



LA CROSSE AREA LUTHERAN CHURCHES

Genesis Study - Feasibility
December 15-16

LUTHERAN SCHOOL
CONSULTING SERVICE



ASSESSMENT VISIT DISCLAIMER

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The Genesis Study/LSCS consultant has utilized his best professional judgment in drawing the conclusions reported in this document. The Genesis Study/LSCS consultant is not to be held accountable for any injudicious or unauthorized use of this document.

The primary purposes of the assessment visit were to identify school opportunities and challenges and make helpful recommendations to guide school improvement. The observations, opinions, concerns, and recommendations made in this report are based on the application submitted by the school/congregation, the observations made by the consultant during the visit, and the information received from a variety of individuals and groups.

The recommendations in this report are not requirements. They reflect the best thinking of the consultant and are intended to be helpful. This report will be used effectively if it is used to assist improvement.

Ministry:

- Gift of Grace Lutheran Church, Holmen, WI
- Shepherd of the Hills Lutheran Church, Onalaska, WI
- Prince of Peace Lutheran Church West Salem, WI
- Faith Lutheran Church and Student Center La Crosse, WI

Assessment Dates:

- December 15-16, 2023

Consultant:

- Joel Landskroener

CONTENTS

1
EXECUTIVE SUMMARY

2
STUDY PROCESS

3
VISION STATEMENT

4
FOCUS GROUP AND SURVEYS

5
PRIMARY FINDINGS

6
CONCLUSION OF
FEASIBILITY

7
RECOMMENDATIONS



1 SECTION

EXECUTIVE SUMMARY

With the blessing of God, the purpose of this study is to provide Counsel's assessment of the feasibility of opening a Lutheran elementary school in La Crosse County, WI.

Primary Findings

- The primary support for enrolling a child in the proposed school is the desire for high-quality Lutheran, Christian, and Values-Based education and environment to counter the secular, low-performing public schools, excellent teaching, and a dynamic offering of curricular and co-curricular programs such as before and after-school programs and special education services (Consider Lutheran Special Education Ministries in Detroit, MI)
- All four congregations generally agree the best location for a school plant is in the Holmen area. Holmen appears to provide the highest current and future community / residential growth potential.
 - Faith Lutheran Church and Student Center, Prince of Peace Lutheran Church, and Shepherd of the Hills Lutheran Church are approaching school formation as a mission project.
 - Gift of Grace Lutheran Church - Holmen is approaching the project as local evangelism outreach. A location with easy access from neighboring communities in Trempeleau and Galesville would add additional potential.
 - Shepherd's Flock Preschool - Shepherd of the Hills Lutheran Church has operated for many years and is highly regarded. Families with children attending the Preschool continue to inquire about continuing educational opportunities.
- The La Crosse area has a culture of strong Christian (WELS and Catholic) schools. Many elementary schools are at or near capacity. All are located in the southern/central portion of La Crosse County, several miles south of the Holmen area.
- Gift of Grace Lutheran Church is in temporary space and desirous of relocation to a permanent and functional facility. They are open to considering the development of a new dual-use facility (school and church).

Primary Findings Continued

- In hiring the founding principal, attention should be paid to entrepreneurial candidates who are willing and able to engage with the community and raise money regularly and systematically.
- Concerns to be addressed:
 - A desire for excellent teaching and learning, a variety of co-curricular activities, and school safety and security are the primary enrollment concerns among parents interviewed.
 - The financial ability of parents to afford tuition and fees. A proposed tuition comparable to the \$4,380 for 2023-24 for St. Paul's Lutheran School in Onalaska, WI would need to be established at or near that figure. \$5,000 tuition was mentioned as the possible starting point by those interviewed. In any case, tuition will need to be high enough to meet the proposed financial models and adequate tuition assistance for all families. We recommend one tuition figure for all students with no automatic discounts like second-child discounts or limits on tuition based on family size.
 - It is unlikely that significant funding will be realized from the congregations. Association congregation members who attend the new school may likely receive an "Association Scholarship" to provide a tangible benefit for association families.
 - Securing a location where the school can be built or located.
 - There is a general lack of awareness that such a school is being planned (absence of a definite site).
 - Unknown school-related transportation alternatives.
 - Funding the school will include tuition/fees, association church support, and fundraising/third-source income.

School Alternatives

PRIVATE SCHOOL ALTERNATIVE SUMMARY

- Private school alternatives for the proposed elementary school include:
 - Immanuel Lutheran School (WELS) in La Crosse, WI with 80 students from pre-school through grade eight.
 - St. Paul's Lutheran School in Onalaska, WI (WELS) with 217 K – 8 students
 - Coulee Christian School in West Salem, WI with 175 students in Pre-K - 12 also offering K – 3 located at First Free Church in Onalaska in 2023.
 - First Lutheran Evangelical School (WELS) in La Crosse, WI with 133 students in grades pre-kindergarten through eight
 - Christ-St. John's Lutheran School (WELS) in West Salem, WI with 91 students in pre-kindergarten to grade eight
 - Mt Calvary-Grace Lutheran School (WELS) in La Crosse with 88 students pre-kindergarten through grade eight.
 - Faith Baptist School – La Crosse with 22 students in pre-kindergarten through grade 12
 - Luther High School – Onalaska. Owned and operated by 30 WELS congregations withing a 40 mile radius of La Crosse operating 13 grade schools

PUBLIC SCHOOL ALTERNATIVE SUMMARY

- Public school alternatives for the proposed elementary school include:
 - La Crosse Public Schools are declining in enrollment. An effort to consolidate high schools was defeated by voters in 2022. Recently, plans have been announced to close at least one elementary school for the 2024-25 school year.
 - Onalaska Public Schools
 - Holmen Public Schools include three elementary schools, one middle school, and a high school. Enrollment is stable. The average K-12 class size is estimated at 275 – 300 students. These schools are attractive and seem to be popular in the community
 - Galesville-Trempleleau-Ettrick (G-E-T) Public Schools

Conclusion of Feasibility Team

It is Counsel's opinion that the information developed to date supports further study of a proposed Lutheran school in La Crosse County.

The next steps in the study process should include:

- Formalization of a Strategic Plan and timetable for school development.
- A financial feasibility analysis including projected costs and income for the first five years.
- Securing a strategically located site.
 - An ideal location would include 5+ acres, easily accessible, highly visible, and adjacent to growing residential areas.
 - Clarification of alternatives related to the development of a new dual-use facility with Gift of Grace Lutheran Church, Holmen.
- Develop a plan for long-term, sustained fundraising.



SECTION 2

STUDY PROCESS

THE STUDY PROCESS

Documents Examined Included:

- Demographic Study provided by the South Wisconsin District, LCMS that included a 10 and 20-minute radius of a potential building site in Holmen, WI.
- The minutes of five Study Team meetings held in 2023 with the latest being October 17, 2023.
- Genesis Feasibility Study application form.
- Surveys were taken by various stakeholders including parents, students, teachers, school administrator, and the general community.
- Websites of all LCMS churches and other independent schools in La Crosse County, WI.
- A White Paper was prepared by the Steering Committee before the December 15-16 LCSC consultant's visit.

The Steering Committee provided Counsel with a tour of the community for the proposed school.

Interviews with focus groups were held with fifteen participants, including:

- Jim and Marilyn Magnuson, Local Project Coordinators
- Shepherd of the Hills
 - Pastor David Baumgarn,
- Gift of Grace
 - Pastor Tim Duesenberg, Cole and Anne Warner, Jeremy Schoonover
- Prince of Peace
 - Pastor Peter Adelsen, Barb Alsobrooks, Kurt Childs, Carrie Horstman
- Faith Luther Church
 - Pastor Jacob Eichers, Kim Eggerstedt, Eva Weston, Dr. John G. Jaeger.



3

S E C T I O N

VISION STATEMENT

The following white paper was drafted by Jim Magnuson with help from the Steering Committee:

BACKGROUND

The opening page of the South Wisconsin District website contains the following banner. It provides inspiration and direction for congregations to think and act boldly to advance the Gospel message.

“This is our time to be distinctly Lutheran, to plant new congregations and new schools, to honor Christ-centered vocations, to embrace our communities.”



Proverbs 22:6

Start children off on the way they should go, and even when they are old, they will not turn from it.



The history and heritage of the Lutheran Church Missouri Synod placed a strong emphasis on the establishment of Christian Schools. In *Gospel DNA – Five Markers of a Flourishing Church*, Michael Newman – President of the Texas District of LCMS writes:

“(LCMS) established a network of schools – elementary, high schools, colleges and seminaries – for the purpose of discipleship. These Lutheran Schools were not merely places for indoctrination of the preservation of the culture. They became centers of missionary training and sending...to this day, Lutheran schools are a treasure of discipleship – of promoting the truth. God has brought the world to LCMS classrooms – including many unchurched children, young people and adults. School classrooms are places where the love of Christ can be seen for the very first time, where the truth of the Gospel can embrace hearts that need hope, and where that calling to make Christ’s difference in a broken world and be heard and followed.”

In this spirit, Jim and Marilyn Magnuson, Carrie Cunningham and Pastor David Baumgarn met with South Wisconsin District LCMS executives Rev. Dr. Nathan Meador (Mission Executive) and Dr. Chris Cody (Education Executive) on June 28, 2022. The meeting was called at our request. Its purpose was to open a dialogue with SWD regarding:

THE VISION

- A Christian School is consistent with our Lord's command to us in Matthew 28. "Therefore, go and make disciples of all nations baptizing them in the name of the Father and of the Son and of the Holy Spirit and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age."
- A Christian school provides natural and ongoing outreach opportunities to meet and develop relationships with young families. These relationships will lead to opportunities introduce them to the Gospel message.
- This initiative would provide a positive and exciting point for members of all area congregations to rally around. What better way to leave a legacy than to positively affect the lives of area young people and to introduce and strengthen them with Christian faith and values?

THE K-12 EDUCATIONAL ENVIRONMENT

- Parents are concerned about the erosion of traditional values in K-12 education including the infiltration of "woke" culture, politics in the classroom, sexual / gender issues, lack of respect for teachers and other students, and declining student mastery of basic reading, writing, language, math and science skills. These trends accelerated during the pandemic leaving many students behind grade level.
- Reports show over 1.2 million K-12 students left public education for private, and home school in the US last year.
- The 2022 National Assessment of Educational Progress released in October 2022 shows that Catholic Schools (and we would expect - Lutheran schools as well) were a bright spot in an otherwise dismal report on student progress. "From the beginning of the pandemic, American Catholic schools have shown how community-focused, mission-driven leadership can benefit children. Today, if U.S Catholic schools were a state, their 1.6 million students would rank first in the nation across the NAEP reading and math tests for fourth and eighth graders." WSJ October 27, 2022
- National trends increasing school choice alternatives including private and religious schools are growing. Initiatives to expand school choice in Arizona, Arkansas, and Iowa are of particular note. The timely start of a local Christian school initiative would help us be fully prepared to take advantage of such a change should it occur in Wisconsin.

THE K-12 EDUCATIONAL ENVIRONMENT^(CONT)

- St. Paul Lutheran, Onalaska (WELS) K-8 school enrollment is reported to be full for the coming year. St. Paul has announced a school expansion project however we understand they have been challenged by high construction costs.
- Dr. Chris Cody confirmed that parochial school enrollment is “through the roof” nationwide.
- New and innovative educational and classroom models (ex. Micro School), including utilization of technology, allow for expanding the curriculum and reducing costs.

WHY HOLMEN:

- A study used by the Holmen Area Fire Department shows the total population of Holmen and Town of Holland will be 16,163 in 2022. This is up from 12,852 in 2011 or a 10-year increase of 25.7%. The Holmen / Holland population is expected to continue to grow reaching 17,105 by 2030.
- The La Crosse Area Family YMCA recently announced the receipt of a gift of six acres of land on the north edge of Holmen. When developed, the new YMCA would serve not only the Holmen Community but also Trempealeau and Galesville.
- The growth of the Holmen community has been on the radar of the South Wisconsin District of LCMS for some time. District executives have indicated in discussions over the past two years and re-confirmed at our most recent meeting, that SWD is interested in working with area LCMS churches in supporting both Ministry and Educational initiatives in this growing area.
- There are no other Christian school alternatives in the immediate Holmen / Holland area. In addition, Holmen improves opportunities to attract students from the Galesville and Trempealeau areas.
- Gift of Grace congregation in Holmen has recently affiliated with LCMS and provides a local connection to the community.
- Gift of Grace is currently in a leased facility and is looking for a more permanent solution to their space needs. This opens the potential for a shared church/school concept.

SHEPHERD OF THE HILLS ROLE AND IMPACT:

- The original founding documents of Shepherd of the Hills included the stated intention to open a K-8 school.
- Shepherd of the Hills has joined an association of LCMS congregations in Minnesota to support Hope High School-Winona. Several Shepherd of the Hills children are now attending Hope High School.
- Shepherd of the Hills offers scholarships to member families who attend a K-12 Christian school.
- Shepherd's Flock Pre-school has grown to 19 morning students. The preschool director has received several inquiries about continued Christian educational opportunities. A successful preschool has strong potential to be a feeder for a Christian school.
- Dr. Chris Cody toured the Shepherd of the Hills Campus and indicated the SOTH facility could accommodate a Christian elementary school function with minimal modifications.
- A project of this magnitude should ideally be a regional effort including the involvement of area LCMS congregations including Shepherd of the Hills - Onalaska, Prince of Peace - West Salem, Faith - La Crosse, and Gift of Grace - Holmen would be logical partners.
- Addressing Concerns: An understandable concern is the potential impact of this initiative on each of the four individual congregation partners. "If you think that sending leaders, starting new ministries, and planting multiplying churches depletes a local ministry, think again. New churches that multiplied and supported multiplication exhibited stronger growth than churches that did not focus on intentional multiplication. Intentional multiplication is good for the church. Church planting congregations know that planting leads to growth and vibrancy." - Newman

“When schools flourish, matters stand well, and the church is saved. Let them call us doctors and masters if they please, but youth is the seed and the fount of the church. Where would other doctors and masters come from after we are dead if there were no schools. We are compelled to have schools in the church. God preserves the church through schools.”

Martin Luther
On youth and education



SECTION 4

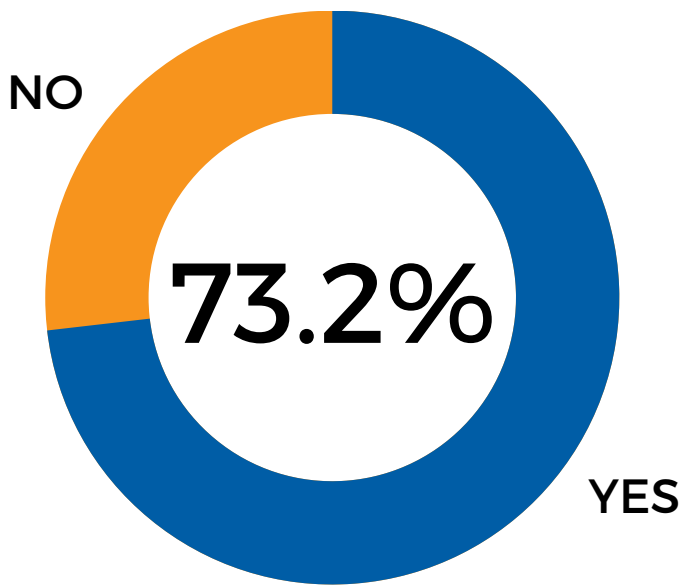
FOCUS GROUP AND SURVEYS

FOCUS GROUP INPUT

- The school will be uniquely Lutheran in the LCMS tradition.
- The school will attract and welcome non-Lutheran students from families who want their children in a school that upholds traditional values and provides an excellent academic education.
- The school should grow in stages, starting with a preschool or Kindergarten and then adding other grades. A dual-grade system K-1, 2-3, or similar would be appropriate.
- A location in Holmen is desirable as the northern part of the county is experiencing the greatest population growth compared to the City of La Crosse or Onalaska.
- Extra-curricular opportunities such as music, art and experiential learning could be important elements as the school grows.
- The new school's focus will be on training children and serving families with various programs designed to strengthen families.
- The school will be a principal mission of the member congregations.
- Locating a site and funding are recognized as the two biggest challenges in starting a school.
- Providing LCMS-trained faculty is a priority for hiring.
- Establishing a formal Association model that includes the four churches interviewed in this study as both a source of funding and a source for prayerful encouragement and strategic support is desired. Congregational funding would come from new commitments that are over and above normal stewardship giving.
- A desired purpose for the school is to be a mission to the unchurched families in La Crosse County with the hope of the congregations reaching out to them to invite them to minister to them as they are able.

COMMUNITY SURVEY DATA

DO YOU FEEL THERE IS A NEED FOR A LUTHERAN SCHOOL?



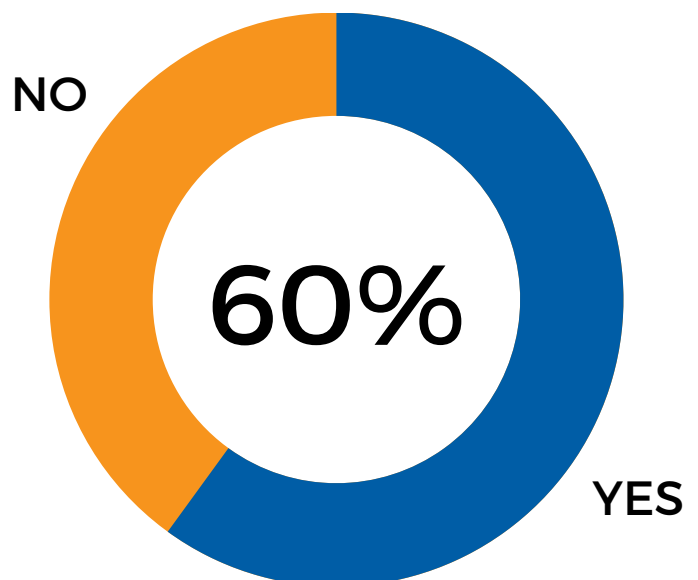
Notable Comments

- Public school curriculum is untenable
- There are already a lot of Christian schools in the area (Immanuel, 1st a Lutheran, St Paul's, Coulee Christian (2 locations) Aquinas, Luther, Blessed Sacrament) plus options in La Crescent.
- While there are a number of Christian schools in the La Crosse area, the Holmen area does not offer a non-public alternative. Holmen is a growing community with many young families.

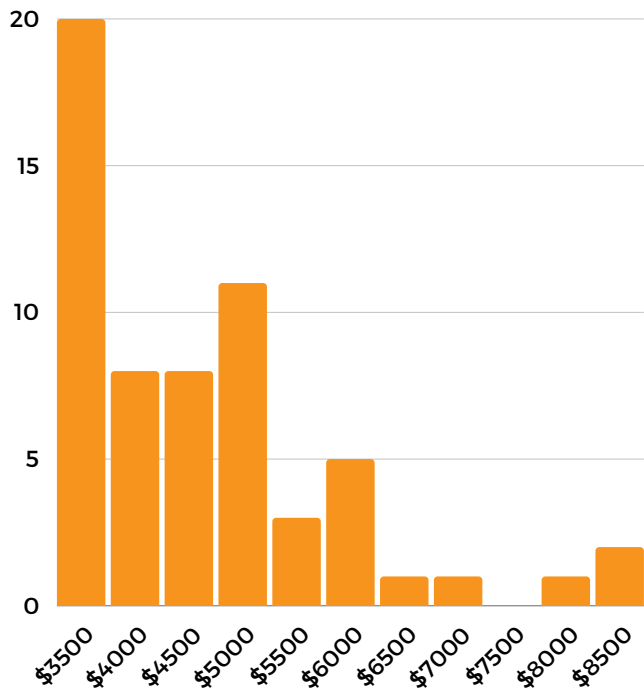
IF A LUTHERAN SCHOOL WERE ESTABLISHED IN YOUR COMMUNITY, WOULD YOU CONSIDER SENDING YOUR CHILD(REN) TO THE SCHOOL?

