



Bloomington Living Hope Lutheran School Improvement Plan

(Objective 1) Bloomington Living Hope Lutheran School will ensure a high quality academic program to meet the needs of each student.

(Strategy 1) Apply a multifaceted process to review, revise, and implement exemplary curriculum in Religion, Language Arts, Math, Science, Social Studies, Music, Art, and Physical Education.

	Action Steps	Timeline	Responsibility	Progress Report
1	Establish Department Heads for core curriculum areas.	2011-2012	Principal and Teachers	
2	Update and Revise the curriculum review cycle which will address all subject areas.	2011-2012	Principal and Teachers	
3	Study the most current research and state and national standards in curriculum that is up for review. Revise our current written curriculum for that area.	2011-2018	Principal and Department Heads	
4	Implement mapping our curriculum.	2011-2018	Principal and Teachers	

(Strategy 2) Create an optimal assessment system to collect data in order to evaluate and ensure the continuous intellectual, social, and physical development of each student.

	Action Steps	Timeline	Responsibility	Progress Report
1	Research current practices in analyzing and using assessment data.	2011-2018	Principal and Department Heads	
2	Establish times when department heads can visit classrooms on a rotating basis.	2011-2012	Principal and Department Heads	
3	Create additional opportunities for self-assessment by the students.	2012-2013	Teachers	
4	Establish times at the end of each quarter where teachers meet and report on student progress and evaluate teaching techniques.	2011-2018	Principal and Teachers	

5	Evaluate current selection of standardized tests with other testing options.	2012-2013	Principal and Teachers	
(Strategy 3) Draw upon a variety of instructional and differentiated strategies to encourage critical thinking, problem solving, performance skills, and active engagement in learning for all students.				
	Action Steps	Timeline	Responsibility	Progress Report
1	Research current best practices in instructional strategies for the area of curriculum under review.	2012	Department Head	
2	Request a teacher or curriculum development person from the district to meet with the staff and discuss the latest strategies for the subject under review.	2011-2018	Department Head	
3	Expand the writing of lessons and units that allow for different learning experiences according to the students' needs.	2011-2018	Teachers	
4	Regularly evaluate the classroom teacher and the effectiveness of lessons.	2011-2018	Department Head	
(Strategy 4) Implement a professional development model that supports professional learning by teachers to ensure successful learning by students.				
	Action Steps	Timeline	Responsibility	Progress Report
1	Provide opportunities for teachers to observe other classroom teachers either within our school or in a different school.	2011-2018	Principal and Teachers	
2	Encourage all teachers are state licensed by 2018 or receiving continuing education credits.	2011-2018	Board of Education	
3	Promote continuing education courses among all teachers and administrators.	2011-2018	Board of Education and Principal	

(Objective 2) Bloomington Living Hope Lutheran School will improve and enhance its welcoming, safe and supportive environment so that our school is an exemplary place for student learning

(Strategy 1) Warmly welcome new families to our school community.

	Action Steps	Timeline	Responsibility	Progress Report
1	Create a program to pair new parents with well established parents from BLLH.	2012-2013	Principal, Teachers, Bd. of Education	
2	Establish a “Welcome Night” for new families.	2012-2013	Principal, Teachers	

(Strategy 2) Warmly welcome new faculty and staff to our community so that they are supported as role models for students.

	Action Steps	Timeline	Responsibility	Progress Report
1	Review the Parent Handbook, Written Curriculum and Personnel Manual with new teachers.	As needed when new staff is added	Principal and Administrator	
2	Mentor new teachers through classroom visits.	As needed when new staff is added	Principal and Department Heads	
3	Create opportunities for teacher interaction during staff meetings.	2011-2018	Principal and Department Heads	
4	Develop a list of candidates to “Call” as the new principal.	Fall 2012	Board of Education and Senior Pastor	
5	Extend and “Divine Call” for a new principal.	Spring 2013	Board of Education, Church Council and Congregation	

(Strategy 3) Continue to build and foster strong and respectful student/student relationships, teacher/student relationships, and teacher/student/family relationships.

