

**NLSA Membership Committee Meeting (via ZOOM)**  
**9:00 AM-12:00 Noon**  
**Tuesday, 7-21-20**

People Present: Dr. Becky Schmidt, Keith Wilharm, Joel Wahlers, Matt Bergholt, Matthew Schleicher, Kris Freeman, Dennis Gehrke, Katherine McGrew, Lee Wagner, Kristie Flohra, Sally Hiller, Muriel Stark, Clet Pfeiffer, Mark Grewe, Stu Tietz, Jim Scriven, Trip Rodgers, Bonnie Stottlemeyer, Kevin Gundell

1. **Joel welcomed everyone and shared an opening devotion/prayer (Isaiah 43:1-3a)**
  - Do not fear; God has redeemed each of us individually
  - He is all-powerful and is our Savior
2. **Introductions—Joel called each person’s name, and each introduced themselves**
3. **Meeting Procedures and Technical Considerations (Matt Bergholt)**
  - Discussed muting, the chat feature, and the raise hand functionality within ZOOM
  - Polling will be used for voting (Matt pushed forward a test poll to acclimate folks to this function)
4. **Discussion about the 2019 Provisional Schools**

2019 Provisional Schools	
▶ Good Shepherd, North Fort Meyers, FL	Florida-Georgia
▶ Shepherd of the Coast, Fort Lauderdale, FL	Florida-Georgia
▶ Faith Lutheran, Eustis, FL	Florida-Georgia
▶ Trinity Lutheran, Janesville, MN	Minnesota South
▶ Trinity Lutheran, Kalispell, MT	Montana
▶ Trinity Lutheran, Wausau, WI	North Wisconsin
▶ Good Shepherd, Simi Valley, CA	Pacific Southwest
▶ Grace, Sandy, UT	Rocky Mountain
▶ St. Paul's, Oconomowoc, WI	South Wisconsin
▶ Zion, Menomonee Falls, WI	South Wisconsin
▶ Zion, Betholto, IL	Southern Illinois

- Becky shared that all of these schools have rectified the provisions
- Becky stated that the NLSA National staff has been working directly with the Principal of Trinity Lutheran, Kalispell, MT because there is not currently anyone serving as the Ed. Exec. or NLSA Commissioner in that District (the National staff has been corresponding with the District President as well; we will be looking to receive official verification of Trinity’s completion of provisions from the District President prior to the NAC meeting on 7-29-20)
- Trip reminded the group that Zion, Betholto, IL was removed from this list of provisional schools in December, 2019 following an email vote by NAC members

## 5. Joel discussed the Membership Committee Process

### Membership Committee Process

- ▶ Purpose of the Membership Committee
- ▶ REVIEW PROCESS – When called on, each reviewer will:
  - ▶ Share any pertinent information about the schools they reviewed
  - ▶ Make recommendations for Provisional Status
  - ▶ Ask for any clarification on aspects of their review

- Keith stated that he was seeking support in calling the “Membership Committee” the “Candidate Review Committee” moving forward

## 6. Joel reminded the group about the various accreditation protocols that we work with

### ACCREDITATION PROTOCOLS

- ▶ NLSA Evidence Based Accreditation (EBA)
- ▶ NLSA Early Childhood EBA
- ▶ Western Association of Schools & Colleges (WASC)
- ▶ Cognia (formerly AdvancED)
- ▶ Consortium for Classical Lutheran Education (CCLE)

## 7. Joel made some reminders about provisional accreditation criteria and he also defined major deficiency

### PROVISIONAL ACCREDITATION STATUS

- ▶ Provisional Accreditation Criteria
- ▶ Failure to comply with any single **Required Indicator of Success**
- ▶ Failure to provide any single piece of **Required Evidence**
- ▶ Any General Indicator rating of “1”
- ▶ A **Major Deficiency**

## MAJOR DEFICIENCY

**Any condition that is based on an NLSA standard which has a severe negative effect on the quality of education, the ministry of the school, and/or endangers the health or safety of the school population. The deficiency must be remedied by the school within the time parameters (no longer than 2 years) prescribed by the visiting team and approved by the NAC.**

### 8. Bonnie commented on the schools that she reviewed

- Our Shepherd Lutheran School (Avon, Indiana); Recommending Accreditation in Good Standing (“Rec. AGS” for the remainder of these minutes)
- Epiphany Lutheran Preschool (Tallahassee, Florida); Rec. AGS
- Peace Early Learning Center (Arvada, Colorado); Rec. AGS
- Open Arms Lutheran CDC (Gardner, Kansas); Rec. AGS

