SECTION II:

Relationships

**STANDARD 2:**

The School Demonstrates Its Christian

Mission Through Relationships with Congregation,

Community, Staff, Students, and Families.

**Note:** For this Standard, the Indicators of Success are divided into three categories: congregation, community, and school climate. There will be introductory comments and necessary responses for each section, in addition to the responses to the indicators.

**Section II-A:**

**School and Congregation**

**OVERVIEW:**

Trinity Lone Oak Lutheran Church and School has been participating in the MN-South district’s Matthew 19:14 project. This has brought a renewed intentional focus on missional opportunities for the church and school within our own community.

TLO congregation has undergone some changeover in membership and leadership. There have been several key elected positions that the congregation has not been able to find volunteers to fill.

**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 RSO status with the Synod.

**GENERAL INDICATORS OF SUCCESS:**

Evaluate the level of implementation for each of the other indicators of success. Tally and record your point totals for sections I, II, and III at the end of the standard evaluation.

2:02 The pastor(s) is acknowledged as the spiritual leader of the whole congregation, including the school.

[x]  **Met in Full (3)** [ ]  **Mostly Met (2)** [ ]  **Rarely Met (1)** [ ]  **Not Presently Met (0) \_\_3\_\_**

 COMMENTS: The TLO constitution states, “It shall be the duty of the pastor to equip members for their ministry, plan and officiate at worship services, proclaim and teach the Word of God, administer the sacraments, conduct confirmation and religious information classes and share in the mission of the congregation. The pastor shall serve as advisory member of all boards and committees. The pastor in addition to the duties and responsibilities set forth above, shall be charged with promoting spiritual guidance and direction for both staff and members. He shall be administratively responsible for all those staff members placed under his supervision by the Voters’ Assembly.”

2:03 All persons employed by the school are actively involved in worship and congregational life of their parish.

[ ]  **Met in Full (3)** [ ]  **Mostly Met (2)** [x]  **Rarely Met (1)** [ ]  **Not Presently Met (0) \_\_1\_\_**

 COMMENTS: With one exception, all called TLO school teaching staff are expected to participate in worship at Trinity Lone Oak Lutheran Church. Mrs. Rachel Symmank (K teacher) has been granted a variance for this policy because her husband is a church worker at Woodbury Lutheran Church. Additionally, the non-called teachers are not members of TLO congregation. Mr. Huonder, (Grade 4), is a member of Woodbury Lutheran Church. Mr. Huonder has completed his colloquy coursework and will be completing his final interview in the next couple of months. Once called, he will be required to join Trinity Lone Oak Lutheran Church. The part-time Spanish teacher, Mrs. Kelly Santana, is not a member of Trinity Lone oak Lutheran Church.

The remainder of the called teaching staff is members of TLO congregation. Each staff member is expected to lead two children’s messages per school year. While the majority regularly attend worship, one has had negative annual staff reviews for poor worship attendance. Less than half of the staff are regular in congregational Bible Study.

2:04 The congregation(s) provides spiritual support for the school and its students.

[x]  **Met in Full (3)** [ ]  **Mostly Met (2)** [ ]  **Rarely Met (1)** [ ]  **Not Presently Met (0) \_\_3\_\_**

 COMMENTS: Pastor Kroonblawd leads staff devotions once per week and leads several chapels per year. He is active in the **Matthew 19:14** project. The congregation celebrates National Lutheran Schools Week in worship. Congregational members (primarily older members and leaders) are paired with TLO K-8 students as prayer partners and are requested to pray for their student.

2:05 Students participate in congregation life through planned activities available regularly and coordinated with the school curriculum.

[x]  **Met in Full (3)** [ ]  **Mostly Met (2)** [ ]  **Rarely Met (1)** [ ]  **Not Presently Met (0) \_\_3\_\_**

 COMMENTS: Each vocal and handbell choir will sing at TLO worship at least twice per year. The band will play for a service as well. Each TLO student (K-8) is partnered with a member of the congregation and regularly prays for the member and sends a letter to the partner monthly during the school year. Pastor Kroonblawd leads the 8th grade confirmation curriculum during the school day. The families from each classroom are expected to provide the hospitality items between Sunday services once per school year.

