

SAINT MICHAEL LUTHERAN SCHOOL
SCHOOL IMPROVEMENT PLAN

2009

The goals and objectives that follow were developed after thoroughly reviewing our Mission and Philosophy statements (reprinted below), analyzing survey feedback from students, parents, faculty and church leaders, and considering our responses to the NLSA standards.

MISSION STATEMENT

The mission of Saint Michael Lutheran School is to educate children and touch families' lives with the love of Jesus Christ.

PHILOSOPHY STATEMENT

Saint Michael Lutheran School is an early childhood through grade eight educational system owned and operated by Saint Michael Lutheran Church for the purpose of assisting students in the development of their God-given potential. Saint Michael provides parents with a strong Christian support network in a home-school partnership that assists them in fulfilling their responsibilities.

Our goal is to provide an education that possesses academic excellence, spiritual depth, and moral integrity which enables each child to develop in a safe and nurturing environment. St. Michael School provides an academic atmosphere which challenges students to stretch their abilities, and aspires to teach each person to take pride in glorifying God with their efforts and accomplishments. We strive to provide current, state-of-the-art curriculum and teaching methods without sacrificing the tested and proven approach to education.

We pledge to do our best, with the help of God, to develop each student's spiritual, physical, mental, social, and artistic gifts to his/her fullest potential.

Goal #1 Saint Michael Lutheran School partners with and supports the families it serves.

Objective 1: Connect parents with their children's educational experience

Objective 2: Provide opportunities for enhancement of parenting skills.

Objective 3: Provide support and help in times of special need

We want to be known as a school that is involved with the entire family, not just the children. We want parents to feel that they are part of their child's educational experience (objective 1), that we are teaming together with them to bring out the best in their child. We also want parents to feel that they are part of a *community* at St. Michael– that we are here with resources to help them develop their parenting skills (objective 2) and to support them in times of crisis (objective 3).

This goal reflects the very heart of our mission statement:

“The mission of Saint Michael Lutheran School is to educate children and touch families' lives with the love of Jesus Christ.”

It also addresses this excerpt from our Philosophy statement:

“Saint Michael provides parents with a strong Christian support network in a home-school partnership that assists them in fulfilling their responsibilities.”

The spirit of this goal relates to the following NLSA Standards:

- 8:06 Frequent reports of each student's progress are made to parents and/or legal caregivers in conferences and in written form. (objective 1)
- 3:03 Parent education programs and resources are available through the school and its parent-teacher organization and/or other parent support groups. (objective 2)

(see the accompanying flow chart for detail – strategies, resources needed, timelines, etc.)

Goal #2 The students and families of SMLS use their gifts to serve and to share Christ.

Objective 1: Provide increased opportunities for students to share the gospel message

Objective 2: Provide opportunities for students to serve others

Objective 3: Provide opportunities for families to join in serving others

We strive to teach the students about God’s great love for them in Jesus – that they are forgiven, redeemed children of God. This goal aims to *extend* that teaching, to focus on what God wants His children to do – to use the gifts and abilities that He has given them to serve others and to spread the gospel.

This goal is also closely related to our mission statement:

“The mission of Saint Michael Lutheran School is to educate children and touch families' lives with the love of Jesus Christ.”

These excerpts from our Philosophy statement are also connected:

“for the purpose of assisting students in the development of their God-given potential.”

“Saint Michael provides parents with a strong Christian support network in a home-school partnership that assists them in fulfilling their responsibilities.”

“Our goal is to provide an education that possesses academic excellence, spiritual depth”

“aspires to teach each person to take pride in glorifying God with their efforts”

Correlation to Standards:

2:05 Students participate in congregational life through planned activities which support their spiritual growth. (objective 1 and 2)

7:01 The teaching of the Christian faith is recognized as the major purpose of the school.
(objective 1)

In some respects, objective 3 is a crossover with goal #1 – one way we can partner with parents is to help them use *their* gifts in a God-pleasing manner.

(see the accompanying flow chart for detail – strategies, resources needed, timelines, etc.)

