

(OBJECTIVE 1) Gethsemane Lutheran School will provide an excellent education for each student.			
(STRATEGY 1) Complete curriculum alignment for all subject areas including all non-core subjects.			
	Timeline	Responsibility	Progress Report
(Action Step 1) Identify curriculum not aligned to standards.	Spring 2017	Administration	2017-2018 Administration researched and discovered which curriculum were not yet aligned to the standards.
(Action Step 2) Assign teams to work on aligning the curriculum that is not yet aligned.	Summer 2017	Administration	2017-2018 Teams were created to align religion, computer, art and technology to the standards for that subject area.
(Action Step 3) Align existing curriculum to state or national standards and document how they are being assessed. Reevaluate subject area philosophies for those classes.	Start Fall 2017 End Spring 2018	PE teacher – PE Music Teacher – Music Teams of Teachers and Senior Pastor for Faith Formation	2017-2018 Teachers reevaluated subject area philosophies and started aligning curriculum to standards.
(Action Step 4) Report to stakeholders completed document of curriculum alignment.	Fall 2018	Administration	2018-2019 Completed curriculum document was reported to stakeholders via a link in the school newsletter.
(Action Step 5) Publish these standards in our curriculum manual.	Summer 2018	Administration	2018-2019 Standards were published in our school curriculum manual.
(STRATEGY 2) Develop and implement a technology plan that includes both curriculum and hardware.			
	Timeline	Responsibility	Progress Report

(Action Step 1) Create a team to work on a technology plan made up of both teachers and stake holders.	Fall 2018	Administration	2018-2019 Teachers and a school board member created a team. They met on a monthly basis.
(Action Step 2) Inventory materials we currently have including hardware and software.	Fall 2018	Administration Teachers	2018-2019 A complete inventory of technology was completed on current materials.
(Action Step 3) Talk with IT person about his long term plan.	Fall 2018	Administration	2018-2019 It was decided that our IT person will be finished at the end of the 2018-2019 school year. Administration has begun searching for a replacement.
(Action Step 4) Explore IT needs and different platforms. Talk with outside technology company.	2018- 2019 School Year	Technology Team	2018-2019 The technology committee recommends switching our student platform over to Chromebooks and keep teachers using current laptop computers. If funding is available, create a mobile cart of Chromebooks. Student emails were created in order to use Google classroom.
(Action Step 5) Find funding for improved technology plan.	2018- 2019 School Year	Technology Team Administration	2018-2019 Two grants were written to attain funds. MISF grants and Comcast education grants.
(Action Step 6) Create curriculum for technology classes with survey of other schools.	Fall 2018	Technology Teacher	2018-2019 The national technology standards are geared to higher education. We have decided to focus our curriculum on coding, Microsoft office programs, typing, internet activities and more.
(Action Step 7) Update curriculum for technology classes.	Summer 2019	Administration Technology Teacher	2019-2020 Our technology teacher has created a document that lays out what each class of students is doing during their technology time.
(STRATEGY 3) Develop staff training sessions to improve the use of existing and upcoming technology.			
	Timeline	Responsibility	Progress Report

(Action Step 1) Inventory needs of teacher's technology strengths and weaknesses.	Spring 2018	Teachers led by Technology Teacher	2017-2018 The technology teacher lead conversations with teachers to find their strengths and weakness and a plan is being made to add some teaching times to our staff meetings to make staff feel more comfortable with using different technology.
(Action Step 2) Map how we are currently using technology.	Winter 2017- 2018	Administration Teachers	Moving until Winter 2018-2019. We changed our focus this past winter to focus more intentional on school climate.
(Action Step 3) Dream and vision what current and future technology plan should look like. (Platforms, Google docs, student Google accts., teacher webpages).	2018- 2019 School Year	Administration Teachers Technology Team Outside Expert	2018-2019 The technology teacher started using google classroom and student emails were set up school wide. Staff are beginning to use google docs more regularly. Teacher webpages have been put on hold. More training is needed on basic computer skills and current technology.
(Action Step 4) Start teacher lead technology team as a subcommittee of the technology team.	Fall 2018	Administration Teachers	2018-2019 Teachers on the technology team met monthly to work on technology plan.
(STRATEGY 4) Improve school wide assessment tools and practices to drive educational decisions.			
	Timeline	Responsibility	Progress Report
(Action Step 1) Research school wide standardized testing. Strengths and weakness.	Spring 2018	Administration Teachers School Board	2018-2019 Teachers on the testing team researched multiple types of standardized testing. As an entire staff we look at strengths and weaknesses of each test.
(Action Step 2) Research other standardized test options.	2018-2019 School Year	Administration Teachers	2018-2019 The teacher committee looked at many testing platforms. They suggested using the FAST test with younger grade students and staying with the IOWA test of basic skills for grades 1-8. Discussion came up about taking the second portion of the IOWA test with some grades. One weakness of the IOWA test is that it