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

[x]  **Met in Full (3)** [ ]  **Mostly Met (2)** [ ]  **Rarely Met (1)** [ ]  **Not Presently Met (0) \_\_3\_\_**

 COMMENTS: Sunday school is available for students, including TLO, on Sunday mornings between worship services. An active JR youth group acts as a bridge connecting TLO middle school students (both members and non-members of the church) to church and then to the Senior High youth group. After 8th grade graduation, a high percentage of non-member graduates remain active at TLO through the youth group.

2:07 The school cooperates in LCMS district and regional conventions and conferences as appropriate.

[x]  **Met in Full (3)** [ ]  **Mostly Met (2)** [ ]  **Rarely Met (1)** [ ]  **Not Presently Met (0) \_\_3\_\_**

 COMMENTS: TLO staff attend the yearly district teachers conference, and the tri-annual President’s and Region 1 conferences.

2:08 The pastors and school staff demonstrate support for each other and each other’s ministry.

[ ]  **Met in Full (3)** [x]  **Mostly Met (2)** [ ]  **Rarely Met (1)** [ ]  **Not Presently Met (0) \_\_2\_\_**

 COMMENTS: Pastor Kroonblawd is a strong supporter of the school ministry of Trinity Lone Oak Lutheran Church and School. His support is pronounced in council meetings, voter’s assemblies, at school activities, prayer, and from the pulpit. His children attend/attended the school.

The school staff have not been as supportive of Pastor Kroonblawd’s ministry. Some school staff would prefer alternative worship opportunities to what is currently offered. Many do not attend congregational Bible study. The middle school teaching staff have conflicting ideas on how Pastor Kroonblawd’s confirmation classes should be taught.

2:09 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.

[x]  **Met in Full (3)** [ ]  **Mostly Met (2)** [x]  **Rarely Met (1)** [ ]  **Not Presently Met (0) \_\_1\_\_**

 COMMENTS: The TLO Board of Evangelism has had a lay-leader on the board until recently. There has not been a written plan developed partly due to this lack of congregational leadership. As part of the Matthew 19:14 prescriptions adopted by the congregation, the principal and Board of Education will, “Develop a shepherding/mentor program to mentor school families.” This plan will be worked on during the summer of 2013.

 Subtotal of points for Section II-A \_\_19\_\_\_\_

**Section II-B:**

**School and Community**

**OVERVIEW:**

Trinity Lone Oak Lutheran Church and School has been participating in the MN-South district’s Matthew 19:14 project. This has brought a renewed intentional focus on missional opportunities for the church and school within our own community.

One of the goals in the previous SIP was, “Public relations programs, practices, and procedures support enrollment growth.” Much has been accomplished over the last 7 years in this area.

**REQUIRED INDICATOR 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.

**GENERAL INDICATORS OF SUCCESS:**

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

2:11 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.

[x]  **Met in Full (3)** [ ]  **Mostly Met (2)** [ ]  **Rarely Met (1)** [ ]  **Not Presently Met (0) \_\_3\_\_**

 COMMENTS:A new website for marketing the school was launched in the past year by the marketing committee. A new school logo, business cards, and promotional materials have also been recently updated. Two open houses were conducted this winter.

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

[x]  **Met in Full (3)** [ ]  **Mostly Met (2)** [ ]  **Rarely Met (1)** [ ]  **Not Presently Met (0) \_\_3\_\_**

 COMMENTS: Volunteers help in classrooms, field trips, the office, library, auction, coaching, parent group, Board of Education, and Art Adventures curriculum.

2:13 Teachers use educational resources of the congregation and the community to facilitate student growth.

[x]  **Met in Full (3)** [ ]  **Mostly Met (2)** [ ]  **Rarely Met (1)** [ ]  **Not Presently Met (0) \_\_3\_\_**

 COMMENTS: Members of the congregation are invited to share their expertise with students, including veterans, scientists, musicians, and other professionals. The forest on the property is a designated School Forest, a program with the Department of Natural Resources (DNR).

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

[x]  **Met in Full (3)** [ ]  **Mostly Met (2)** [ ]  **Rarely Met (1)** [ ]  **Not Presently Met (0) \_\_3\_\_**

 COMMENTS: Trinity Lone Oak’s parent program is called the Parent, Teacher, Congregation Organization (PTCO). This group runs the school’s marathon and TLO night at Culver’s fundraisers. PTCO organizes social activities including a TLO night at the YMCA and the ice cream social. They provide seed money for teachers to purchase materials for their classrooms and fund special projects. Currently they are funding new white-boards for all classrooms that still have chalkboards.

