



**Part III and Part IV are also to be completed by Ongoing Improvement schools**

**Part III: Recommendations made by the visiting team on the school Improvement Plan:**

1. List all recommendations made by the visiting team and a Target School Year to be addressed.
2. List and date Actions Taken during this school year as well as Actions Taken in previous years of accreditation cycle.
3. To move to the next column, click "Tab."
4. To add lines to the table for more concerns and recommendations, put the cursor in the last (bottom right) box and click "tab".

<b>Section &amp; Indicator Number</b>	<b>Visiting Team Concern and Recommendation</b>	<b>Target School Year</b>	<b>School Year Addressed</b>	<b>Action Taken</b>
2A:08	The visiting team changed the rating on this General Indicator of Success from "Fully Met" to Mostly Met". This item is being addressed by Goal 1	2015		
2B:10	The statement of nondiscrimination is included in the Student Handbook, but we could not find it elsewhere. This statement needs to be prominent on all print matter that is disseminated to the public.	2013	2013	All appropriate committees, administrators and program directors understand and now follow this recommendation.
3B:25	The team changed this General Indicator of Success from "Rarely Met" to "Not Presently Met" because neither of the qualifiers is met by the school principal. We encourage that the Board of Education work with the principal to address this.	2015		
Standard 8	St. John's has a Wellness Plan in place. Now St. John's needs to go back and revise or affirm this plan by putting together a proper team to do so: Students, parents, administrator, food service personnel, and teachers. Implementation and documentation to follow.	2014		

<b>Standard 9:04</b>	<b>We recommend that the north and east sides of the vacant lots east of the current playground be fenced prior to being used as a future activity space.</b>	<b>2015</b>		
<b>2:09</b>	<b>The school has and effectively implements a written evangelism plan for families with children in the school who do not have an identified church home or do not attend church regularly.</b>	<b>2016</b>		
<b>2:17</b>	<b>All staff are encouraged to participate in community activities and service organizations.</b>	<b>2013 and ongoing</b>		
<b>3:B24</b>	<b>The administrator holds current, appropriate state certification.</b>	<b>2016</b>		
<b>3:B34</b>	<b>The administrator visits each classroom and evaluates individual teacher performance at least annually. These evaluations are discussed with the teacher.</b>	<b>2013</b>	<b>Spring of 2013</b>	<b>Mr. Pallas has performed formal evaluations of all teachers</b>
<b>3:B38</b>	<b>Levels of responsibility are clearly defined for all professional and volunteer staff persons.</b>	<b>2015</b>		
<b>4:09</b>	<b>Appropriate policies and training for volunteers is in place.</b>	<b>2016</b>		
<b>4:02</b>	<b>All full-time faculty members are on or eligible to be on the roster of Synod.</b>	<b>2016</b>		
<b>4:03</b>	<b>Professional staff members have appropriate teaching certificates from the state and meet requirements for their specific assignments.</b>	<b>2015</b>		
<b>4:16</b>	<b>Each teacher is a member of at least one professional organization.</b>	<b>2016</b>		
<b>4:17</b>	<b>A program of staff development is provided wherein professional personnel have opportunities and support for professional and spiritual growth.</b>	<b>2015</b>		
<b>4:18</b>	<b>A nondiscriminatory salary and benefit scale has been adopted by the board and implemented for all personnel.</b>	<b>2014</b>		

4:19	Teachers who have congregational leadership responsibilities are given appropriate time and compensation for those responsibilities.	2015		
5:09	Parents are informed about the curriculum and participate in its evaluation.	2013	Spring 2013	Parents are on the committee for the reading curriculum and will be on future committees for all curriculum evaluation.
6:07	Materials are available and used for children with special needs such as remediation, enrichment, and extension of learning.	2015	Spring 2013	LSEM continues to provide special ed services in addition to our local school district. Leveled readers, Accelerated Reading and grade advanced math are also provided.
6:16	The school has adopted and put in place a comprehensive technology plan.	2016		
7B:08	Provisions are made for appropriate storage of food brought from home.	2014		
9:08	The school administrator participates in the supervision of those who maintain the physical facilities.	2014		
10:02	The congregation provides financial support for the school.	2015		
10:05	The school financial plan is coordinated with the operating congregation's financial plan.	2013	2013	We have a unified budget between the church and school.
10:07	Salaries reflect the current district recommended salary scale and salaries are reviewed annually.	2016		
10:09	Funds provided by auxiliary organizations are allocated according to board policy and in consultation with the school administrator.	2013	2013	We continue to receive support from the local VFW, Lions, and American Legion.

**Part IV: School Improvement Plan Completion Report:**

1. List all strategies from the School Improvement Plan.
2. List and date Actions Taken during this school year as well as Actions Taken in previous years of accreditation cycle.
3. To move to the next column, click "Tab."

4. To add lines to the table for more concerns and recommendations, put the cursor in the last (bottom right) box and click "tab".