			does not match up with a certain set of standards. This makes it more difficult to use it to guide curriculum.
(Action Step 3) Compare Iowa to other standardized tests.	Spring 2019	Administration	2018-2019 The testing committee likes that the IOWA's test all subject areas. Many other testing formats only test reading and math.
(Action Step 4) Decide what standardized test to use as a school.	Fall 2020	Administration	2019-2020 We have decided to continue to use the IOWA test of basic skills because it tests all the subject areas and we prefer the way the results are communicated.
(Action Step 5) Review current classroom assessment processes. Develop a plan to analyze standardized testing data and use it to guide curriculum and instructional decisions.	2020-2021 School Year	Administration Teachers	<i>This was postponed due to Covid-19.</i>
(Action Step 6) Create a school-wide professional development plan.	2020-2021 School Year	Administration Teachers	
(STRATEGY 5) Curriculum Standards Guide Instruction			
	Timeline	Responsibility	Progress Report
(Action Step 1) Work to increase reliance on curriculum standards to guide instruction.	Spring 2018	Administration Teachers School Board	2017-2018 Administration scheduled a speaker to talk about backwards design. 2017-2018 school year Teachers and administration discuss standards based instruction on a regular basis in our weekly staff meetings.
(Action Step 2) Formulate an identification process and support services for advanced learners.	2020-2021 School Year	Administration Teachers	

(Action Step 3) Develop a written process of evaluation of standards, instruction and assessment, and to create a curriculum review cycle.	2018-2019 School Year	Administration	2017-2018 Administration created a curriculum review cycle.
(Action Step 4) Develop a written philosophy of assessment.	Fall 2017	Administration	2017-2018 Administration and teachers created a written philosophy of assessment.
(OBJECTIVE 2) Gethsemane Lutheran School will provide a safe and healthy environment to optimize learning for all students.			
(STRATEGY 1) Identify and implement short and long term building improvements.			
	Timeline	Responsibility	Progress Report
(Action Step 1) Created a building refresh committee to look at entire facility and what needs improvement including mechanical assessment.	Fall 2016	Pastor Church Council Station 19	2017-2018 Building refresh committee was created. Overall improvement plan was proposed.
(Action Step 2) Host a congregation meeting to present proposal for building improvements.	Winter 2017	Building Remodeling Committee Station 19	2017-2018 Meetings were and improvement options were presented.
(Action Step 3) Organize cottage meetings and funding plans for improvements.	Spring 2017	Building Remodeling Committee	2017-2018 Small group meetings were held and dreams for funding were brainstormed.

(Action Step 4) Decision made by congregation as to whether or not to proceed with building refresh.	2017-2018 School Year	Congregation Church Council	2017-2018 The project was put on hold until we have a new Pastor and a plan for funding.
(Action Step 5) Complete smaller projects, if building refresh is put on hold, as they are funded.	Timing depending on results of action step 4	Congregation Church Council School Board	2017-2018 Classroom furnaces were inspected and three were condemned. We replaced all three units.
(Action Step 6) Create a gym refresh campaign for new floor, lights, painting, scoreboard and basketball lifts.	January 2017 to Summer 2017	Pastor Principal Business Administrator	2017-2018 Campaign was completed and we raise the \$83,000 needed to put in a wood floor, LED lights, paint, install basketball lifts and a new scoreboard. The project was completed by the fall of 2017. We got enough in energy rebates on the lights that we were able to purchase a new LED light for our parking lot.
(STRATEGY 2) Review and assess student safety.			
	Timeline	Responsibility	Progress Report
(Action Step 1) Contact school district 622 school safety inspector and complete initial building walk through.	Fall 2018	Adminstration	2018-2019 This was completed in October of 2018.
(Action Step 2) Complete safe school assessment through the department of homeland security.	2018-2019 School Year	Principal Preschool Director Business Administrator Key Personnel as Determined	2017-2018 School administration and school board took a long look at some bullying that was taking place. Parent meetings were held and plans were made to make improvements. We will focus on a new virtue each month for the 2018-2019 school year.

		by the Committee	
(Action Step 3) Implement findings from report and make needed safety improvements.	2020-2021 School Year	Building Specific Committee	

