

Plan for Lutheran School

Endorsed by the School Board on December 5, 2024

Mission – Values – Vision – Indicators of Success are not included.

Funding Plan

- Budget additions are funded from increased revenue from increased enrollment.
- New program start-up (middle school tech.) funded from outside the budget: PTL, School Annual Fund, designated gifts, grants, Eagle Foundation.
- Current tuition pricing maintained. No major increases.
- Continue emphasis on use of STO funds.
- Continue emphasis on meeting demonstrated financial needs.
- Make wise use of funds to get best value and to build confidence among parents, congregation, and donors.
- No funding expected from Lutheran Church. Support from individual church members is vital.

Strategic Plan

Plan Years: 2024-25 school year is Year 1, 2025-26 is 2, 2026-27 is 3, etc.

Planning Principles

- We serve as God's stewards of this school.
- GCLS is an important part of the total ministry of Lutheran Church.
- The plan must be ambitious for children and for the Lord.
- The plan must be achievable, but only with
 - commitment,
 - entrepreneurial spirit,
 - discipline, and
 - the blessing of God.
- Planning is best when done with the next generation in mind. Sustainability is required.
- The health of the school in great part on the health of its church. The health of the church in great part depends on the health of its school.
- Efforts toward peace and unity can never end.
- Efforts to operate efficiently must never end. Good stewards make wise use of funds. Wise use of funds builds parent, church member and donor support.

Strategy - Summary

Enrollment Growth = Retention (satisfaction) + Attraction (marketing)

Years 1 & 2

Significant but low-cost improvements are made to increase enrollment.

Year 3

Additional revenue from enrollment growth is used to improve the school and further increase enrollment.

Year 4 and after

Addition revenue from enrollment growth is used to:

1. Maintain quality and enrollment.
2. Begin to pay the mortgage. Over several years the full mortgage payment is included in the budget.
3. Build a reserve fund for healthy cash-flow and for future economically difficult times.

Staffing

1. Some planning and start-up to be performed by consultants and other temporary workers and qualified volunteers.

A. The School Overall, Age 2½ through Grade 8

| # | Need | Solution(2) | Notes | Assigned To | Funding Source | Estimated Cost | Timing Notes | Plan Year | | |
|----------------|--|---|--|--------------------------|--|--------------------------|--|-----------|---|---------|
| A2 | School Board remains focused on "what only the School Board can do": it's fiduciary responsibilities (serves on behalf of others), strategic planning, supervision of the principal. | <ul style="list-style-type: none"> Self-imposed limitations. Annual board training and planning event. Monthly brief board in-service. Attend PSDistrict annual training events. | | School Board & Principal | Budget | \$ 1,000 | Initiated in 2011-12. Ongoing. | 1 | | |
| A3 | Ongoing visioning and strategic planning | <ul style="list-style-type: none"> Planning becomes a focus of the School Board and administrators. | Led by the principal. | School Board & Principal | NA | None needed. | Initiated in 2011-12. Ongoing | 1 | | |
| A7 | Marketing Plan PS-8 | <ul style="list-style-type: none"> Prepare the plan Review and update websites. Make better use of social media. Nurture word-of-mouth. Emphasize retention of current students. Spread the word about ACSTO. | Led by Admissions Director | Admissions Director | Budget | \$ _____ | Initiated in 2011-12 for 2012-13 promotion. Ongoing. | 1 | 2 | & later |
| Staff | | | | | | | | | | |
| AS1 | Provide reading services for targeted needs, preschool through 8. | <ul style="list-style-type: none"> Reading Specialist Expand PS position. Add to K to 8. | <ul style="list-style-type: none"> First those with reading challenge, Then those with special abilities. Note advance reading placement to be offered. | Principal | Budget. | \$ _____ | Expand PS position for 2012-13 Expand for 2013-14 | | 2 | 3 |
| AS5 | Faculty technology leader | Appoint a teacher | <ul style="list-style-type: none"> Provide training to tech leader. Consults & trains teachers.. | Principal | Budget for Stipend & Training | \$ _____ | Appoint Begin Duties | 1 | 2 | |
| Funding | | | | | | | | | | |
| AF1 | Increase budget revenue | Increase enrollment. | | | NA | None | Ongoing need. | | | |
| AF3 | Receive greater gifts. | <ul style="list-style-type: none"> Support and encourage the Eagle Foundation. Fully develop the Annual Fund. | Decrease fund raisers as gifts increase? Gifts hold greater potential than fund raisers. | Principal | Annual Fund costs from Annual Fund gifts | NA | Initiated in 2011-12 Develop | 1 | 2 | & after |
| AF7 | Communicate needs so people know how to help | <ul style="list-style-type: none"> Post list on the school website. Share primary needs through church and school publications | | Principal | NA | None, revenue generating | | 1 | | |