	Action Steps	Timeline	Responsibility	Progress Report
1	Communicate to the parents the expectations regarding respectful interaction within the school's environment.	2012-2018	Principal	
2	Establish Parent-Teacher Informational meetings.	2012-2018	Principal, Teachers	

(Strategy 4) Make school's physical environment safe and welcoming.

	Action Steps	Timeline	Responsibility	Progress Report
1	Review with parents drop off and pick up procedures for both car pools and buses.	2011-2018	Principal	
2	Review safety issues with students regarding drop off and pick up procedures.	2011-2018	Teachers	
3	Review safety issues around buses.	2011-2018	Teachers	
4	Explore installing security devices at all locations.	2012-2013	Board of Education	
5	Explore costs and location of installing playground equipment at the Living Hope site.	2013-2014	Board of Education	

(Objective 3) Bloomington Living Hope Lutheran School will ensure that it has the financial means and stability to continue to provide a high quality Lutheran education program for students at an affordable tuition rate.

(Strategy 1) Develop new revenue streams in order to increase operations by year 2013.

	Action Steps	Timeline	Responsibility	Progress Report
1	Continue to promote the Eagles' Legacy Gift Fund.	2011-2018	Board of Education	
2	Investigate Scholarships and Foundation Grants	2011-2018	Principal and Board of Education	
3	Explore organizing a special online gift catalog for specific school needs.	2014-2015	Board of Education and Webmaster	
4	Investigate alternate tuition structuring.	2011	Board of Education	Beginning with the 2011-2012 school year, Bloomington Living Hope Lutheran School will implement a new tuition structure capping tuition rates. See attachment ⁽²⁰¹²⁾

(Strategy 2) Develop a marketing plan designed to reach full school enrollment.

	Action Steps	Timeline	Responsibility	Progress Report
1	Form a "Recruitment Committee" for our congregation and community.	2012-2013	Board of Education and Church Elders	
2	Send report of student achievements to local newspapers, school newsletter and post on our website.	2013-2018	Teachers, Webmaster, Secretary	
3	Implement "Exit Interviews" for families leaving BLLH.	2013-2018	Principal, Board of Education	
4	Establish social media network.	2014-2015	Parent-Teacher Group	

(Objective 4) Bloomington Living Hope Lutheran School will use technology to improve, enhance, and extend student learning.

(Strategy 1) Develop an up-to-date building infrastructure.

	Action Steps	Timeline	Responsibility	Progress Report
1	Write a long-range plan for yearly technology updates.	2011-2012	Technology Committee	
2	Purchase a wireless network for both school locations.	2012-2013	Technology Committee	

(Strategy 2) Develop and align technology curriculum with the current state standards.

	Action Steps	Timeline	Responsibility	Progress Report
1	Review current practices among the various grades.	2013-2018	New Principal Teachers	
2	Write technology curriculum in line with state standards.	2013-2014	New Principal Teachers	

(Objective 5) Bloomington Living Hope Lutheran School will improve and enhance communications to our internal and external constituencies.

(Strategy 1) Review whether the school's website meets the needs of all users.

	Action Steps	Timeline	Responsibility	Progress Report
1	Poll current stakeholders with questions regarding communication through our website.	2013	Principal	
2	Revise website if needed.	2011	Principal and Webmaster	

(Strategy 2) Review whether the Tuesday Newsletter and the Bloomington Living Hope Lutheran School News is effectively communicating and reaching the stakeholders of our school.