Notable Comments

- Maybe. Would depend on synod affiliation. I'm not interested in the WELS synod.
- We homeschool but would love if they had options for homeschoolers to attend certain classes.
- Possibly, but currently homeschooling and planning on continuing



WHAT WOULD BE THE HIGHEST TUITION LEVEL (PER SCHOOL YEAR) YOU WOULD CONSIDER PAYING TO SEND YOUR CHILD TO A LUTHERAN SCHOOL?



Notable Comments

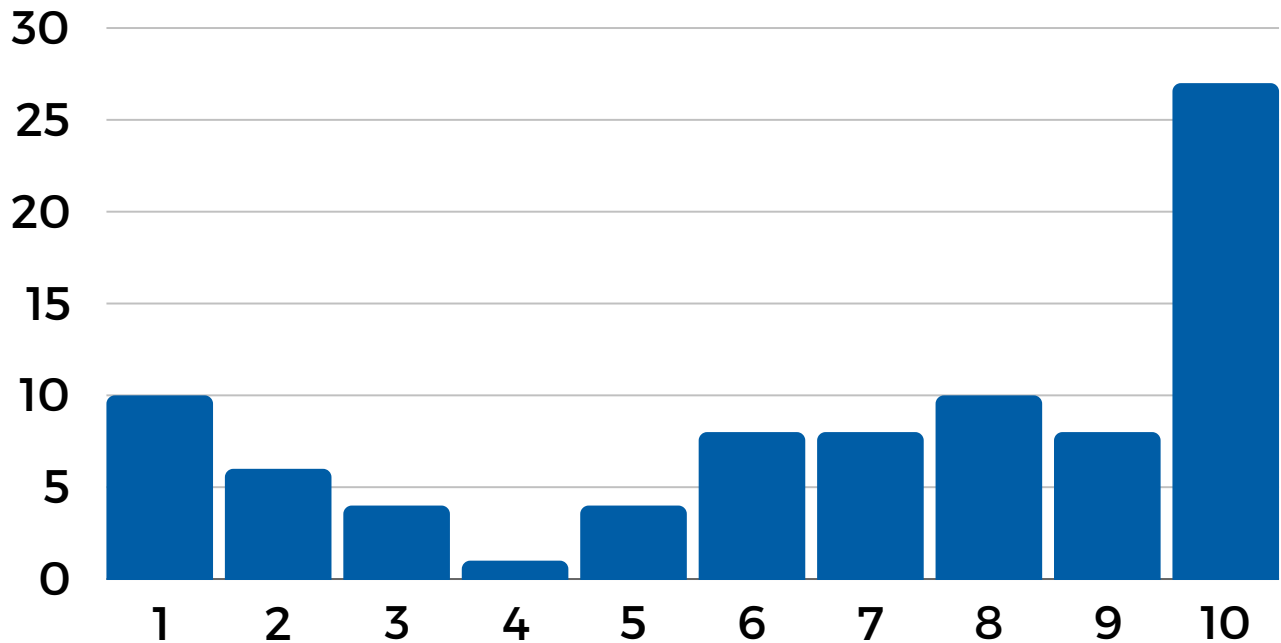
- I would be interested in donating to a student scholarship program, either designated to a particular student or my home church family member.
- I would hope they would be part of the voucher program
- \$8000 MAX per family - we have 3 kids - so that would be total for all 3



Whatever you do, work heartily, as for the Lord and not for men, knowing that from the Lord you will receive the inheritance as your reward. You are serving the Lord Christ.

- Colossians 3:23-24

ON A SCALE OF 1-10, WITH 1 BEING NOT AT ALL AND 10 BEING ABSOLUTELY, HOW LIKELY ARE YOU TO SUPPORT A LUTHERAN SCHOOL BEING ESTABLISHED IN LA CROSSE COUNTY?



Net Promoter = 3

Interpretation of graph

The above graph shows a net promoter score of 3. It is important to note that the net promoter score ranges between -100 to 100. A net promoter score above 0 is considered good.

$$\text{Net Promoter Score} = \% \text{ of Promoters} - \% \text{ of Detractors}$$

Commentary on Community Survey

The results from the community survey show promising support and interest from the community. A majority of the 84 survey participants indicated a need, interest, and value of an LCMS Lutheran school.

An LCMS elementary school presence would be a welcome addition to those and would support a group of families. As noted Holmen appears to be a valuable site with current demographic growth and movement from the southern area of La Crosse. A tuition range between 4500 and 5500 should be considered, although the number may be lowered through the Wisconsin Choice program.

The association must consider scholarshiping large families to encourage growth and support of the school. As a notable comment suggested \$8000 max for a family of 3. Pulling from home school families or offering services will also offer a source of viability.

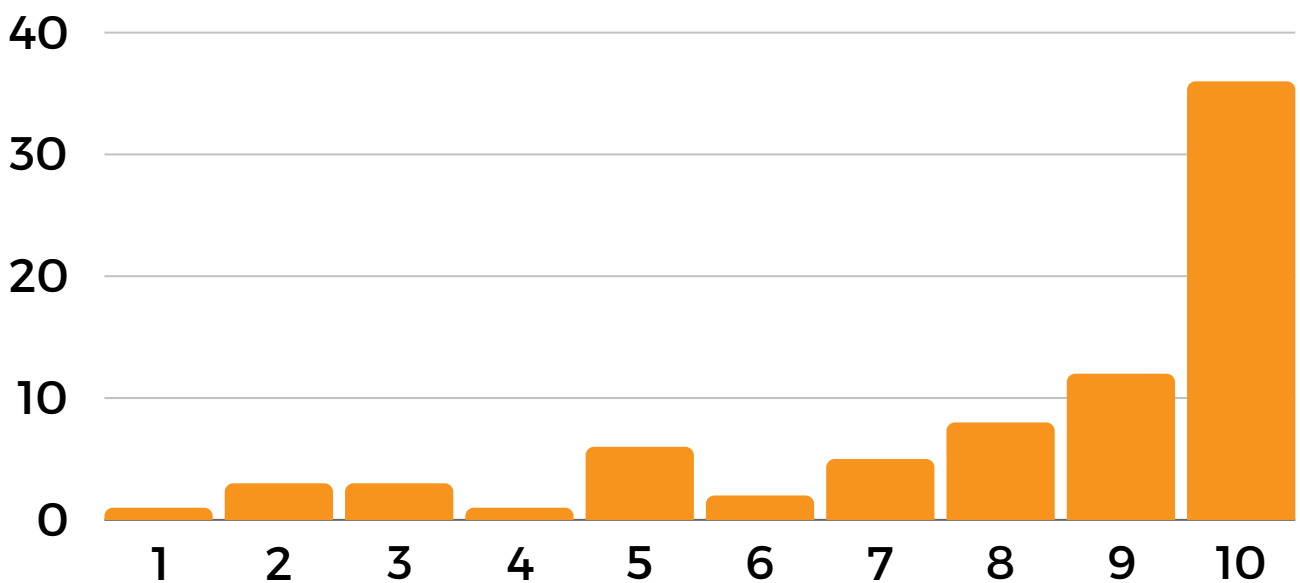
The net promoter score falls in the "Good" results at 3. Ideally for immediate success, we would like to see this number for 10 although competition with WELS and Catholic families may keep this number lower.

There were no concerns raised or noted in the responses to this survey.

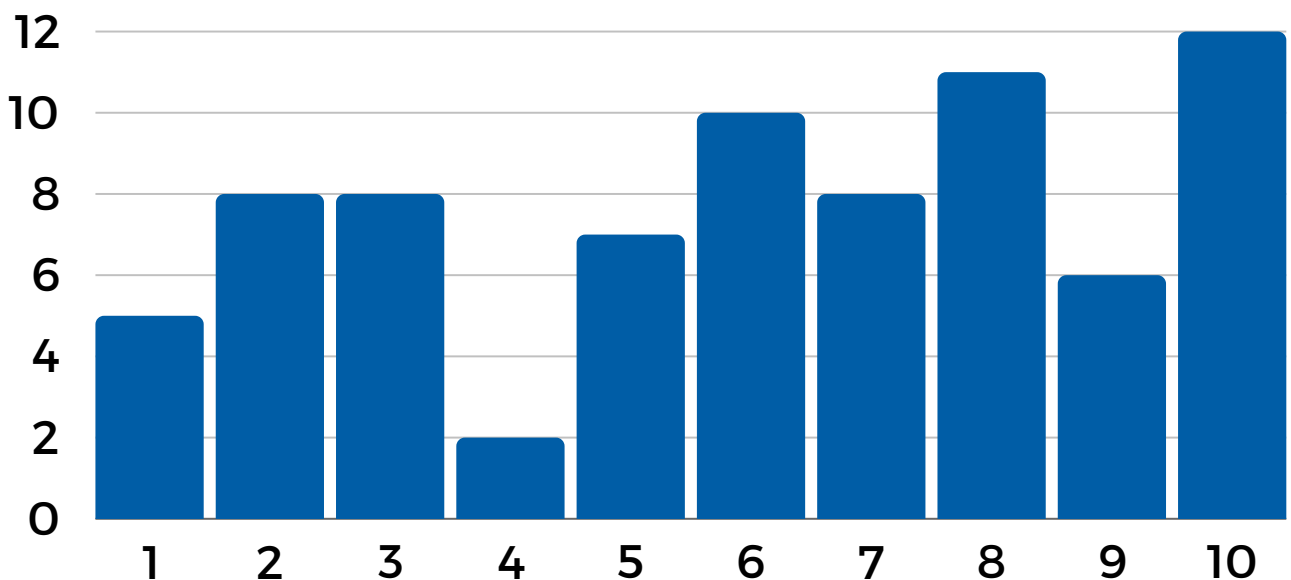
CONGREGATION SURVEY DATA: NOTABLE RESULTS

ON A SCALE OF 1-10 WITH 1 BEING NOT READY AT ALL AND 10 BEING ABSOLUTELY READY, RATE EACH OF THE FOLLOWING:

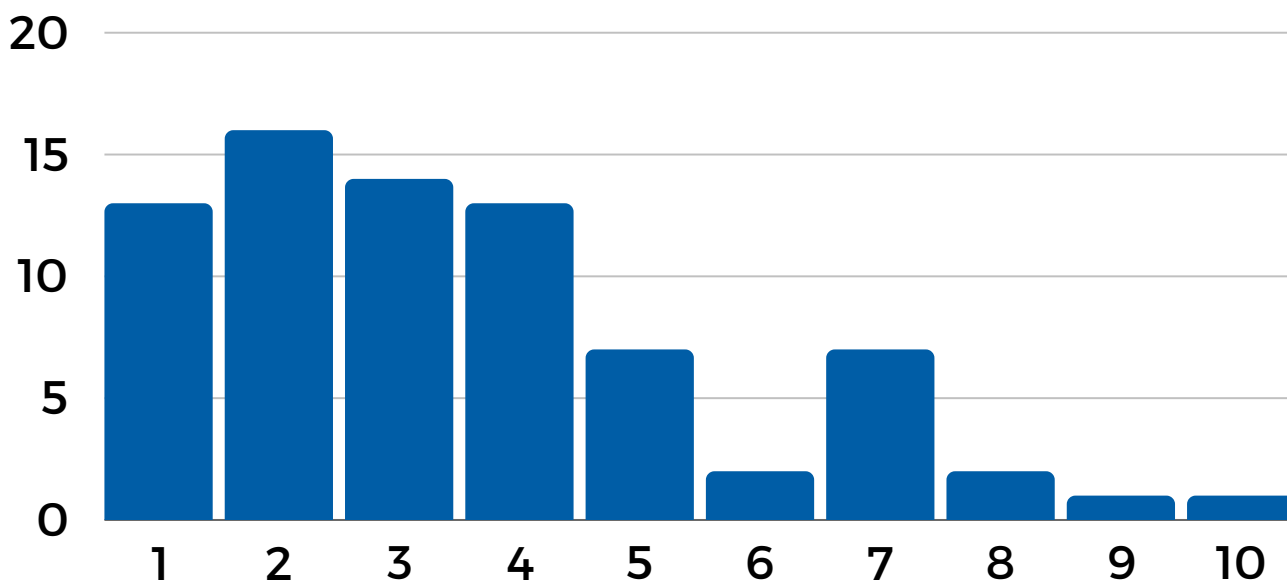
Commitment of Pastor to Lutheran Schools



Congregation's vision for outreach through a new school ministry



Availability of children in the Congregation



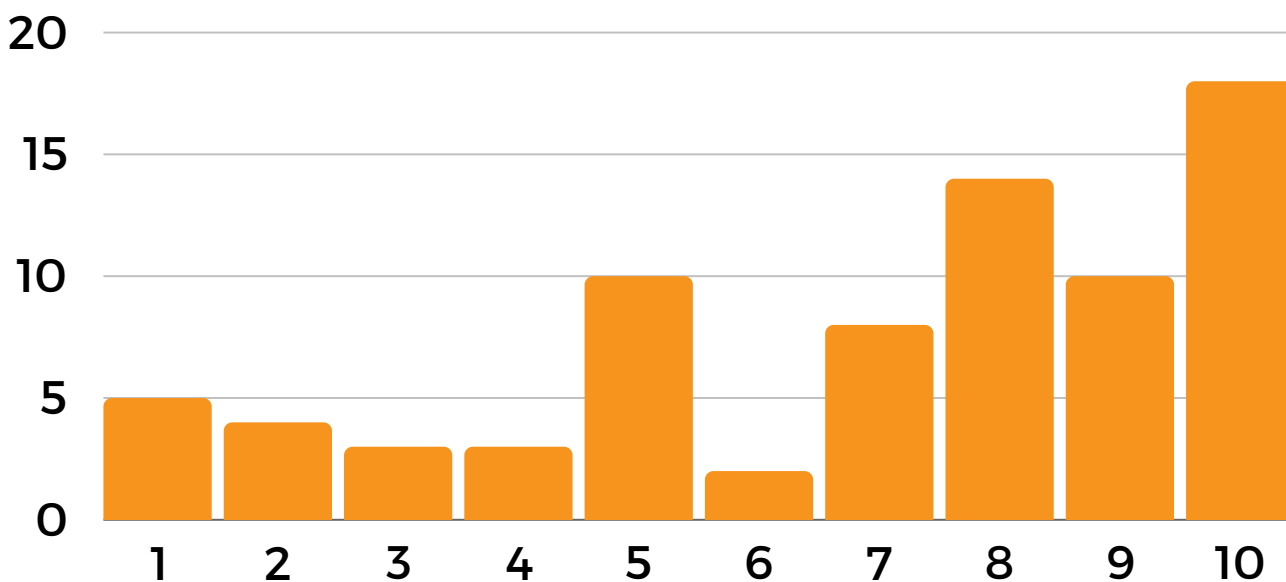
“

And he said to them, “Go into all the world and proclaim the gospel to the whole creation.

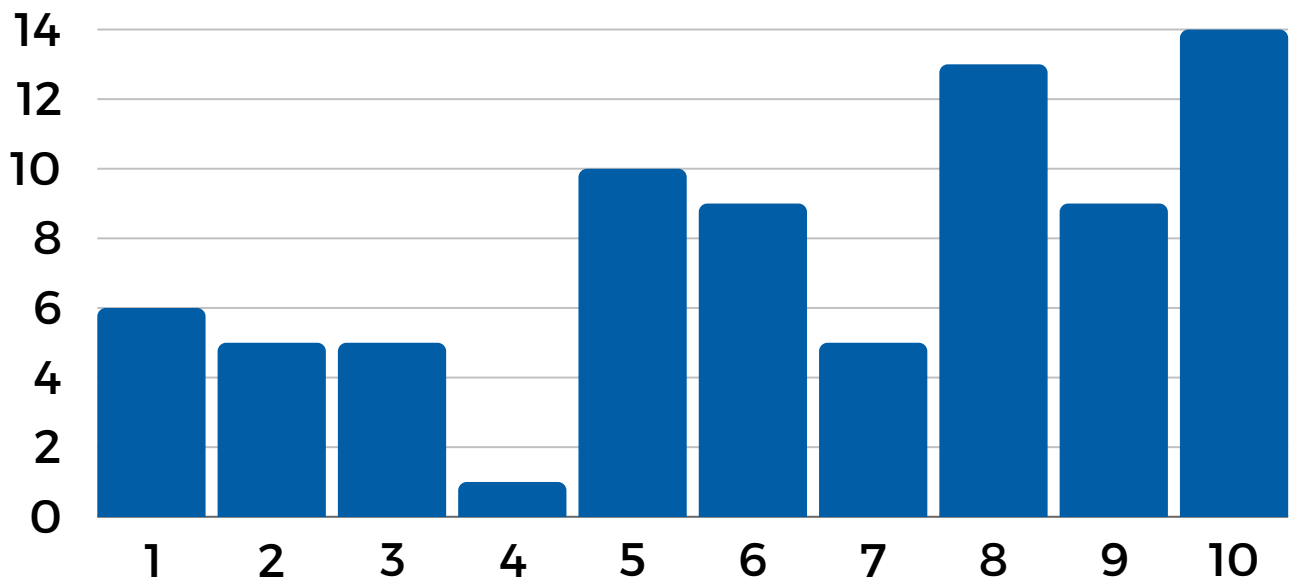
Mark 16:15

”

Availability of children in the Community



Overall potential for Lutheran school start-up



Notable Comments

- If we are TRUELY committed we can make this happen. This is a much-needed way to serve our community & and spread God's LOVE.
- Not enough kids in the congregations. Not enough giving to support it. Plenty of other Lutheran School options in the area already.
- Holmen is a growing community of young families looking for an alternative to public schools. Holmen is also near 2 other communities just north of LaCrosse County. Gift of Grace sees this as a wonderful mission opportunity for their congregation.
- Gift of Grace serves the Holmen community. The community demographic is primarily young families. We believe many of these families are open to alternatives to public school.
- Establishing a school is very expensive and maintaining it is very labor intensive. Not sure the 4 congregations can handle it on an ongoing basis.
- It would be tough to compete with strong wels schools already in place
- Start-up is easier than maintaining and committing to pay long-term salaries and benefits.
- I am at the end of life so it is up to younger people to carry this through.
- We are a small congregation with faithful givers. We haven't grown much over the years so all of our "doers" are close to being burnt out. Need the Spirit to light a fire in our hearts...

Commentary on Congregation Survey

The congregation survey shows a mix of support. Members see a need in the community, a potential value add to the community, and that children (in the Holmen area) are available. That said the congregations as a whole have mixed views of a Lutheran school as an outreach.

Understanding that the congregations have few children, this ministry can be seen as a community outreach to help strengthen the congregation and bring new families to Christ.

