



St. John Lutheran School
March 2023 | Strategic Plan/School Goals | Status Report

St. John Lutheran School is committed to reach out with the love and forgiveness of Christ to develop Christian citizens with a lifelong love of learning, self-discipline, responsibility, civility and morality. As Christ loves, teaches, and supports us each and every day, our commitment is to support and care for families and the global community.

**Executive Summary/Report:
 Priorities, Goals, and Initiatives**

Priorities	Initiative	Begin	Complete	Current Status
<i>Develop Christian citizens with a life-long love of learning, self discipline, responsibility, civility and morality</i>	Objectives-based instruction	7/2016	8/2023	Green
	Curriculum Mapping/align with standards	8/2019	6/2023	Yellow
	Curriculum development/tracking	8/2015	6/2023	Yellow
	Student achievement - NWEA Testing	5/2016	5/2023	Green
	Student achievement - LSEM and Special Education programs	7/2020	5/2023	Green
	Teacher development and support	7/2017	8/2023	Green
	Facility development - space needs	8/2021	8/2023	Yellow
	Accreditation	5/2019	9/2023	Yellow
	Music Program Development	1/2022	9/2023	White
<i>Support and care for families and the global community</i>	Develop a strategy to bring more families from our community into our school	9/2021	9/2023	White
	Develop a strategy to better prepare our students for a more diverse society	9/2021	9/2023	Green
	Promote relationship building amongst school families	8/2021	8/2023	Green
<i>Using best practices, equip our leadership in order to provide sustainability for our school ministry</i>	Tuition development and planning	11/2018	11/2022	Green
	Enrollment and admission procedures	3/2020	1/2022	Green
	Board development	3/2020	7/2022	Green
	Kindergarten promotion	8/2021	9/2022	Green
	Development and fundraising	11/2021	11/2024	Green

Status Legend

Blank - not yet initiated/early stages

Green - on track and expected to remain so

Yellow - off track/not on schedule but still moving forward

Red - off track and needs outside input or a restructuring of the plan

Highlighted areas indicate major updates

Priority 1: Develop Christian citizens with a life-long love of learning, self-discipline, responsibility, civility and morality.

1. Objectives-based instruction
 1. No recent changes or progress, ongoing - teachers are working together to walk through how best to serve students and provide meaningful feedback.
2. Curriculum Mapping/align with standards.
 1. Will discuss at June in-service days.
3. Curriculum development/tracking
 1. No new progress in this area
4. Student achievement - NWEA Testing
 1. Spring testing in progress for 2023
5. Student achievement - LSEM and Special Education programs
 1. Ongoing - meeting with Mrs. Voigt and Mr. I to discuss the future of the program.
 2. Highlighted in chapel this month with guest speaker from LSEM.
 3. In the budget for 2023, will determine if FTE's need to be increased.
6. Teacher development and support
 1. More individual meetings will take place with a few specific teachers with some specific topics and areas of improvement, and goal setting will be guided by the administrator for a few teachers.
 2. Job description for EC Director has been brought to the school board for approval.
 3. Salary schedule has been created and used to determine salaries for 2023-24 school year.
7. Facility development
 1. Board discussion needed.
8. Accreditation
 - a. No new progress- Ongoing
9. Music Program Development
 - a. No new progress- Ongoing

Priority 2: Support and care for families and the global community

1. Develop a strategy to bring more families from our community into our school
 1. Still working on this but have been meeting with our families to discuss the future of our school and how best to serve our community.
2. Develop a strategy to better prepare our students for a more diverse society.
 1. Still working on this, but have been meeting with families to talk about how best to prepare our students
3. Promote relationship building amongst school families
 1. Developed a parent organization - PAWS
 2. Parent events
 3. Talking with families and learning what kinds of things they would most appreciate

Priority 3: Using best practices, equip our leadership in order to provide sustainability for our school ministry

1. Tuition development and planning
 1. Being reviewed and a new plan developed for building financial stability.
 2. The next step would be to answer this question: How can our tuition planning contribute to financial sustainability? Our budget/financials should be presented as an expression of our school's implementation of our mission
2. Enrollment and admission procedures
 - a. FACTS online enrollment has been utilized for enrollment.
 - b. School brochures are being developed and will be shared with prospective students.
 - c. A welcome packet is being developed and will be shared when families do their pre-enrollment tour and visit.
3. Board development
 1. Policies have been written
 2. The first board meeting of the year will include board training and discussion about board roles.
 3. We will also begin discussions about what the future looks like at St. John during each meeting.
 4. Personnel and Parent/Student Handbooks are being reviewed and updated by the school lawyer.
4. Kindergarten promotion
 1. Facebook and word of mouth marketing is being utilized. More intentional conversation with current Early Childhood families is also being utilized.
 2. Have 19 students enrolled for 2023-24.