SECTION II:

Relationships

**STANDARD 2:**

The Christian Culture of the School Is Evidenced in Its Relationships

with Congregations, Community, Staff, Students, Families and Other

Stakeholders; the Demonstration of the School’s Mission; and a

Christian Environment Supportive of Learning.

*Note: For this Standard, the REQUIRED Indicators of Success are divided into three categories: Congregation, Community, and School Climate.*

**Category II-A:**

**School and Congregation**

**OVERVIEW:**

List significant changes that were made by your school in this area during its previous accreditation cycle.

**1.** A free swim day with food and transportation was provided for all families of Lutheran elementary school students.

2. Bulletin inserts and announcements, annual Ministry report and other promotional materials are provided to all Association churches as well as several non-associate churches.

3. Immanuel Lutheran Church, Estherville, IA joined the MLHS Association.

4. St John’s Lutheran Church, Sherburn sends regular monthly financial support, but is not an official Association member.

5. MLHS led in the application and execution of a $100,000 Charitable Gifting Initiative Grant from Thrivent Financial for Lutherans. The Partners with Purpose grant provided valuable services, products, curriculum, equipment and events to the four organizations and the community at large.

6. The addition of a full-time Music Director allows MLHS to:

A. Participate in Association congregation worship services

B. Perform throughout the community at nursing homes etc

C. Entertain at other Lutheran organization’s events

D. Provide exceptional band lessons in the elementary schools.

7. A study was conducted on the “Future of Lutheran Education.” MLHS; St Paul’s Church and School, Truman; and St James Church and School, Northrop hired Paul Brand of *New Horizon Ministries Consulting* to gather information and offer possible steps to ensure that quality Lutheran education is available to serve the community for generations to come.

8. In 2010 an official Martin Luther High School Endowment Fund was established. This fund provides a place for people to place their large estate and planned gifts which will perpetually benefit the MLHS Ministry.

**REQUIRED INDICATOR OF SUCCESS:**

Indicate whether or not the school meets the REQUIRED Indicator of Success by circling **Yes** or **No**.

YES NO \*2A:01 The school is operated by one or more congregations of The Lutheran Church—Missouri Synod or maintains an active status with the Synod.

(EIN 43-0658188)

**\*See MLHS Association Churches brochure.**

**GENERAL INDICATORS OF SUCCESS:**

Evaluate the level of implementation for each GENERAL Indicator of Success. Tally and record your point totals for Category A and include in the Grand Total for Section II.

2A:02 An administrator is acknowledged as the spiritual leader of the school.

**\_3\_\_Met in Full (3) \_\_\_Mostly Met (2) \_\_\_Rarely Met (1) \_\_\_Not Presently Met (0) \_\_3\_\_\_**

COMMENTS: Miss Oerman had been at MLHS for over 25 years. She is respected by students and parents alike within the school and throughout the community. Spiritual leadership will be one of the most important qualities looked for in a new administrator.

2A:03 All individuals regularly employed by the school are actively involved in worship and congregation life of their parish.

**\_3\_\_Met in Full (3) \_\_\_Mostly Met (2) \_\_\_Rarely Met (1) \_\_\_Not Presently Met (0) \_\_3\_\_\_**

COMMENTS: Faculty and staff are members of churches in Truman, Northrop, Ceylon and Fairmont. Many of them serve as deacons, elders, Sunday School teachers, Board of Christian Education members, sing in the choir or volunteer in the kitchen for events. Four pastors are part-time teachers.

2A:04 Congregation(s) and other stakeholder organizations provide spiritual support for the school and its students.

**\_3\_\_Met in Full (3) \_\_\_Mostly Met (2) \_\_\_Rarely Met (1) \_\_\_Not Presently Met (0) \_\_3\_\_\_**

COMMENTS: A majority of students surveyed agree fully with this statement. The presence of Association pastors in the classrooms and in twice weekly Chapels confirms this statement. There is an annual Martin Luther Sunday held each school year in the association congregations. Depending on the pastors, prayers for MLHS are given during Sunday services on a regular basis. The development director and principal request prayers from the congregations and their pastors as well as from other stake holders

2A:05 Students are encouraged as part of their spiritual growth to participate in the congregation life of their parish.