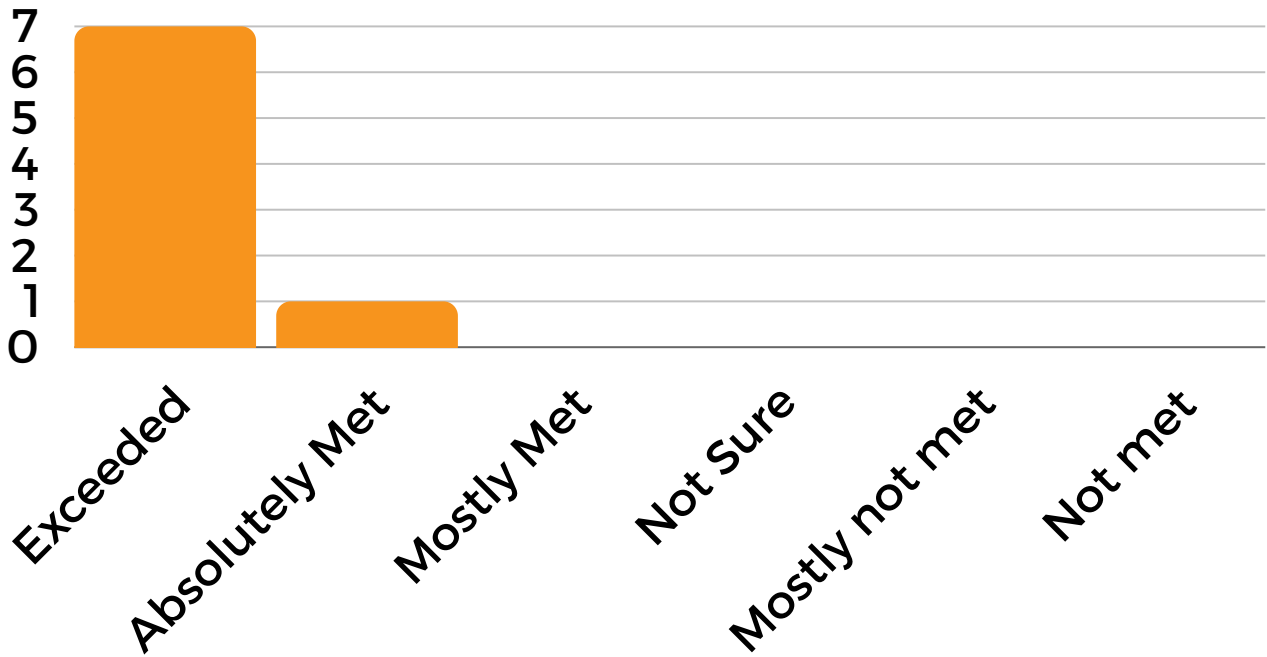
Financial viability from the congregation only does not appear to be there. Comments indicate that a of “doers” are beginning to feel burned out. As noted a school is a tough process to start and maintain, congregation support and view as a ministry is highly necessary.

Although those items are a cause for concern, the overall understanding that pastors are committed to Lutheran schools is a critical point for potential sustainability. A congregation that sees the pastor leading the charge as a ministry outreach will have far greater influence internally than any other initiative.

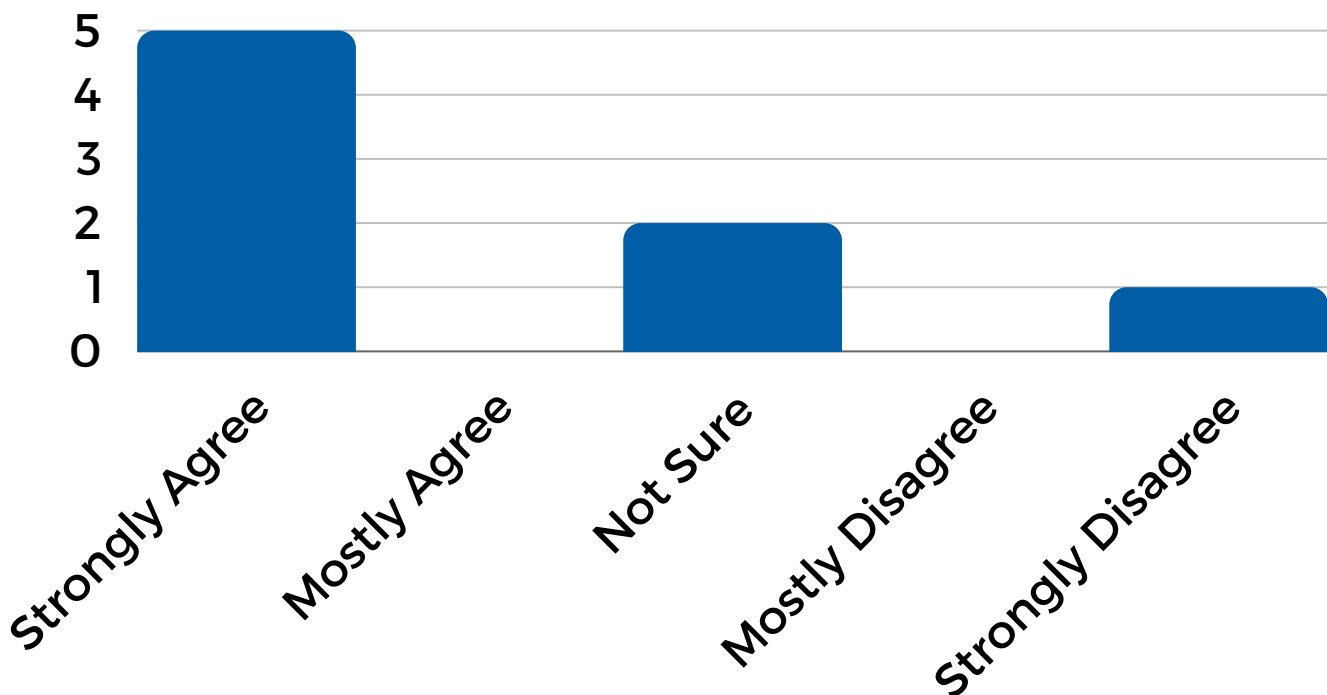
SCHOOL PARENT SURVEY DATA

Note that only 8 parents responded to the Parent Climate Survey

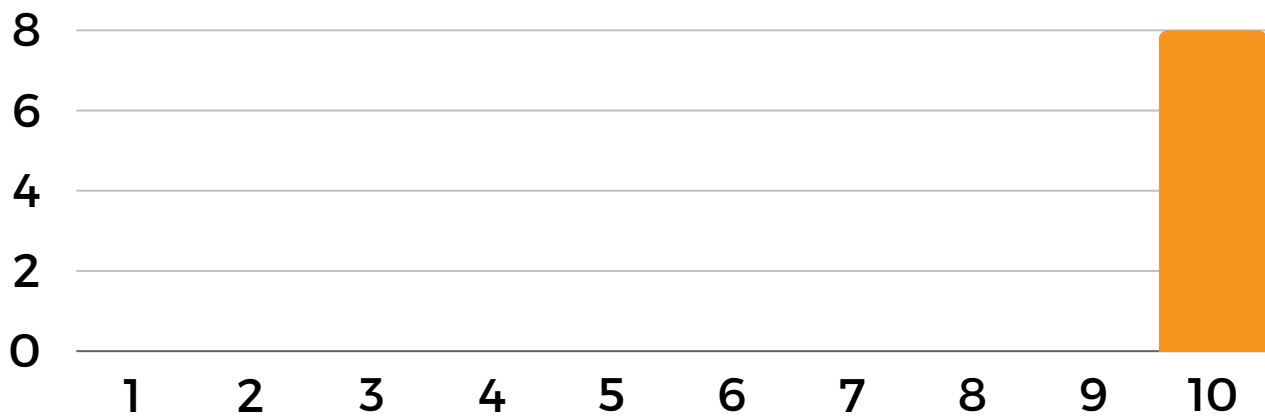
Do you feel your initial expectations have been met?



I feel a part of the Lutheran School community.



On a scale of 1-10 with 1 being not recommend at all and 10 being absolutely recommend, please rate your overall likelihood to recommend the school to other families.



Commentary on Congregation Survey

As noted only 8 responses were received for this survey.

Parents believe the school is meeting expectations and would encourage others to send their children. This group is a good starting point for any potential school start. They appear to be a hardy core of potential parents.

Any potential school will be seen as a mission outreach to the non-Lutheran community. Connecting those unchurched parents to make them feel accepted and welcomed to the church will be critical to church and school growth.

SCHOOL STAFF SURVEY DATA

Only 3 responses were submitted to the teacher survey.

Nothing of concern was noted in the survey and teachers have a strong appreciation for their Director and Board. They care about the school and believe facilities are adequate.

The only real comment of note was that the church is open to the public which causes a slight security concern while students utilize some of the public space in the church.

Full survey results can be found in the appendix.



5

S E C T I O N

PRIMARY FINDINGS

PRIMARY FINDINGS REGARDING THE DEVELOPMENT OF A NEW LUTHERAN SCHOOL IN LA CROSSE COUNTY INCLUDE:

- The desire is clear for an intentionally Christ-centered, academically rich, elementary school with traditional values.
- Funding for the Lutheran school will be a significant need.
 - Tuition, even at \$5,000, will be a challenge for families of school students as they are not used to paying tuition.
 - Provisions of the Wisconsin School voucher program are unknown. It is unlikely that any near-term aggressive changes favoring expanded school choice will be approved in Wisconsin.
 - Gathering third-source funding through fundraising will be a challenge without trained staff, especially since many of those who are likely to fund the new school currently financially support their home congregation.
 - School leadership will need to possess an entrepreneurial spirit in addition to traditional school leadership skills dealing with management, curriculum, and programming.
- A known location for the schools will help in growing community support and funding opportunities.
- The steering committee should investigate other school models including the micro-school concept, South Wisconsin District's Neighborhood Schools project, and the use of online resources available from various LCMS-affiliated providers.

ADVANTAGES TO STARTING A LUTHERAN SCHOOL:

- A motivated and highly skilled Steering Committee is in place. Many members have teaching and/or administrative experience in public and parochial schools
- There appears to be available land for a campus.
- Private school competition is concentrated in the southern part of La Crosse County with no Lutheran/Christian elementary schools available in the northern part of the county.
- A population large enough to ensure sustainability for another independent school.
- A steadily growing population supported by a somewhat diverse economy.

“ For I know the plans I have for you, declares the Lord, plans for welfare and not for evil, to give you a future and a hope. ”

Jeremiah 29:11

DISADVANTAGES TO STARTING A LUTHERAN SCHOOL:

- Robust independent, Christian schools already exist, and differentiating the new school from them will be a challenge.
- The founding congregations do not have a large number of young families with early elementary-age children.
- The population of elementary school-age students is proposed to slightly decline in the next five years to less than 1%.
- A dearth of trained professional Lutheran school leaders to lead the initiative.



6

S E C T I O N

CONCLUSION OF FEASIBILITY

CONCLUSION OF FEASIBILITY

The desire, logic, and energy to found and operate a Lutheran school in La Crosse County is clear and needs to be prayerfully pursued. The Steering Committee is composed of diverse, talented, and faithful individuals and should continue to meet and plan for the future founding of a school. The biggest challenge, and opportunity, will be to find a suitable, attractive, and affordable location for the school and establish a funding model that is both realistic and sustainable for the school's immediate and future needs.

As you consider the model for establishing a Lutheran school in La Crosse County, it is prudent to enlist the talents, experience, and resources of the Wisconsin South District of the LCMS, LCMS Schools, and the Lutheran Church Extension Fund. These organizations provide excellent resources in establishing schools, building and funding campuses, developing curriculum, creating sustainable funding solutions, and maintaining our unique Lutheran approach to ministry and schools.

A start-up Lutheran elementary school with grades pre-K-8 should be able to maintain an enrollment of around eighty students in La Crosse County. Double-graded classrooms in grades 1-8 will be prudent in the early years. The positive effect of multiple-grade classroom learning is well documented. This number, though, will take several years to obtain. Until that time, wise financial, educational, and spiritual guidance is essential. We encourage you to continue the process of moving forward to establish, staff, and open your Lutheran school.



7

S E C T I O N

RECOMMENDATIONS

RECOMMENDATIONS OF LSCS CONSULTANT



And the LORD will guide you continually and satisfy your desire in scorched places and make your bones strong; and you shall be like a watered garden, like a spring of water, whose waters do not fail.



Isaiah 58:11

Surround with Prayer

Surround the next steps of school planning with prayer. No obstacle is too great for God, and you are His voice, hands, and feet on earth!

Leadership is Key

The “right” leader is needed. Providing the right leader (founding Principal) for the school is the most important decision to be made. Initial needs are for the leader to develop relationships with school, church, and community leaders.

Plan for Success

Place an emphasis on proper planning. Develop a strategic plan of action that focuses all effort on the vision. Provide a business plan that fully supports the strategic plan with realistic cost projections and realistic revenue projections. Fundamentally the business plan must demonstrate that the proposed school can open and be sustained based on realistic estimates of enrollment, tuition revenue with discounts considered, congregational support, and donor support. Without significant funding in addition to tuition and fees, whether from congregations or from long-term donors of major gifts, a tuition of around \$5,000 should be considered. Use findings of this study to improve vision statements and to support strategic and business planning. Consider consultation services for these essential aspects of school planning.

Get the Word Out

Prepare an aggressive marketing plan for the proposed program. Include an emphasis on public relations in addition to paid promotion. Fully develop a school website, events, and print materials to reflect the vision. Begin by sharing the results of this study with key constituencies such as members of Faith, Prince of Peace, Shepherd of the Hills, and Gift of Grace Lutheran Churches, area pastors of all denominations, community leaders especially those who have shown interest in this project, and parents with children attending Lutheran pre-schools at local Lutheran congregations. Consider consultation services for this essential aspect of school planning.

Learn From Others

Visit and examine recent Lutheran school starts to learn and more, remembering that all education is local and what may work in one location may not be appropriate at yours. Identify what should be emulated and what should be avoided.

Select the Governance Model

Provide congregations the opportunity to become founders of a new Lutheran school by forming an association of congregations to support the school. Be prepared to form an “autonomous” Lutheran school if there is insufficient interest in the formation of that association.

Next Steps

- Share the results of this study with key constituencies. Be sure to ask them, “What do you think?”
- Decide whether to proceed with detailed planning.
- Prepare a detailed Strategic Plan, Business Plan, and Marketing Plan.
- Decided whether to implement the plans and open the school.

IMPLEMENTING THE RECOMMENDATIONS

School planting is an ongoing process, and a school must maintain a quality Christian education program. The LSCS recommendations are intended to provide action plans that will direct the school to develop improvement. The LSCS consultant encourages the school to develop and implement action plans to address the issues highlighted in the assessment report.

We recommend that you:

- Pray for God's guidance and direction as you seek to develop and implement the school planting recommendations.
- Distribute the report to all constituents (pastors, other congregation leaders, and community leaders). While the entire report need not be duplicated in its entirety, sections of the report may be communicated to the respective groups.
- Read and become familiar with the assessment report.
- Commit to assisting in implementing the recommendations of the assessment report.

FINAL THOUGHTS

I was thoroughly impressed with the love that the school supporters have for the possibility of a new LCMS elementary school in La Crosse County. You are blessed with outstanding leadership, a strong interest from the supporting congregations, and an intentional dedication to Lutheran identity. The Steering Committee, Pastors, and Congregational Members were generous in their time, and it was a joy to speak with each group.

The Lutheran school and churches in La Crosse County have a tremendous opportunity to share Jesus with young people in creative and intentional ways. You have been blessed with wise and resolute leaders who will enable you to pursue your goals in a way that honors the Lord and achieves the desire to offer Lutheran education opportunities in your community.

In His Service and Yours,
Consultant Joel Landskroener
(952) - 913 - 0909
joel.landskroener@mayerlutheran.org



This report was prepared by a contracted consultant for Lutheran School Consulting Service, a mission of The Lutheran Church—Missouri Synod. Recommendations and commentary expressed are solely those of the consultant.

To learn more about services offered by LCMS School Ministry please visit www.luthed.org

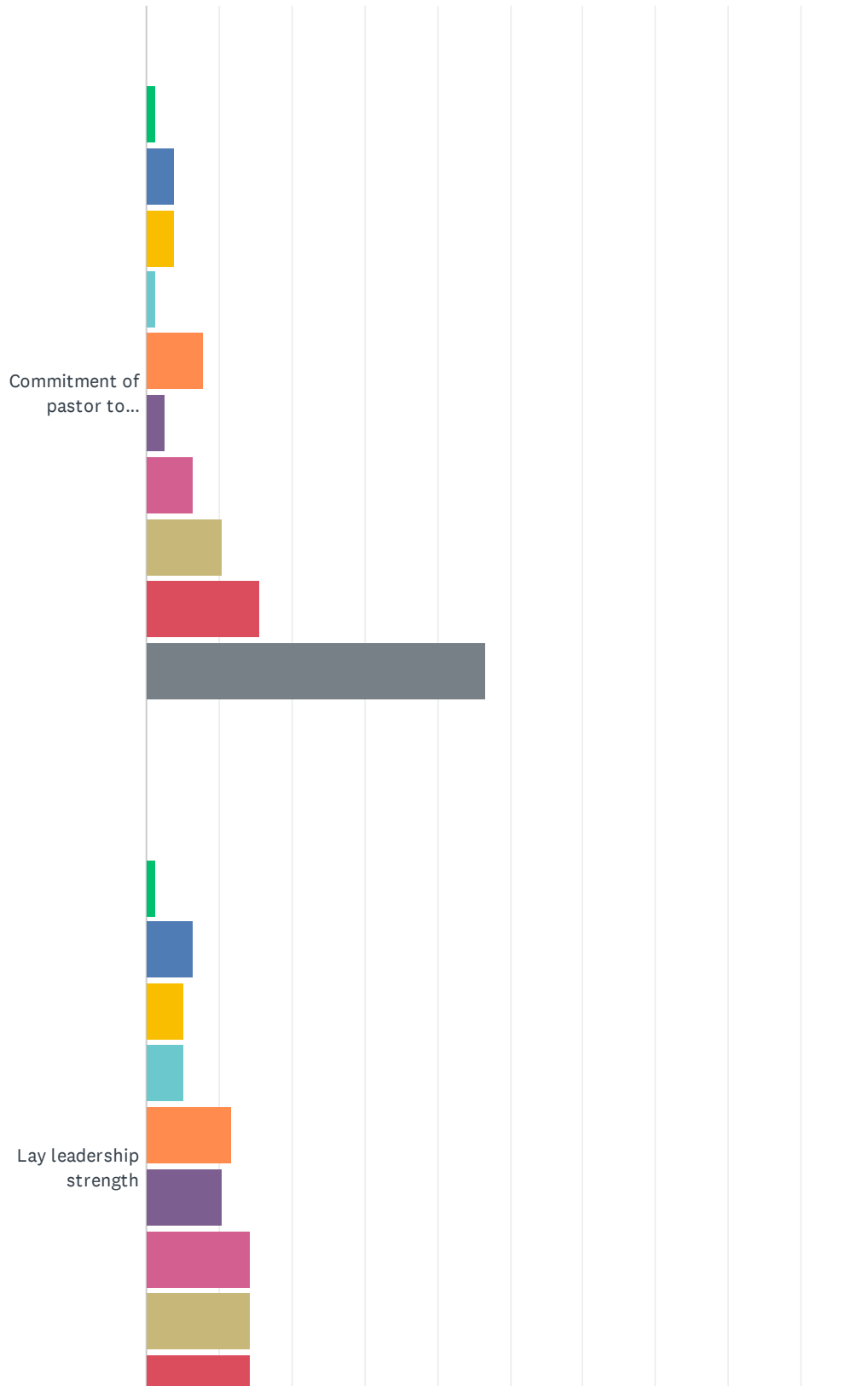




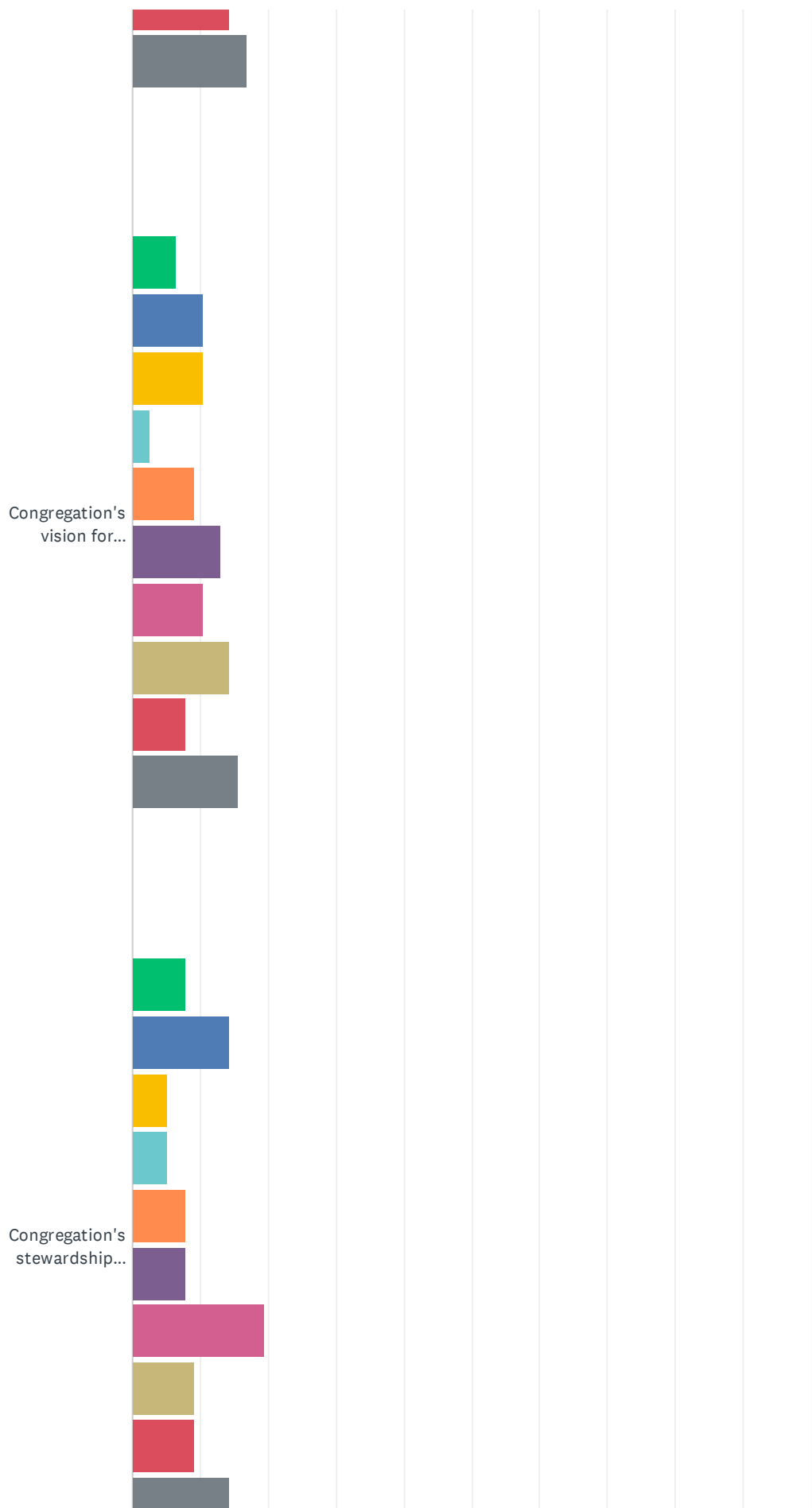
APPENDIX

Q1 On a scale of 1-10 with 1 being not ready at all and 10 being absolutely ready, rate each of the following:

