

# St. Peter-Immanuel Lutheran School

*"Growing Disciples for God's Kingdom"*

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**The following pages contain our School Improvement Plan for the next five years. This document came about through the National Lutheran School Accreditation (NLSA) renewal process, which was completed in the Spring of 2013. This improvement plan is meant to guide us in the coming years. It is not meant as an accusation of wrong-doing or an admission of failure. Indeed, SPI received several commendations in the NLSA process and our visitation team indicated no major concerns with our school. Thus, this School Improvement Plan merely is what its title states and serves as an honorable, aggressive benchmark for which we aim.**

**Plans may change and eventually certain aspects of this plan may become obsolete or unnecessary. However, the spirit and intent of the plan—to always “press on toward the goal” as Paul noted in a different context in his letter to the Philippians; to strive for greatness—remains constant.**

**We thank our NLSA steering committee, sub-committees, the school board, the teaching staff, and the parents for their hard work in developing this plan. We also thank our NLSA visitation team and our district consultants for their help in refining the plan.**

**Please note that the target dates given for our strategies are not considered static and may change considerably given new challenges, blessings, and allocation of resources.**

**We welcome any conversation on this School Improvement Plan and the vision of SPI's future. Please feel free to call, email, or stop by to visit any time.**

**In Christ,**



**John M. Weber  
Principal, SPI**



# School Improvement Plan

Goal # 1: Students at St. Peter-Immanuel Lutheran School thrive in a Christ-centered academic program that reaches learners of all abilities within a safe environment.

Objective 1: St. Peter-Immanuel's curriculum is challenging while meeting the needs of all students.

Strategy 1: Continue to utilize Rubicon-Atlas in curriculum mapping project. (Ongoing)

Strategy 2: Follow state curriculum calendar and review/revise textbook series as needed. (Ongoing beginning in Fall of 2013-14)

Strategy 3: Continue to align curriculum and instruction with required standards. (Ongoing with target completion in 2015-16)

Strategy 4: Expand program offerings for talented and gifted (Fall, 2014-15)

Strategy 5: Expand program offerings for remediation. (Fall, 2014-15)

Strategy 6: Begin an afterschool enrichment program. (Winter, 2013-14)

Evaluation: This goal will be evaluated through ISTEP score review and parent survey annually.

Objective 2: St. Peter-Immanuel's academic program is evaluated constantly and consistently.

Strategy 1: Develop a rubric for the evaluation of our academic program. (Fall, 2015-16)

Strategy 2: Improve ISTEP Math scores to reach and maintain 90% passing within four years. (Spring, 2016-17)

Strategy 3: Improve ISTEP Language Arts scores to reach and maintain 90% passing within four years. (Spring, 2016-17)

Strategy 4: Maintain ISTEP Science scores at 90% passing during next five years (ongoing through 2017-18)

Strategy 5: Survey families annually (Spring, 2013-14)



Strategy 6: Survey Freshmen and Senior alumni annually (Spring, 2013-14)

Evaluation: This goal will be evaluated through ISTEP score review and annual surveys.

Objective 3: St. Peter-Immanuel's technology meets or exceeds student needs and parent expectations.

Strategy 1: Expand available resources. (Fall, 2015-16)

Strategy 2: Continue to develop and review tech plans with guidance from Liberating Insight and TLSP. (ongoing)

Evaluation: This goal will be evaluated through annual surveys.

Objective 4: St. Peter-Immanuel provides a physically safe environment.

Strategy 1: Schedule annual building and grounds inspections. (Fall, 2013-14)

Strategy 2: Develop safety procedures with input from local authorities. (Fall, 2013-14)

Strategy 3: Install phone system with PA. (Summer, 2013)

Strategy 4: Formalize dismissal procedures utilizing PA. (Fall, 2013-14)

Strategy 5: Explore the feasibility of an enhanced monitoring system (i.e. video camera, alert fob, etc.) (Spring, 2013-14)

Strategy 6: Store and properly maintain all playground equipment. (Ongoing)

Evaluation: This goal will be evaluated through annual surveys and safety checks.

