



IMMANUEL
LUTHERAN SCHOOL

ALEXANDRIA, VIRGINIA

School Board Strategic Planning
Presentation to PTL

April 24, 2014

What is the Role of the School Board?



- Responsible for adopting a clear statement of the school's mission, vision, and strategic goals.
- Establishes policies and plans to support the mission, vision and strategic goals.
- Corporate governance; ensuring that the school and the Board operate in compliance with applicable laws and regulations.
- Sets the annual school budget and tuition.

The School Board:

- Sets institution direction (mission; vision; goals) in keeping with mission of church.
- Focus is primarily long-range and strategic.
- Provides Headmaster with resources and support to accomplish plan.
- Responsible for plan oversight; plan moving forward; goals being met.

The Headmaster:

- Leader responsible for creating and implementing plan based on Board's direction.
- Focus is day-to-day operations.
- Primarily responsible for accomplishing goals set forth in plan.

Why Develop a Strategic Plan?



A Strategic Plan strengthens our present and ensures our future.

The vision of what success looks like for ILS – after addressing/resolving critical issues.

Serves as a road map...

- *Who are we? (Mission)*
- *Where are we going? (Vision)*
- *How are we going to get there? (Strategic goals)*

Who 'Owns' the Strategic Plan?



The School Board is responsible for developing our strategic plan, but it is 'owned' by the whole Immanuel community (the Headmaster, faculty and administration, church leadership, parents, students and congregation members).

Often goals will need to be accomplished by members of our community *other* than the School Board.

It is the School Board's role to provide the resources and support necessary to insure others have what they need to achieve these goals.

Your Input is Vital to our Plan



Data from last spring's parent survey contributed significantly to the development of our strategic goals.

We will continue to seek your input

- Formally – annual surveys.
- Informally – we welcome discussion about our goals/ the Strategic Plan. Let us know your thoughts! Send us an email.

Your input, participation and support of this plan is critical to its success and the future success of IIS!

Mission Statement



To cultivate the minds, hearts, and bodies of the (Jr. K – 8) students through classical education and Lutheran catechesis.

Vision Statement



ILS will become the model for classical Lutheran schools.

School Standards & Values



Truth in all things: personal, academic, theological.

Love to all people; showing respect, compassion, and mercy.

Honor to all in authority especially parents, teachers, pastor, School Board.

Faithfulness in every responsibility: relationships, possessions, reputation, faith, and worship.

Excellence in all things: academic, physical, social, moral, and spiritual.

Taglines Reflect our Mission, Vision and Values



*Tondere Mores, Ingenium Producere,
Fidem Catholicam Confiteri.*

*Cultivating the intellect, refining the
character, confessing the Christian faith.*

Dominus Illuminatio Mea

The Lord is my light

Strategic Goals



- Enhance Communication
- Retain / Recruit / Develop Excellent Faculty & Staff
- Manage Policy
- Support Curriculum Guide
- Actively Promote

Enhance Communication



What You've Seen Already

- Regular Surveys
- Direct 'Board to parent' communications (quarterly letters; forums like this one tonight; Board info on website)
- Enhanced school and classroom weekly newsletters (focus on more depth; better quality)
- More and better communications about our curriculum - 'Curriculum Corner,' Board members visiting classrooms

What You May Also See in the Future

- Director of Advancement (focus on development; recruitment; marketing; community awareness)
- Continued emphasis on more and better communication

Retain / Recruit / Develop Excellent Faculty & Staff



What You've Seen Already

- Excellent additions to faculty over past year
- Have a strong team of faithful Christians and Lutherans; superb classical educators devoted to growth and excellence in their profession
- Fulfillment /successful model with Lead Teacher positions
- Enhanced funding and support for professional development
 - ✓ Ability to support faculty pursuing advanced degrees
 - ✓ All of our faculty will attend classical ed conferences this summer
 - ✓ PTL funding helps tremendously towards this - thank you!

What You May Also See in the Future

- Policies are being revised currently to support this goal
- ILS becoming known for having the best classical Lutheran & Christian educators in the profession!

Manage Policy



What You've Seen Already

- School Board undergoing comprehensive audit of all policies
- Revising/ developing policies that help support our strategic goals
- Strong, accurate policies are vital to achieve accreditation

What You May Also See in the Future

- Solid, enhanced policies that better support / help us achieve our goals
- Both CCLE and NLSA accreditation Fall/ Winter 2014
 - Consortium for Classical Lutheran Education
 - National Lutheran School Accreditation

Support Curriculum Guide



What You've Seen Already

- Improvements to our already excellent curriculum
 - ✓ More consistency; smoother transitions from grade to grade; more logical homework;/school work requirements
- Formal and informal 'Best practices' sharing with other classical Christian educators
- Ongoing guidance on curriculum development from prominent classical education expert, Dr. Christopher Perrin

What You May Also See in the Future

- Continued improvements, stability, strength in our curriculum
- Further development of 'Portrait of an ILS graduate'
- Trend continuing for ILS graduates' acceptance into the most respected area high schools

Actively Promote



What You've Seen Already

- More and better communications about our curriculum ... which means a community that is better able to promote our distinctive strengths!
- PTL involvement in staffing ILS Open Houses – thank you!
- Development and communication of our new mission and vision
 - Having common understanding in our community of 'who we are,' and 'where we are going.'
- Headmaster developing relationships with select high schools; building pathways for our graduates

What You May Also See in the Future

- Director of Advancement (focus on development; recruitment; marketing; community awareness)
- Continued growth in community awareness and respect for ILS

What's Next?



- Continued details developed / communicated for roll-out
 - ✓ Implementation Plan developed over next few months
- Support of one another throughout our community towards achieving our collective goals
- Continued and frequent reference to our plan and monitoring of progress towards goals (1-2 years)
- Reevaluate, refine, revise as needed – this is a ‘living’ plan!
 - Survey this spring...we’re looking forward to more input from you
- Develop 3-5 year plan