

School Action Plan for Martin Luther High School - Northrop

S & Indicator #	Self-Study Concerns & Strategies	Target Yr	Yr Addressed	Responsible Party	Action Taken
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LCMS District: MN South School Address: PO Box 228, 315 Martin Luther Dr., Northrop, MN 56075

E-mail: paulsteinhaus@martinlutherhs.com

Street *City* *State* *Zip*

Date of most recent NLSA site visit: April 16-18, 2018 Captain: Cletus Pfeiffer This is year **1** **2** **3** **4** of the current cycle.

Date: 5/5/2020 Principal: _____ Board Chair: _____

Signature *Signature*

When you submit this form as your Annual Report, please include below a narrative of any significant changes that have occurred in your school during each of the past years. This becomes a cumulative record.

Year 1: Other additional improvements to our school and community include: 2 new summer camps, advertising within the Lutheran Witness for our 3rd party coffee income, teacher evaluations were done, sub-committee formation for handbook reviews and modifications, seal coating our roof, new urinal, new drinking fountain, new windows in our entryway as well as room 101,

Year 2: This school year has seen all our Martin County Lutheran schools sitting at the table in order to discuss streamlining our approach to Lutheran Education in our community. We are getting closer to a proposal to of our engaged congregations and the MLHS delegates. COVID circumstances tied to our 19-20 school year have been successfully navigated culminating in an "outdoor movie theater" setting.

Year 3:

Year 4:

Place cursor in appropriate box and populate with information. Then use tab key to move to next box, or from the last box to add a new row.

3A:07	A current strategic plan based on a needs assessment process is not in place.	April 18, 2019	2/2019	Board and Administration	A three year strategic plan was drafted and approved.
7:05	The building is not locked during school hours.	May 7, 2018	9/2018	Administration	Timing and funding allowed us to be ready with a security system for our front door at the start of the 18-19 school year
1:06	A formal, written mentoring and onboarding	2021	2021	Faculty & Staff	Faculty Handbook was reviewed and

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	process is not in place in writing.		Summer 2021		approved the Fall of 2020. The on-boarding process will be added for approval by the Fall of 2021.
2B:05 2C:03 2C:05	There is no evidence of regular surveys being done.	Spring 2020	On-going	Board	Task Force established Summer 2019 to evaluate Martin County school culture. Surveys will be a vital part of this process. COVID has forced us to do a number of surveys over the past school year. An annual exit interview is in the works. Still working on the regularity of surveys to our MLHS family.
2C:05	The self-study raised the potential issue of staff and leadership alignment.	On-going Team Work	On-going	Everyone	Had a specific Team Building/Work in-service Fall 2019. Functional and efficient faculty meetings. During our COVID circumstances, ZOOM meetings were regular and efficient. In 20-21, We have made more deliberate attempts for "socials" as opportunities to relax and share . The past couple of years we have brought in a Pastor to kick off our school years: the emphasis has been on "team."
3A:05	The Board of Education does not evaluate the administrator in writing annually.	2021	2021	Board	The board adopted a process to evaluate the administration (principal and the development director). It will be implemented the spring of 2021.
3A:06	The Board of Education does not receive professional in-service for their position.				

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3A:07	A needs assessment is lacking.	Spring 2022	Pending	Board	Task Force established Summer 2019 to evaluate Martin County school culture. In 2020, the Task Force disbanded and was inconclusive placing us in a position to re-evaluate/start over.
3A:07	A process is not in place to evaluate the effectiveness of the school and to put in place long range planning.	Spring 2022	Pending	Board	Task Force established Summer 2019 to evaluate Martin County school culture. In 2020, the Task Force disbanded and was inconclusive placing us in a position to re-evaluate/start over.
3A:08 3B:06 3B:08	Annual audits are not being done.	2022	Pending	Board	We are looking into this process in the hopes of having a 2020 audit team assembled and working. 2021, Audits are deemed too expensive, hence we are looking for an affordable alternative.
3B:02	The principal does not have a masters degree in education.				
4:03	The lack of a current written strategic plan calls into question the overarching vision for individual and school growth.	Fall 2019	On-going	Board, Administration, Faculty, & Staff	2019 3 year strategic plan implemented 2019 new Mission and Vision statements adopted 2019 Student handbook revised. 2020 MCLE Task Force wrapping up a proposal to be presented to the Lutheran Schools governing structures.
5:03	Curriculum alignment in not in place and current.	2023			

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5:04	Curriculum mapping to delineated standards is missing.	2023			
6:04	Emergency drills are lacking.	2018 2021 update	18-19 21-22	Administration, Faculty, Staff	Mrs. Amanda Bergt along with Mrs. Laurie Quinn shouldered the responsibility of regular emergency drills. New PA system has us revamping our process.
6:04	Not all spaces have evacuation plans posted.	2018	2018	Administration	New signs were posted where they were lost, or removed.

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