

# VISION

Create a unique learning culture for south metro K-8 students, founded on God's Word, blended with traditional academics and enhanced by experiences that foster self-confidence and teamwork.



## SCHOOL STRATEGIC PLAN

**(OBJECTIVE 1) Engaged stakeholders that drive school development and experience value that impacts their personal story.**

**(STRATEGY 1) Teaching staff: Job satisfaction increases by x% above established baseline**

	Timeline	Responsibility	Progress Report
<b>(Action Step 1)</b> Conduct survey on a quarterly basis to baseline and then track ongoing job satisfaction. (Supplement survey with monthly pulse checks during teacher staff meetings).	June 15, 2020	BCD for LES	
<b>(Action Step 2)</b> Develop a schedule for the congregation's Called Worker Care Committee to contact the teachers and help address their concerns or needs.	September 15, 2020	Elder Chairman	
<b>(Action Step 3)</b> Review classroom enrollment limits to make sure they are in line with the expectations of teachers and parents. Adjust as needed.	November 30, 2020	BCD Chairman	
<b>(Action Step 4)</b> Create a regular schedule for the principal to carry out classroom observations and offer feedback and support to the teachers.	September 15, 2020	Principal	
<b>(Action Step 5)</b> Implement Leader In Me principles with the students that drive increased abilities around self motivation, teamwork, collaboration, resolving conflict and leadership.	September 1, 2022	Principal	

<b>(Action Step 6)</b> Begin holding regular teacher offsites to allow for bonding, team building, and strategic planning.	August 15, 2022	Principal	
<b>(Action Step 7)</b> Organize teacher appreciation events to recognize the hard work and sacrifice of the teachers to run the school.	October 15, 2022	BCD	
<b>(STRATEGY 2) Parents: 75% actively partner with the teaching staff to establish this environment</b>			
	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
<b>(Action Step 1)</b> Define what it means to be an actively engaged parent.	August 15, 2020	BCD for LES	
<b>(Action Step 2)</b> Survey teachers to understand their expectations and interests in partnering with parents.	August 15, 2020	BCD for LES	
<b>(Action Step 3)</b> Survey parents to understand their expectations and interest in partnering with school programs.	September 15, 2020	BCD for LES	
<b>(Action Step 4)</b> Evaluate what needs to be done to revitalize the PTO program.	January 30, 2021	BCD for EC	
<b>(Action Step 5)</b> Share the Leader In Me principles , outcomes, strategies and measures with the parents establishing a joint plan to drive the change.	May 30, 2021	BCD for LES	
<b>(Action Step 6)</b> Consider adding/growing programs that drive a family friendly and fun culture (like the Good Shepherd Student Experience program started in 2019)	August 15, 2021	BCD for EC	
<b>(Action Step 7)</b> Formalize an online master schedule of partnering opportunities where parents can volunteer their time and talents.	January 30, 2022	BCD for LES	
<b>(Action Step 8)</b> Develop apprentice/mentorship program for upper grades where parents can offer skill and capability building sessions and students can opt into a certain number each year.	August 30, 2022	BCD for EC	

<b>(STRATEGY 3) Students: Are confident, healthy and active, take responsibility for their journey, work with others effectively, do the right thing even when no one is looking, and feel connected to each other</b>			
	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
<b>(Action Step 1)</b> Survey students and parents to understand needs and obstacles.	August 15, 2020	BCD for LES	
<b>(Action Step 2)</b> Faculty participates in a workshop to better understand the Leader In Me program.	August 15, 2020	Principal, Teaching Staff	
<b>(Action Step 3)</b> Incorporate the Leader In Me Program in grades 5-8.	September 15 2021	Principal, Teaching Staff	
<b>(Action Step 4)</b> Incorporate the Leader In Me Program in grades K-4.	September 15, 2022	Principal, Teaching Staff	
<b>(Action Step 5)</b> Consider partnerships with local businesses to increase the amount of real-world experiences for students.	September 2021	BCD, Principal	
<b>(STRATEGY 4) Congregation: Experience the joy of seeing the children grow into the Christian leaders of tomorrow</b>			
	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
<b>(Action Step 1)</b> Conduct congregation survey to understand how the school and students can create joy and impact for Good Shepherd	December 15, 2021	BCD for LES	
<b>(Action Step 2)</b> Create video clips to show student service activities	January 30, 2022	Principal Office Admin.	
<b>(Action Step 3)</b> Brainstorm ideas for students to participate in worship services or other areas of congregation volunteering (e.g. yard work for elderly members, maintaining the flower gardens at the school).	June 15, 2022	Faculty Liaison for Worship	
<b>(Action Step 4)</b> Incorporate plans for involving students in worship services and other areas of congregational volunteering.	September 30, 2022	Faculty Liaison for Worship	
<b>(Action Step 5)</b> Create a quarterly newsletter for the congregation to update members on school activities and children/family experiences.	December 15, 2022	Principal	