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

[x]  **Met in Full (3)** [ ]  **Mostly Met (2)** [ ]  **Rarely Met (1)** [ ]  **Not Presently Met (0) \_\_3\_\_**

 COMMENTS: The school/congregation has offered Women of the Word (WOW) Bible study, Moms in Touch International weekly prayer meetings, “Resolving Conflict” Bible study (peacemaker’s ministries) to accompany the school’s Peacemaker’s curriculum, a literature discussion with a noted children’s author, and the brain and learning seminars.

2:16 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).

[x]  **Met in Full (3)** [ ]  **Mostly Met (2)** [ ]  **Rarely Met (1)** [ ]  **Not Presently Met (0) \_\_3\_\_**

 COMMENTS: Invitations for concerts and musicals are sent out to prospective students, grandparents, and recent alumni. Announcements for upcoming school events are posted in Sunday news bulletins and announced at Voter’s meetings.

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

[x]  **Met in Full (3)** [ ]  **Mostly Met (2)** [ ]  **Rarely Met (1)** [ ]  **Not Presently Met (0) \_\_3\_\_**

 COMMENTS: As part of the Matthew 19:14 project staff have been encouraged to participate in community activities and service organizations and to view these as missional opportunities. Some staff members coach at other schools and others participate in community groups.

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

[x]  **Met in Full (3)** [ ]  **Mostly Met (2)** [ ]  **Rarely Met (1)** [ ]  **Not Presently Met (0) \_\_3\_\_**

 COMMENTS: Community sports teams utilize the Gym. TLO hosts Boy and Girl Scout troops. The leadership of the congregation is beginning to allow the use of the facility to non-member groups as missional opportunities. During the summer of 2012 a classroom was used by an organization providing a summer camp for adolescents with special learning needs. A large gathering of Bangladeshi immigrants with Islamic roots have used the facility for a large party and plan to do so again.

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

[x]  **Met in Full (3)** [ ]  **Mostly Met (2)** [ ]  **Rarely Met (1)** [ ]  **Not Presently Met (0) \_\_3\_\_**

 COMMENTS: TLO has not reduced the scheduled number of days of instruction below 171 days (the number of days in the local public school district schedules). The school day is longer than area public schools (8:00-3:15) and exceeds the new minimum number of hours of instruction rules that will be implemented in Minnesota

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

[x]  **Met in Full (3)** [ ]  **Mostly Met (2)** [ ]  **Rarely Met (1)** [ ]  **Not Presently Met (0) \_\_3\_\_**

 COMMENTS: The principal attends both 196 and 197 annual non-public school meetings. The school receives bussing services from district 196 and food service, health, and guidance services from district 197. The new superintendent of district 197 toured the TLO campus and met with the principal.

 Subtotal of points for Section II-B \_\_\_30\_\_\_

**Section II-C:**

**School Climate**

**OVERVIEW:**

One of the goals of the previous accreditation cycle was to “Expand the current Extended School Care (ESC) program.” This has been achieved primarily due to the excellent leadership of the director. A wide variety of activities and opportunities are provided for students in the program.

**REQUIRED INDICATOR 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 is evident.

**GENERAL INDICATORS OF SUCCESS:**

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

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

[x]  **Met in Full (3)** [ ]  **Mostly Met (2)** [ ]  **Rarely Met (1)** [ ]  **Not Presently Met (0) \_\_3\_\_**

 COMMENTS: Christian artwork and displays are found throughout the school. Classes begin every day in prayer and devotion, end in prayer, pray before meals, and have religion class at least four days per week. K-8 grades worship together in chapel once per week and every class leads at least one chapel per year.

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

[x]  **Met in Full (3)** [ ]  **Mostly Met (2)** [ ]  **Rarely Met (1)** [ ]  **Not Presently Met (0) \_\_3\_\_**

 COMMENTS: Exit interviews, appreciative inquiries, and general surveys support that students, teachers, and administrators respect each other as individual, fellow members of the body of Christ.

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

[x]  **Met in Full (3)** [ ]  **Mostly Met (2)** [ ]  **Rarely Met (1)** [ ]  **Not Presently Met (0) \_\_3\_\_**

 COMMENTS: The Board of Christian Education is composed of eight members. Six members are elected by the TLO congregation and five of the six are usually parents with children in the school. One member is selected among the school families that are members of other LCMS congregations and appointed by the elected board members. The final member is selected among the school families that are not LCMS and is appointed by the elected board members. Board minutes are printed in the newsletter the week following the monthly meeting.