(OBJECTIVE 3) Gethsemane Lutheran School will take action to remain viable into the future.			
(STRATEGY 1) Develop and implement a marketing plan.			
	Timeline	Responsibility	Progress Report
(Action Step 1) Create marketing team to work with marketing professional.	Fall 2017	Administration School Board PTO	2017-2018 Marketing team was formed and a contract with a videographer was made.
(Action Step 2) Inventory current practices including how we use social media, postcards and other sources in the past.	Summer 2017	Administration Administrative Assistant School Board	2017-2018 Inventory was taken on how we were currently marketing and new ideas were brainstormed to move forward with. (postcards, billboards, facebook campaigns, and more.
(Action Step 3) Budget for increased marketing.	Summer 2017	Administration School Board	2017-2018 We secured marketing dollars from a generous donor.
(Action Step 4) Create plan to move forward with marketing teams advice.	Winter 2017-2018	Marketing Team	2017-2018 Mailing were sent out, a promotional video has been made and plans for future videos and mailings are scheduled. We are offering a discount for families that recruit new families to our school. A \$1000 discount will be given to all incoming new

			families for the 2017-2018 school year as well as free before and after care.
(Action Step 5) Work with webpage designer to make website improvements.	Fall 2016 to Summer 2017	Gethsemane Leadership	2017-2018 Improvements to our website have been done. The administrative assistant has updated pictures and content.
(Action Step 6) Increase consistency of Gethsemane Lutheran Brand.	Fall 2016 to 2019	All Gethsemane Staff	2017-2018 Administration made changes that added our logo to all school documents and all items sent to families. We have worked to get our name out in the community with mailings and a billboard for two months.
(Action Step 7) Tracking where new school contacts learn about Gethsemane.	Summer 2017	Administrative Assistant	2017-2018 Administration created a spreadsheet to track how families learn about Gethsemane.
(STRATEGY 2) Review and implement a revised family mentoring program.			
	Timeline	Responsibility	Progress Report
(Action Step 1) Inventory what we are doing to welcome and incorporate new families.	2018-2019 School Year	Administration Teaching Staff	2017-2018 Administration held a back to school barbeque for new families and kindergarten families.
(Action Step 2) Brainstorm with stakeholders ways to improve family connections.	Spring 2019	PTO Administration Teaching Staff Stakeholders	2018-2019 Mandatory meetings were held for brainstorming and implementation of a plan. Most classrooms had monthly get togethers, outside of the school day, and planned by parents.
(Action Step 3) Revise and implement new family orientation.	Fall 2020	Administration	

(STRATEGY 3) Approved educational plan for master's degree and/or principal's license from an accredited institution.			
	Timeline	Responsibility	Progress Report
(Action Step 1) Research programs in compliance with 5.01.	Spring 2017 to Fall 2018	Administration	2017-2018 Administration researched and found a masters program that will best suit his needs.
(Action Step 2) Locate funding for masters degree program.	Summer 2017 to Summer 2018	Administration School Board	2017-2018 Gethsemane Lutheran school board decided to fund the masters program for the principal.
(Action Step 3) Enroll in masters degree program.	Summer 2018	Administration	2017-2018 The principal applied and was accepted to Masters in Educational Leadership program at Concordia University, St. Paul. Clases started March 2018.
(Action Step 4) Completion of masters degree program.	2022 School Year	Administration	2019-2020 The principal completed his Master's program in Educational Leadership through Concorida University, St. Paul.
(Action Step 5) Begin searching for assistant Principal replacement.	Spring 2022	Administration School Board	

(OBJECTIVE 4) Gethsemane Lutheran School will make improvements to its governance documents.

(STRATEGY 1) Create a subcommittee to review and update the school's portion of the Gethsemane Lutheran Church constitution.

	Timeline	Responsibility	Progress Report
(Action Step 1) Review of school board's portion of the constitution.	Fall 2020	School Board Principal Assistant Principal	
(Action Step 2) Recommend to church council changes to be made.	Spring 2021	School Board Principal Assistant Principal	
(Action Step 3) Work on constitutional improvements.	Spring 2021	Church Council	
(Action Step 4) Vote on new constitution.	Fall 2022	Congregation	

(STRATEGY 2) Create a central location for all school policies including the handbook.

	Timeline	Responsibility	Progress Report
(Action Step 1) Update student handbook and make improvements as needed.	Summer 2017	Principal	2017-2018 Updates and improvements to the student handbook have been completed. The administrative assistant spent countless hours making sure it is up to date.
(Action Step 2) Review and update current policies and update as needed.	Fall 2016 to Spring 2018	School Board Administration	2017-2018 Gethsemane Lutheran school board has begun reviewing one policy at a time during the monthly school board meetings. On occasion, the board has taken a few months on more difficult

			policies to review. A significant amount of time was spent in the spring on the topic of bullying.
(Action Step 3) Label, date and organize all policies to one location.	Fall 2018 to Spring 2019	Administrative Assistant	²⁰¹⁸⁻²⁰¹⁹ All policies are now located in our handbooks.
(Action Step 4) Review, improve and communicate our school wide wellness plan.	Fall 2020	School Board Administration	