**Name: Ann Young Date Completed:** February 1, 2013

**St. John’s Lutheran School – Norwood Young America, MN 55397**

1. Academic degrees held:

**Degree Institution**

BA in Education CSP

Minor in Early Childhood Education

2. Academic credit and continuing education units earned over last six years:

**Course Institution Semester Graduate Hours**

Integrating Technology CUW 1 3/72 CEU’s

Into the Classroom

MN Educators’ Conference MN South District 25 CEU’s

Early Childhood Conference MN South/CSP 7 CEU’s

President’s Conference MN South District 8 CEU’s

Kdgn. Literacy Activities SDR 5.5 CEU’s

Technology Boot Camps South Central College 15 CEU’s

Teacher Workshops Lakeshore Learning 6 CEU’s

Literacy Assessment, Grouping,

Interventions, Textbook Selection MSU 8 CEU’s

Reading and Math Textbook

Presentations Houghton Mifflin 3.5 CEU’s

PS/Kdgn Conferences SDE 37 CEU’s

Mental Health and Learning

Disabilities Symposium PACER 12 CEU’s

Spring Conference MKA 10 CEU’s

Author/ Illustrator

Diane DeGroat Trinity Lutheran School 1 CEU

Drug Awareness PTL/Carver County 1 CEU

LEA Convocation LEA 5 CEU’s

Technology In-services SJS 5.5 CEU’s

Back to School Workshop LHS 3 CEU’s

CPR In-services SJS 5.75 CEU’s

Cooperating Teacher (2) Crown College 15 CEU’s

3. Teaching or school administration experience: *(List the most recent experience in another school first.)*

**Location School Name Dates**

Hamburg, MN Emanuel 1984-1996

St. Paul, MN Central Lutheran 1978-1984

4. Current participation in congregational activities:

Bell Choir

VBS-Snacks

Monday Night Bible Study

Building Committee

PTL

5. Current membership in professional organizations and current teaching certificate held:

**Organizations**

Minnesota Kindergarten Association (MKA)

MN South District Continuing Education Committee

**Certificate:** State: Minnesota

Expiration Date: 2015

Student Level: Preschool, Kindergarten, Grades 1-6

Function Description: Pre-K and Elementary Education

**Name: Renee Bartels Date Completed:** February 1, 2013

**St. John’s Lutheran School – Norwood Young America, MN 55397**

1. Academic degrees held:

**Degree Institution**

B.S. Concordia University, St. Paul

2. Academic credit and continuing education units earned over last six years:

**Course Institution Semester Graduate Hours**

SDE Workshop Staff Development 10.5 CEU

Cooperating Teacher Crown College Fall 2012 16.5 CEU

MN South Ed. Conf. MN South 4 CEU

CPR/ First Aid Ridgeview Med. Ctr. 3.25 CEU

Math Expr. inservice Houghton Mifflin 2.5 CEU

Computer/ipod training St. John’s Lutheran 2.5 CEU

Practicum supervisor Crown College 1 CEU

MN South Ed. Conf. MN South 7 CEU

Social Studies inservice Mayer LHS .5 CEU

Continuing Ed. wkshop Mayer LHS .5 CEU

Mental Health workshop Mayer LHS 2 CEU

Smartboard basics St. John’s Lutheran 1 CEU

Lions Quest inservice Lions Club NYA 13.5 CEU

CPR Ridgeview Med. Ctr. 1.5 CEU

MN South Ed. Conf. MN South 4 CEU

Microsoft Outlk. Inservice St.John’s Lutheran 1 CEU

Wtg process & rubrics Mayer LHS 1.5 CEU

Acc.,Mod, Ada. Curriculum Mayer LHS 1 CEU

Cooperating Teacher Crown College 7 CEU

Smartboard Tech class South Central Services 12 CEU

Integrating Technology CUW summer 2008 3 or 72 CEU

in the classroom

Discipline workshop St. John’s Lutheran 2.5 CEU

MN South Ed. Conf MN South 4 CEU

CPR Refresher course Ridgeview Med. Ctr. 1 CEU

3. Teaching or school administration experience: *(List the most recent experience in another school first.)*

**Location School Name Dates**

Young America MN St. John’s Lutheran Aug. 1982 – present

4. Current participation in congregational activities:

Bell choir Bible study Steward PTL

5. Current membership in professional organizations and current teaching certificate held:

**Organizations**

Lutheran Educators Association (LEA)

