

Christ Community Lutheran School

Five Year Plan

2005 – 2010

Approved Spring 2005



CCLS's Mission:

"Leading Children in Their Christian Faith Walk"

Team Members:

Jeff Boehlke-Principal

Paul Greenhagen-Board Representative

John Mosher-Board Representative

Phil Augustine

Dave Schroeder

Steve Ziegenhagen

Academic Goals for CCLS

2005-2010

Long-term Goals and Objectives:

- 1) To create new ways to challenge students academically.
- 2) To integrate technology usage into our classrooms.
- 3) To provide more opportunities for professional growth and leadership development for the CCLS faculty.
- 4) To add or expand diverse programs such as music, band, and Spanish.
- 5) To expand our middle school curriculum to accommodate needs of students.
- 6) To expand our faculty as our student body grows and diversifies.
- 7) To increase staff development opportunities and encourage continued education.
- 8) To focus teacher training on excellence and spiritual growth for themselves and their students.
- 9) To conduct an annual Academic Needs Assessment
- 10) To continue to value our educators and students as valuable assets.

The Plan Specifics

- ✧ Revise Middle School grading policy, incorporating a more rigorous grading scale. (2006)
**Accomplished fall of 2005-Grade scale was raised 5%*
- ✧ Publish a flyer for every grade level outlining broad academic benchmarks. (2006)
**Accomplished in spring of 2006*
- ✧ Communicate progress to community. (2006)
**ITBS scores are sent annually to local papers for publication-Summer 2006*
- ✧ Add staff as needed to continue to make CCLS a strong academic institution and maintain a positive teacher/student ratio. (2006-2010)
- ✧ Create preliminary Technology Curriculum. (2007)
- ✧ Expand our Unique Learners time. (2007)
- ✧ Vary our means of assessment, appreciating different learning styles.
 - a) Incorporate portfolio assessment. (2007)
**Teacher are currently working to evaluate and analyze their current practices-Winter 2007.*
- ✧ Add more administration time as our school grows larger and more complex with additional administrator time focusing on academics and teacher supervision. (2007)
- ✧ Revise our Report Cards. (2007)
**Fastdirect Report card and parent communication system adopted fall 2007*
- ✧ Explore and consider establishing an annual Administrator review based on ISLLC standards. (2007)
- ✧ Review and revise teacher evaluation process annually. (2007)
**Accomplished-Revised in the 2005-2006 school year.
Revised again during 2006-2007.
- ✧ Add a part-time Spanish program (.2). (2008)
**CCLS is considering a program with LHS for fall of 2009.*
- ✧ Update our Learner Outcomes. (2008)

- ✧ Study and consider implementing block scheduling with middle school grades. (2008)
- ✧ Explore and consider establishing a set of educational standards for each academic field.
(i.e. Nets; National Technology Standards (2008)
* *NET standards (National Educational Technology) are being reviewed by the staff in 2008.*

(Revised 3/8/05) (updated 12/7/06)(updated 11-6-07)

Spiritual Growth

2005-2010

Long-term Goals and Objectives:

- 1) To constantly remind our institution and constituents the reason for our existence: ***Leading Children in their Christian Faith Walk.***
- 2) To continue to work at creating a climate and environment that practices the proper balance of Law and Gospel, and celebrates our redemption in Christ Jesus.
- 3) To teach and encourage our children/students how to live in but not of the world they inhabit.
- 4) To be active, representing Christ in community events.
- 5) To never grow complacent in studying God's Word and celebrating His divine Grace for all.
- 6) To share, reflect, and revel in the joy of knowing that we are His redeemed children.
- 7) To develop stronger connections between our school and our congregations.
- 8) To celebrate our unique Lutheran Christian heritage.
- 9) To increase the frequency of involvement of our LCMS trained staff in the life of our congregations.
- 10) To work to connect new families in our community with a true understanding of Jesus, His life, message and redemptive act.
- 11) To provide outreach opportunities for our member churches.
- 12) To develop an inclusive environment.
- 13) To act as an agent of collaboration between St. Paul's and St. Peter's as we work to fulfill our mission.
- 14) To continue to make Biblical literacy a cornerstone of our teaching.
- 15) To work to instill in children a desire to witness their faith.