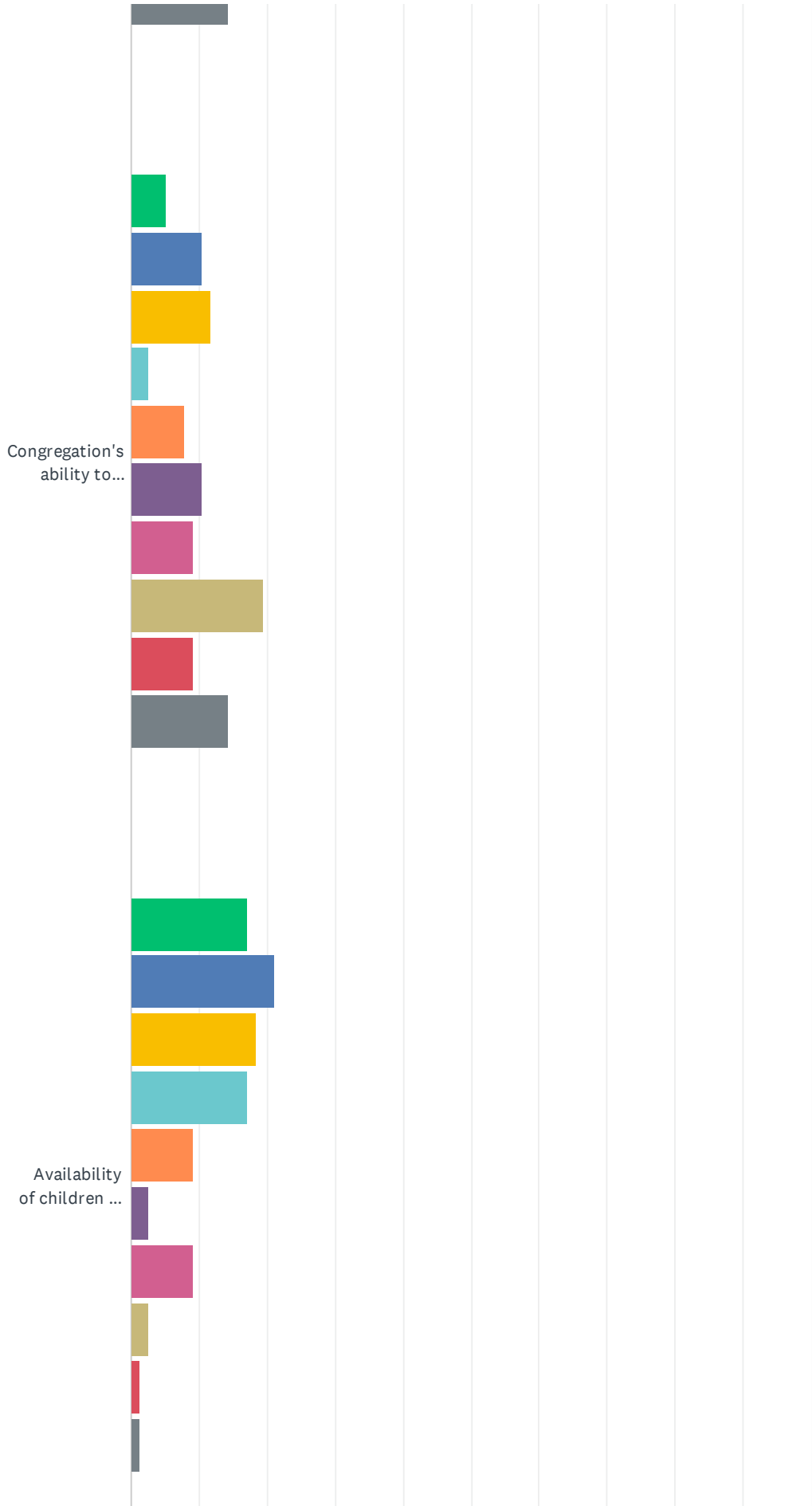
Answered: 77 Skipped: 0



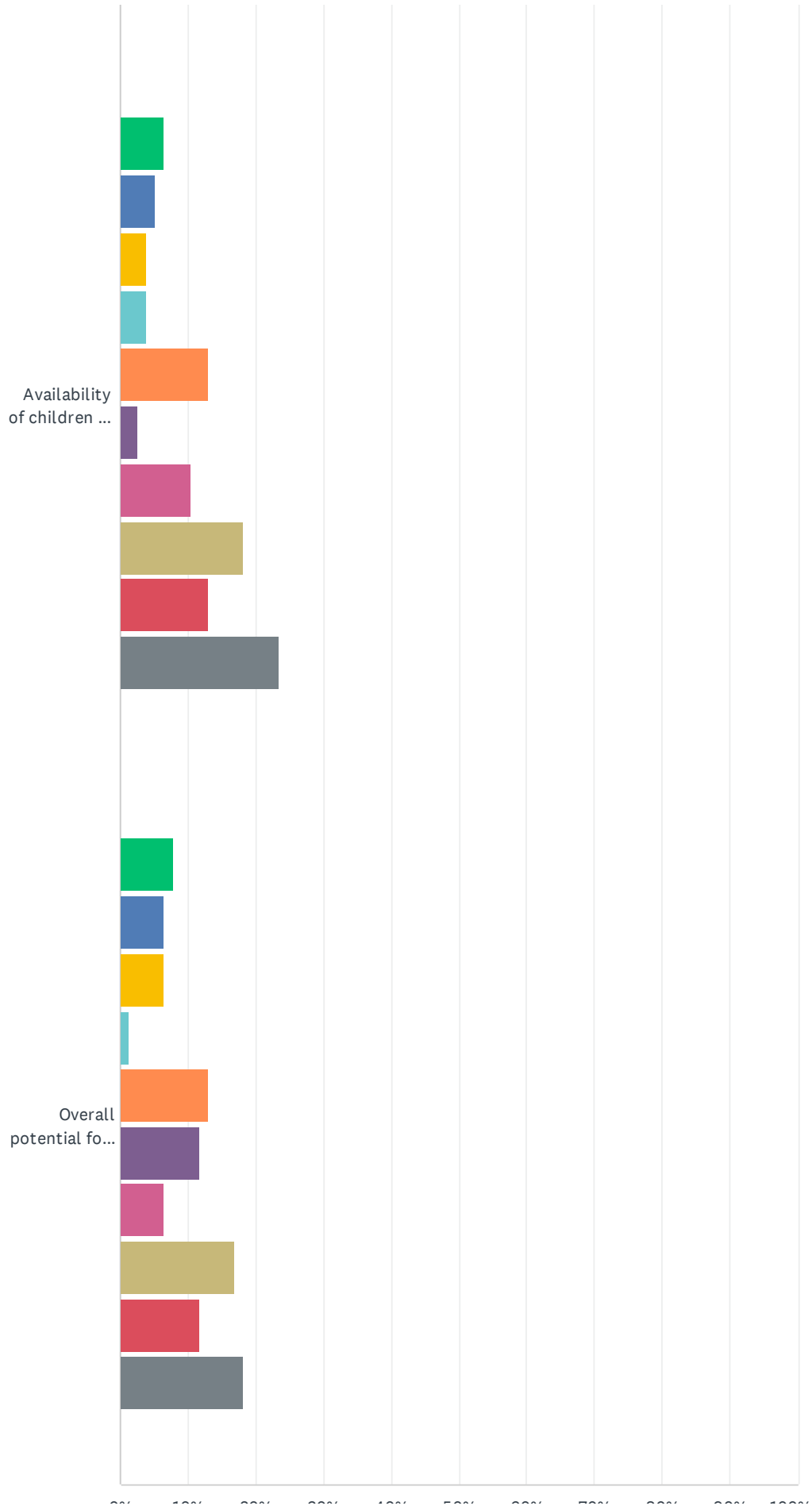
La Crosse County and Surrounding Area: Genesis Congregation Assessment



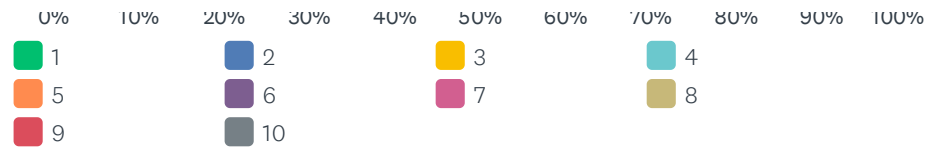
La Crosse County and Surrounding Area: Genesis Congregation Assessment



La Crosse County and Surrounding Area: Genesis Congregation Assessment



La Crosse County and Surrounding Area: Genesis Congregation Assessment



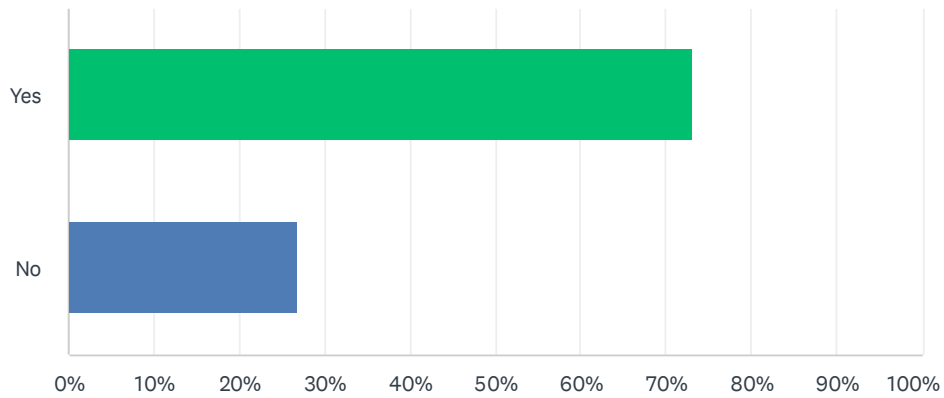
	1	2	3	4	5	6	7	8	9	10	TOTAL
Commitment of pastor to Lutheran schools	1.30% 1	3.90% 3	3.90% 3	1.30% 1	7.79% 6	2.60% 2	6.49% 5	10.39% 8	15.58% 12	46.75% 36	77
Lay leadership strength	1.30% 1	6.49% 5	5.19% 4	5.19% 4	11.69% 9	10.39% 8	14.29% 11	14.29% 11	14.29% 11	16.88% 13	77
Congregation's vision for outreach through a new school ministry	6.49% 5	10.39% 8	10.39% 8	2.60% 2	9.09% 7	12.99% 10	10.39% 8	14.29% 11	7.79% 6	15.58% 12	77
Congregation's stewardship capability	7.79% 6	14.29% 11	5.19% 4	5.19% 4	7.79% 6	7.79% 6	19.48% 15	9.09% 7	9.09% 7	14.29% 11	77
Congregation's ability to follow through on new undertakings	5.19% 4	10.39% 8	11.69% 9	2.60% 2	7.79% 6	10.39% 8	9.09% 7	19.48% 15	9.09% 7	14.29% 11	77
Availability of children in the Congregation	17.11% 13	21.05% 16	18.42% 14	17.11% 13	9.21% 7	2.63% 2	9.21% 7	2.63% 2	1.32% 1	1.32% 1	76
Availability of children in the community	6.49% 5	5.19% 4	3.90% 3	3.90% 3	12.99% 10	2.60% 2	10.39% 8	18.18% 14	12.99% 10	23.38% 18	77
Overall potential for Lutheran school start-up	7.79% 6	6.49% 5	6.49% 5	1.30% 1	12.99% 10	11.69% 9	6.49% 5	16.88% 13	11.69% 9	18.18% 14	77

Q2 Which congregation do you attend?

Answered: 71 Skipped: 6

Q1 Do you feel there is a need for a Lutheran school in this community?

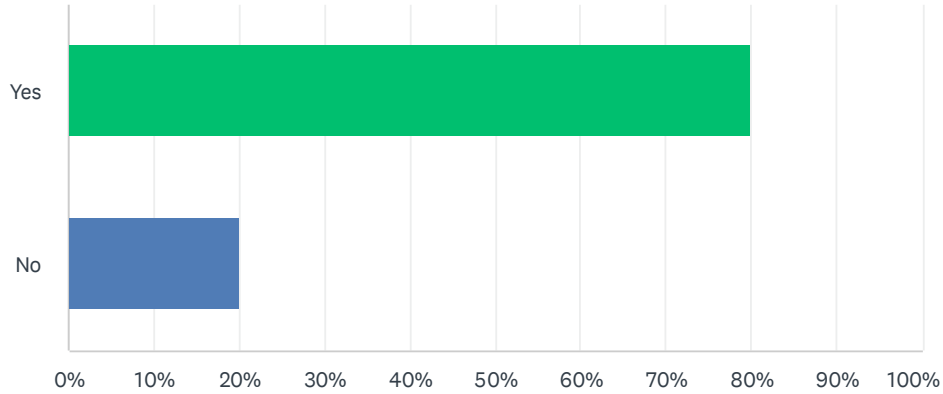
Answered: 82 Skipped: 4



ANSWER CHOICES	RESPONSES	
Yes	73.17%	60
No	26.83%	22
TOTAL		82

Q2 Do you believe the members of this community generally would support the idea of a Lutheran school in La Crosse County?

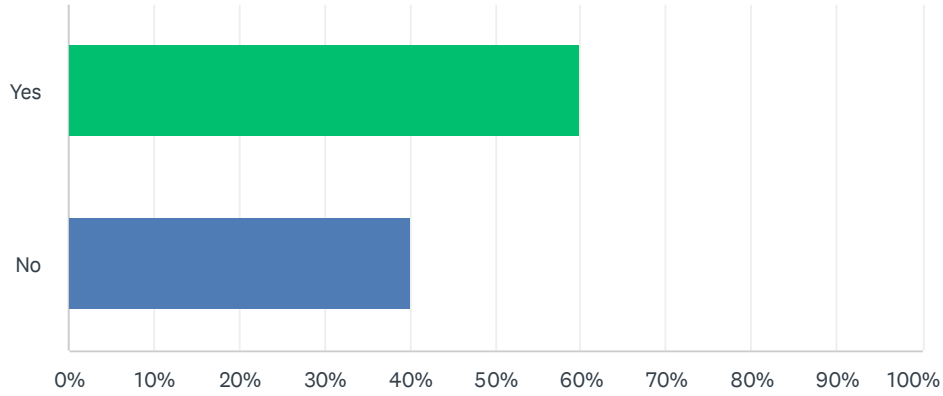
Answered: 75 Skipped: 11



ANSWER CHOICES	RESPONSES	
Yes	80.00%	60
No	20.00%	15
TOTAL		75

Q3 If a Lutheran school were established in your community, would you consider sending your child(ren) to the school?

Answered: 70 Skipped: 16



ANSWER CHOICES	RESPONSES	
Yes	60.00%	42
No	40.00%	28
TOTAL		70

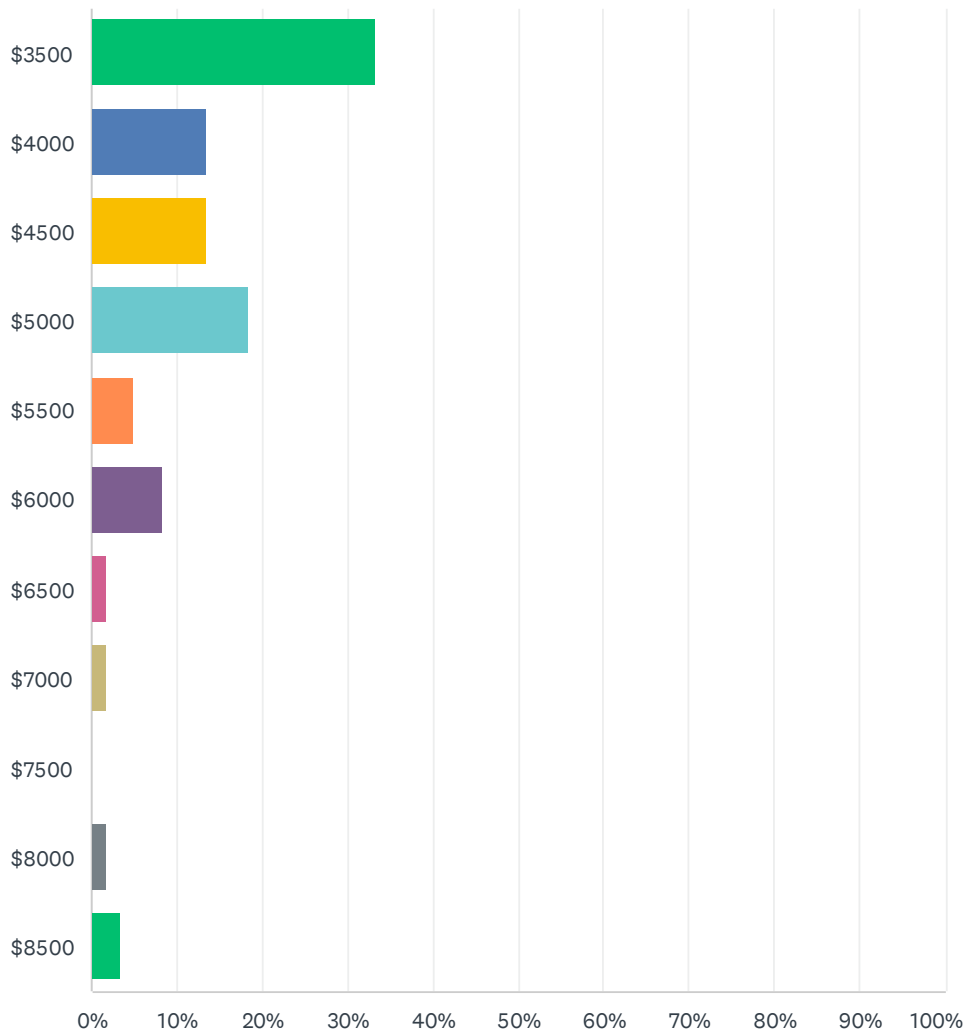
Q4 What would your expectations of the Lutheran school be in regard to:

Answered: 66 Skipped: 20

ANSWER CHOICES	RESPONSES	
Facilities:	78.79%	52
Curriculum and Programs:	84.85%	56
Extra-Curricular Programs:	77.27%	51
Technology:	77.27%	51
Culture and Environment:	77.27%	51
Other:	31.82%	21

Q5 What would be the highest tuition level (per school year) you would consider paying to send your child to a Lutheran school?

