



**Shepherd of the Hills Lutheran School strives to educate students while developing the God-given talents of the total student – spiritually, intellectually, physically, and emotionally – in a caring Christ-centered community.**

#### **Vision Statements**

1. Communicate and reinforce a student's identity in Christ because of His love and sacrifice for them.
2. Be Christ-centered in all areas of the curriculum.
3. Give students the opportunity to develop and use their God-given abilities in different areas, including athletics, music, academics, and the arts.
4. Cultivate a loving culture in words and actions from our students, teachers, and parents, which fosters each student's healthy emotional, intellectual, social, and physical growth.
5. Provide a safe, nurturing environment with high academic standards where students are encouraged to strive for excellence.
6. Provide quality instructional methods, materials, assessments, and a comprehensive curriculum.
7. Engage students in inquiry, critical thinking, and creativity as they learn and view mistakes as part of the learning process.
8. Train students to apply the Word of God during life's challenges, serve out of thanksgiving, and witness to family and friends.
9. Have a staff dedicated to life-long learning and professional development.
10. Develop and nurture a child-home-school-church partnership to assist parents in Christian education and preparing students for independence.

Measurable Objective	Vision Statement	Responsible Party	Proposed Completion Date
Develop and implement a plan to share the mission and vision of the school, receive input and thoughts from parents on the mission and vision of the school, and their thoughts on school improvement.	All	Board of Ed	July 2026
Add Scripture references to some of the vision statements.	1, 2	Board of Ed	End of 2025
Collect and share stories of school families that become SOTH church members and what drew them to SOTH church. Share those as an encouragement to members connected to the Harvest Strategy.	1, 8, 10	Principal	2027
Create a list of opportunities for parents to volunteer and make that list widely available throughout the school year. Then, create a parent-serving coordinator who can find parent helpers. Each trimester, it is communicated to the parents of the upcoming opportunities.	10	Faculty	2026
Each classroom has a communication method with parents to give updates on what is happening in each classroom.	4	Faculty	July 2025
Restart a Parenting Class/Small Group Bible study.	10	Principal/Pastor/Elders	2028
Develop a Fine Arts Curriculum	6	Faculty	2028
Update the assimilation plan of new families with clear responsibilities and dates to provide accountability.	4, 10	Principal/Board of Ed	2026
Develop a method to inform parents of curriculum decisions and allow them to give input on the evaluations of the current curriculum and be involved in the process.	6	Principal	2029

Do a tuition review to discuss the current school funding model and investigate other models that reflect the SOTH ministry, sustainability of the school, and future growth.	Mission	Principal/Board/Council	End of 2025
We need to update the public relations guide with a marketing plan for the school that clearly outlines its strengths and purpose.	Mission	Principal	2025
We need to increase community involvement and event planning and proactively look for outreach opportunities.	Mission	Principal	2026
Develop a system for enrollment for families who take a tour but do not apply and continue to look at other schools. Learn how to reach out and what to share with them.	Mission	Principal	2025
Teachers research other professional development organizations to join and join one and become more familiar with educational theories.	6, 7	Faculty	2028
Continue to assemble a database of materials and resources and develop a process for updating it each year.	6	Principal/Board	2028
Look into a trustee just for the school and school grounds.	5	Council	2030
Use an individual or group not affiliated with the church/school to perform an audit.	Mission	Council	2030
Create a site plan for future expansion of the school	Mission	Board	2026
Develop a social media marketing plan.	Mission	Principal	2027

### **2025 - 2026 - In House**

- Add Scripture references to some of the vision statements.
- Each classroom has a communication method with parents to give updates on what is happening in each classroom.
- Clearly identify strengths and our niche in the community.
- Develop a system for enrollment for families who take a tour but do not apply and continue to look at other schools. Learn how to reach out and what to share with them.
- Develop and implement a plan to share the mission and vision of the school, receive input and thoughts from parents on the mission and vision of the school, and their thoughts on school improvement.
- Create a list of opportunities for parents to volunteer and make that list widely available throughout the school year. Then, create a parent-serving coordinator who can find parent helpers. Each trimester, it is communicated to the parents of the upcoming opportunities.
- Do a tuition review to discuss the current school funding model and investigate other models that reflect the SOTH ministry, sustainability of the school, and future growth.
- Create a site plan for possible future expansion of the school.

### **2026 - 2027 - Community/Marketing**

- Collect and share stories of school families that become SOTH church members and what drew them to SOTH church. Share those as an encouragement to members connected to the Harvest Strategy.
- Update the public relations guide with a marketing plan for the school that clearly outlines its strengths and purpose.
- Update the assimilation plan of new families with clear responsibilities and dates to provide accountability.
- Increase community involvement and event planning and proactively look for outreach opportunities.
- Develop a system for enrollment for families who take a tour but do not apply and continue to look at other schools. Learn how to reach out and what to share with them.
- Develop a social media marketing plan.

**2028 - 2029 - Curriculum/Education**

- Restart a Parenting Class/Small Group Bible study.
- Develop a Fine Arts Curriculum
- Develop a method to inform parents of curriculum decisions and allow them to give input on the evaluations of the current curriculum and be involved in the process.
- Teachers research other professional development organizations to join and join one and become more familiar with educational theories.

**2030 - Misc**

- Continue to assemble a database of materials and resources and develop a process for updating it each year.
- Look into a trustee just for the school and school grounds.
- Use an individual or group not affiliated with the church/school to perform an audit.