

NLSA Action Plan for King of Kings Lutheran School

As you submit this form as your Annual Report, please include here a narrative of any significant changes that have occurred in your school during the past year.

- Plans have been made and approved to move forward with adding a second preschool section for the 2016-2017.
- King of Kings is moving forward with a separate first grade classroom for the 2016-2017. For the 2016-2017 school year grades 2-3 and 4-5 will be combined with the hope of future growth and more single grade classes being added in the future. Our goal is to move in the direction of single grade classrooms for all grades.
- Middle school has been newly defined to include students in grades 6-8 with departmentalization. This is a change from grades 5-8 middle school departmentalization.
- King of Kings is currently working with GraceWorks Ministries, Inc. to complete school-wide annual survey with possible strategic planning implications.

Section & Standard #	Self-Study Concerns & Strategies	Target Yr	Yr Addressed	Responsible Party	Action Taken
1.05	The school's purpose is not effectively communicated to staff, students and stakeholders. (Self Study)	2015-2016		Administrator & Faculty	
1.06	The school does not regularly evaluate and review the alignment of purpose, vision, values, school goals, learner outcomes and students activities. (Self Study)	2015-2016		Administrator, Faculty & Board of Education	
1.06	A regular review of the mission statement is not present.	2015-2016	2015	Administrator, Faculty, Board of Education & PPC	The mission statement was reviewed and discussed by the Board of Education. This will be done annually prior to the beginning of each academic year. The mission statement is also

					included in the preface of every Principal Report presented to the Board of Education and at quarterly congregational voters' meetings.
2A.07	The school and church do not have an evangelism plan for unchurched or de-churched families. (Self Study)	2016-2017		Board of Evangelism & Board of Education	
2B.11	A parent support group is fully developed and implemented. (Self Study)	2016-2017		Administrator & Board of Education	
2B.12	Parent educational resources and opportunities are not evident. (Self Study)	2017-2018		Administrator, Faculty & PTL	
2C.21	Clear lines of decision-making authority need to be honored.	2015-2016		Administrator, Board of Education & Church Officers	
3A:08	The Board of Education has participated in limited board training in recent years. (Self Study)	2015-2016	2015	Administrator & Board of Education	Annual Board of Education training was implemented in August 2015. Cletus Pfeiffer led a four hour workshop. Board of Education chairperson and school administrator attended the <i>Church with School's Workshop</i> hosted by the MN South District in April 2015.
3A:12	Annual performance reviews for the principal have only just begun.	2015-2016		Pastor & Board of Education Chair	

3A.13	A written policy is not in place delineating a working arrangement between the pastor and principal. (Self Study)	2015-2016		Administrator, Pastor, Board of Education & Board of Lay Ministry	
3A.15	There is no system in place to evaluate the effectiveness of the school and to determine a needs assessment. (Self Study)	2016-2017		Administrator	
3A.17	Reportedly board members involve themselves in day-to-day school operations and decisions. (Self Study)	2015-2016		Administrator & Board of Education	First step in the process was to initiate annual Board of Education training (see 3A:08).
3A.18	Reportedly the Board of Education does not monitor itself well for adherence to policies. (Self Study)	2015-2016		Administrator & Board of Education	
3B.36	The lines of responsibility for volunteers seem to be blurred. (Self Study)	2016-2017		Administrator	
3B.27	There is possible confusion over the development and administration of the school budget. (Self Study)	2015-2016		Administrator, Board of Education & Church Officers	
3B.42	The administrator doesn't secure third source funding adequately. (Self Study)	2016-2017		Administrator	The administrator's job description is being reviewed in May 2015 with suggestion to further define "secure third source funding" in list of responsibilities.
4.09	Appropriate policies and job descriptions related to support staff are not current with recent staffing changes.	2016-2017		Administrator & Board of Education	
4.10	Appropriate policies and training for volunteers are needed. (Self Study)	2016-2017		Administrator & Board of Education	
4.15	Programs for teacher	2016-		Administrator	The school administrator is

	supervision/evaluation/growth are not being consistently implemented.	2017			currently reviewing different teacher evaluation tools for implementation during the 2016-2017 academic year.
4.21	The school does not have an effective computer network nor effective professional development for complete engagement of technology in classroom instruction.	2016-2017		Administrator, Faculty & Tech. Committee	King of Kings currently maintains an annual membership with TIES (Technology and Information Educational Services). The membership includes access to numerous professional development workshops, classes, and seminars in the area to technology integration. As a member of MISF (Minnesota Independent School Forum), the faculty and administration attend the annual STEM workshop and technology seminars that are presented throughout the school year.
5.03	Written curriculum lacks written standards for Spanish. (MAJOR DEFICIENCY)	2015-2016	2015-2016	Administrator & Faculty	Spanish curriculum was completed and submitted to NLSA for review in June 2015
5.03	Curriculum does not use a standard format.	2015-2016	2015-2016	Administrator & Faculty	Standard format has been developed.
5.04	Collaboration is needed to continue the curriculum mapping. (Self Study)	2016-2017		Administrator & Faculty	
5.12	Current technology plan is not being implemented completely. (Self Study and Site Team)	2016-2017		Administrator & Faculty	
5.06	Math instruction does not allow for meeting the needs of all learners. (Self Study)	2016-2017	2015-2016	Administrator & Faculty	Volunteer tutor was added to assist pre-algebra students. Math classes in upper grades (6-8) were aligned to be taught

					<p>during the same class period to allow for greater differentiation among student learners.</p> <p>All students completing pre-algebra complete an algebra readiness assessment to qualify for algebra at Concordia Academy.</p>
5.13	More opportunities for professional development are needed. (Self Study)	2016-2017		Administrator & Faculty	Professional opportunities within TIES, MISF, and LEA are currently being used and progress is being made to better leverage/utilize these programs.
6C.13	Establish policy and method for training volunteers.	2017-2018		Administrator & Board of Education	