**Certificate:** State: Minnesota

Expiration Date: July 1, 2014

Student Level: K- 6

Function Description: Elementary Education

**Name: Marilynn Kimble Date Completed:** February 1, 2013

**St. John’s Lutheran School – Norwood Young America, MN 55397**

1. Academic degrees held:

**Degree Institution**

BA Concordia University, Chicago, IL

M.Ed. Saint Mary’s University, Winona, MN

2. Academic credit and continuing education units earned over last six years:

**Course Institution Semester Graduate Hours**

Classroom Strategies for Love and Logic 4.22.08 5 clock hours

Preventing Disruptive Behavior Institute

Creating Success with Challenging U of M 3.13.07 3 clock hours

Behaviors

President’s Conference MN-SO District 4.27.07 4 clock hours

Meth Ed and Drug Awareness 4.12.07 1.5 clock hours

Ag Literacy Training Ag Literacy Institute 6.25-28.07 32

Reading Workshops Central Elem. School Mar/Apr/May 2007 6 clock hours

CPR Refresher Course 8.28.08 1 clock hour

Technology Conference MN-SO District 3.10.07 3 clock hours

LEA Conference LEA 4.24-26.08 5 clock hours

Smart Board Training Tech Boot Camp 7.20-24.09 12 clock hours

Skills for Growing Lions Quest 8.25.09 13.5 clock hours

Education Conference MN-SO District 10.15.09 4 clock hours

Mann Foundation Symposium PACER Center 8.17.10 6 clock hours

CPR Refresher 8.24.11 1.5 clock hours

President’s Conference MN-SO District 10.21.10 4 clock hours

Outlook 2007 10.24.10 1 clock hour

Smart Board Basics 6.5.11 1 clock hour

Intro to Smart Boards Tech Boot Camp 7.18-20.11 9 clock hours

Houston Space Center visit 8.1.11 3 clock hours

Comparative Religions Seminar Dr. Paul Maier 10.9.11 5 clock hours

Taught PreK-K S.S. SJC 2011-2012 42 clock hours

Supervised Student Teaching Crown College Fall 2011 16 clock hours

Education Conference MN-SO District 10.20-21.11 7 clock hours

iPad Training 8.15.12 2.5 clock hours

Math Expressions Inservice Houghton Mifflin 8.16.12 2.5 clock hours

Edmodo Introduction Edmodo 8.22.12 1 clock hour

CPR/First Aid 8.22.12 3.25 clock hours

Education Conference MN-SO District 10.18.12 4 clock hours

Tech Tools SDE 11.15.12 5 clock hours

3. Teaching or school administration experience: *(List the most recent experience in another school first.)*

**Location School Name Dates**

Mobile, AL Faith Lutheran 8.73-6.76

4. Current participation in congregational activities:

choir, S.S., drama

5. Current membership in professional organizations and current teaching certificate held:

**Organizations**

International Reading Association

Brains.org

Lions Club International

**Certificate:** State: Minnesota

Expiration Date: 2014

Student Level: 1-6

Function Description: Elem.

**Name: Mary Balzum Date Completed:** February 1, 2013

**St. John’s Lutheran School – Norwood Young America, MN 55397**

1. Academic degrees held:

**Degree Institution**

BA Concordia University, St. Paul, MN

2. Academic credit and continuing education units earned over last six years:

**Course Institution Semester Graduate Hours & CEU’s**

Social Studies Curriculum Review Mayer Lutheran HS .5

Key warning Signs of Early-Onset Mayer Lutheran HS 2.0

Mental Illness

Teacher Licensure Seminar Mayer Lutheran HS .5

District Educator’s Conference MN South District (2) 8.0

Smart Board Basics Belle Plain School District 1.0

Intro to Smart Boards South Central Service Coop 9.0

Travel to Houston, TX (Space Center) Johnson Space Center 7.0

A Busy Teacher’s Guide to Technology Staff Development for Educators 5.0

Tools & Activities for Little Folks

Integrating Technology in the Classroom Concordia University Wisc. 72.0

Cooperating Teacher for Crown College 18.0

a Student Teacher (2)

Author/Illustrator Presentation Trinity Lutheran School, Waconia, MN 1.0

Agricultural Literacy Institute Don Hermanson, Peter Neigebauer, 32

Brad Schloesser

MTM Technology Inservice MLHS 1.0

Houghton Mifflin Reading Textbook Houghton Mifflin 1.0

Presentation

Small Class, So What? MLHS 1.0

Technology Conference MN South District 3.0

CPR Refresher Course Ridgeview Hospital (2) 2.0

3. Teaching or school administration experience: *(List the most recent experience in another school first.)*

**Location School Name Dates**

Norfolk, NE Christ Lutheran 1974-1976

Norwood Young America, MN St. John’s Lutheran 1976- present

4. Current participation in congregational activities:

Bible Class PTL Voters Assembly

Bell Choir Projectionist

5. Current membership in professional organizations and current teaching certificate held:

**Organizations**

Lion’s International National Art Education Association (NAEA)