Answered: 60 Skipped: 26

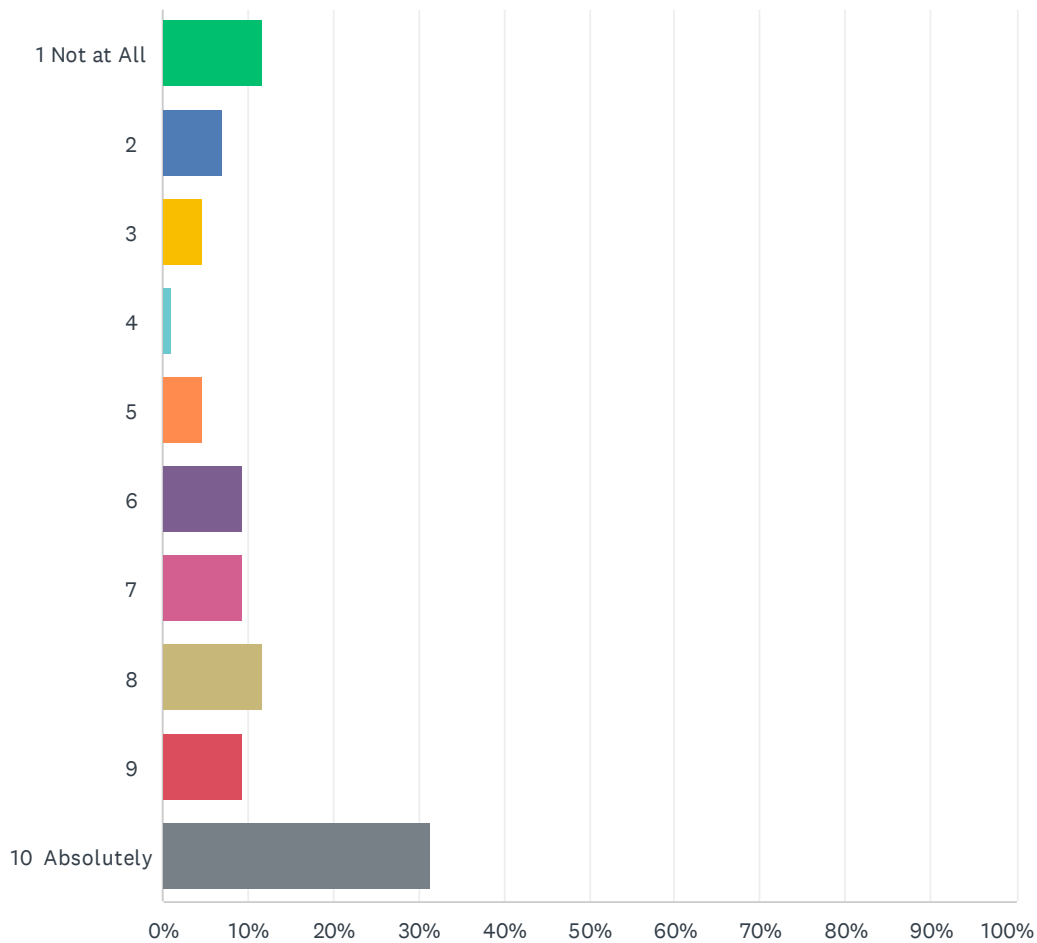


La Crosse County and Surrounding Area: Genesis Community Survey

ANSWER CHOICES	RESPONSES	
\$3500	33.33%	20
\$4000	13.33%	8
\$4500	13.33%	8
\$5000	18.33%	11
\$5500	5.00%	3
\$6000	8.33%	5
\$6500	1.67%	1
\$7000	1.67%	1
\$7500	0.00%	0
\$8000	1.67%	1
\$8500	3.33%	2
TOTAL		60

Q6 On a scale of 1-10, with 1 being Not at All and 10 being Absolutely, how likely are you to support a Lutheran school being established in La Crosse County?

Answered: 86 Skipped: 0



La Crosse County and Surrounding Area: Genesis Community Survey

ANSWER CHOICES	RESPONSES	
1 Not at All	11.63%	10
2	6.98%	6
3	4.65%	4
4	1.16%	1
5	4.65%	4
6	9.30%	8
7	9.30%	8
8	11.63%	10
9	9.30%	8
10 Absolutely	31.40%	27
TOTAL	86	

Q7 What is your zip code?

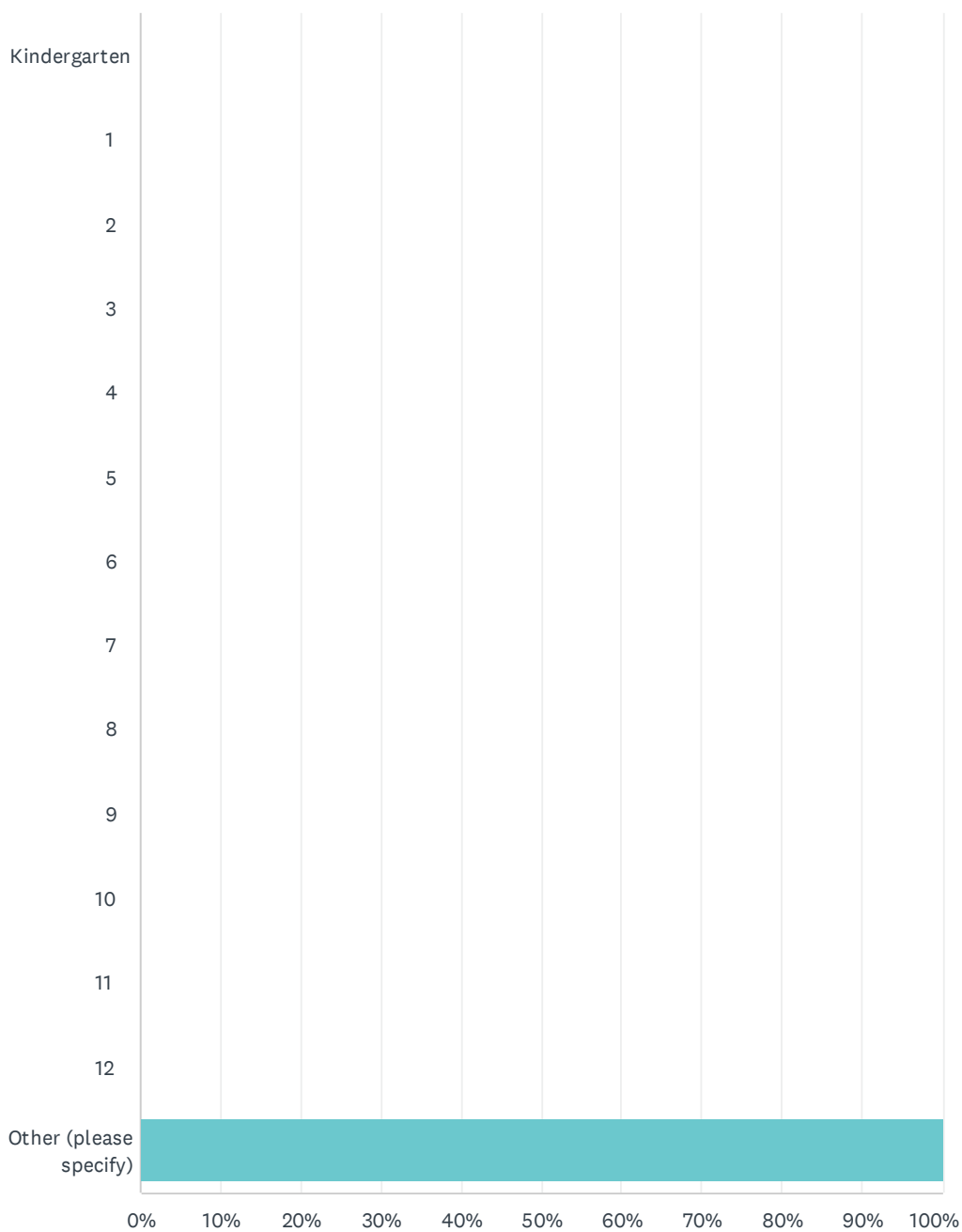
Answered: 84 Skipped: 2

Q1 Name of School where you teach:

Answered: 3 Skipped: 0

Q2 Please check all grade levels which you teach:

Answered: 3 Skipped: 0

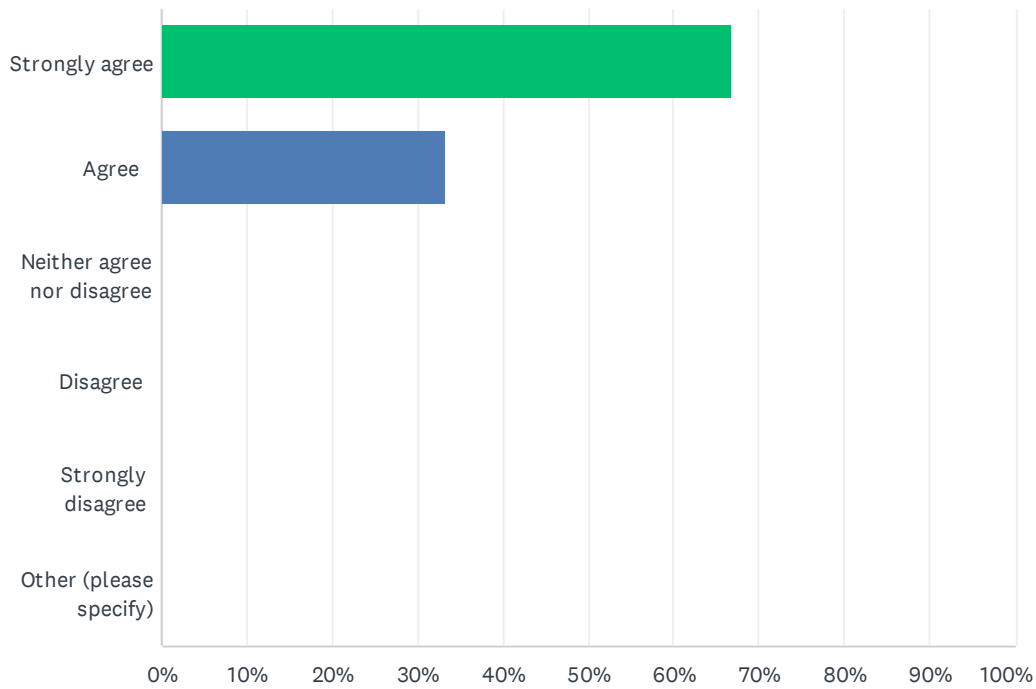


La Crosse County and Surrounding Area: Climate and Culture Teacher Survey

ANSWER CHOICES	RESPONSES	
Kindergarten	0.00%	0
1	0.00%	0
2	0.00%	0
3	0.00%	0
4	0.00%	0
5	0.00%	0
6	0.00%	0
7	0.00%	0
8	0.00%	0
9	0.00%	0
10	0.00%	0
11	0.00%	0
12	0.00%	0
Other (please specify)	100.00%	3
Total Respondents: 3		

Q3 The school is generally clean.

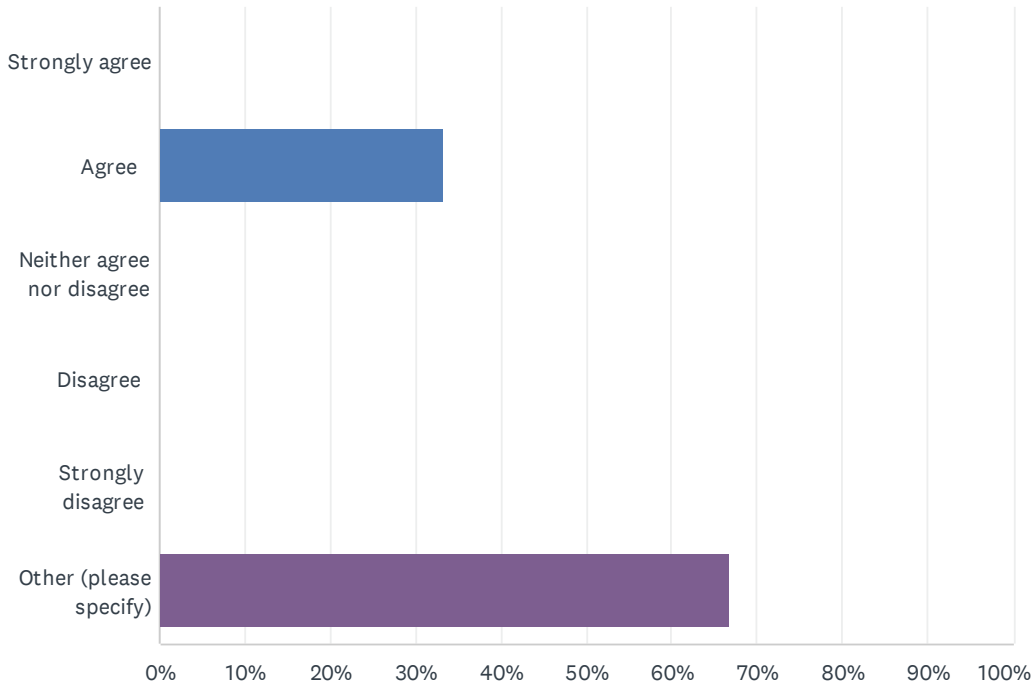
Answered: 3 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	66.67%	2
Agree	33.33%	1
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
Other (please specify)	0.00%	0
TOTAL		3

Q4 The school is safe and secure.

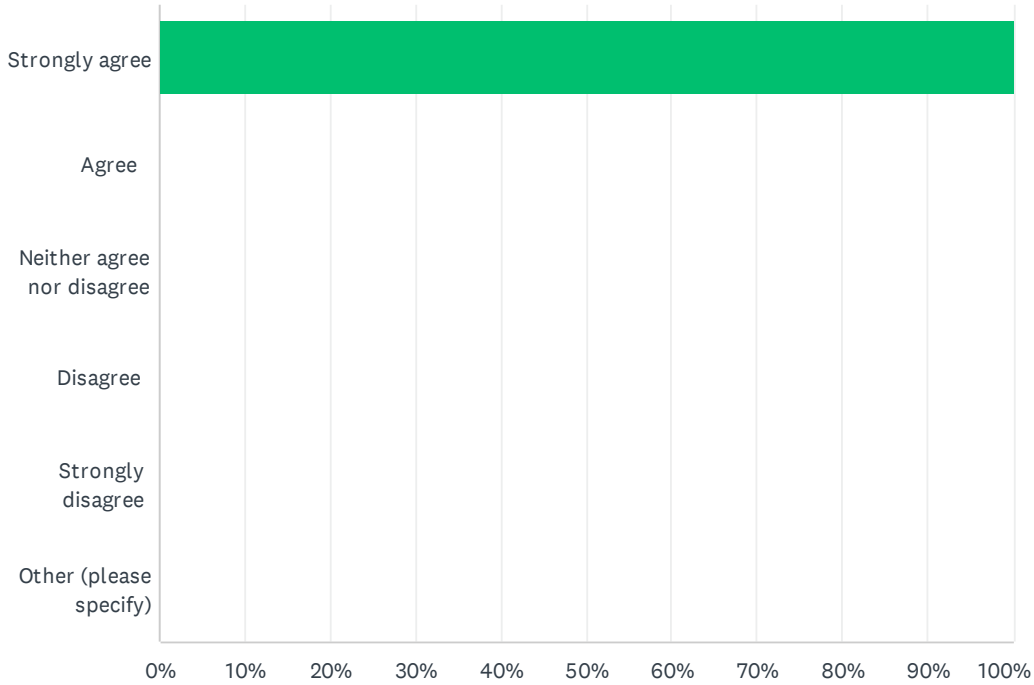
Answered: 3 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	0.00%	0
Agree	33.33%	1
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
Other (please specify)	66.67%	2
TOTAL		3

Q5 The school staff takes ownership in the physical appearance of the school.

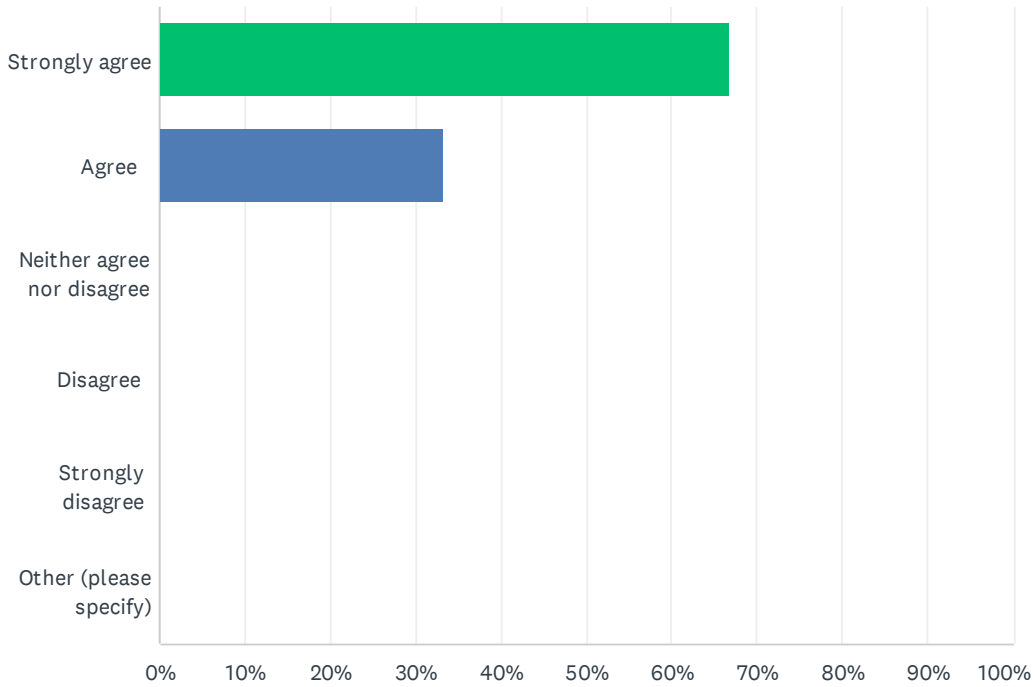
Answered: 3 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	100.00%	3
Agree	0.00%	0
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
Other (please specify)	0.00%	0
TOTAL		3

Q6 The school staff is welcoming to visitors and parents.

