

“Building on a Firm Foundation”



Our Savior Lutheran School Strategic Plan

History: Meeting at Alvah Scott Elementary School in 1959, the founding members organized Our Savior Lutheran Church in 1961 and purchased AmFac, Inc., farmland portion abutting a creek. In 1963, we built the church sanctuary.

In 1970, recognizing the area's extensive growth with young families buying the newly built houses, Our Savior Church began a preschool and daycare. We opened our elementary division in 1973, and then built 3 temporary buildings. By 1977, we served Preschool – 8th grade students., and we had added a three-story, 10 classroom, concrete and block building; that year, we also reached our capacity enrollment of 70 preschool students and 255 K-8 students. In 1988, Our Savior Church and other founding members formed the Lutheran High School of Hawaii Association. We purchased property on Komo Mai Blvd., Aiea, but after years of research, we sold the property due to prohibitive costs.

Presently, OSLS has approximately 210 Preschool-8th grade students, with 12 full-time faculty, 12 part-time assistants, 1 full-time office manager, 1 full-time principal, 1 part-time bookkeeper, 1 Director of Christian Education, and 1 Pastor.

We maintain an outreach posture while keeping true to the Bible, God's Word. Our Savior is one of the largest Lutheran worshipping communities in the state; we have approximately 280 members. We average 210 in church attendance. The congregation has a large number of military families, which ensures we have many children, but the military presence keeps it transient. Our pastoral leadership serves the families by continuing a vibrant Sunday School, a high school youth group, and middle-school mid-week classes and activities, all of which are open to non-church members. Currently, our school has 28 congregational children attending our school, or 13% of our 210-student enrollment. (This compares to a 19% member-to-nonmember average district-wide.)

While our school serves our congregational members as a priority, we have enrolled people of other faiths, including the practicing non-Christian families, since our opening in 1970; we view these families as outreach opportunities.

Our ministry function and our staffing policy require we use the Lutheran Church-Missouri Synod's calling process. This calling process has our school board give a divine call to certified and synodically-rostered Lutheran-trained teachers to serve our church and school community. With a deepening Lutheran-certified teacher shortage, we often recruit other capable teachers whose qualifications, experience, attitudes, and philosophies maintain our level of quality. Our staff members need Christian commitment and quality characteristics to serve Our Savior Lutheran School.

Our community knows our school for its academic program and positive results reported by graduates' families. Our traditional structure, which cautiously considers the latest educational innovations and novelties, consistently focuses on individual achievement. Most of our graduates go Lutheran High School and other private schools. We do well, not because we're elitist, but because we teach students that they are blessings of God, they have received many blessings, and they should practice good stewardship of these blessings.

We have been blessed financially. When Our Savior Lutheran School began, the Lutheran Church-Missouri Synod's, California-Nevada-Hawaii District subsidized our mission congregation. The district mandated that our tuition and other revenues will cover the operating costs. For many years, our enrollment size and low salaries kept us financially solvent, and we built a good reserve. Through good stewardship, we're able to incrementally increase our salaries and provide more services and programs.

Parents are pleased with our quality and community-focus, while they recognize our low tuition rate in comparison to O'ahu independent schools. The annual SAT-10 standardized testing results place our students consistently in the national top quartile. Our teachers tutor our students and students from other schools. We have strong music, foreign language, and computer instruction in addition to our excellent academic preparation. We conduct many community service programs and faithfully assure children and families that they have the Lord caring for them.

We're a small school on a very dynamic campus; we pack in a lot of activities, programs, community, and growth for our families. We prepare our students for life, giving them purpose and joy for the everyday events that their futures hold. The Lord has blessed us, and we want to build upon these blessings.

Mission: "Promoting the Christian faith and life-long learning of the whole child in a changing world"

EXPECTED STUDENT LEARNING RESULTS

Expected Student Learning Results: An Our Savior Lutheran School graduate will:

Have Jesus!

Know Christ

- *Have a Personal Relationship with Jesus Christ secure in His Salvation.
- *Know God's Word.
- *Articulate the Law-Gospel distinction with words and deeds.
- *Consistently pray.
- *Know and Practice Christian Ethics in discussions and actions.
- *Trust God's authority.



Understand!

Comprehend Information

- *Decode words phonetically.
- *Use writing fundamentals.
- *Analyze written, oral, and kinesthetic works.
- *Know basic works of the arts and language arts.



Perform!

Solve problems

- *Successfully surmount challenges.
- *Make decisions and accept responsibility.
- *Make plans, follow-through, and evaluate using self-discipline.
- *Use resources.
- *Think critically, based upon having the necessary skills, knowledge, and attitudes.
- *Accept appropriate authority.
- *Accept God's proactive role and our appropriate responses.



Work Together!

Use Healthy Interpersonal Skills

- *Exercise control and balance, Emotionally, Spiritually, Physically, Academically, Socially.
- *Communicate well.
- *Use Foreign Language academically and culturally.
- *Know Diverse Cultures.
- *Practice respect, etiquette, and appropriate communication.
- *Know History and Social Studies facts and concepts.
- *Create and Articulate Emotion through Art, Music, and P.E.



Have Tools!

Use Skills and Technologies

- *Use Computers.
- *Use and relate Math and Science.
- *Use and relate Language Arts.
- *Use and relate Art.



Our Savior Strategic Plan



Strategic Goal 1: *Recognize God's Blessings.*

We know our best plans don't bear fruit unless the Lord blesses them. We will note our successes and blessings, and let the community know. Promote the value of Christian education, knowing Christ, and bearing fruit. (Marketing)

We will:

- Develop our website, communicating our current activities and successes.
- Track our graduates' progress and get their analyses of how Our Savior prepared them.
- Produce newsletters for alumni, church members, sponsors, current families, and the larger community.

Strategic Goal 2: *Teach Christ's Gospel.*

Ensure that we continually show that Christ loves all people. Enable all to work without fear of failure and thus to achieve great things. Teach well. (Curriculum/Program/Staffing)

We will:

- Continue evaluating our practices and look for improvements.
- Complete regular schoolwide self studies using the accreditation process.
- Install appropriate technology advancements, avoiding adopting harmful, wasteful, or useless technologies.
- Raise salaries and continue recruiting the best teachers.
- Nurture teachers and staff in the church's goals and objectives.
- Evaluate all improvements regarding our primary faith and mission foundations.

Strategic Goal 3: *Bear Fruit in the Spirit, practicing good stewardship.*

We will build or grow. We are actively raising funds and developing resources; so we can build physical resources enhancing and giving academic, moral, physical, and spiritual blessings to our families and neighbors. (Building Program) We will:

- Get Development expertise through designating a person for promoting donations and grants.
- Replace our "temporary" bungalow buildings. (For 4 years, we planned and permitted a 2-story building structure, but the building costs continued skyrocketing, and the plan became too expensive.) Subsequently, we contracted a new architect who drew up 2-story building plans. We are currently considering different bids.
- Develop responsible funding options: Seeking grants, managing current savings, and recruiting supporters.
- Continue building our Capital Improvement Funds, while ensuring tuition and tuition-assistance funds cover our operating costs.
- Create community support through events and community-service projects.
- Pursue alternative campus locations for expanding our enrollment and possibly adding high-school classes.

To join in supporting our efforts, contact us:

School Office: office@osls-hawaii.org (808) 488-0000 <http://osls-hawaii.org>

Church Office: office@oursaviorhawaii.com (808) 488-3654 <http://www.oursaviorhawaii.com>