



Mission-Vision-Objectives

Created in January 2015

Mission Statement

St. Mark's lives to GLORIFY God, GROW in God's Word, and GO with the Gospel. In carrying out this mission, St. Mark's Lutheran School strives to serve families with excellence in Christian education.

Foundational Standards

The Christian education provided at St. Mark's Lutheran School is built on these foundational standards:

1. **Mission and Implementation:** The mission, vision, objectives (MVO), and action plans are crafted within the framework of the scriptural admonition that we "do all things for the glory of God" (1 Corinthians 10:31). The Christ-centered mission statement and the supporting vision, objectives, and action plans give direction for the entire school and provide criteria for evaluation.
2. **School's Relationship with the Congregation:** A special relationship exists between the school and its supporting congregation. The mission of the congregation is to "make disciples" (Matthew 28:19). The congregation established the school to help carry out that mission. The school serves as one ministry, albeit an important one, that the congregation has implemented to achieve its mission.
3. **School's Relationship with the Home:** God has given parents the primary responsibility for the Christian nurture of their children. "Fathers, do not exasperate your children; instead, bring them up in the training and instruction of the Lord" (Ephesians 6:4). God has given his church the responsibility of supporting, helping, and encouraging the parents in that primary role. It is important that these distinctive and supportive roles be understood and practiced.
4. **School's Relationship with the Students:** Jesus' directive to Peter, "Feed my lambs" (John 21:15), applied to the church in Peter's day and applies to Christ's church today. That directive and other words and actions of God demonstrate his love for children. Lutheran schools will strive to emulate Jesus' attitude, words, and actions regarding children.
5. **School's Relationship with the Community:** The Lutheran school, having numerous opportunities and challenges for ministry in the community, will be a good neighbor and responsive to local needs.
6. **School's Relationship with the Wisconsin Evangelical Lutheran Synod:** Maintaining a solid relationship with the Wisconsin Evangelical Lutheran Synod benefits both the school and the synod.
7. **School's Plan for Enrolling Students:** In Deuteronomy 6, our Lord encourages parents to nurture their children. The Lutheran school exists to assist parents with that task and will encourage them to enroll their children in the school.
8. **School Climate:** The school's climate is an indicator of how well it is achieving its mission and objectives. Ongoing harmonious, caring, joyful, and compassionate relationships among parents, faculty, and students reflect Jesus' love for them.

9. **School Governance and Administration:** The school is organized to carry out its mission, vision, and objectives. The congregation looks to the school’s governing board and the administration to provide leadership so that the God-given abilities of professional personnel, parents, and students are fully developed. The leadership provided by the board and the administration is a major factor in determining how well the school achieves its mission.
10. **Professional Personnel (Faculty and Support Staff):** It is vital to the school’s efforts in achieving its mission to have a faculty and support staff who are dedicated to faithfully serving our Lord.
11. **Curriculum:** The curriculum includes all courses, activities, programs, and experiences offered to the students. The curriculum is the vehicle the school staff uses to help it achieve the school’s mission, vision, and objectives.
12. **Instruction:** Instruction is planned and directed for the effective implementation of the approved curriculum. All instruction helps the school achieve its mission, vision, and objectives. The school's instructional materials and resources are necessary to the school's total educational effort.
13. **Student Services:** Christian education encompasses every area of a student’s development. “Jesus grew in wisdom and stature, and in favor with God and men” (Luke 2:52). The school, therefore, is concerned with the quality and variety of services offered to students. Those services, as do all school activities, come under the scriptural injunction: “Take captive every thought to make it obedient to Christ” (2 Corinthians 10:5b).
14. **Physical Facilities:** Adequate and well-maintained facilities are important as a school strives to achieve its mission and objectives.
15. **Information Management:** Information management is a key element in the successful operation of the school.

Vision Statements and Objectives

Guided by these foundational standards and building on the foundation of excellence in Christian education that has already been laid, the vision of St. Mark’s Lutheran School strives to move the school forward and position it to serve families with excellence in Christian education in the best possible way.

Vision Statement 2: The school will work closely with the pastors and Boards of Outreach and Adult Discipleship to maximize the school’s potential as an outreach tool and resource for the congregation.			
Measurable Objectives	Owner	Completion Date	Cost
2.1 – The Board of Child Discipleship and the Board of Outreach will annually meet to discuss the school’s role as an outreach tool of the congregation and nonmember school families who are good outreach prospects.	Chairmen of the Boards of Child and Discipleship and Outreach	July 30, 2015; annually thereafter	\$0.00
2.2 – The Board of Child Discipleship and Board of Adult Discipleship will annually meet to coordinate the schedule of church and school fellowship activities.	Chairmen of the Boards of Child and Adult Discipleship	July 30, 2015; annually thereafter	\$0.00

Vision Statement 3: The school will support parents in carrying out their God-given roles as Christian leaders in their homes.