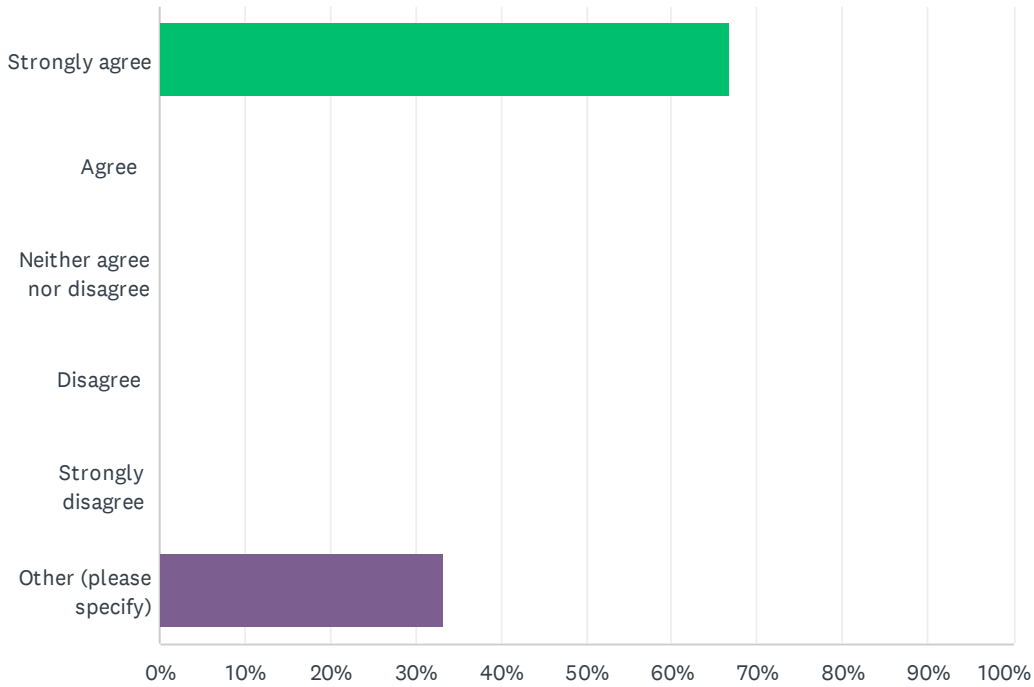
Answered: 3 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	66.67%	2
Agree	33.33%	1
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
Other (please specify)	0.00%	0
TOTAL		3

Q7 Our school encourages students to get involved in school activities.

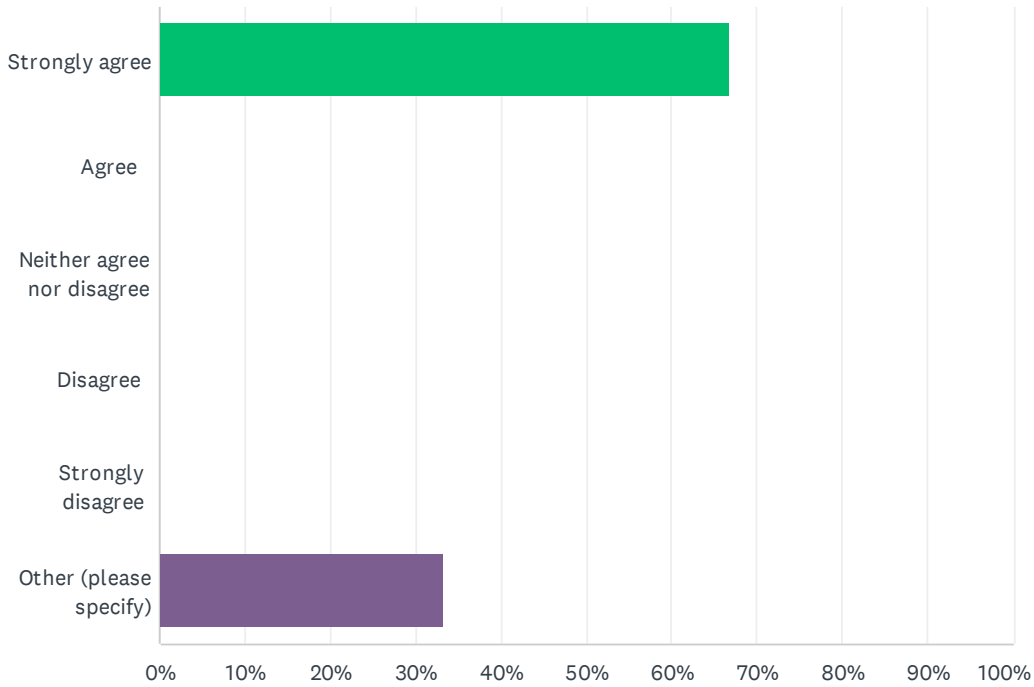
Answered: 3 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	66.67%	2
Agree	0.00%	0
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
Other (please specify)	33.33%	1
TOTAL		3

Q8 Our school encourages all families to be part of school activities.

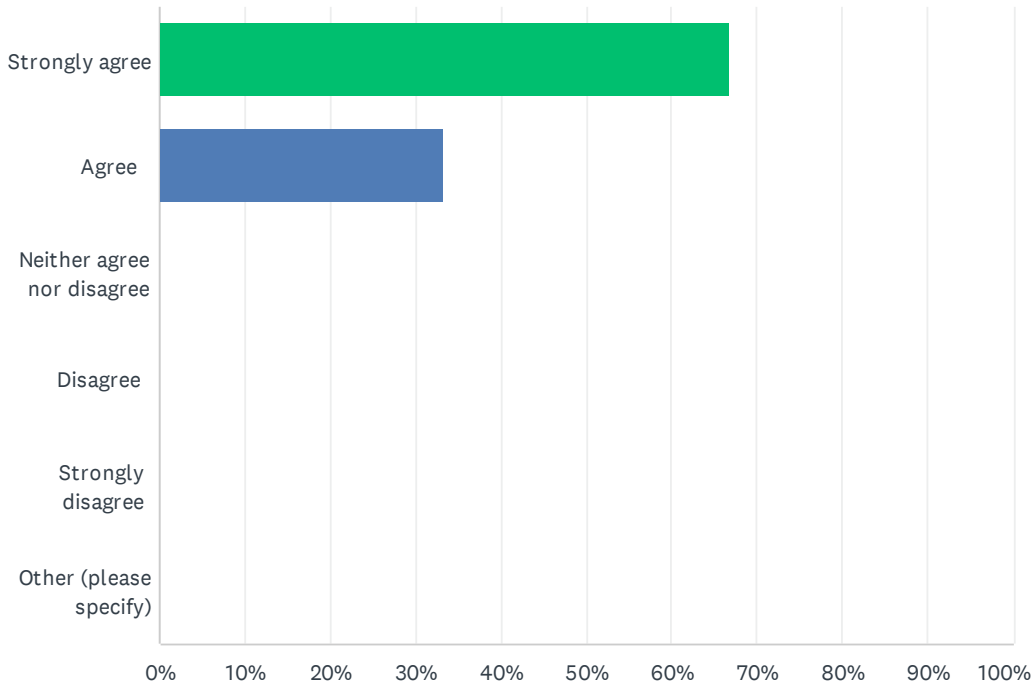
Answered: 3 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	66.67%	2
Agree	0.00%	0
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
Other (please specify)	33.33%	1
TOTAL		3

Q9 Our school reflects a true "sense" of community.

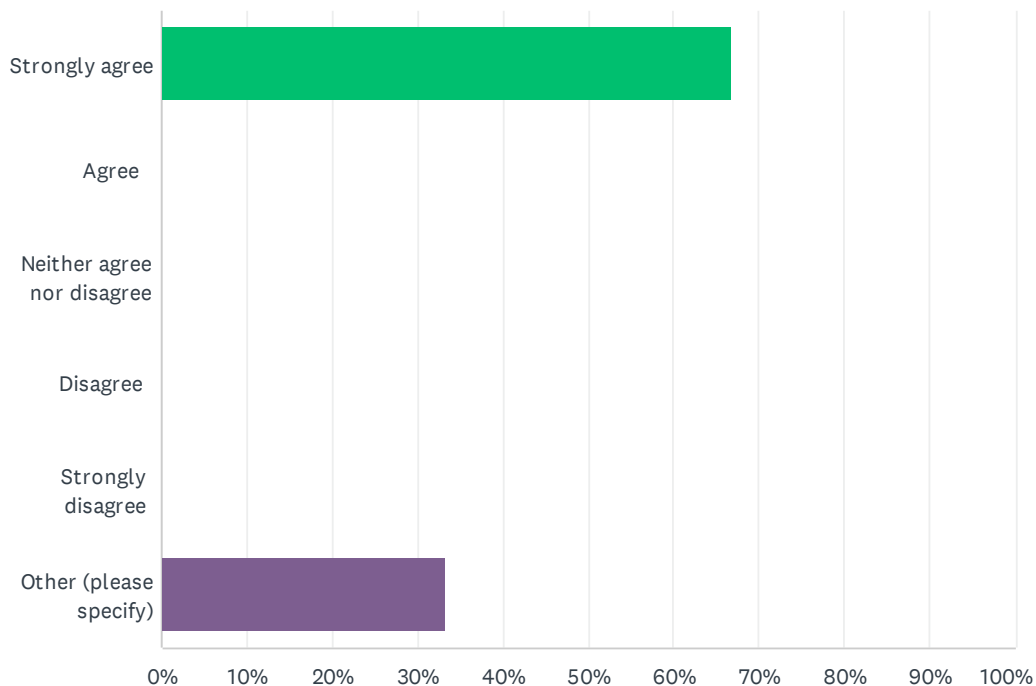
Answered: 3 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	66.67%	2
Agree	33.33%	1
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
Other (please specify)	0.00%	0
TOTAL		3

Q10 Our school leadership (administration) supports and appreciates the sharing of new ideas by all members of our school community.

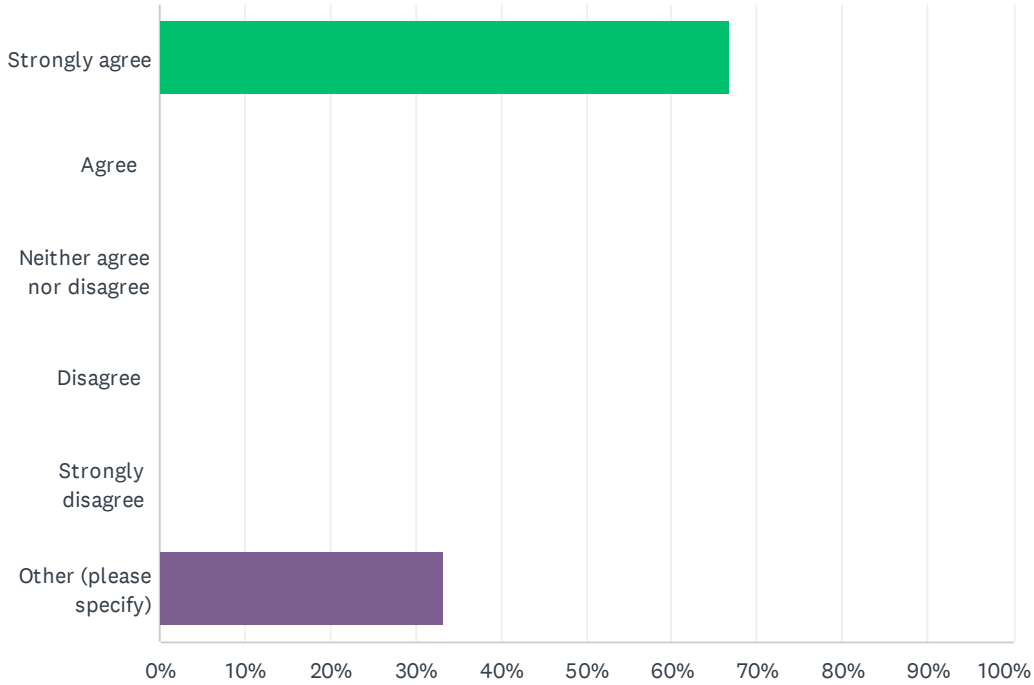
Answered: 3 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	66.67%	2
Agree	0.00%	0
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
Other (please specify)	33.33%	1
TOTAL		3

Q11 Our school has a Lutheran identity while respecting and encourages all members of the school community regardless of their faith background.

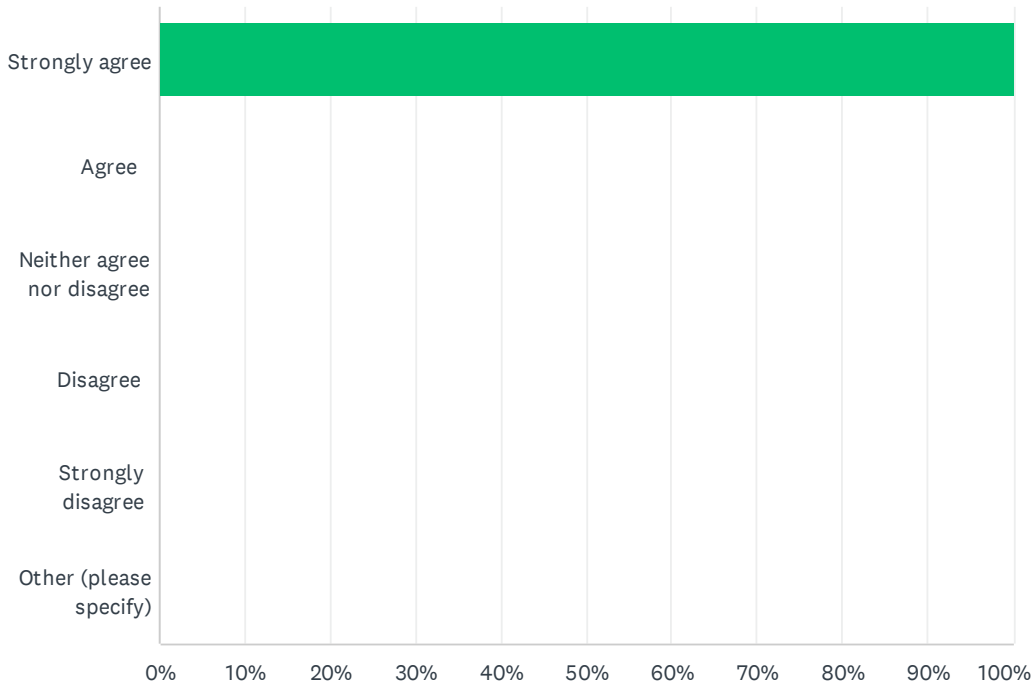
Answered: 3 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	66.67%	2
Agree	0.00%	0
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
Other (please specify)	33.33%	1
TOTAL		3

Q12 Faculty and staff in our school treat students with respect.

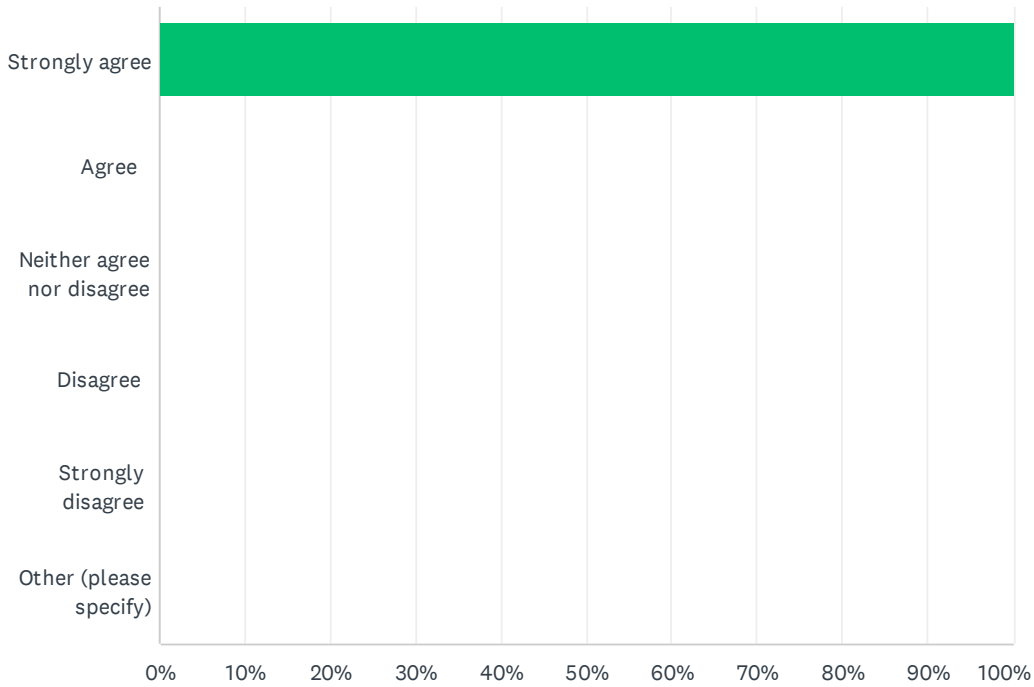
Answered: 3 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	100.00%	3
Agree	0.00%	0
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
Other (please specify)	0.00%	0
TOTAL		3

Q13 Faculty and staff in our school treat one another with respect.

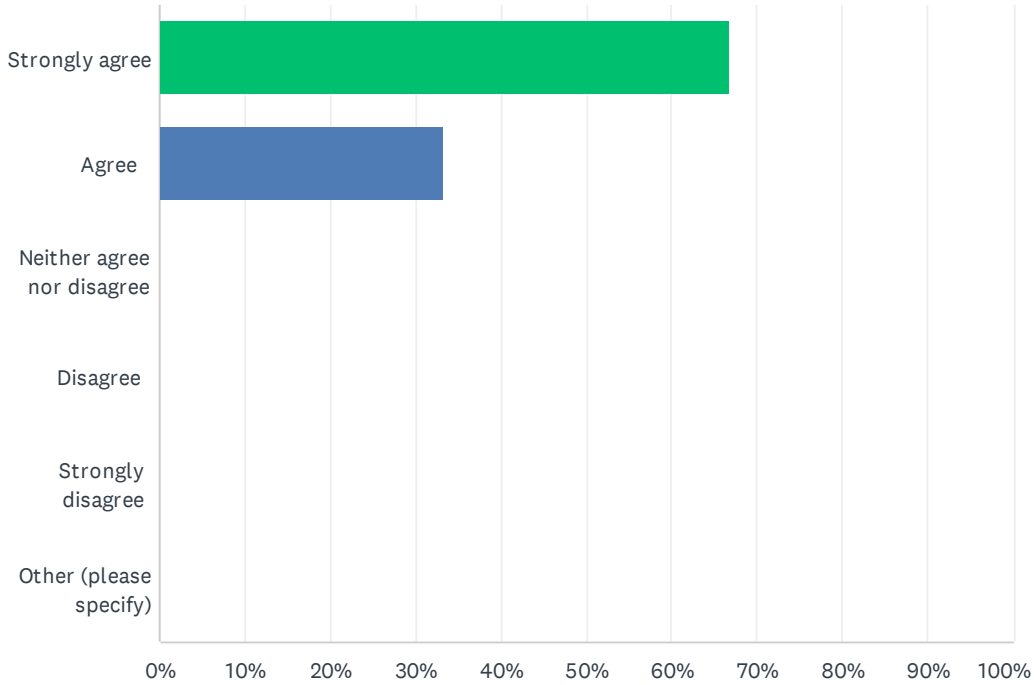
Answered: 3 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	100.00%	3
Agree	0.00%	0
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
Other (please specify)	0.00%	0
TOTAL		3

Q14 Members of our school community seek to define problems and issues within the school and seek to address them in a positive manner.