Goal # 2: Students at St. Peter-Immanuel are equipped for service in the community and church through teachers empowered to optimize student learning.

Objective 1: The School Board is educated and empowered to provide an engaging and dynamic environment for all staff.



Strategy 1: Develop an annual calendar for the Board that includes policy review and needs assessment review. (Fall, 2013-14)

Strategy 2: Develop a Board Handbook and orientation process. (Fall, 2014-15)

Evaluation: This goal will be evaluated through the administrator's evaluation.

Objective 2: St. Peter-Immanuel staff members are provided a professional environment.

Strategy 1: All teachers are able to attend the annual conference. (2013-14)

Strategy 2: Job descriptions are developed for all positions. (Fall, 2015-16)

Strategy 3: Staff salaries are at 85% of district guidelines within five years. (Fall, 2017-18)

Evaluation: This goal will be evaluated annually through reports at board meetings.

Objective 3: All St. Peter-Immanuel teaching staff members are evaluated with information kept in a fair and consistent manner.

Strategy 1: Develop the rubric for the principal's performance. (Fall 2013-2014)

Strategy 2: Review the principal's performance annually. (Ongoing begin in Spring, 2014)

Strategy 3: Review teacher performance annually, including proper certification for all subject areas. (Fall, 2014-15)

Strategy 4: Teacher files are completed based upon an agreed standard. (Fall, 2014-15)

Evaluation: This goal will be evaluated and confirmed by the administrator and board of education in board meetings.

Goal # 3: Students at St. Peter-Immanuel experience a positive, rich learning environment recognized within the churches and community as a program of excellence and choice.

Objective 1: Congregation members have increased involvement and ownership



in the vision and mission of SPI.

Strategy 1: Publish ISTEP scores annually in church bulletins, newsletters, and on the school website. (Spring, 2013-14)

Strategy 2: Develop a volunteer handbook and orientation process. (Fall, 2014-15)

Evaluation: This goal will be evaluated by the board of education annually.

Objective 2: School families (both parents and students) have increased involvement and ownership in the vision and mission of St. Peter-Immanuel.

Strategy 1: Initiate teacher home visits prior to each school year. (Fall, 2013-14)

Strategy 2: Provide Lock-ins and similar events for 5<sup>th</sup> through 8<sup>th</sup> Graders. (Spring, 2014-15)

Strategy 3: Schedule school-wide quarterly activities such as roller skating or bowling. (Fall, 2013-14)

Strategy 4: Use parent input to revise the PTL handbook. (Fall, 2013-14)

Strategy 5: Improve attendance at PTL meetings and functions. (ongoing)

Strategy 6: Provide educational opportunities for parents via PTL. (Fall, 2014-15)

Strategy 7: Provide educational opportunities for parents via school website and social media. (Fall, 2013-14)

Strategy 8: Enlist parents in ad-hoc board committees. (Fall, 2014-15)

Strategy 9: Enlist parents in curriculum review process. (Fall, 2015-16)

Strategy 10: Post handbooks, guidelines for organizations, mission statement, philosophy, office hours, etc. to website. (Fall, 2014-15)

Strategy 11: Look into feasibility of online grade program and school management system. (Fall, 2015-16)

Evaluation: This goal will be evaluated annually by the PTL and Board of Education through surveys and meetings.



Objective 3: SPI has improved community awareness and perception.

Strategy 1: Recruit and train a volunteer to coordinate marketing and recruiting efforts. (Spring, 2013-14)

Strategy 2: Develop grade-specific informational packets, including information on athletic programs and co-op programs. (Fall, 2015-16)

Strategy 3: Develop outreach packets for unchurched families. (Fall, 2016-17)

Strategy 4: Host community events such as Family Fun Night to open the school to the community. (Fall, 2016-17)

Strategy 5: Better utilize social media and increase reach. (ongoing)

Evaluation: This goal will be evaluated by survey each year.