**Certificate:** State: Minnesota

Expiration Date: 2016

Student Level: K-6

Function Description: Elementary Education

**Name: Dan Young Date Completed:** February 1, 2013

**St. John’s Lutheran School – Norwood Young America, MN 55397**

1. Academic degrees held:

**Degree Institution**

BA in Education CSP

Minor in K – 12 Physical Education

2. Academic credit and continuing education units earned over last six years:

**Course Institution Semester Graduate Hours**

Integrating Technology CUW 1 3 / 72 CEU’s

Into the Classroom

MN Educators Conference MN South District 25 CEU’s

Presidents Conference MN South District 8 CEU’s

Technology Boot Camp South Central College 24 CEU’s

Mental Health and Learning

Disabilties Symposium Pacer 6 CEU’s

Skills for Growing and

Adolescence Lions Club International 13.5 CEU’s

Drug Awareness PTL/ Carver County 1 CEU’s

LEA Convocation LEA 5.5 CEU’s

Technology In-Services SJS 5.5 CEU’s

Back to School Workshop LHS 4 CEU’s

Coaching Basketball Northern State University 16 CEU’s

Coaching Volleyball USA Volleyball 4 CEU’s

3. Teaching or school administration experience: *(List the most recent experience in another school first.)*

**Location School Name Dates**

St. Paul MN East St. Paul Lutheran 1984

Faribault MN Peace Lutheran School 1982-83

4. Current participation in congregational activities:

5. Current membership in professional organizations and current teaching certificate held:

NSTA National Science and Teachers Association

AAHPERD American Alliance for Health, Physical Education, Recreation, and Dance

**Certificate:** State: Minnesota

Expiration Date: 2013

Student Level: 1-6 7-12 K-12

Function Description: Elementary Education, Coaching, Physical Education

**Name: Lynn Irrgang Date Completed:** February 1, 2013

**St. John’s Lutheran School – Norwood Young America, MN 55397**

1. Academic degrees held:

**Degree Institution**

Bachelor of Arts (Elementary Education) Concordia University Wisconsin

2. Academic credit and continuing education units earned over last six years:

**Course Institution CEU**

CPR Refresher St. John’s 1.5

Outlook 2007 St. John’s 1

2010 President’s Conf. Minnesota South District LCMS 4

Social Studies Curr. Sem. Mayer Lutheran .5

Key Warning Signs/Mental Illness Mayer Lutheran 2

Smartboard Basics St. John’s 1

Leading a Mission of Hope Minnesota Luth. Ed. Conf. 7

Math Expressions Inservice St. John’s 2.5

Classroom Instr. That Works Mayer Lutheran 1.5

CPR/First Aid St. John’s 3.25

Computer/iPad Training St. John’s 2.5

Focused to Serve Minnesota Luth. Ed. Conf. 4

MMSA Conference MMSA 12

3. Teaching or school administration experience: *(List the most recent experience in another school first.)*

**Location School Name Dates**

Lincoln, NE Lincoln Lutheran MS/HS August 2007-May 2010

4. Current participation in congregational activities:

Volunteer with VBS

Used to be a part in Singles Bible Study until getting married

5. Current membership in professional organizations and current teaching certificate held:

**Organizations**

AMLE (American Middle Level Educators)

**Certificate:** State: Minnesota

Expiration Date: 2016

Student Level: 1-6, 5-8

Function Description: Elementary Education, Communication Arts/Literature

**Name: Dan Kimble                                         Date Completed:** February 1, 2013

**St. John’s Lutheran School – Norwood Young America, MN 55397**

1. Academic degrees held:

**Degree                                                             Institution**

BA                                                                   Concordia Ann Arbor

BS                                                                   Concordia River Forest

2. Academic credit and continuing education units earned over last six years:

**Course                                 Institution              Semester   Graduate Hours**

Tech in Classroom Concordia, Mequon 3 72 hours

Adult Bible Class Leader 20 hours

Mission Trip to Alaska 10 hours

LEA Convocation                                                                                28 hours

Tech Workshops        29 hours

Seminars                     23 hours

3. Teaching or school administration experience: *(List the most recent experience in another school first.)*

**Location                                   School Name                        Dates**

Norwood Young America             St. John’s                            1976-present