<b>(OBJECTIVE 2) Exemplary education and extracurriculars that positively impacts, students, congregation, and community</b>			
<b>(STRATEGY 1) Test scores exceed that of area school districts</b>			
	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
<b>(Action Step 1)</b> Faculty complete the modules for creating and using their Ministry Development Plans	August 30, 2020	Principal	
<b>(Action Step 2)</b> Faculty implements the new WELS modules.	June 15, 2021	Principal	
<b>(Action Step 3)</b> Choose the area school districts which we want to use for comparison, research their test scores, and determine the amount of improvement we desire based on the gathered data.	December 30, 2021	Principal	
<b>(Action Step 4)</b> Research what is needed to provide an effective and active Learning Center.	June 30, 2022	BCD for LES	
<b>(Action Step 5)</b> Determine the feasibility of adding a part-time faculty member to staff the Learning Center and provide guidance for students with learning needs.	November 1, 2022	BCD Chairman	
<b>(Action Step 5)</b> Implement needed changes to incorporate an active Learning Center into daily instruction.	August 15, 2023	Principal	
<b>(STRATEGY 2) Good Shepherd offers at least 2 extracurricular opportunities per grade</b>			
	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
<b>(Action Step 1)</b> Conduct a student survey to understand student interests and skills to see what types of extracurricular activities may currently be missing	September 1, 2022	BCD for EC	
<b>(Action Step 2)</b> Conduct a parent survey to understand what skills and interests parents may be willing to offer to extracurricular programs	September 1, 2022	BCD for EC	

<b>(Action Step 3)</b> Develop a plan that creates extracurricular opportunities for grades K-3.	January 30, 2023	Faculty Lower-grade lead	
<b>(Action Step 4)</b> Implement the extracurricular program for opportunities for grades K-3	August 30, 2023	Faculty Lower-grade lead	
<b>(Action Step 3)</b> Develop a plan to partner with Havenwood to increase student experiences and service opportunities.	August 15, 2020	Principal	

<b>(OBJECTIVE 3) Thriving school that is a financially sustainable ministry to future students</b>			
<b>(STRATEGY 1) Create a future vision for the school with an aligned marketing plan</b>			
	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
<b>(Action Step 1)</b> Create a future vision for the school that includes optimal size for support by the congregation including evaluation of the St. Croix proposal.	June 30, 2021	BCD Chairman	
<b>(Action Step 2)</b> Create a marketing plan that aligns to the future vision of the school.	March 30, 2022	BCD Chairman	
<b>(STRATEGY 2) Enrollment stabilizing per future vision with retention above 95%</b>			
	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
<b>(Action Step 1)</b> Develop a plan to create 50% administrative-release time for the principal.	December 30, 2020	BCD Chairman	
<b>(Action Step 2)</b> Contact the Minnesota School safety Center (or a similar program) to conduct school safety training and conduct a facility safe-school assessment.	August 30, 2020	Principal	

<b>(Action Step 3)</b> Determine long-range feasibility of adding a larger gymnasium for school functions and community outreach opportunities.	November 15, 2022	BCD Chairman	
<b>(Action Step 3)</b> Measure the effectiveness of the strategic marketing plan and adjust as needed.	March 30, 2023	BCD Chairman	
<b>(STRATEGY 3) Develop and implement a tuition rate that proportionately supports the school's ministry</b>			
	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
<b>(Action Step 1)</b> Evaluate the philosophy of tiered tuition rates and adjust the paradigm as needed.	August 15, 2020	BCD Chairman	
<b>(Action Step 2)</b> Conduct a study to investigate alternate funding models and methods that are being used by other schools.	January 30, 2022	BCD Chairman	
<b>(Action Step 3)</b> Hold value conversation sessions connected with tiered tuition and alternate funding models to understand the needs and concerns of parents and teachers; share the realities of what it will take to continue running an exceptional school.	May 30, 2022	BCD for LES	
<b>(STRATEGY 4) Provide a viable Tuition Assistance Program (TAP)</b>			
	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
<b>(Action Step 1)</b> Track Kidz Club income separately within the budget structure.	June 30, 2020	BCD Chairman	
<b>(Action Step 2)</b> Create a plan that incorporates a percentage of Kidz Club profits to be used annually for tuition assistance.	November 15, 2020	BCD Chairman	
<b>(Action Step 3)</b> Promote giving to the Tuition Assistance Program to the school and church community.	January 30, 2021	Principal	
<b>(Action Step 4)</b> Establish transparent criteria for applying tuition assistance awards.	May 30, 2022	BCD Chairman	