### 9. Lee commented on the schools that she reviewed

- St. Paul Lutheran Early Childhood Ministry (Columbus, Indiana); Rec. AGS
- St. James Lutheran School (Lafayette, Indiana); Rec. AGS
- St. John Christian Preschool (Dublin, Ohio); Rec. AGS
- Grace Lutheran School (Pocatello, Idaho); Rec. AGS

### 10. Dennis commented on the schools that he reviewed

- Our Shepherd Lutheran School (Painesville, Ohio); Rec. AGS
- Trinity Lutheran School (Cedar Rapids, Iowa); Rec. AGS
- Our Savior Lutheran School (Plantation, Florida); Rec. AGS

### 11. Kristie commented on the schools that she reviewed

- Christ Memorial Lutheran ECLC (Houston, Texas); Rec. AGS
- Little Lambs Preschool (Huntingtown, Maryland); Rec. AGS
- Mountain View Lutheran School (Las Vegas, Nevada); Rec. AGS

### 12. Kevin commented on the schools that he reviewed

- St. John’s Lutheran School (Lanesville, Indiana); Rec. AGS
- Immanuel Lutheran School (Danbury, Connecticut); This school was recommended to be provisional by the validation team, and Kevin agreed with the recommendation for provisional status
- Grace Lutheran School (Pocatello, Idaho); Kevin mentioned that the Early Childhood had already been recommended for Accreditation in Good Standing by Lee earlier in this meeting, and he is recommending Accreditation in Good Standing for the rest of the school (up through grade 12); Kevin mentioned that he has requested a copy of the finalized action plan document because all that

was submitted for review was the initial action plan (which did not reflect the five additional action plan items that the validation team recommended)

**13. Stu commented on the schools that he reviewed**

- St. Paul's Lutheran School (Troy, Illinois); Rec. AGS
- St. Stephens Lutheran School (Hickory, North Carolina); Rec. AGS
- St. Paul's Lutheran School (Fort Wayne, Indiana); Rec. AGS

**14. Trip commented on the schools that he reviewed**

- St. James Lutheran School (Lafayette, Indiana); The Early Childhood had already been recommended for Accreditation in Good Standing by Lee earlier in this meeting, and Trip is recommending Accreditation in Good Standing for the rest of the school as well
- St. Peter's Lutheran School (Reedsburg, Wisconsin); Rec. AGS
- Concordia Christian Day School (Conover, North Carolina); Rec. AGS

**15. Jim commented on the schools that he reviewed**

- St. John's Lutheran School (West Bend, Wisconsin); Rec. AGS
- St. John's Lutheran School (Portage, Wisconsin); both the validation team and the District accreditation commission recommended provisional due to a major deficiency within 2.C Relationships (climate and culture issue); Jim recommends provisional status as well
- St. John's Lutheran School (Winston Salem, North Carolina); the validation team at the point of the visit recommended accreditation in good standing, but by the time the District accreditation commission reviewed the documents (spurred on by COVID-19), it was apparent that there were significant Leadership problems at the school; The District recommended provisional status; The captain of the validation visit then took another look at the self-study documentation, and she was able to also see the gaps in Leadership that COVID exposed; All in all, there is a major deficiency in the area of Leadership; Jim recommends provisional status as well

**16. Mark commented on the schools that he reviewed**

- St. Paul Lutheran School (Westlake, Ohio); Rec. AGS
- Our Redeemer Lutheran School (Delavan, Wisconsin); Rec. AGS
- Christ Lutheran School (Stevensville, Michigan); Rec. AGS

**17. Katherine commented on the schools that she reviewed**

- Our Shepherd Lutheran School (Avon, Indiana); The Early Childhood had already been recommended for Accreditation in Good Standing by Bonnie earlier in this meeting, and Katherine is recommending Accreditation in Good Standing for the rest of the school as well
- St. Paul's Lutheran School (Janesville, Wisconsin); Rec. AGS

- Trinity Lutheran School (Red Bud, Illinois); Rec. AGS

#### 18. Muriel commented on the schools that she reviewed

- St. Paul Lutheran School (Fort Worth, Texas); Rec. AGS
- Emmanuel Lutheran School (Asheville, North Carolina); Rec. AGS; Muriel shared that in 2015, this school went through the Cognia protocol and received dual accreditation with NLSA; Kris looked and clarified that this school intends to drop Cognia this time around