Mobile Alabama                         Faith Lutheran                      1972-1976

4. Current participation in congregational activities:

Usher,

Attend Bible Class Saturday mornings,

Lead Bible class Sunday morning,

Lead mission trip to Alaska,

Taught VBS,

Voter,

PTL

5. Current membership in professional organizations and current teaching certificate held:

**Organizations     Was in LEA,  still looking for a new one**

**Certificate:**            State:                 Minnesota

                                    Expiration Date:  June 30, 2017

                                    Student Level: 1-6 elementary

**Name: David Polzin Date Completed:** February 1, 2013

**St. John’s Lutheran School – Norwood Young America, MN 55397**

1. Academic degrees held:

**Degree Institution**

Bachelor of Arts (Elementary Education) Concordia College – St. Paul, MN

Master of Education University of Minnesota – St. Paul

2. Academic credit and continuing education units earned over last six years:

**Course Institution CEU**

2010 President’s Conf. Minnesota South District LCMS 4

Social Studies Curr. Sem. Mayer Lutheran .5

Key Warning Signs/Mental Illness Mayer Lutheran 2

Classroom Instr. That Works Mayer Lutheran 1.5

CPR/First Aid St. John’s 3.25

Computer/iPad Training St. John’s 2.5

Focused to Serve Minnesota Luth. Ed. Conf. 4

Smart Board St. John’s 1

MISF STEM Teacher Seminar St. Catherine University 6

Teacher Licensure Seminar Mayer Lutheran .5

Marketing Christian Schools Grace Works Ministries 10

Leading a Mission of Hope MN South District LCMS 7

NLSA Training MN South District LCMS 5

Changing Times-Changing Leaders MN South District LCMS 5

NLSA consultant / visiting team Zion – Cologne, MN 25

3. Teaching or school administration experience: *(List the most recent experience in another school first.)*

**Location School Name Dates**

Bloomington, MN Mt. Hope – Redemption Lutheran School 1993-2009

1987-92 (Assistant Principal)

Freeman, SD St. Paul’s Lutheran School 1977-78

4. Current participation in congregational activities:

Volunteer with VBS

Men’s Bible study

Communion distributor

Church council

Ex officio: Bd of Christian Education / Elders / Church council

Voting member

**5. Current membership in professional organizations and current teaching certificate held:**

Minnesota Independent School Forum

Lutheran Education Association

**Certificate:** State: Minnesota

Expiration Date: 2015

Student Level: 1-6

Function Description: Elementary Education

**Staffing Impact Summary**. In paragraph form, summarize each of the following:

1. Staffing trends experienced in the last five years and their impact on your school. Be sure to address the impact(s) of both longevity and/or change in your staffing patterns—especially among professional staff and administration.

Since our last accreditation process, there have been a few changes to the faculty at St. John’s. Our principal, Ed Kuerschner, accepted a call to become a principal in Missouri. Rita Luecke voluntarily resigned her position as our 3rd grade teacher when it became necessary to reduce the size of St. John’s faculty. Linda Knea, our 4th grade teacher, retired from the teaching profession, which provided Lynn Irrgang (Biebighauser) with an opportunity to join the faculty at St. John’s.

When Mr. Kuerschner accepted his call, Erlen Schroeder became St. John’s interim principal until February of 2011, when David Polzin was installed as St. John’s principal.

Our faculty is a seasoned group. This presents both comforts and challenges. Our students and parents know what to expect when the teachers remain constant. One of the biggest challenges that I see for St. John’s is getting everyone on board to trying new and innovative things that demonstrate that we are moving ahead; looking to the future.

1. **Professional development experiences and their impact over the last five years.**

One of the major technological advancements that has happened since our last re-accreditation was the introduction of Smart Boards in all K-8 classrooms. This has been a positive thing for our school; something that our faculty has embraced and has made a part of the students’ day to day experiences.

Technology use, in general, has been increased greatly. Most recently, our school has begun utilizing ipads, getting deeper into technology topics with the students, and attempting to keep with technology trends as much as is possible or desirable. This has given numerous opportunities for our faculty to pursue professional development experiences, as one never can learn all that there is to learn in this area.

**c. Changes in staff size or composition and how they have affected school mission or effectiveness.**

Our full-time faculty was reduced by one since our last accreditation. With a reduction in faculty size, any grade-swapping/subject sharing become more of a challenge.

