



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 and the school.

(Strategy 1) Improve the speed and logistics of communicating student academic performance.

	Action Steps	Timeline	Responsibility	Progress Report
1	Transition from communicating grades (only) via hard-copy to a standard electronic format in order to achieve more “real-time” feedback.	2019-2020	Faculty	
2	Establish defined performance thresholds (i.e., 80%, 70%, etc.) at which parents are notified of homework results in order to proactively address study habits.	2019-2020	Faculty	
3				

(Strategy 2) Evaluate current staff and needs of the administration and students.

	Action Steps	Timeline	Responsibility	Progress Report
1	Anticipate those staff members who will be retiring soon.	2020-2021	Principal, Board of Education and Senior Pastor	
2	Evaluate areas of educational and administrative needs.	2021-2022	Principal and Board of Education	

3	Gather names of teachers outside of our school who could address the educational and administrative needs.	2021-2022	Principal, Staff and Board of Education	
4	Ask the district for a “Call” list containing the names of those teachers who were suggested.	2021-2022	Principal and Board of Education	
5	Place a “Divine Call” to the person best suited to meet either the educational or administrative need.	2021-2022	Principal and Board of Education	
6				

(Strategy 3) Foster a caring partnership between teacher, parent and student in order to maximize each student’s academic potential.

	Action Steps	Timeline	Responsibility	Progress Report
1	Transition from parent-teacher conferences as a singular quarterly event to more frequent, richer dialogue. Enable the ability for personalized commentary (beyond letter grades) when communicating academic performance.	2019-2020	Faculty	
2	Dedicate blocks of time on a monthly basis for parent interaction (by appointment).	2019-2020	Faculty	
3	Benchmark the remedial/enrichment programs offered by other schools.	2020-2021	Principal	
4	Identify and prioritize the needs for the BLLH student community.	2021-2022	Faculty	
5	Enhance the offering of services for students with learning disabilities.	2022-2025	Faculty	
6				

(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	Budget funding for professional growth opportunities.	2018-2025	Board of Education	
2	Create a formal training process for faculty and staff.	2019-2020	Principal and school administrator	
3	Provide opportunities for faculty and staff to participate in growth opportunities.	2019-2020	Principal, Teachers, School Board	
4	Create a formal (written) faculty and staff evaluation process and adopt it to help track growth.	2020-2021	Board of Education	
5	Set goals and minimum requirements for professional growth.	2021-2022	Principal, Teachers and Support Staff	

(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) Create and implement specific bullying and harassment policies in the student handbook.

	Action Steps	Timeline	Responsibility	Progress Report
1	Write a specific policy on bullying to be followed by all staff and added to the handbook.	2018-2019	Board of Education, Principal and Teachers	
2	Write a specific policy on harassment to be followed by all staff and added to the handbook.	2018-2019	Board of Education, Principal and Teachers	
3				

(Strategy 2) Create and implement specific tardiness and lock down drill policies in the student handbook.

	Action Steps	Timeline	Responsibility	Progress Report
1	Write a specific policy for student tardiness to be followed by all staff and added to handbook.	2018-2019	Board of Education, Principal and Teachers	
2	Write a specific policy for school lock down drills to be followed by all staff and added to handbook.	2018-2019	Board of Education, Principal and Teachers	
3				

(Strategy 3) 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	Create an orientation guide for faculty and Board of Education members.	2019-2020	Principal and Board of Education	
2	Develop a checklist to complete with each new staff.	2019-2020	Current Staff	
3				

(Strategy 4) 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	Host speakers on the topic of “bullying” and other hot-topic issues.	2018-2021	Principal	

2				
(Strategy 5) Make school's physical environment safe and welcoming.				
	Action Steps	Timeline	Responsibility	Progress Report
1	Evaluate the door security system each year.	2018-2025	Board of Education and Principal	
2				

(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) Make available teacher training activities and materials gathered by staff to all teachers.

	Action Steps	Timeline	Responsibility	Progress Report
1	Budget funding for professional growth opportunities.	2018-2025	Budget Committee and Church Council	
2	Establish a library of resources that are accessible to the faculty.	2023-2024	Principal	
3	Share information and resources from conferences or workshops at faculty meetings.	2019-2025	Staff	
4				

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

	Action Steps	Timeline	Responsibility	Progress Report
1	Revisit enrollment projections annually.	2018-2025	Board of Education	
2	Inform church council of enrollment projections.	2018-2025	Principal	

3	Include enrollment projections in the faculty agenda.	2018-2025	Principal	
4	Create outreach and marketing tools through a small group/committee.	2020-2021	Board of Education	
5	Include early childhood recruitment as a monthly agenda item.	2018-2025	Board of Education	
6				

(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	Evaluate and improve current Wi-Fi system at both BLS and LH.	2019-2020	Mr. Zoellner and Miss Waters	
2				

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

	Action Steps	Timeline	Responsibility	Progress Report
1	Evaluate the new technology curriculum and its implementation in each classroom.	2019-2020	Mr. Zoellner and Miss Waters	
2	Provide professional development opportunities for integration of technology by classroom teachers.	2019-2020	Mr. Zoellner and Miss Waters	
3				

(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 handbook meets the needs of all users.

	Action Steps	Timeline	Responsibility	Progress Report
1	Update and revise the student handbook for parents and students.	2018-2019	Principal and Board of Education	
2				

(Strategy 2) Make the essence of BLLH’s mission statement known, memorable and more user-friendly for teachers, parents, and students alike.

	Action Steps	Timeline	Responsibility	Progress Report
1	Paraphrase the comprehensive mission statement by developing a concise slogan.	2020-2021	Principal and Board of Education	
2	Once the mission has been “tightened,” make it more prominent by physically posting in all classrooms and including in all BLLH communications (i.e. website, newsletters, Schoolspeak, etc.).	2020-2021	Faculty, Secretary	
3				

(Strategy 3) To become more visible within our communities both at the Bloomington location and Shakopee location

	Action Steps	Timeline	Responsibility	Progress Report
1	Audit and update current school website.	2020-2021	Principal	
2	Seek out and participate in local education and community fairs.	2018-2025	Principal and Teachers	
3				

(Strategy 4) Start an Alumni Association

	Action Steps	Timeline	Responsibility	Progress Report
1	Recruit small group of alumni to start up activities for all alumni in which to participate.	2020-2021	Alumni	
2				