#### 19. Clet commented on the schools that he reviewed

- Wittenberg Academy (Chatfield, Minnesota); This is a completely online CCLE school, so this is just a dual accreditation situation; Rec. AGS
- White Creek Lutheran School (Columbus, Indiana); Rec. AGS
- St. John's Lutheran School (Lombard, Illinois); This school was recommended by the validation team to be provisional due to lack of written curriculum for some of the electives they were teaching; The school immediately rectified this situation, and they even formatted all of the school's curriculum using the same formatting (which was another wish of the validation team); The District recommended Accreditation in Good Standing, and Clet also recommends Accreditation in Good Standing
- Resurrection Lutheran School (Cary, North Carolina); Rec. AGS

#### 20. Sally commented on the schools that she reviewed (all three of her schools were Cognia dual accreditation situations)

- Lutheran High School East (Cleveland Heights, Ohio); Rec. AGS
- LSA/Rockford Lutheran High School (Rockford, Illinois); Rec. AGS
- St. John Lutheran School (Ellisville, Missouri); Rec. AGS
- Sally expressed concern that the Cognia protocol does not require a school to create an action plan document that is comparable to the NLSA EBA's action plan requirement; She said that monitoring ongoing progress is difficult with the Cognia process
- Keith and Becky reminded the group that Cognia recognizes the EBA protocol/process (as long as the school also pays the requisite fee to Cognia for the dual accreditation)
- Trip stated that some of our Lutheran high schools feel that the Cognia protocol serves their needs better than the EBA protocol
- We are going to be revisiting high-school specifics for EBA in the coming days
- Dennis shared that his District has created a form that they give to their Cognia schools on which the school must report the accreditation/school-improvement progress they have made in the last year
- Trip suggested that forms like the one that Dennis uses be sent to the National Office. Any forms received can then be analyzed to help determine a process by

which dually-accredited Cognia schools report annual school-improvement progress

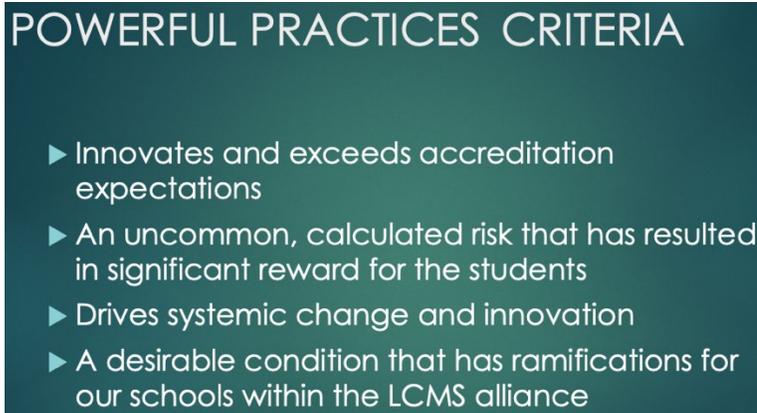
- Matt B. shared that Armature will help us track such progress once Armature is fully functional

[5-minute break]

### 21. Mid-term Visit Probation

- Bella Vista Academy in Tracy, California is a WASC school. They had a mid-term visit in February, 2020. At this mid-term review, WASC placed this school on a one-year probation. Joel asked the Membership Committee if they had any comments/concerns about this.
- Keith clarified that this school will be on a one-year probation in the eyes of WASC yet in good standing with NLSA.
- Becky stated that we must work within the guidelines of the MOUs of our partnering accreditation agencies; Becky stated that it is probably best that the CNH District continue to monitor this school's progress and status with both WASC and NLSA in the coming days

### 22. We discussed Powerful Practices Criteria (Becky and Matt B.)



**POWERFUL PRACTICES CRITERIA**

- ▶ Innovates and exceeds accreditation expectations
- ▶ An uncommon, calculated risk that has resulted in significant reward for the students
- ▶ Drives systemic change and innovation
- ▶ A desirable condition that has ramifications for our schools within the LCMS alliance

- There were 12 potential powerful practices that were initially put forth this year. These have been reviewed/vetted, and there are five that are being recommended to share this year:

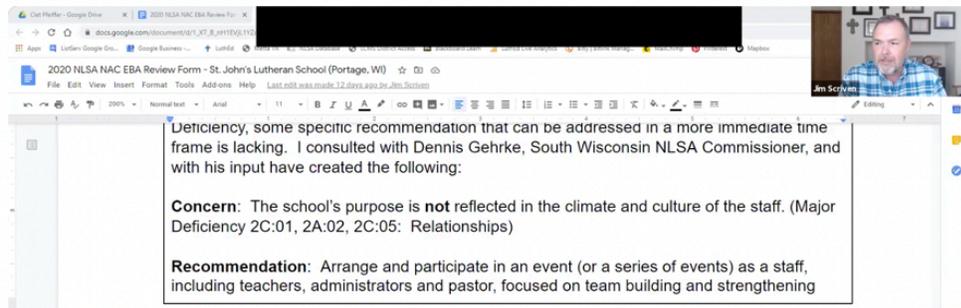
The following schools are being recommended to share their Powerful Practice during the 2020-2021 school year:

