

# School Action Plan for Zion Lutheran School - Mayer

S & Indicator #	Self-Study Concerns & Strategies	Target Yr	Yr Addressed	Responsible Party	Action Taken
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LCMS District: MNS\_ School Address: 209 Bluejay Ave. Mayer MN 55360 E-mail: jbaumann.zion@gmail.com  
Street City State Zip

Date of most recent NLSA site visit: April 18-20, 2018 Captain: Cletus Pfeiffer This is year 1 2 3 4 of the current cycle.

Date: 5/13/2022 Principal :  Board Chair:  Signature Signature

**When you submit this form as your Annual Report, please include below a narrative of any significant changes that have occurred in your school during each of the past years. This becomes a cumulative record.**

- Year 1:** Zion Lutheran School separated the 3<sup>rd</sup> and 4<sup>th</sup> grade for the 2018-2019 school year.
- Year 2:** Zion Lutheran School separated the 7<sup>th</sup> and 8<sup>th</sup> grade for the 2019-2020 school year. Our associate pastor was called to be our senior pastor.
- Year 3:** Zion Lutheran School added 31 new students this school year. The decision was made prior to summer to combine 1<sup>st</sup> & 2<sup>nd</sup> Grade and separate 5<sup>th</sup> & 6<sup>th</sup> grade for the 2020-2021 school year. We received an associate pastor from the seminary.
- Year 4:** Zion Lutheran School added more new students this school year to start the school year with the highest enrollment in the history of the school. The decision was made to separate 1<sup>st</sup> & 2<sup>nd</sup> Grade and hire a new teacher. The decision was also made to split 5<sup>th</sup> & 6<sup>th</sup> grade in the morning for math and reading and hire a part time teacher. Zion will have single grade classrooms throughout the entire school next school year. A building committee was also formed to update our master plan and look at a building addition to add more classrooms.

3B:02	The principal does not possess a masters degree in administration.	2021	2018-2019  2019-2020  2020-2021	School Administrator	The School Administrator attended multiple conferences and workshops to enhance administrative skills. The School Administrator continues to attend multiple conferences and workshops to enhance administrative skills. The School Administrator continues to attend conferences and workshops (mostly via Zoom this year) to enhance administrative skills. The BoSM continues to support this instead of working towards another masters degree.
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4:04	The work that you are doing to bring salaries into equity doesn't have a timeline attached.	2020	2018-2019  2019-2020  2020-2021  2021-2022	Board of School Ministry	The School Administrator continues to attend conferences and workshops to enhance administrative skills. Specifically he attended the Lutheran School Administrators Conference in Orlando. The administrator has also been selected to be a Van Lunen Fellow and will participate in that program during the 2022-2023 school year.  The BoSM, Church Council, and Voters Assembly voted to increase salaries another 1% of district guidelines. The BoSM has begun work on a timeline to bring all salaries into equity.  The BoSM, Church Council, and Voters Assembly voted to increase salaries by 2%. As a result of the district guidelines no longer being published, the BoSM is evaluating next steps.  Using the new salary tool, all employees received the same 3% increase. The School Administrator salary was increased to put it in line with teachers and pastors using the new tool.  Using the new salary tool, all faculty are on the lower pay level. The plan is that all faculty, administrator, and pastors will be at the low level the next budget cycle.
6:02	Zion does not have a written plan to address social, emotional, and psychological needs of students.	2019	2018-2019	Faculty & Board	Zion Lutheran School has reached out to other area schools to view samples of plans. Work to write a plan will take place at the

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			2019-2020		end of year workshop. Zion's faculty is reading a book on Social & Emotional Learning. Part of our professional development focus in 2020-2021 will be on this topic. We are currently evaluating what we already do so that can be written in a plan.
			2020-2021		Faculty continue to use Professional Development time to learn new ways to incorporate SEL into the curriculum and classroom.
			2021-2022		We focused this year on Kindness. This was done in a variety of different ways – quotes around the school, a focus each week after chapel on what kindness looks like, and a parent partnership workshop on bullying & kindness.

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