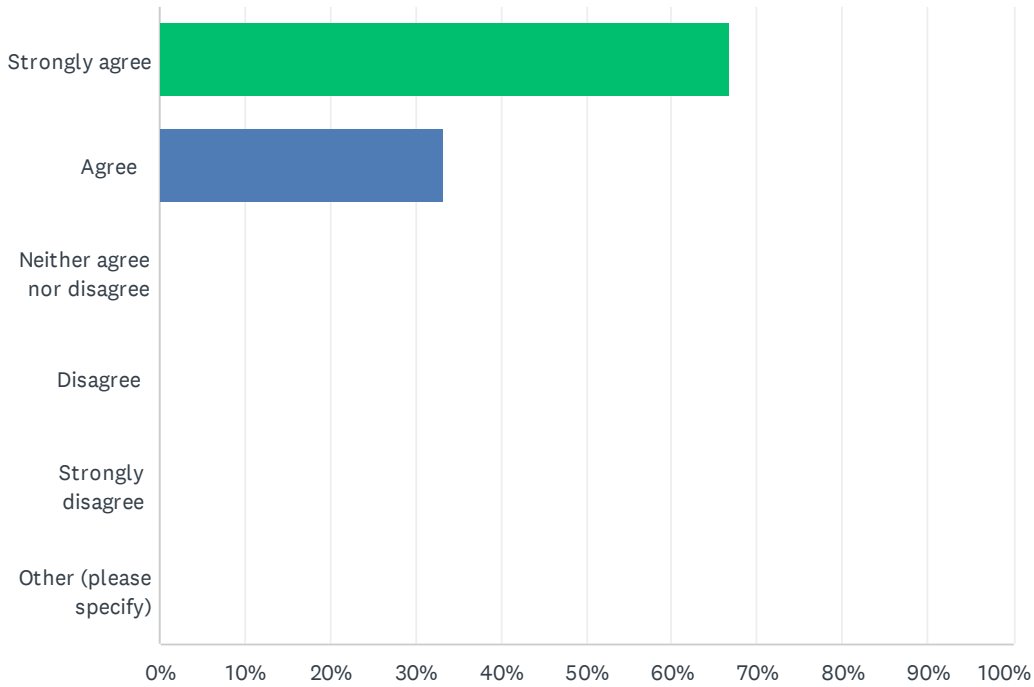
Answered: 3 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	66.67%	2
Agree	33.33%	1
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
Other (please specify)	0.00%	0
TOTAL		3

Q15 People work here because they enjoy and choose to be here.

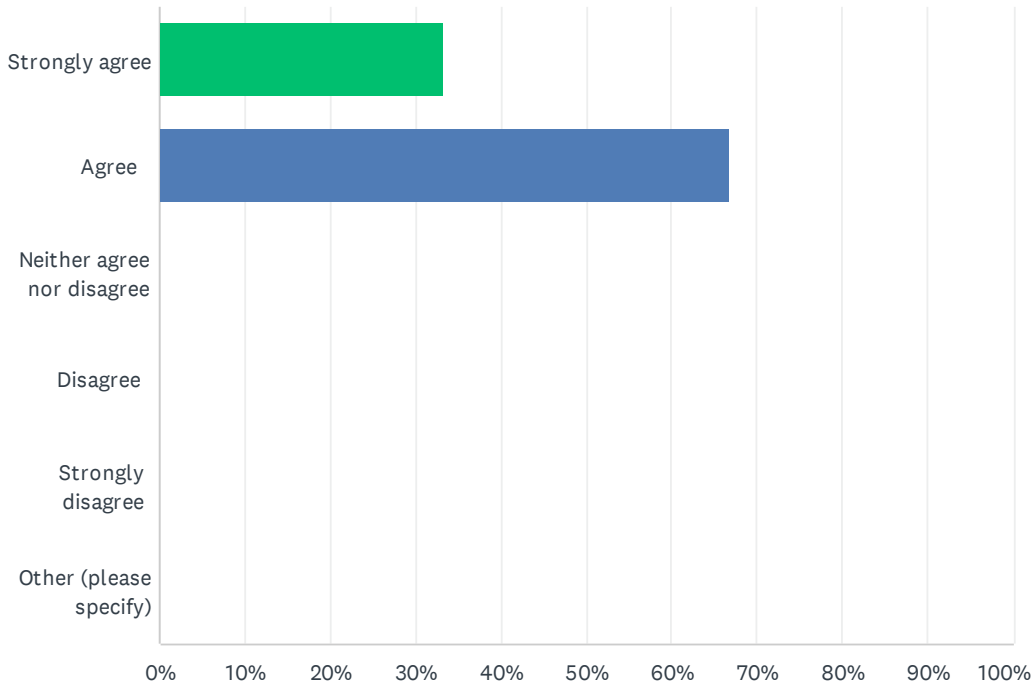
Answered: 3 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	66.67%	2
Agree	33.33%	1
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
Other (please specify)	0.00%	0
TOTAL		3

Q16 Students generally treat one another with respect.

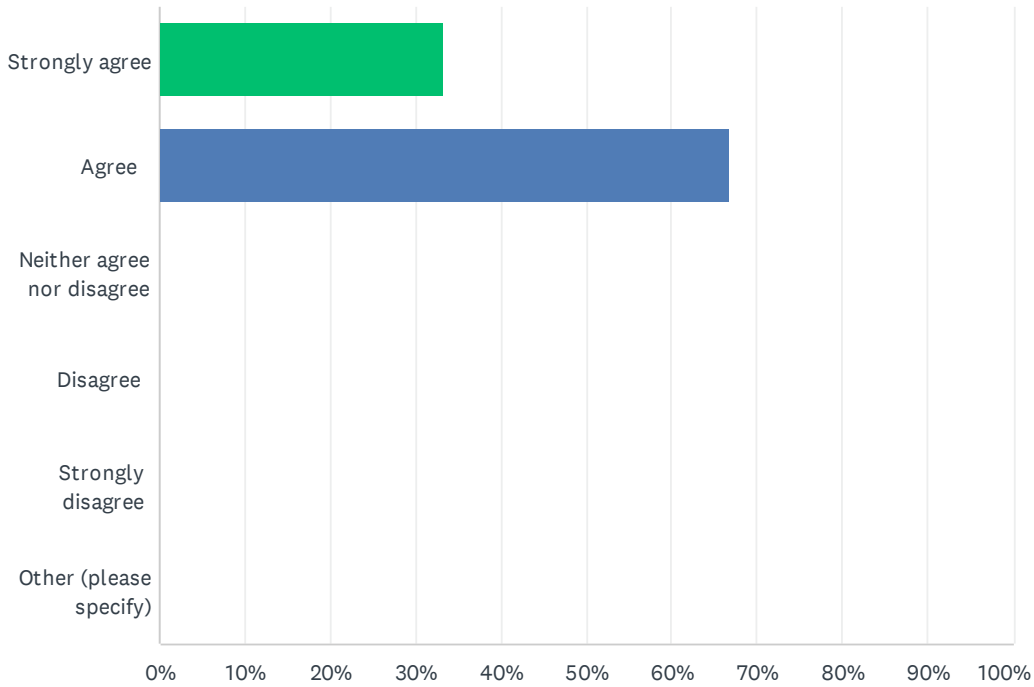
Answered: 3 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	33.33%	1
Agree	66.67%	2
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
Other (please specify)	0.00%	0
TOTAL		3

Q17 Students generally treat teachers and staff with respect.

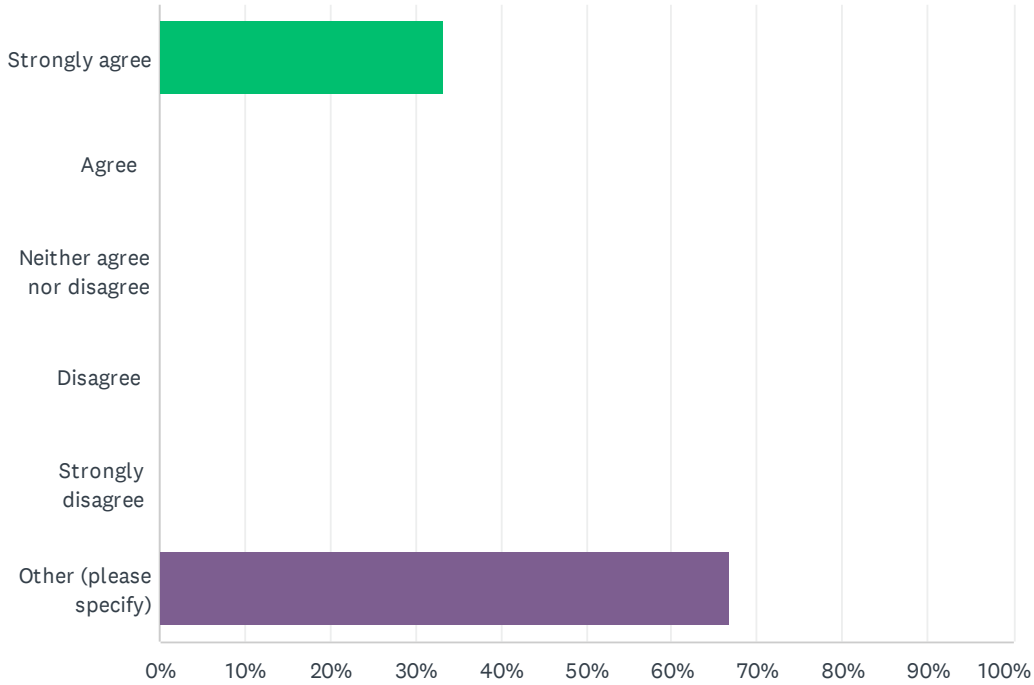
Answered: 3 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	33.33%	1
Agree	66.67%	2
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
Other (please specify)	0.00%	0
TOTAL		3

Q18 The principal maintains good rapport and a good working relationship with the staff.

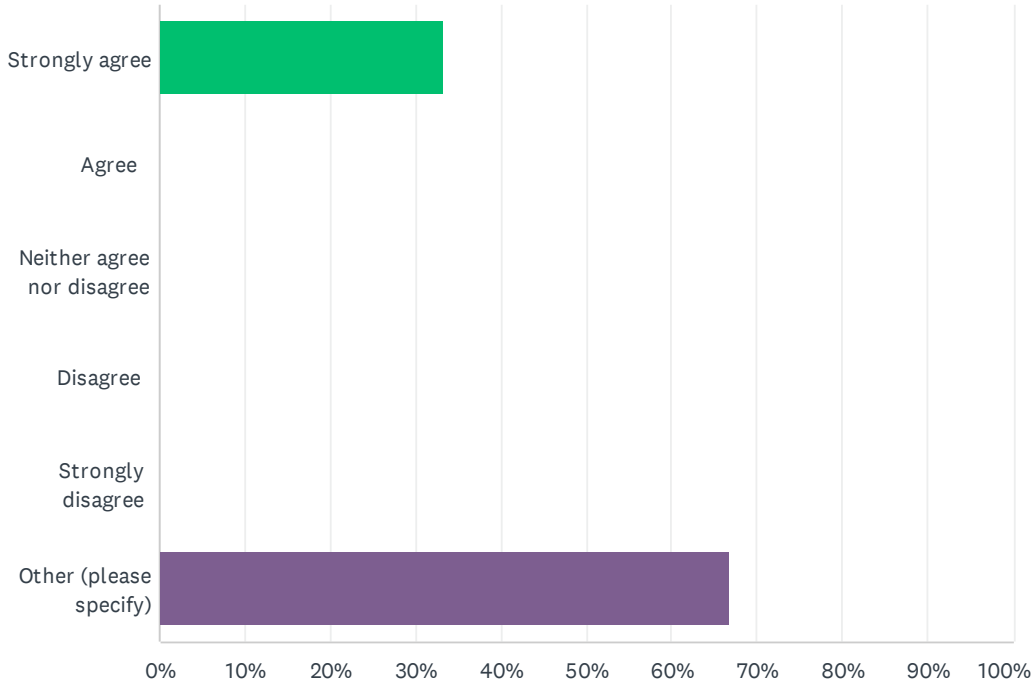
Answered: 3 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	33.33%	1
Agree	0.00%	0
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
Other (please specify)	66.67%	2
TOTAL		3

Q19 The principal communicates well and informs parents, and staff of new developments, ideas, and issues.

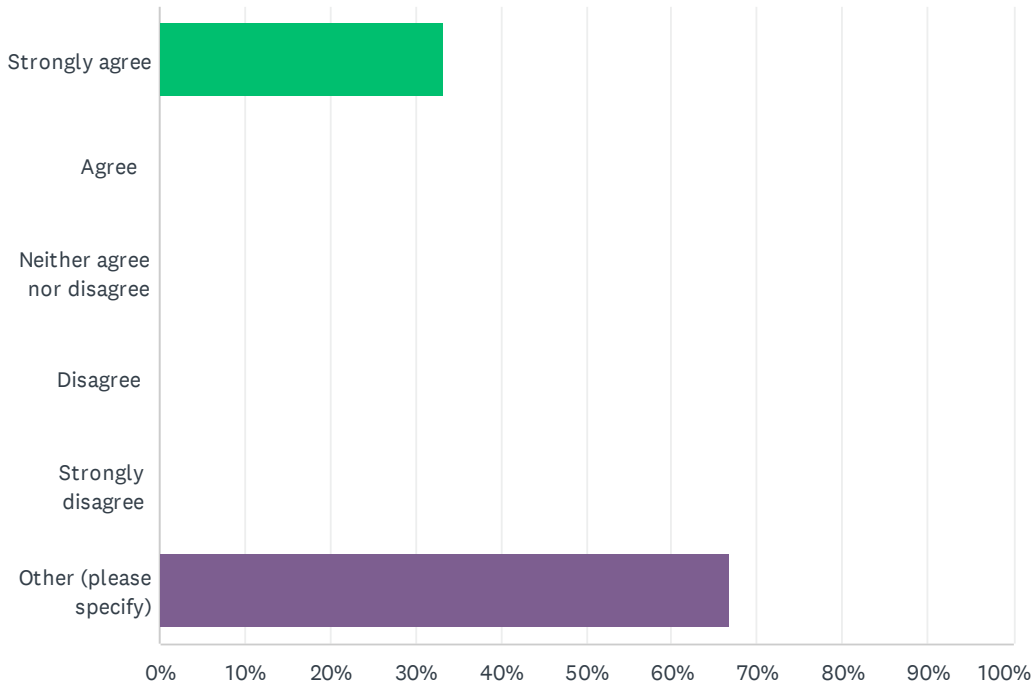
Answered: 3 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	33.33%	1
Agree	0.00%	0
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
Other (please specify)	66.67%	2
TOTAL		3

Q20 The principal is highly visible to the student body.

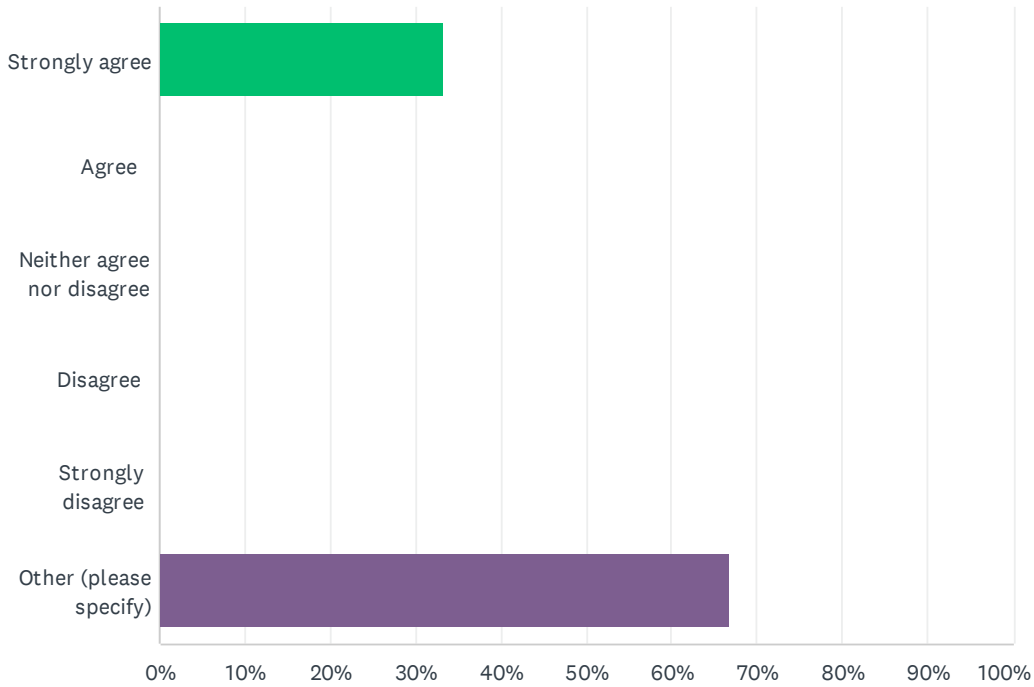
Answered: 3 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	33.33%	1
Agree	0.00%	0
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
Other (please specify)	66.67%	2
TOTAL		3

Q21 The principal is accessible when needed.

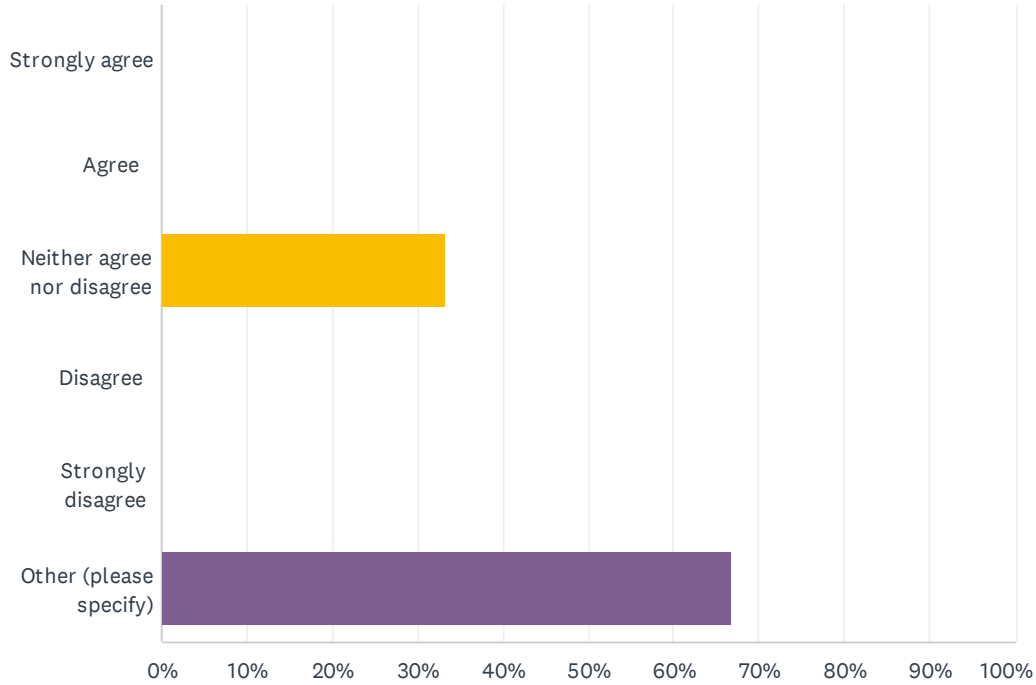
Answered: 3 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	33.33%	1
Agree	0.00%	0
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
Other (please specify)	66.67%	2
TOTAL		3

Q22 Students feel free to initiate communication with school administrators.