1. **Our Shepherd Lutheran School (Avon, IN)**
  - Powerful Practice: Project Approach and Multi-Age Classrooms
2. **St. John Christian Preschool (Dublin, OH)**
  - Powerful Practice: Serving an International Community
3. **St. John School (Ellisville, MO)**
  - Powerful Practice: Personalized Learning Program
4. **St. Paul Lutheran School (Fort Worth, TX)**
  - Powerful Practice: Student Counseling Program
5. **St. Stephen Lutheran School (Hickory, NC)**
  - Powerful Practice: English and Language Arts Learning Communities

- Schools that are recommended for sharing a powerful practice are given the opportunity to refuse it, but the National staff communicates with the District Ed. Exec./Commissioner so that person can come alongside the school with the hope that the school will feel comfortable sharing their powerful practice
- There were a few carry-over schools from 2019-2020 that did not present their powerful practice due to COVID shutting down their schools; these few will also be presenting during the 2020-2021 school year

### 23. Voting on recommendations to take to NAC on 7-29-20

- NLSA Executive Committee members and National staff did not vote (Joel would only vote to break ties)
- St. John’s Lutheran School (Portage, Wisconsin)



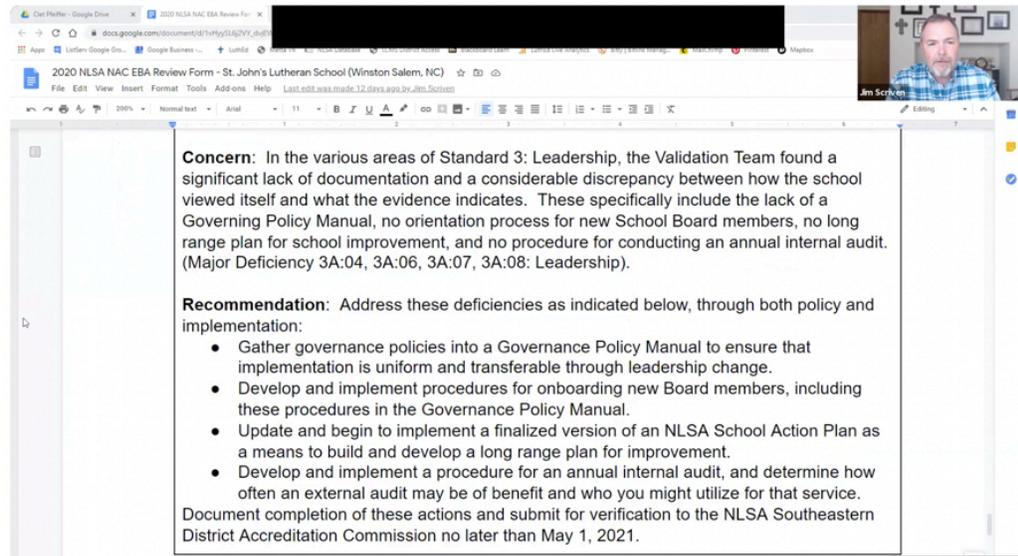
relationships along with renewing the commitment to the shared purpose of Lutheran educational ministry. Invest in getting to know each other's needs and wants, hopes and concerns. Listen to understand. As appropriate, confess failings and seek each other's forgiveness. This may be most effective in a staff retreat format, but it may also be successful through multiple short sessions over a series of days or weeks. This may be led by the pastor, the school administrator, or an outside individual who specializes in team building and conflict resolution. Survey all participants after completion as a means of assessing effectiveness. Submit a summary of what you implemented, along with survey result data assessing effectiveness, to the South Wisconsin District Accreditation Commission for verification no later than May 1, 2021.

Name of Membership Committee Reviewer: Jim Scriven  
Date Review Completed: 7/7/2020

Signature:   
Cell Phone Number: (907) 350-9436  
Email Address: JimS@nowlcms.org

- The vote was 13 in favor (with 0 opposed) of recommending this school be accredited with provisional status.

- St. John’s Lutheran School (Winston Salem, North Carolina)



- The vote was 13 in favor (with 0 opposed) of recommending this school be accredited with provisional status.

- Immanuel Lutheran School (Danbury, Connecticut)

**Concern:** The BCDS does not use tools for evaluating the effectiveness of the school that includes a needs-assessment process integral to a school-wide systematic planning process. (Major Deficiency 3A:07)

**Recommendation:** The school develop and implement the tools for evaluating the effectiveness of the school that includes a needs-assessment process integral to a school-wide systematic planning process by the end of the 2020-2021 school year and reviewable by the District Accreditation Committee.