	Action Steps	Timeline	Responsibility	Progress Report
1	Request feedback from parents regarding the effectiveness of the Tuesday Newsletter.	2013	Principal	
2	Review other schools' newsletters and ways of communication to their stakeholders.	2013	Principal	

Team Report Recommendations from Their Visit – April 11-13, 2011

	Standard 1: Mission and Philosophy <ul style="list-style-type: none"> The team concurs with the recommendation that the Board of Education review the mission statement of the school, with the goal of making it more concise. 	2011	Principal and Bd. of Education	
	<ul style="list-style-type: none"> While the team recognizes the clear relationship between the mission/philosophy statements and the annual theme, we recommend that the school make a stronger distinction between these terms. 	2011-2018	Principal, Teachers	
	Standard 2: Curriculum and Instruction <ul style="list-style-type: none"> The team recommends that Bloomington Living Hope Lutheran School create and implement a cyclical process of curriculum review and evaluation that includes standards, mapping, instructional practices and selection 	2011-2018	Principal, Department Heads, Teachers	

	of materials. All of the components of curriculum review and evaluation should be contained in the curriculum handbook and mutually communicated on a regular basis with both campuses.			
	<ul style="list-style-type: none"> The team recommends that Bloomington Living Hope Lutheran School create and implement a written process for evaluation of special needs learners. 	2013-2018	Department Heads and Teachers	
	<ul style="list-style-type: none"> From written documentation, as well as staff input, the team recommends that Bloomington Living Hope Lutheran School improve, update and better support the technology that is available to students and staff. The school is also encouraged to dedicate resources toward the training of the staff. 	2013-2018	Technology Committee	
	<p>Standard 3: Learner Development</p> <ul style="list-style-type: none"> The team recommends that Bloomington Living Hope Lutheran School develop a tardiness policy. 	Fall of 2012	Principal, Bd. of Education	
	<p>Standard 4: School Climate and Facilities</p> <ul style="list-style-type: none"> The team recommends that Bloomington Living Hope Lutheran School review and potentially restricts public accessibility into the school buildings during the school day. 	2011	Principal, Bd. of Education	
	<ul style="list-style-type: none"> The team recommends that Bloomington Living Hope Lutheran School conducts annual staff training for Bloodborne Pathogens. 	Fall of 2011	Principal, School Nurse	
	<p>Standard 5: Community Relations</p> <ul style="list-style-type: none"> The team encourages Bloomington Living Hope Lutheran School to create a development plan that will help the school to attract and retain students from the surrounding communities. 	Fall of 2012	Principal, Bd. of Education, Recruitment Committee	

<p>Standard 7: Leadership and Governance The team recommends that Bloomington Living Hope Lutheran School continue efforts to create a salary schedule for both faculty and support staff.</p>	<p>Spring of 2011</p>	<p>Principal, Human Relations Committee</p>	<p>At its May meeting, a salary proposal was presented to the Human Relations Committee. The proposal included using our synod's salary matrix for a base salary and including compensation for extra duties. A plus/minus 10% range was built into the proposal to provide enough flexibility to accommodate performance and other compensation issues that may arise. The committee adopted this salary proposal on May 25, 2011.</p>
<p>Most Significant Areas of Challenge (may be noted already above)</p> <ol style="list-style-type: none"> 1. Continue to focus on the necessity of communication between the two campuses in terms of day-to-day operation and grade level teacher interaction relative to curriculum. 2. Address the curriculum issues relative to the handbook, technology, and current best practice. 3. Design a process to identify and monitor the growth of the special needs students. 4. Create a marketing/development plan to attract and retain students. 5. Continue to encourage and fund the professional development of the staff. 	<p>On-Going</p>	<p>Curriculum Coordinator, Principal, Teachers, Board of Education, Senior Pastor</p>	<ol style="list-style-type: none"> 1. At each staff meeting, time will be built into the meeting for teachers to address certain needs of students along with student progress. It will also be important for teachers to discuss any challenges they are facing with a particular area of the curriculum. 2. The curriculum coordinator will be in attendance at the staff meetings to address any curriculum issues that may arise. 3. The curriculum coordinator will work with the school district to schedule a date when a resource person can address the staff on this topic. 4. We will use this year to select people who would serve well on a Recruitment Committee. This committee will be asked to begin their service in the fall of 2012. 5. The Board of Education, principal, and Senior Pastor will need to make it a priority to speak with the staff about continuing education. It will be the Senior Pastor's duty to encourage the Budget Committee to fully budget funds for professional development.