Measurable Objectives	Owner	Completion Date	Cost
3.1 – The school will explore and develop a plan for using <i>Foundations</i> by Kenneth Kramer to support parents as Christian leaders in their homes.	Principal and Board of Child Discipleship	August 15, 2015	\$100.00

Vision Statement 5: The school will strive to understand the needs of the community and promote its ministry as effectively as possible.

Measurable Objectives	Owner	Completion Date	Cost
5.1 – The school will review its resource <i>Marketing Christian Schools: the Definitive Guide</i> published by GraceWorks Ministries.	Principal and Board of Child Discipleship	November 30, 2015	\$0.00
5.2 – The school will consider hosting a GraceWorks Ministries <i>Lifting Off, Soaring Ahead</i> seminar to help it develop the best possible promotional strategy.	Principal and Board of Child Discipleship	June 30, 2016	\$0.00 to consider
5.3 – The school will develop a promotional video that includes student activities and testimonials from parents and alumni.	Principal and Board of Child Discipleship	November 30, 2016	Depends on the level of professional involvement

Vision Statement 7.1: The school will encourage and equip current school families to be ambassadors for the school by sharing the blessings of the school with others and encouraging them to enroll their children in the school.

Measurable Objectives	Owner	Completion Date	Cost
7.1a – The school will encourage and train parents to be ambassadors for the school at its annual Schoolhouse Meeting.	Principal and Board of Child Discipleship	February 4, 2015; annually thereafter	\$0.00
7.1b – The school will encourage parents and graduates to write testimonials on websites such as Private School Review and Great!Schools.	Principal	Annually	\$0.00

Vision Statement 7.2: The school will help congregation member families understand and appreciate the value of the Christian education provided at the school and encourage them to enroll their children in the school.

Measurable Objectives	Owner	Completion Date	Cost
7.2a – The school will make phone calls and mail hand-written invitations to invite congregation families with children to special school events designed to help parents get to know the school and experience school life.	Principal, faculty, students	Ongoing	\$0.00 for phone calls, minimal for invitations

Vision Statement 10: The school will encourage teachers to grow as ministers of the gospel, providing a structure for the development and implementation of ministry development plans and funding that helps them achieve these plans.

Measurable Objectives	Owner	Completion Date	Cost
10.1 – Implement the WELS StEM Veteran Teacher Development Program when it is available.	Principal and faculty	Contingent on when the program is available	\$0.00
10.2 – Make steady progress toward budgeting \$1,000 per year for professional growth for each fulltime teacher and a proportionate amount for each part time teacher.	Voters’ Assembly	June 30, 2019	Approximately \$6,500 per year when goal is reached

Vision Statement 11: The school will continue to develop and update Christ-centered written curriculum for all subject areas.

Measurable Objectives	Owner	Completion Date	Cost
11.1 – Complete written technology curriculum.	Curriculum Coordinator, faculty	End of the 2014-2015 school year	\$0.00
11.2 – Complete written music curriculum.	Curriculum Coordinator, faculty	End of the 2015-2016 school year	\$0.00
11.3 – Review and revise written curriculum for one subject area each year.	Curriculum Coordinator, faculty	Annually	\$0.00

Vision Statement 14.1: The school will properly maintain campus buildings and landscaping to ensure that they are safe and aesthetically pleasing.

Measurable Objectives	Owner	Completion Date	Cost
14.1a – Irrigate and landscape new retaining wall areas.	Buildings and Grounds Committee	August 1, 2015	\$750
14.1b – Extend retaining wall along south side of outdoor basketball court.	Buildings and Grounds Committee	August 1, 2016	\$2,000
14.1c – Irrigate hillside south of outdoor basketball court.	Buildings and Grounds Committee	August 1, 2016	\$750
14.1d – Paint exterior of buildings.	Buildings and Grounds Committee	August 1, 2016	Bids need to be sought.
14.1e – Paint interior of classrooms.	Buildings and Grounds Committee	August 1, 2017	Bids need to be sought.

Vision Statement 14.2: The school will provide for the regular replacement and upkeep of classroom equipment and furniture.

Measurable Objectives	Owner	Completion Date	Cost
14.2a – Purchase new student desks for the 3 rd -4 th grade classroom.	Principal	August 1, 2016	\$5,000
14.2b – Purchase new student desks for the 1 st -2 nd grade classroom.	Principal	August 1, 2017	\$5,000

Vision Statement 15: The school will efficiently and effectively manage student information by implementing a student information system.

Measurable Objectives	Owner	Completion Date	Cost
15.1 – Implement the PowerSchool student information system.	Principal, faculty, administrative assistants	August 1, 2015	\$275 for prerequisite training, annual fee of \$15.00 per student