SECTION IV:

Personnel

**STANDARD 4:**

A Qualified and Competent Staff Serves the School.

**OVERVIEW:**

The staff has remained very stable. The new teachers for the 2011-12 school year include:

PE, Spanish, middle school literature and language arts.

**REQUIRED INDICATOR OF SUCCESS:**

Indicate whether or not the school meets the required indicator of success by circling **Yes** or **No**.

YES NO \*4:01 All school personnel demonstrate agreement with the stated school mission.

**GENERAL INDICATORS OF SUCCESS:**

Evaluate the level of implementation for each of the other indicators of success. Tally and record your point total at the end of this section.

4:02 All full-time faculty members are on or eligible to be on the roster of Synod.

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

 COMMENTS:

4:03 Professional staff members have appropriate teaching certificate(s) from the state and meet requirements for their specific assignments.

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

 COMMENTS:

4:04 Each teacher holds a bachelor’s degree.

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

 COMMENTS::

4:05 The average student/professional personnel ratio is appropriate for the age and level of the students and ensures optimal student growth. The number of staff members is adequate to provide effective instruction and supervision for students at all school activities.

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

 COMMENTS:

4:06 Support staff (e.g. teacher assistants, student teachers, nurse) meets state standards for their specific assignments.

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

 Comments:

4:07 Appropriate policies related to support staff are established and practiced.

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

 COMMENTS:

4:08 Appropriate policies and training for volunteers is in place.

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

 COMMENTS:

4:09 Adequate training for support staff is provided.

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

 COMMENTS:

4:10 If specialists (e.g., counseling, guidance, special education, physical or occupational therapy, reading, speech) are needed by students in the school, the school provides them or makes referrals to specialist as appropriate.

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

 COMMENTS:

4:11 Academic transcripts, copies of state teaching certificates, and other necessary information about all professional personnel are kept on file in the office.

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

 COMMENTS:

4:12 Processes for teacher supervision/evaluation/professional development have been developed and are implemented by the administrator.

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

 COMMENTS:

4:13 Teachers attend workshops, conferences, seminars and training appropriate to their position. LCMS rostered teachers are provided opportunities to attend LCMS events.

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

 COMMENTS:

 4:14 Each teacher demonstrates a personal relationship with Jesus Christ, and a dedication to Lutheran teaching.

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

 COMMENTS:

4:15 Each teacher is a member of at least one professional organization.

 **\_\_\_Met in Full (3) \_\_\_Mostly Met (2) \_X\_\_Rarely Met (1) \_\_\_Not Presently Met (0) \_\_1\_\_\_**

 COMMENTS: SFLS recognizes that teachers are extremely busy with teaching assignments and time commitment to organizations outside of school can be an issue. Therefore teachers are encouraged to read professional journals in their subject area. SFLS also recognizes that a balance needs to be in effect in order to spend time with their families as well as ”down time” for a healthy life style.

4:16 A program of staff development is provided wherein professional personnel have opportunities and support for professional and spiritual growth.

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

 COMMENTS:

4:17 A nondiscriminatory salary and benefit scale has been adopted by the board and implemented for all personnel.

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

 COMMENTS:

 4:18 Teachers who have congregational leadership responsibilities (e.g. music, youth, part time educational agencies, athletics) are given appropriate time and compensation for those responsibilities.

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

 COMMENTS:

4:19 Opportunity and support are provided so all teachers are equipped in current instructional technology.

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

 COMMENTS:

**ANSWER THE FOLLOWING QUESTIONS:**

A. Is the REQUIRED Indicator of Success complete and available for review? \_YES\_\_\_\_\_\_

B. What is your GENERAL Indicators of Success point total for Standard 4? \_\_52\_\_\_\_\_

C. Is the total for the GENERAL Indicators of Success a minimum of 36 points? \_YES\_\_\_\_\_\_

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