**\_3\_\_Met in Full (3) \_\_\_Mostly Met (2) \_\_\_Rarely Met (1) \_\_\_Not Presently Met (0) \_\_3\_\_\_**

COMMENTS: Students speak in their home congregations on MLHS Sunday (including those that are not members of the ML Association). Leadership is encouraged at MLHS so that students are equipped to be leaders in their home congregations and community. Students are active in church youth groups and serve on mission trips in their congregations..

2A:06 Student involvement in congregation life supports the spiritual growth of students.

**\_\_\_Met in Full (3) \_2\_\_Mostly Met (2) \_\_\_Rarely Met (1) \_\_\_Not Presently Met (0) \_\_2\_\_\_**

COMMENTS: Many students sing in choir, serve as ushers, teach Sunday school and participate in Bible Studies and youth group at their home churches. Many attend worship services regularly. A few are not active in their home churches. Congregational life has been used as a topic during the small group bible studies. It is also a topic in our religion classes

2A:07 As appropriate, the school staff participates in LCMS district and regional conventions and conferences.

**\_3\_\_Met in Full (3) \_\_\_Mostly Met (2) \_\_\_Rarely Met (1) \_\_\_Not Presently Met (0) \_\_3\_\_\_**

COMMENTS: Development Director and Music Director attended an Admissions and Recruitment Workshop in the summer of 2011. All full-time teachers attend the Lutheran Educators Association Conference each fall. The MLHS choir sang at the Opening Worship Service of LEA Conference in 2010. Principal attends various conferences and meets with high school and elementary principals regularly.

2A:08 The pastors of association congregations and the school staff demonstrate support for each other and each other’s ministry.

**\_3\_\_Met in Full (3) \_\_\_Mostly Met (2) \_\_\_Rarely Met (1) \_\_\_Not Presently Met (0) \_\_3\_\_\_**

COMMENTS: In 2004 Association pastors began teaching the religion courses.. Association pastors are offered tickets at cost to attend the “Joyful Thanks” Fall Benefit Dinner and are verbally recognized that evening. Staff frequently attends special services and events in our association congregations.

2A:09 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.

**\_\_\_Met in Full (3) \_2\_\_Mostly Met (2) \_\_\_Rarely Met (1) \_ \_\_Not Presently Met (0) \_\_3\_\_\_**

COMMENTS: An evangelism plan has been implemented and is included in the Student/Parent Handbook as well as in the Personnel Policy.. A brochure targeting those without a home church will be placed in a visible location in the school lobby.

Subtotal **\_\_23\_\_\_\_\_\_\_**

**Category II-B:**

**School and Community**

**OVERVIEW:**

List significant changes that were made by your school in this area during its previous accreditation cycle.

1. Beginning in 2009 MLHS conducted a series of Billboard advertising in the city of Fairmont.

2. Advertisements and information about the school have been placed in the Fairmont Visitors Guide which

goes out to newcomers in the community and area businesses.

3. Art students designed and painted a wall mural at MC Fitness in Fairmont and received press coverage.

4. 2009-2010-2011: Lady Knights basketball team made it to Section 2A Sub-Section Championship playoffs.

5. 2009: Made school history by winning Section 2A Sub-section Championship.

5. 2009: Knights baseball team won 4th place in the Section 2A play-offs.

6. 2009: 25th Anniversary of MLHS and All School Reunion was held.

7. 2009: MLHS won $5,000 in the HyVee Smiles for Education drawing.

8. 2005 & 2006 two MLHS Alumni were named Fulbright Scholarship winners. Their achievements and

relationship to MLHS was recognized on a local and national level.

