oaks and Christian purpose.

BibleProject Genesis 1–11 — <https://bibleproject.com/videos/torah-genesis-1/>

Animated overview; middle-school appropriate with teacher preview.

BibleProject Genesis Part 1 on YouTube — <https://www.youtube.com/watch?v=KOUV7mWDI34>

YouTube version; creation, Adam and Eve, Noah, Babel.

BibleProject Adam to Noah class — <https://bibleproject.com/classroom/adam-to-noah/>

Deeper teacher background; select short segments rather than assigning the full course.

BibleProject Covenants article — <https://bibleproject.com/articles/covenants-the-backbone-bible/>

Teacher/student reading on Noahic and other covenants.

BibleProject Genesis 12–50 — <https://bibleproject.com/videos/genesis-12-50/>

Animated overview including Joseph and Genesis 50:20.

BibleProject Genesis Part 2 on YouTube — <https://www.youtube.com/watch?v=F4isSyennFo>

YouTube overview including Joseph.

BibleProject 1 Samuel — <https://bibleproject.com/videos/1-samuel/>

Overview of Samuel, Saul, and David; humility, pride, faithfulness.

BibleProject David the Priestly King — <https://bibleproject.com/videos/david-priestly-king/>

David's rise and fall; useful for presenting more than the Goliath episode.

BibleProject Exodus 1–18 — <https://bibleproject.com/videos/torah-exodus-1/>

Animated overview of deliverance and Moses' leadership.

BibleProject Exodus Part 1 on YouTube — https://www.youtube.com/watch?v=jH_aojNJM3E

YouTube version of Exodus 1–18.

BibleProject video library — <https://bibleproject.com/videos/>

Free searchable library with study notes and transcripts.

Attribution and adaptation note

This West Oaks program is an original biblical Family model inspired by the general culture-building architecture described by the RCA House System. West Oaks should not copy RCA house names, crests, colors, stories, or trademarked property. The official RCA Partner Pledge specifically addresses approval and compliance for RCA trademarked materials; use original West Oaks creative assets and seek legal/vendor review when merchandise is produced.

Appendix: reusable advisor agenda

Block A • 8:15–9:05	Minutes
Welcome, attendance, emotional check-in	5
Affirmation / prayer / chant	5
Scripture and story/skill mini-lesson	15
Discussion or planning	15
Roles, materials, transition to chapel	10

Chapel • 9:10–10:05	Purpose
Shared worship and Scripture	Unify the weekly theological theme across all five Families.
Student contribution	Use readings, prayer, music, testimony, or media prepared with adult approval.
Transition	Seat Families together or near exits to protect the two-minute return.

Block B • 10:07–11:00	Minutes
Reset and directions	3
Project, service, or competition	38
Cleanup and evidence capture	7
Reflection, recognition, next step	5

Appendix: weekly reflection prompts

- What did our biblical character’s story teach us today?
- Which Family value did we practice—and what is the evidence?
- Who contributed in a way that might otherwise go unnoticed?
- Where did we struggle, and what needs repair?
- What is our next faithful action before next Friday?