The Plan Specifics

- ✧ Create a library of worship and Bible study materials. (2006)
- ✧ Establish more Bible Study opportunities. (2006)
- ✧ Help connect new families to Bible study. (2006)
- ✧ Start a school prayer chain. (2007)
* *Staff devotions involved praying for all church families and school families.*

- * *Parent led study currently happening in private home-2006*
 - ✧ Create an “Adopt-A-Shut-In” program. (2007)
 - ✧ Conduct Christian Parenting Classes. (2007)
 - **Resources for parents (Love and Logic) were acquired by GRACE in 2005-2006.*
 - **Parent Resource section of Library was created.*
 - ✧ Begin school-to-community outreach program.
 - a) Incorporate each church
 - b) Survey community
 - c) Confirmation Project (2007)
 - **St. Paul’s Confirmation now requires service project hours -2006)*
 - ✧ Provide support to non-LCMS trained teachers to complete colloquy. (2008)
 - **Kelli Binstock completed her colloquy the summer of 2006.*
- (Revised 2/17/05) (updated 12/7/06)

Infrastructure/ Facilities

2005-2010

Long-term Goals and Objectives:

- 1) To be good stewards in maintaining the current facility and grounds in an orderly, caring, professional manner.
- 2) To add an academic wing or phase to the current CCLS building structure in order to better meet the needs of our students, teachers, staff, CCLS member congregations, and future CCLS constituents and families.
- 3) To upgrade computer and technology needs on an annual basis.
- 4) To add to or improve our athletic and outdoor facilities in order to better meet the needs of our students, teachers, staff, CCLS member congregations, and future CCLS constituents and families.
- 5) To move forward in faith in that everything we do in and to our building and grounds are done for His purposes and the expansion of His kingdom and CCLS’s ministry in Watertown.
- 6) To establish an annual “Needs Assessment” to determine what our facility and infrastructure needs are each year.
- 7) To annually work with the trustees to prioritize plant management issues and set targets for completion of each project.

The Plan Specifics

- ✧ Prepare a maintenance schedule and budget line item to allow for capital improvement. (2006)
- ✧ Add baseball back stops and additional playground equipment. (2006)
- ✧ Prepare cost estimates for building expansions. (2006)
- ✧ Begin a capital campaign focusing on future growth. (2006)
 - **Initial donation of \$100,000 made for capital expenditure-(2006)*
- ✧ Create an annual maintenance schedule. (2006)

- *Preliminary work will begin on this spring of 2007-Trustee Issue*
- ✧ Sign up with the LCMS Lutheran School Portal Project.
 - a) Continue to conduct teacher training to connect teachers to technology. (2006)
 - *School and staff connected with LCMS School Portal-2006*
 - ✧ Carefully evaluate, with our trustees, expansion of our custodial needs. (2007)
 - ✧ Develop a plan to allow outside agencies to better, more safely use our school facility for the common good of our community. (2007)
 - *Facility Use Agreement revised Fall of 2006*
 - *Hallway Gate added in the fall of 2006*
 - ✧ Prepare a technology update plan. (2007)
 - *GRACE purchased new computers for the school spring of 2006.*
 - ✧ Start a technology committee to oversee hardware/expansion updates, cable TV implementation. (2007)
 - * Walk-A-Thon monies projected to be used for T.V. Monitors*
 - *Teacher given laptops via corporate gift winter 2007.*
 - *Wireless internet access installed summer 2007.*
- (Revised 4/7/05) (updated 12/7/06)

CCLS Finances

2005-2010

Long-term Goals and Objectives:

- 1) To make CCLS's Operating Budget fiscally responsible and viable for the future.
- 2) To work toward a 60% Tuition, 35% Association church, and 5% Third Source Income Model by the fall of 2010.
- 3) To better communicate the financial plans and needs between the churches and the school.
- 4) To better communicate the vision and mission of CCLS to families and members.
- 5) To devise a way to help each congregation pay off the school debt.
- 6) To complete our objective of reaching MN South District compensation Guidelines by fall 2006.
- 7) To achieve a large Student Aid endowment fund goal of \$200,000 by 2010.
- 8) To seek new partners in our ministry, through a variety of association options.
- 9) To encourage "First Fruit Giving" among members and partners in our ministry.
- 10) To fundraise/capital campaign for future building & grounds renovations/expansions.