**REQUIRED INDICATORS OF SUCCESS:**

Indicate whether or not the school meets the REQUIRED Indicator of Success by circling **Yes** or **No**.

**YES** NO \*2B:10 A statement of non-discrimination is evident in school printed materials and assures

that students are admitted without regard to race, color, or national origin.

\*This statement is included in our Vision Statement displayed in the school lobby, in brochures, advertisements and at www.martinlutherhs.com.

**GENERAL INDICATORS OF SUCCESS:**

Evaluate the level of implementation for each GENERAL Indicator of Success. Tally and record your point total for Category II and include in the grand total for Section II.

2B:11 An effective public relations program communicates information about the school to its constituents and to all segments of the community in which it is located.

**\_3\_\_Met in Full (3) \_\_\_Mostly Met (2) \_\_\_Rarely Met (1) \_\_\_Not Presently Met (0) \_\_3\_\_\_**

COMMENTS: The MLHS website is promoted to the general public through cross-marketing avenues and is updated regularly. The Development Director has acquired her BA in Marketing Management and is a Certified Christian Development Executive and Associate Gift Planner with LCMS Foundation. A complete 2010-2011 Annual Ministry Report was distributed to Association Congregations, other area churches, all donors and alumni in 2011-2012. Communications go out to area media regularly. News broadcasts and programs are underwritten twice weekly on the Christian radio station. MLHS spearheaded an informational booth at the County Fair promoting all Lutheran schools (PS-12). PTL hosts a free events for area private elementary schools and the general public with special speakers/entertainers in conjunction with the MLHS Family Open House.

2B:12 The use of volunteers in the school’s educational program and student services enhances student growth.

**\_3 \_\_Met in Full (3) \_\_\_Mostly Met (2) \_\_\_Rarely Met (1) \_\_\_Not Presently Met (0) \_\_3\_\_\_**

COMMENTS: Parents and volunteers often drive students to: art shows, sing at the hospital and nursing homes, visit area businesses and to perform community service projects. Many, many “Friends of MLHS” volunteer for Spring and Fall Rummage Sales, helping them to be so successful and raising thousands of dollars each time which purchases many “extra things” for the school. Area professionals such as Robin Ekstrom, Neal and Juleen Breitbarth and others have shared their expertise and experience in various classes. Female athletes host summer camps for elementary students and art students mentor elementary students at MLHS several times a year—both of which enhances the high school students’ growth and volunteerism experience.

2B:13 Teachers use educational resources of the congregations, stakeholders and community to facilitate student growth.

**\_3\_\_Met in Full (3) \_\_\_Mostly Met (2) \_\_\_Rarely Met (1) \_\_\_Not Presently Met (0) \_\_3\_\_\_**

COMMENTS: Student art is displayed annually at the Red Rock Center Art Show. Representatives from the Options Pregnancy Center speak in Health class. Pastors teach at the school and bring in materials. Handbells are on loan from Immanuel, Fairmont. J & R Floral loans poinsettias for Christmas Concert. The Holy Week Sacred Concert has been held at area churches. The Fairmont Opera House is used for Drama productions and Christmas Concerts.

2B:14 The school has a parent teacher organization and/or other parent support groups.

**\_3\_\_Met in Full (3) \_\_\_Mostly Met (2) \_\_\_Rarely Met (1) \_\_\_Not Presently Met (0) \_\_3\_\_\_**

COMMENTS: They raise about $30,000 per year that purchases many extra things for students. The PTL meets 4 times a year.

2B:15 Parent education programs and resources are available through the school.

**\_\_\_Met in Full (3) \_2\_\_Mostly Met (2) \_\_\_Rarely Met (1) \_\_\_Not Presently Met (0) \_\_2\_\_\_**

COMMENTS: Guidance Director has college prep meetings as well as an orientation meeting for new students. In 2010 Miss America 2009 spoke at the Fall Benefit Dinner and a free Afternoon Tea for young Moms and little girls about benefits of Lutheran education. A newsletter aimed at young parents featuring several articles written by area professionals will be mailed out in the spring of 2012. Areas in which we are looking to expand include: adding a segment to our orientation meeting on the use of our school grading system “Cornerstone”; Creating all school seminars for parents and students on topic such as substance abuse, mental health, suicide prevention, and making good choices.