St. John’s was blessed with a grant from a beneficiary that designated the money to school improvement. One of the things that was approved by the congregation with this grant was the use of a certain amount for the next five years to subsidize the cost of a part-time music teacher and a Spanish teacher. Part of the thought behind this request by the board was that we currently don’t have faculty members that can take on these subject areas either because of their load without the addition, or because of their lack of knowledge in these subject disciplines.

In addition to these two areas, Mr. Polzin has become the technology teacher for grades 3-8. These three additions have provided our present faculty with prep time once or twice each week, which is a step in the right direction.

**Supplemental Services**

Describe the nature and use of each service your school currently receives from an outside agency. Include library materials, course of study, audio-visual aids, tuition collections, testing and guidance services, health services, services related to school attendance, transportation, and custodial services. Then summarize how this has changed since your last NLSA accreditation and additional services for which you perceive a need.

- With the 2012-13 school year, St. John’s has contracted the services of TADS as a uniform method of decisions regarding tuition assistance.

- We have our own school bus that transports preschool children that are in need of rides to and from school. Families pay a set amount for each way (to or from school) that they use the service.

- We contract the use of videos through Discovery Education.

- Currently we are subscribing to Accelerated Reader and the Star Reading program through Renaissance Learning. Although we currently purchase our own tests for this service, we have considered subscribing to their online testing service.

**School Profile Summary**

1. Summarize the most significant strengths (programs, mission, personnel, finances, etc.), deficiencies, events and trends that are currently impacting your school. Include a description of how you believe they affect your school’s ministry and service to your students and their families.

St. John’s Lutheran School is blessed to be a school that is rooted in the Word. Our school has been in existence since 1875, spreading God’s love to those in the community and outlying areas. This fits with our mission statement of leading students to know and share Christ – sharing the love that He share with us to those around us.

St. John’s is a large congregation, with a rich heritage of Christian education. More and more it is heard that it is becoming difficult to supply the needs of the school and salaries, with the need for salaries to continue supplying the needs of its workers while dealing with a shrinking enrollment and class size.

A significant event that has happened since the last accreditation was that the school was given a bequest from a former student, Mabel Hoffman. It was decided, by congregational vote, that a portion of the money that was given would go to the families attending St. John’s in the form of a tuition grant, essentially reducing their tuition to half of what was being paid ($1375 to $735.50). It was hoped that this would increase the school enrollment because of the low amount of tuition. In reality, no enrollment increase was seen. What it did was get people used to paying a lower amount of tuition and creating a situation where the board has had to justify to school families why tuition needs to once again be increased to post-Hoffman levels and beyond.

The faculty has had a high learning curve regarding technology over the past four years. Overall, adjustments have been made to utilize technology more and more. The major, obvious changes may have happened, however, we have so much further to go to really say that we are a technological school. Rather, we are a school that has an abundance of top-of-the-line technology that we aren’t really sure how to use.

St. John’s has the potential to become a major player in education in NYA. In order for this to happen, all of us need to be willing to grow, push ourselves and our students, and challenge ourselves to be the best that we can be as we lead our students to now and share Christ.

2. List and describe the resources used in your needs assessments and how they helped to discern, define or measure the impact of school needs. For each, explain (1) how/why you decided to use it and (2) what need(s) it identified.

We used a number of resources to determine the needs of St. John’s. Among them were:

1. A St. John’s Audit Report (Exhibit 13.2) – The Board of Christian Education and the administrator discussed the possibility of having an outside source visit our school to make observations. We obtained the services of Dr. Scott Moats, from Crown College, St. Bonifacius, MN. Dr. Moats is very well versed in accreditation on many levels. He spent two days with us and shared the report attached in the exhibits with us. He pointed out some areas of strength that he observed, as well as some that he saw as detrimental to a successful ministry. Among them were taking a look at our salary structure, and becoming more attuned to current educational trends.
2. The work of the accreditation committees – Made up of parents that were members and nonmembers of St. John’s. One of the main things that these reports/standards brought to light were areas of deficienies – we were lacking in written documentation, well-thought out goals and objectives, etc.
3. Surveys and personal informal interviews were very valuable in getting a clearer picture of perceptions that may be different from reality. We needed to hear from parents that send their child(ren) to St. John’s, the students, and those that support the mission of our school. These quite often create the greatest amount of angst among the school workers, as they are done in anonymity to a certain extent, which allows things to be written in an untrackable way. Congregational member’s also were invaluable resources for comments pertaining to the visibility of the school. “I don’t know what is happening at the school”, or “I don’t even know that we have a school” were comments that have been heard; things that we attempted to address in School Improvement Plan.