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

[x]  **Met in Full (3)** [ ]  **Mostly Met (2)** [ ]  **Rarely Met (1)** [ ]  **Not Presently Met (0) \_\_3\_\_**

 COMMENTS: Students write monthly to prayer partners and pray for them regularly. Students lead prayer in class and offer prayer requests. Students have frequent opportunities for Christian service including shoveling snow, serving lunches, cleaning tables, setting up and dismantling the lunch room, working at Feed My Starving Children and many other activities as needed.

2:26 Student behavior is appropriate to encourage growth, and to maintain the school’s chosen teaching/learning environment.

[x]  **Met in Full (3)** [ ]  **Mostly Met (2)** [ ]  **Rarely Met (1)** [ ]  **Not Presently Met (0) \_\_3\_\_**

 COMMENTS: Trinity Lone Oak utilizes Peace Maker ministries materials to train students in Biblical reconciliation and is the basis for the Law and Gospel discipline approach.

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

[x]  **Met in Full (3)** [ ]  **Mostly Met (2)** [ ]  **Rarely Met (1)** [ ]  **Not Presently Met (0) \_\_3\_\_**

 COMMENTS: Classrooms have daily devotions and end every day in prayer. Grades K-8 worship together weekly. Every class leads at least one chapel per year. TLO congregation provides confirmation training for grade 7 and 8 school students and all students take it whether or not they are TLO members, members at other LCMS congregations, members at other Christian denominations, or unchurched.

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

[x]  **Met in Full (3)** [ ]  **Mostly Met (2)** [ ]  **Rarely Met (1)** [ ]  **Not Presently Met (0) \_\_3\_\_**

 COMMENTS: There is a parent handbook, teacher handbook, and employee handbook that explains policies and procedures relevant to each constituent group.

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

[x]  **Met in Full (3)** [ ]  **Mostly Met (2)** [ ]  **Rarely Met (1)** [ ]  **Not Presently Met (0) \_\_3\_\_**

 COMMENTS: Classrooms have daily devotions and end every day in prayer. Grades K-8 worship together weekly. Every class leads at least one chapel per year.

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

[x]  **Met in Full (3)** [ ]  **Mostly Met (2)** [ ]  **Rarely Met (1)** [ ]  **Not Presently Met (0) \_\_3\_\_**

 COMMENTS: Trinity Lone Oak utilizes Peace Maker ministries materials to train students in Biblical reconciliation and is the basis for the discipline approach.

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

[x]  **Met in Full (3)** [ ]  **Mostly Met (2)** [ ]  **Rarely Met (1)** [ ]  **Not Presently Met (0) \_\_3\_\_**

 COMMENTS: Staff gathers every morning for devotion, prayer, announcements, and a daily trivia quiz. The interplay is light-hearted and caring for one another. On Fridays, the staff takes turns in providing breakfast for the rest of the staff.

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

[x]  **Met in Full (3)** [ ]  **Mostly Met (2)** [ ]  **Rarely Met (1)** [ ]  **Not Presently Met (0) \_\_3\_\_**

 COMMENTS: There are high participation rates for students and staff on school spirit wear days, fun days, athletic competitions, and fundraising activities. School pep rallies are held.

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

[x]  **Met in Full (3)** [ ]  **Mostly Met (2)** [ ]  **Rarely Met (1)** [ ]  **Not Presently Met (0) \_\_3\_\_**

 COMMENTS: Exit interviews, appreciative inquiries, and general surveys support that staff understand and appropriately relate with students.

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

[x]  **Met in Full (3)** [ ]  **Mostly Met (2)** [ ]  **Rarely Met (1)** [ ]  **Not Presently Met (0) \_\_3\_\_**

 COMMENTS: Exit interviews, appreciative inquiries, and general surveys support that staff understand and appropriately relate with families.

 Subtotal of points for Section II-C \_\_\_39\_\_\_\_

**ANSWER THE FOLLOWING QUESTIONS**:

A. Are the Required Indicators of Success complete and available for review? \_\_\_Yes\_\_\_\_\_\_\_

B. What is your GENERAL Indicator of Success point total for Standard 2? \_\_\_\_88\_\_\_\_\_\_

C. Is the total for the GENERAL Indicators of Success a minimum of 62 points? \_\_\_\_\_\_Yes\_\_\_\_\_\_\_\_\_

D. Have you provided comments for explanations or proposed actions to meet any of the GENERAL Indicators of Success that are not fully met? Yes