2B:16 All parents and family members of prospective, former, and current students, whether members or non-members of the operating congregation(s), are made to feel welcome at the school and the operating congregation(s).

**\_\_\_Met in Full (3) \_2\_\_Mostly Met (2) \_\_\_Rarely Met (1) \_\_\_Not Presently Met (0) \_\_2\_\_\_**

COMMENTS: Welcoming Wednesday are promoted. All prospective parents are entered into the database and tagged by their children’s age. Parents of elementary students and elementary teachers are mailed free passes to games. They regularly receive the school newsletter and promotional materials about the school. Some people have indicated that they don’t always feel welcomed. This is one area that all staff needs to improve on remembering that people are our guests. Suggestions were given that it would be good if staff came in to the rummage sale and thank the volunteers for the time and help. All parents and teachers are encouraged to attend PTL meetings. Though MLHS works hard in order to make everyone welcome there is always room for improvement. At the back to school inservice for faculty and staff we will include a topic section on producing positive public relations.

2B:17 All staff members are encouraged to participate in community activities and service organizations.

**\_\_3\_\_Met in Full (3) \_\_\_Mostly Met (2) \_\_\_Rarely Met (1) \_\_\_Not Presently Met (0) \_\_3\_\_\_**

COMMENTS: Kids Against Hunger will be held in March with the three Lutheran elementary school participating. Staff members devote many extra hours to MLHS and their church, families and MLHS and often do not have extra time. Some staff play community sports.

2B:18 The school facilities are available, when practical, for use by appropriate community groups and activities.

**\_3\_\_Met in Full (3) \_\_\_Mostly Met (2) \_\_\_Rarely Met (1) \_\_\_Not Presently Met (0) \_\_3\_\_\_**

COMMENTS: MLHS hosts a community Red Cross Blood Drive two times a year. Other events include: Land Auctions, Benefit for an MLHS Alumni sponsored by the Class of 2012, LLL Banquets and elementary school activities.

2B:19 The length and number of school days meets or exceeds any required state regulations.

**\_3\_\_Met in Full (3) \_\_\_Mostly Met (2) \_\_\_Rarely Met (1) \_\_\_Not Presently Met (0) \_\_3\_\_\_**

COMMENTS: Administrator and Board of Directors sets the school calendar following state guidelines.

2B:20 The school maintains good relations with the local public schools.

**\_3\_\_Met in Full (3) \_\_\_Mostly Met (2) \_\_\_Rarely Met (1) \_\_\_Not Presently Met (0) \_\_3\_\_\_**

COMMENTS: We co-op with GHEC and Truman in many sports. Since 2009 Lady Knights Volleyball and Truman Bluejays Volleyball teams and coaches have hosted Dig Pink/Rally for Teal Cancer Fundraisers.

**Subtotal \_\_28\_\_\_\_\_\_**

**Category II-C:**

**School Climate**

**OVERVIEW**

List significant changes made by your school in this area during its previous accreditation cycle.

1. Walls have been painted in bright colors throughout the school.

2. The concrete flooring in the halls, bathrooms, cafeteria and gymnasium have been refinished, giving the

school a much nicer appearance.

3. Wireless internet makes internet access available throughout the whole school.

4. Student learning has been enhanced by the installation of Interactive whiteboards in core classrooms and

a document reader in the History room.

5. Students and parents have instant access to assignments and grades with the implementation of

**Cornerstone** on-line grading system.

6. Full time LCMS teachers lead student (based on gender) bible studies . This gives the opportunity to

focus on topics that are of importance to high school students in a controlled and loving environment.