The Plan Specifics

- ❖ Schedule and include more people in bequest and planned giving seminars on an annual basis. (2006)
 - * *This will be a major focus of the CCLS Foundation beginning in August 2006.*
 - * *First planned event held March 2007.*
 - ❖ Create an annual planned giving calendar with the churches to schedule regular fund drives focusing on Thrivent Giving Plus. (2006)
 - * *This will be a major focus of the CCLS Foundation beginning in August 2006.*
 - * *Then Annual Fund Drive is now in its second year. The CCLS Foundation leads this activity.*
 - ❖ Establish an annual Financial Review of the school and its operational expenses. (2006)
 - ❖ Create a 3 or 4 year plan for tuition increases. At the end of the plan CCLS would...
 - a) have non-member tuition meet 100% of per pupil spending.
 - b) have member tuition meet 60% of per pupil spending. (2006)
 - ❖ Prepare an annual cost of operations worksheet for families and congregation members. (2006)
 - ❖ Expand Golf tourney, setting incrementally higher goals each year of \$20,000, \$30,000 and \$35,000 over the following years. (2007)
 - ❖ Investigate starting a foundation. (2007)
 - **The CCLS Foundation began operation in August of 2006.*
 - **First grant application made for "Safe Schools" summer of 2006.*
 - **IRS approval for CCLS Foundation granted in October 2007.*
 - ❖ Pursue corporate sponsorship (i.e. Coca Cola, etc.) (2007)
 - ❖ Create funding opportunities for special projects (i.e. Technology, Spanish program). (2008)
 - ❖ Reach the 60/35/5 Revenue Income Model in steady and consistent tuition increases. (2009)
 - ❖ Seek new Association partners (2006)
 - Joint Ministry Endeavor (JME) process underway in 2006-CCLS, Zion, Mayer and St. Mark's New Germany have been in discussions regarding potential consolidation scenarios regarding the three educational ministries- 2006*
- (Revised 2/17/05) (updated 12/7/06)

Public Relations at CCLS

2005-2010

Long-term Goals and Objectives:

- 1) To market the Christ-centered and loving environment and excellence that CCLS offers and provides for families and students of the 21st Century.
- 2) To improve the professionalism and methodology of student and family recruitment at CCLS.
- 3) To specifically target non-traditional, non-association students and families in a comprehensive recruiting and marketing plan.
- 4) To communicate more effectively with 21st Century families and students.

- 5) To expand the area into which CCLS operates and at the same time develop a focused market in which we will focus our future outreach efforts.
- 6) To “inreach” to our member congregations more effectively.
- 7) To continue to become more professional in all communications at every level.
- 8) To introduce and/or re-introduce the value, uniqueness, and challenges inherent with Christian education in the 21st Century.
- 9) To promote CCLS achievements and those of its students, teachers, staff.
- 10) To share and communicate our Core Values and Mission Statement with all our families and our neighbors.
- 11) To raise significantly, the budget amount for advertising.
- 12) To create an annual recruitment calendar for the school to follow each year.
- 13) To continue to value ethics, fairness, and diversity in our school.

The Plan Specifics

- ✧ Create an annual recruitment calendar for the school to follow each year. (2006)
- ✧ Advertising/Marketing- Create ads for theaters (Delano, Waconia). (2006)
 - * 100 signs were made for advertising in yards and businesses in June 2006.
 - * Bulk Mailing permit was applied for in June of 2006.
 - * Bulk Mailing went out in Late July 2006.
 - * Web-Site” re-created” in 2006. New website adds several features and shares Core Values, Mission Statement and other school related information.
 - *Large ad placed on highway 7 billboard spring 2007.
- ✧ Establish an annual meeting, focusing on mission, funding, and school progress. (2006)
- ✧ Create an advertising budget. (2007)
- ✧ Place our mission statement
 - a) on the wall at school,
 - b) on our letterhead,
 - c) in our bulletins. (2007)
- ✧ Review our logo annually. (2007)
- ✧ Participate in more local events. (2007)
 - * CCLS participated in the Carver County Fair for the second consecutive year in August of 2006.
 - *CCLS participates in the Delano and Watertown Parades.

(Revised 2/17/05) (updated 12/7/06) (updated 11-6-07)