<b>Goal Obj. Strategy Number</b>	<b>Strategy</b>	<b>Responsible Person or Group</b>	<b>Target School Year</b>	<b>School Year Addressed</b>	<b>Action Taken</b>
<b>G#1 OB#1 Sa</b>	<b>St. John's Lutheran Church is more visible within the school.</b>	<b>All Cong and School Staff</b>	<b>2015</b>		
<b>Sb</b>	<b>St. John's Lutheran School is more visible within the church.</b>	<b>All Cong and School staff</b>	<b>2015</b>	<b>2013</b>	<b>8<sup>th</sup> grade students participating in church service at Auburn Manor with the elderly</b>
<b>Sc</b>	<b>St. John's Lutheran Church and School is more visible throughout the community.</b>	<b>All Cong and School Staff</b>	<b>2014</b>		
<b>G#1 OB#2 Sa</b>	<b>Church promotes church related functions by inviting school families to attend activities.</b>	<b>Church Staff</b>	<b>2015</b>		
<b>Sb</b>	<b>School promotes school related functions by inviting church families to attend activities.</b>	<b>School Staff</b>	<b>2015</b>		
<b>Sc</b>	<b>Church and School maintain an accurate joint calendar of events and activities offered.</b>	<b>Church and School secretaries</b>	<b>2014</b>		
<b>Sd</b>	<b>Church and School publish a calendar of special events through the Weekly Word and the Monthly Messenger.</b>	<b>School Admin. and Pastors and secretaries</b>	<b>2014</b>		
<b>G#2 OB#1 Sa</b>	<b>Establish specific curriculum committees consisting of teachers, parents, and school board.</b>	<b>School Administration</b>	<b>2013</b>	<b>2013</b>	<b>Committee was formed for the Reading Curriculum with all of the recommendations.</b>
<b>Sb and Sc</b>	<b>Establish and Implement a schedule for renewing curriculum by specific subject area.</b>	<b>Teachers and School Admin.</b>	<b>2012</b>	<b>2012</b>	<b>Schedule is set for an seven year rotation and approved by the Board of Ed.</b>

Sd	Provide enhanced instructional materials for the classroom as needed.	Teachers and School Admin.	2015		
OB#2 Sa, Sb,Sc	Establish a plan of implementation and funding that enhances the current Spanish Curriculum.	School Admin.	2013	2013 and ongoing	Working with LHS to add more Spanish classes throughout the school.
G#3 OB#1 Sa	Complete installation of laptops and SMARTboards into remaining K-8 classrooms.	School Admin.	2012	2012	All K-8 classrooms have laptops and SMARTboards.
Sb	Continue to maintain and update the existing computers and software in the computer lab	Tech Comm. School Admin.	2014		
Sc	Continue to look to improve the current school website and enhance school to home communication	Tech Comm. School Admin. Teachers	2012	2012	Established a web-based grading program.
OB#2 Sa	Provide in-service for SMARTboard training.	School admin.	2012	2012	This is ongoing. Fall of 2012 all teaching staff went to SMARTboard training.
Sb	The staff will participate in workshops that will enhance technology in the classroom	Teachers and Principal	2013 On going	Fall 2013	In August the staff will participate in S.T.E.M. at St. Thomas University.
OB#3 Sa	PreK-2 <sup>nd</sup> grade students participate weekly in keyboarding readiness activities.	School Admin and Computer teacher	2014		
Sb	3 <sup>rd</sup> -8 <sup>th</sup> grade students participate weekly in keyboarding program to help them become more proficient in their keyboarding skills	School Admin and Computer teacher	2014		
Sc	Students become familiar with application software such as word processing spreadsheets, powerpoint, web browsers etc.	School Admin and Computer Teacher	2014		

Sd	Students apply their knowledge of the application software in classroom projects	All Teachers	2014		
G#4 OB#1 Sa	Consider creating a separate third source income account for better accountability of expenditures.	School Admin	2012	2012	Non budget income is in a designated school account that has been established within the budget.
Sb	Clearly communicate prior to each major fundraiser how the specific funds raised will be utilized.	Principal Teachers And PTL	Fall 2013		
Sc	Give updates promptly following each fundraiser	Principal and School Secretary	2012	2012	Each fundraiser total is given in the News and Notes as soon as totals are in.
Sd	Establish a timeline for completion of the designated projects once the money is available and report when the purchase is completed.	Principal and School Secretary	2014		
OB#2 Sa	Church and School assist in providing extra funds for hands-on materials for the Early Childhood program by creating a specific fund for early childhood materials.	School and Church Admin.	2015		
Sb and Sc	Strive to continue to advertise and implement our current third source funding opportunities.	School and Church Admin	2013 and on going		
OB#3 Sa	The principal, School staff, or designated people increase personal visits to potential donors.	Principal	2015		
Sb	Intentionally set up a program that includes visits for estate planning and memorials.	School Admin	2014		
Sc	Be more proactive about searching for and applying for	Principal	2014		

	<b>grants.</b>				
<b>Sd</b>	<b>Investigate opportunities to utilize the Thrivent Choice Dollars program</b>	<b>School And Church Admin</b>	<b>2014</b>		