**REQUIRED INDICATORS OF SUCCESS**

Indicate whether or not the school meets the REQUIRED Indicator of Success by circling **Yes** or **No**.

**YES** NO \* 2C:21 A developmentally appropriate teaching/learning environment is evident.

**GENERAL INDICATORS OF SUCCESS**

Evaluate the level of implementation for each GENERAL Indicator of Success. Tally and record your point total for all three categories at the end of your evaluation of Section II.

2C:22 A loving, Christian climate is obvious throughout the school and during all school activities.

**\_3\_\_Met in Full (3) \_\_\_Mostly Met (2) \_\_\_Rarely Met (1) \_\_\_Not Presently Met (0) \_\_3\_\_\_**

COMMENTS: Many students surveyed feel this is Met in Full. One student commented, *“I love being surrounded with God and God’s people.”* Another said, *“Even in sports.”* Every home volleyball and basketball game is opened with prayer and a statement of sportsmanship.

2C:23 Students, teachers, and administrators respect each other as individual, fellow members of the body of Christ.

**\_3\_\_Met in Full (3) \_\_\_Mostly Met (2) \_\_\_Rarely Met (1) \_\_\_Not Presently Met (0) \_\_3\_\_\_**

COMMENTS: Many of the students responses from the survey feel this is Met in Full. One student wrote: *“Everyone is a lot nicer to each other than at public schools.”*

2C:24 Where desirable and practical, faculty members, parents, legal care-givers, and students participate in making school decisions.

**\_3\_\_Met in Full (3) \_\_\_Mostly Met (2) \_\_\_Rarely Met (1) \_\_\_Not Presently Met (0) \_\_3\_\_\_**

COMMENTS: Many students feel that have a say through student organizations. Student’s comments included: *“In Student Council, National Honor Society and as Class Officers.” “I think if there were more committees for different things, this would be higher.”*  The MLHS Parent/Teacher/League has a voice in the operations of the school. Parents are on the Board of Directors and serve as Delegates. Students are involved in the Accreditation Self-study process.

2C:25 Students demonstrate love for all people out of love for Christ.

**\_\_\_Met in Full (3) \_2\_\_Mostly Met (2) \_\_\_Rarely Met (1) \_\_\_Not Presently Met (0) \_\_2\_\_\_**

COMMENTS: Though many students felt that this was “met in full” there is always room for improvement. One student commented *“The way some students act makes you question whether they care about being in a Christian school.”* *“At the end of the day, some people don’t truly know the Lord and we are all sinful.”* This statement is not uncommon for any school atmosphere. This is an area that will continue to be addressed in weekly Bible studies and daily classroom contact. The Class of 2012 is sponsoring a Benefit to help an alumni as a servant project.

2C:26 Student behavior is appropriate to encourage growth and to maintain the school’s chosen teaching/

learning environment.

**\_\_\_Met in Full (3) \_2 \_\_Mostly Met (2) \_\_\_Rarely Met (1) \_\_\_Not Presently Met (0) \_\_2\_\_**

COMMENTS: A majority of students surveyed feel that this is Mostly Met. Student comments: *“During Step-UP Day we show younger students what our school is like.”* The Girls Basketball team was recently commended by an opposing team member’s parent for showing exceptional sportsmanship when the opposing team mate reached her 1,000 career point benchmark. This is an ongoing objective of every high school. We will continue to focus on this objective through our bible studies, chapel topics, devotions, as well as in the classroom.

2C:27 Students’ spiritual needs are given appropriate help by church and school.

**\_3\_\_Met in Full (3) \_\_\_Mostly Met (2) \_\_\_Rarely Met (1) \_\_\_Not Presently Met (0) \_\_3\_\_\_**

COMMENTS: Chapels are held 3 times a week with pastors leading them once or twice weekly. Comments were: *“You can talk with every teacher about faith and pastors are here to answer your questions.”*  Weekly student Bible studies led by faculty provide an intimate, nurturing atmosphere.