- The vote was 12 in favor (with 0 opposed) of recommending this school be accredited with provisional status. One person stated that the poll showed up on the screen but then disappeared prior to the casting of the vote, so there were only 12 votes on this particular poll.

- Voting to recommend Accreditation in Good Standing to the remaining 35 schools on the list below (not those colored in green):

A	B	C	D
<b>District</b>	<b>School</b>	<b>City</b>	<b>State</b>
Florida-Georgia	Epiphany Lutheran Preschool	Tallahassee	Florida
Florida-Georgia	Our Savior Lutheran School	Plantation	Florida
Indiana	White Creek Lutheran School	Columbus	Indiana
Indiana	St. John's Lutheran School	Lanesville	Indiana
Indiana	St. Paul's Lutheran School	Fort Wayne	Indiana
Indiana	St. Paul Lutheran Early Childhood Min	Columbus	Indiana
Indiana	St. James Lutheran School	Lafayette	Indiana
Indiana	Our Shepherd Lutheran School	Avon	Indiana
Iowa East	Trinity Lutheran School	Cedar Rapids	Iowa
Kansas	Open Arms Lutheran CDC	Gardner	Kansas
Michigan	Christ Lutheran School	Stevensville	Michigan
Minnesota South	Wittenberg Academy	Chatfield	Minnesota
Missouri	St. John Lutheran School	Ellisville	Missouri
<b>New England</b>	<b>Immanuel Lutheran School</b>	<b>Danbury</b>	<b>Connecticut</b>
Northern Illinois	LSA / Rockford Lutheran High School	Rockford	Illinois
Northern Illinois	St. John's Lutheran School	Lombard	Illinois
Northwest	Grace Lutheran School	Pocatello	Idaho
Ohio	St. Paul Lutheran School	Westlake	Ohio
Ohio	Our Shepherd Lutheran School	Painesville	Ohio
Ohio	Lutheran High School East	Cleveland Heights	Ohio
Ohio	St. John Christian Preschool	Dublin	Ohio
Pacific Southwest	Mountain View Lutheran School	Las Vegas	Nevada
Rocky Mountain	Peace Early Learning Center	Arvada	Colorado
South Wisconsin	St. Peter's Lutheran School	Reedsburg	Wisconsin
South Wisconsin	St. John's Lutheran School	West Bend	Wisconsin
<b>South Wisconsin</b>	<b>St. John's Lutheran School</b>	<b>Portage</b>	<b>Wisconsin</b>
South Wisconsin	St. Paul's Lutheran School	Janesville	Wisconsin
South Wisconsin	Our Redeemer Lutheran School	Delavan	Wisconsin
Southeastern	Resurrection Lutheran School	Cary	North Carolina
Southeastern	St. Stephens Lutheran School	Hickory	North Carolina
Southeastern	Emmanuel Lutheran School	Asheville	North Carolina
Southeastern	Concordia Christian Day School	Conover	North Carolina
Southeastern	Little Lambs Preschool	Huntingtown	Maryland
<b>Southeastern</b>	<b>St. John's Lutheran School</b>	<b>Winston Salem</b>	<b>North Carolina</b>
Southern Illinois	Trinity Lutheran School	Red Bud	Illinois
Southern Illinois	St. Paul's Lutheran School	Troy	Illinois
Texas	St. Paul Lutheran School	Fort Worth	Texas
Texas	Christ Memorial Lutheran ECLC	Houston	Texas

- The vote was 12 in favor (with 0 opposed) of recommending these 35 schools be Accredited in Good Standing. One person informed Matt B. that she had to step away prior to the vote, so that is why there were only 12 votes cast.
- Voting to recommend the removal of provisional status and therefore move nine (9) schools to Accredited in Good Standing for the remainder of their cycle:

Good Shepherd, North Fort Meyers, FL  
 Shepherd of the Coast, Fort Lauderdale, FL  
 Faith Lutheran, Eustis, FL  
 Trinity Lutheran, Janesville, MN  
 Trinity Lutheran, Kalispell, MT  
 Trinity Lutheran, Wausau, WI  
 Grace, Sandy, UT  
 St. Paul's, Oconomowoc, WI  
 Zion, Menomonee Fall, WI

- The vote was 12 in favor (with 0 opposed) of recommending these 9 schools have their provisional status removed and be Accredited in Good Standing for the remainder of their cycle.

Joel closed the meeting in prayer.

Respectfully submitted by Matthew Schleicher (Secretary)