Goal #3 SML Campus is functional, safe, well-maintained and aesthetically appealing.

Objective 1: Optimize current facilities, grounds, and equipment

Objective 2: Review and enhance campus safety

Objective 3: Systematically upgrade facilities, grounds and equipment

Our campus is the place where our ministry is carried out; its appearance and functionality are critical to accomplishing our mission. We have been blessed with a beautiful site and facilities that have been built up over an extended period of time. We must maintain and improve what we have, in order to serve our current families effectively and attract new families. Objective 1 aims to bring the current infrastructure to its optimal condition; objective 3 targets replacement and addition of equipment, furnishings, and spaces.

In addition to being serviceable, it is also important that our campus be as safe as possible; this involves improvements in both facilities and procedures that will keep our families secure.

These excerpts from our Philosophy statement relate to this goal:

“We strive to provide current, state-of-the-art curriculum and teaching methods”
(objectives 1 and 3)

“enables each child to develop in a safe and nurturing environment” (objective 2)

Correlation to NLSA Standards:

11:01 All physical facilities are well maintained, safe and free of hazards, attractive

11:05 Physical facilities give specific (crosses, signs, etc.) and non-specific (attractive, adequate, etc.) Christian witness to the community.

11:06 Adequate and appropriate space is provided for offices, health rooms, computer labs, recreation, a library/media center, and small group instruction.

10:17 All health, emergency, transportation, and safety policies and procedures comply with applicable local, state, and federal regulations.

10:21 Each activity is carefully supervised by appropriately trained personnel

(see the accompanying flow chart for detail – strategies, resources needed, timelines, etc.)

Goal #4 The students of SMLS demonstrate respectful, Christian behavior.

Objective 1: Revise the school wide discipline procedures

Objective 2: Instruct students in proper conduct

Objective 3: Utilize positive reinforcement to highlight desired behaviors

An important part of being disciples of Jesus involves how we live our daily lives and relate to one another. St. Michael aspires to be a place where respect of others and of rules is evident. This goal aims to set reasonable boundaries for students and assist the faculty, administration, and parents in “raising up a child in the way he should go”.

Our Philosophy statement addresses this area as follows:

“Our goal is to provide an education that possesses academic excellence, spiritual depth, and moral integrity”

These same ideals are promoted in the NLSA Standards:

- 4:01 Students, teachers, and administrators respect each other as individual, fellow members of the body of Christ and provide a loving, Christian climate throughout the school during all school activities.
- 4:04 Student behavior is appropriate to encourage growth and to maintain the school’s chosen teaching/learning environment as described in the school’s philosophy.
- 10:03 The school has established written procedures for handling misbehavior

(see the accompanying flow chart for detail – strategies, resources needed, timelines, etc.)

Goal #5 Saint Michael staff members are efficient and effective in their designated areas of ministry

Objective 1: Establish clear expectations

Objective 2: Regularly monitor performance and give feedback

Objective 3: Provide support and avenues for growth and improvement

In order to most effectively carry out our mission, all staff members need a clear understanding of their roles and functions, regular feedback on their efficacy, and opportunities to develop their talents and learn new skills.

Excerpts from our Philosophy statement (quoted below) refer to our aim to give our best to our students and families:

“We strive to provide current, state-of-the-art curriculum and teaching methods without sacrificing the tested and proven approach to education”

“We pledge to do our best, with the help of God, to develop each student's spiritual, physical, mental, social, and artistic gifts to his/her fullest potential.”

This goal correlates with the following NLSA Standards:

5B:05 The school secretary, all other support staff, and all professional and volunteer staff persons are directly responsible to the administrator. (Objectives 1 and 2)

5B:07 To maintain quality of instruction the administrator provides an ongoing program of professional staff development, supervision and evaluation. (Objectives 1 and 2)

4:08 Faculty members and administrators are supportive of one another. (Objective 3)

(see the accompanying flow chart for detail – strategies, resources needed, timelines, etc.)