2C:28 The legal rights of parents, legal caregivers, teachers, and students are protected.

**\_\_\_Met in Full (3) \_2\_\_Mostly Met (2) \_\_\_Rarely Met (1) \_\_\_Not Presently Met (0) \_\_2\_\_\_**

COMMENTS: Cornerstone has passwords. Background checks are conducted for all staff and volunteers. A list of “do not publish” e-mail addresses is provided for staff. A anti-discrimination statement is posted in each room as well as being published in public relations material and in the Student/Parent Handbook. Staff will look into creating a policy to address Parent Data Privacy rights.

2C:29 Students worship together daily either in each classroom or in an appropriate worship experience with

other students.

**\_3\_\_Met in Full (3) \_\_\_Mostly Met (2) \_\_\_Rarely Met (1) \_\_\_Not Presently Met (0) \_\_3\_\_\_**

COMMENTS: Devotions are held first hour every day in addition to Chapels three times per week. and Group Bible Studies are once a week.

2C:30 Students are helped to grow in self-control out of love for Christ.

**\_3\_\_Met in Full (3) \_\_\_Mostly Met (2) \_\_\_Rarely Met (1) \_\_\_Not Presently Met (0) \_\_3\_\_\_**

COMMENTS: See page 15 of the Student Handbook under *“Christian Discipline.”*

2C:31 Faculty members and administrators are supportive of one another.

**\_3\_\_Met in Full (3) \_\_\_Mostly Met (2) \_\_\_Rarely Met (1) \_\_\_Not Presently Met (0) \_\_3\_\_\_**

COMMENTS: Faculty and staff work together on many projects. Coaches adjust schedules to allow the Music Department practice time to prepare for events, Drama is mindful of athletics, Physical Education students and athletes take time to set up tables for other events under their coach’s supervision. Faculty and staff pray for each other.

2C:32 Students and staff demonstrate a positive school spirit.

**\_3\_\_Met in Full (3) \_\_\_Mostly Met (2) \_\_\_Rarely Met (1) \_\_\_Not Presently Met (0) \_\_3\_\_\_**

COMMENTS: MLHS has a “Spirit Club” which holds events, makes signs and hosts events promoting school spirit. MLHS holds a “spirit week” every February. This includes a number of fun events for the students. This event is put on by the student council and spirit club.

2C:33 Staff members understand and relate appropriately with students.

**\_3\_\_Met in Full (3) \_\_\_Mostly Met (2) \_\_\_Rarely Met (1) \_\_\_Not Presently Met (0) \_\_3\_\_\_**

COMMENTS: Student comments: *“The teachers are very understanding and always willing to help you out.” “I think this is a very good statement.”* Students are able to meet with teachers before the school day starts or at the end of the day.

2C:34 Staff members understand and relate appropriately with families.

**\_3\_\_Met in Full (3) \_\_\_Mostly Met (2) \_\_\_Rarely Met (1) \_\_\_Not Presently Met (0) \_\_3\_\_\_**

COMMENTS: Parent/Teacher Conferences are held twice yearly, teachers and parents communicate by e-mails. Two-week notices are sent out to parents if a student is failing.

**Subtotal \_\_36\_\_\_\_\_\_\_**

**Grand Total \_\_87\_\_\_\_\_\_\_**

**ANSWER THE FOLLOWING QUESTIONS:**

Are all REQUIRED Indicators of Success complete and available for review? \_\_\_Yes\_\_\_\_\_\_\_

What is your GENERAL Indicator of Success point total for Standard II? \_\_87\_\_\_\_\_\_\_\_

Is the total for the indicators of success a minimum of 62 points? \_\_\_\_Yes\_\_\_\_\_\_\_

Have you provided comments of explanation or proposed actions to meet any of the GENERAL Indicators of Success that are not fully met? \_\_Yes\_\_\_\_\_\_\_