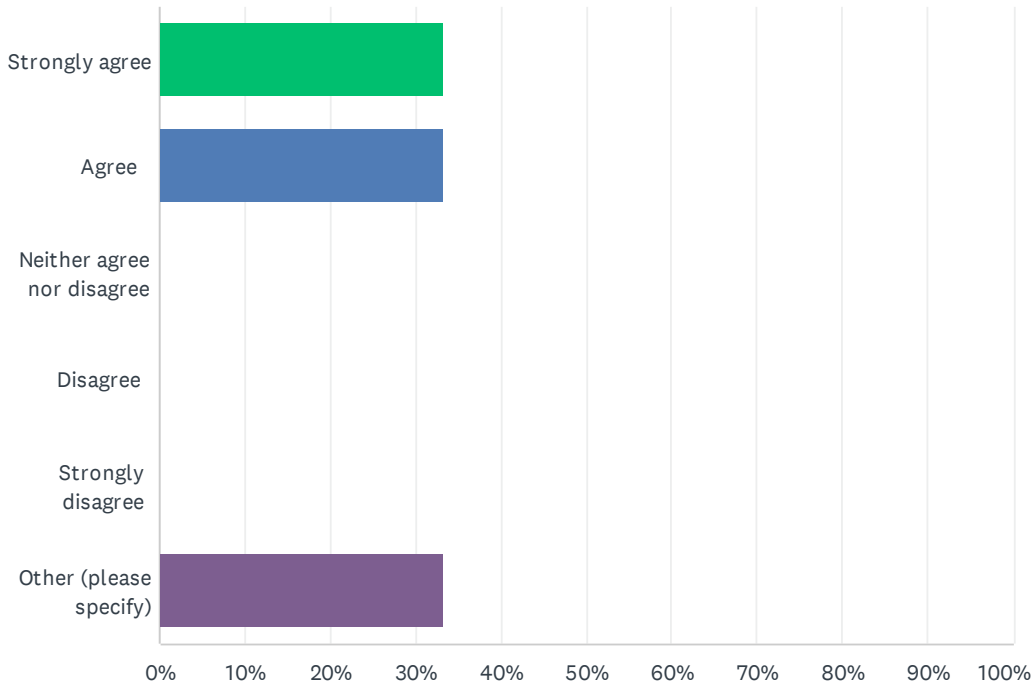
Answered: 3 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	0.00%	0
Agree	0.00%	0
Neither agree nor disagree	33.33%	1
Disagree	0.00%	0
Strongly disagree	0.00%	0
Other (please specify)	66.67%	2
TOTAL		3

Q23 I feel respected and valued by the school administration.

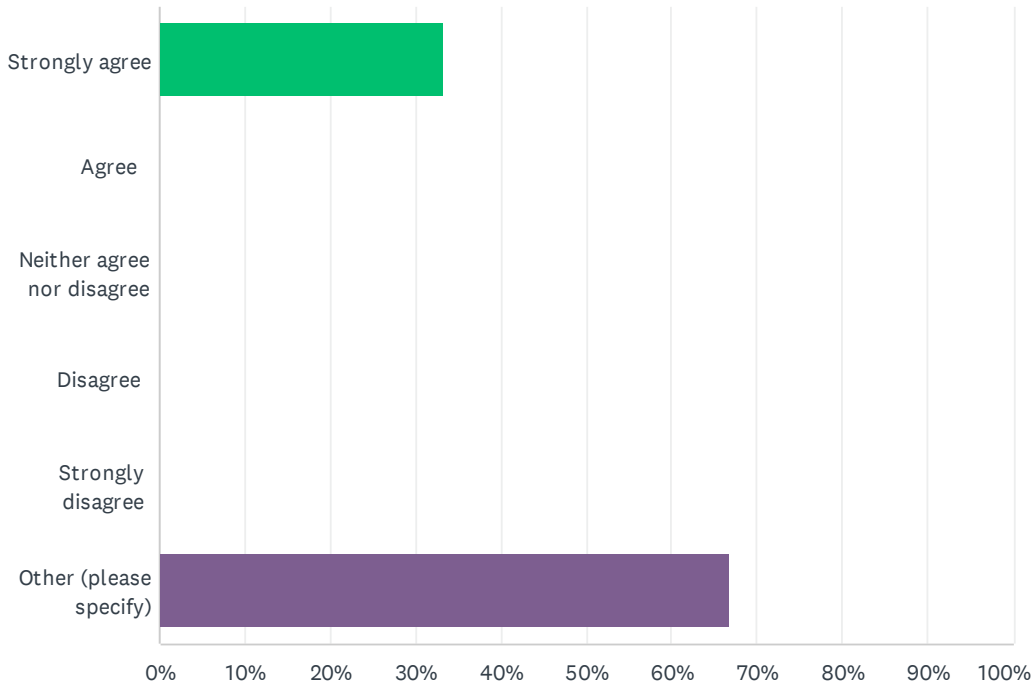
Answered: 3 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	33.33%	1
Agree	33.33%	1
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
Other (please specify)	33.33%	1
TOTAL		3

Q24 The school's administration is clear with expectations and procedures.

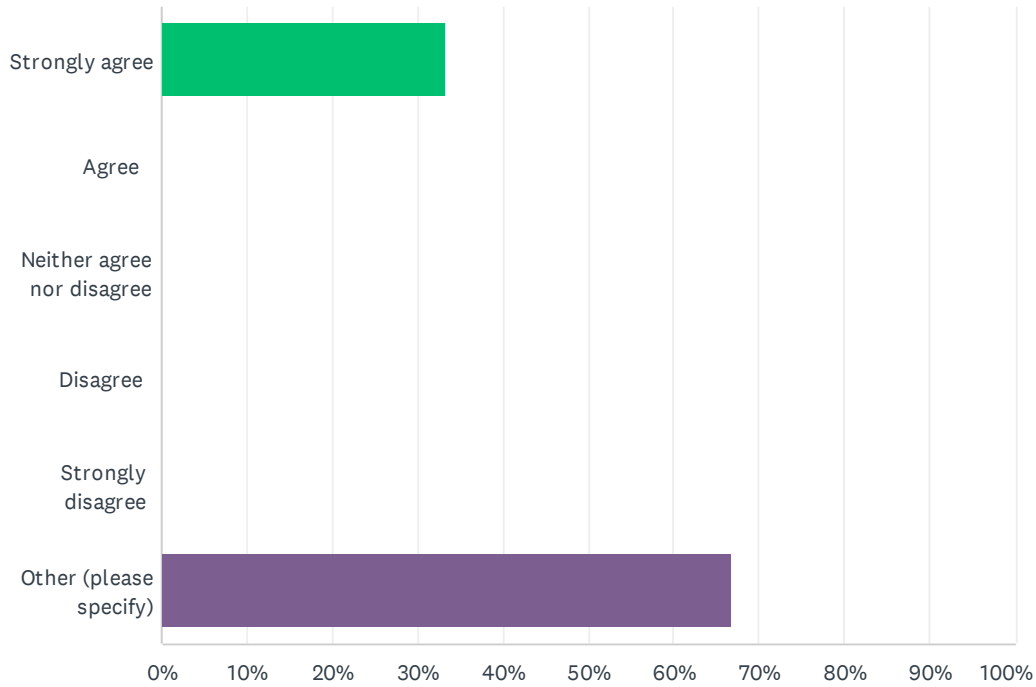
Answered: 3 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	33.33%	1
Agree	0.00%	0
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
Other (please specify)	66.67%	2
TOTAL		3

Q25 The school's administration promotes school pride and a sense of belonging for all.

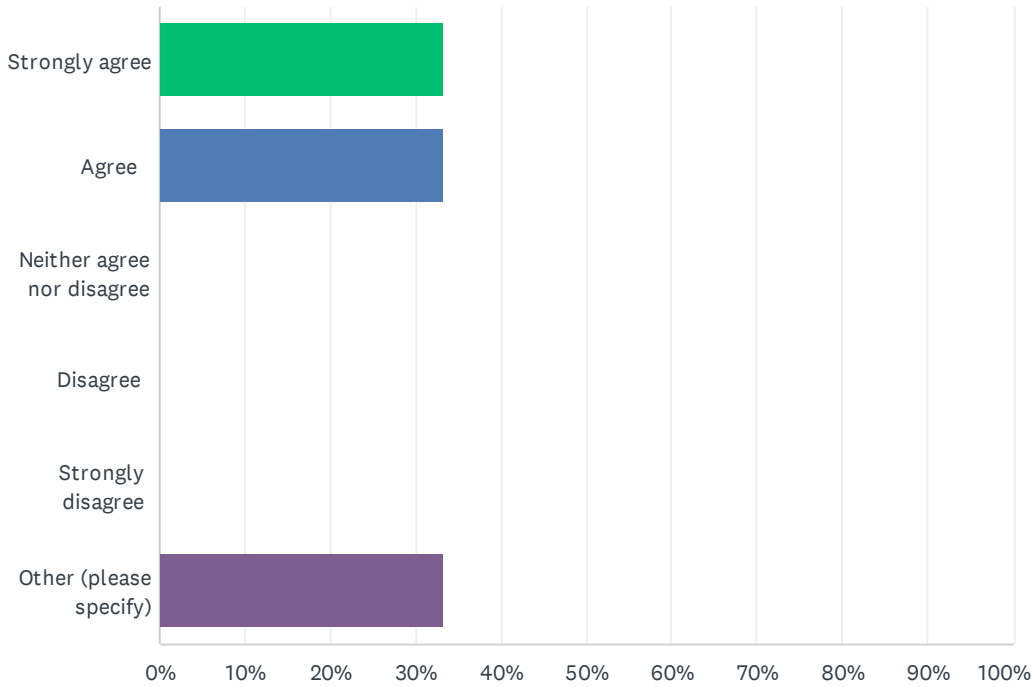
Answered: 3 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	33.33%	1
Agree	0.00%	0
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
Other (please specify)	66.67%	2
TOTAL		3

Q26 I can approach administrators with concerns, issues, or ideas.

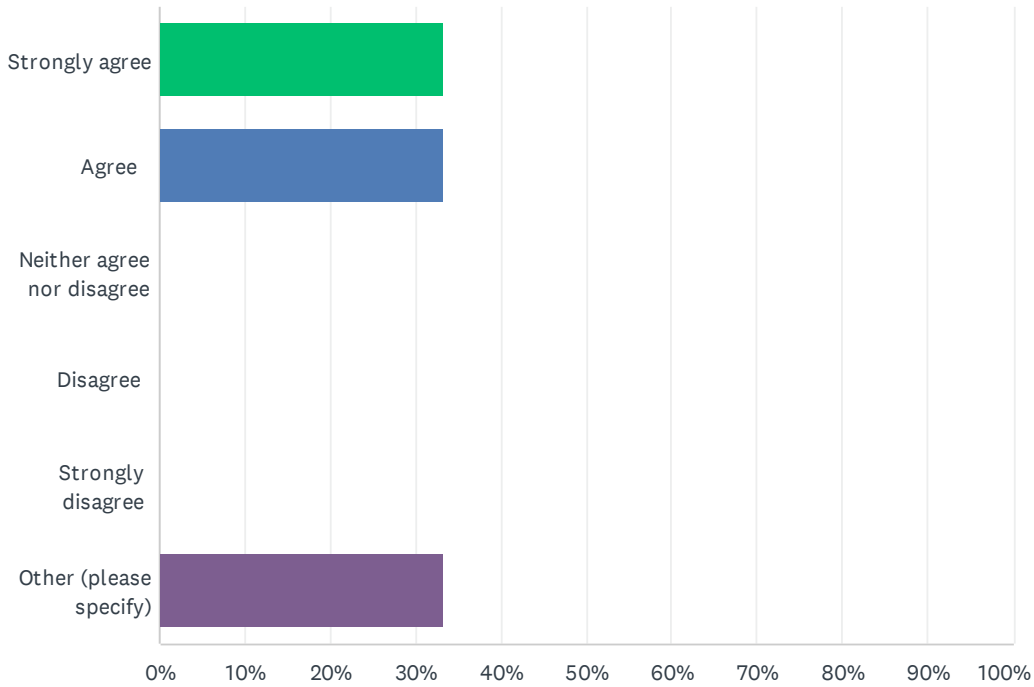
Answered: 3 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	33.33%	1
Agree	33.33%	1
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
Other (please specify)	33.33%	1
TOTAL		3

Q27 Students are heard and respected by school administrators.

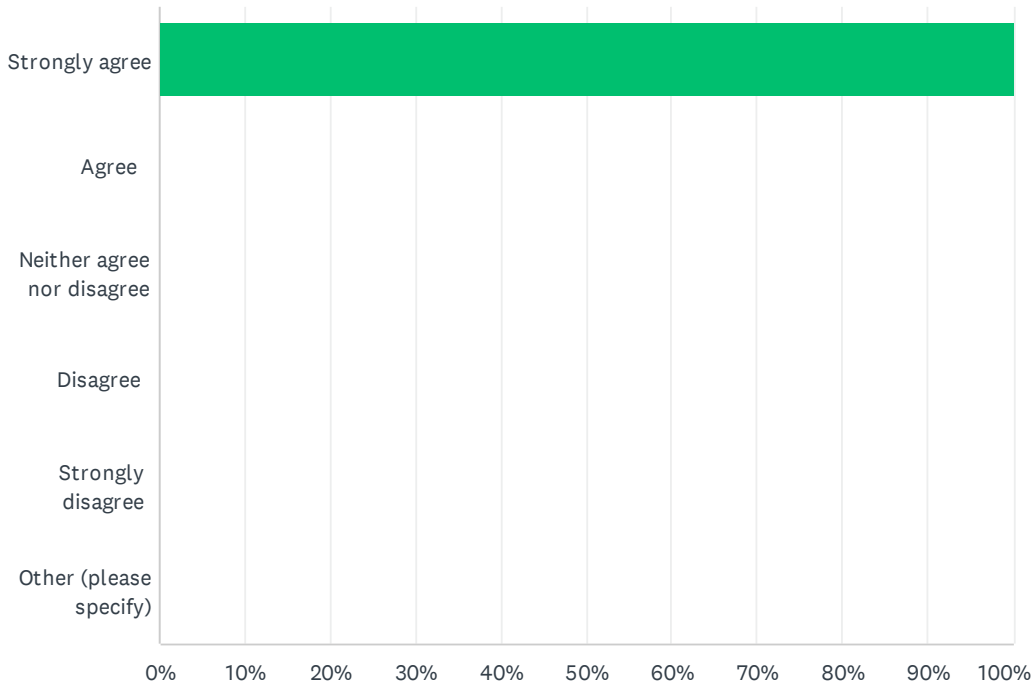
Answered: 3 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	33.33%	1
Agree	33.33%	1
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
Other (please specify)	33.33%	1
TOTAL		3

Q28 Faculty and staff speak about our school in proud and positive terms.

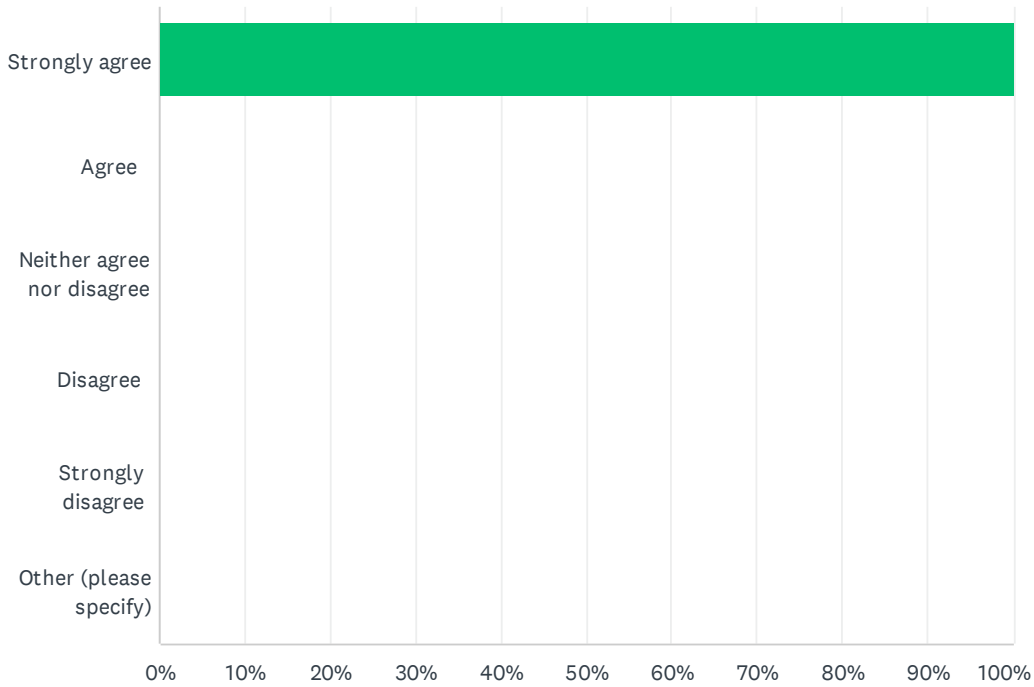
Answered: 3 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	100.00%	3
Agree	0.00%	0
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
Other (please specify)	0.00%	0
TOTAL		3

Q29 Staff feel listened to, represented, and feel they have a voice.

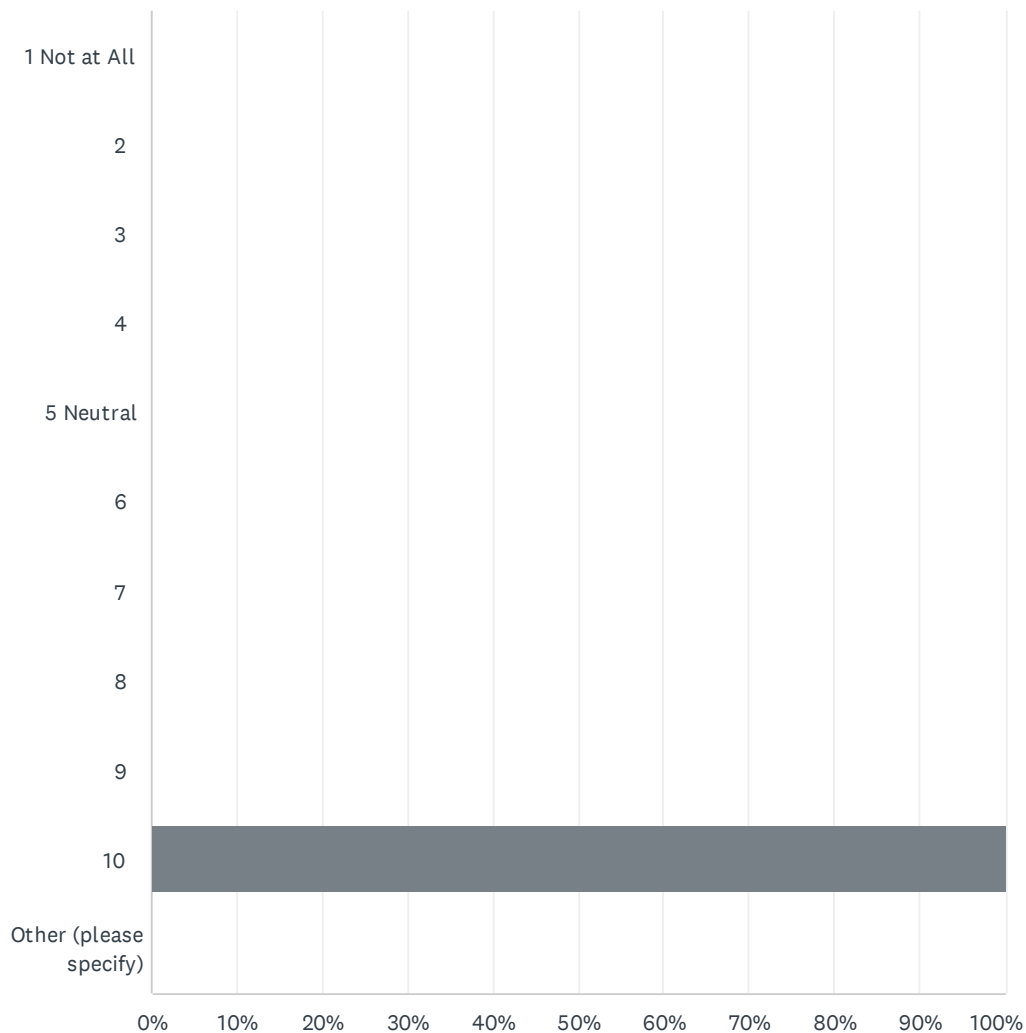
Answered: 3 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	100.00%	3
Agree	0.00%	0
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
Other (please specify)	0.00%	0
TOTAL		3

Q30 On a scale of 1-10 with 1 being not at all and ten being absolutely, how likely are you to recommend the school to others?

Answered: 3 Skipped: 0

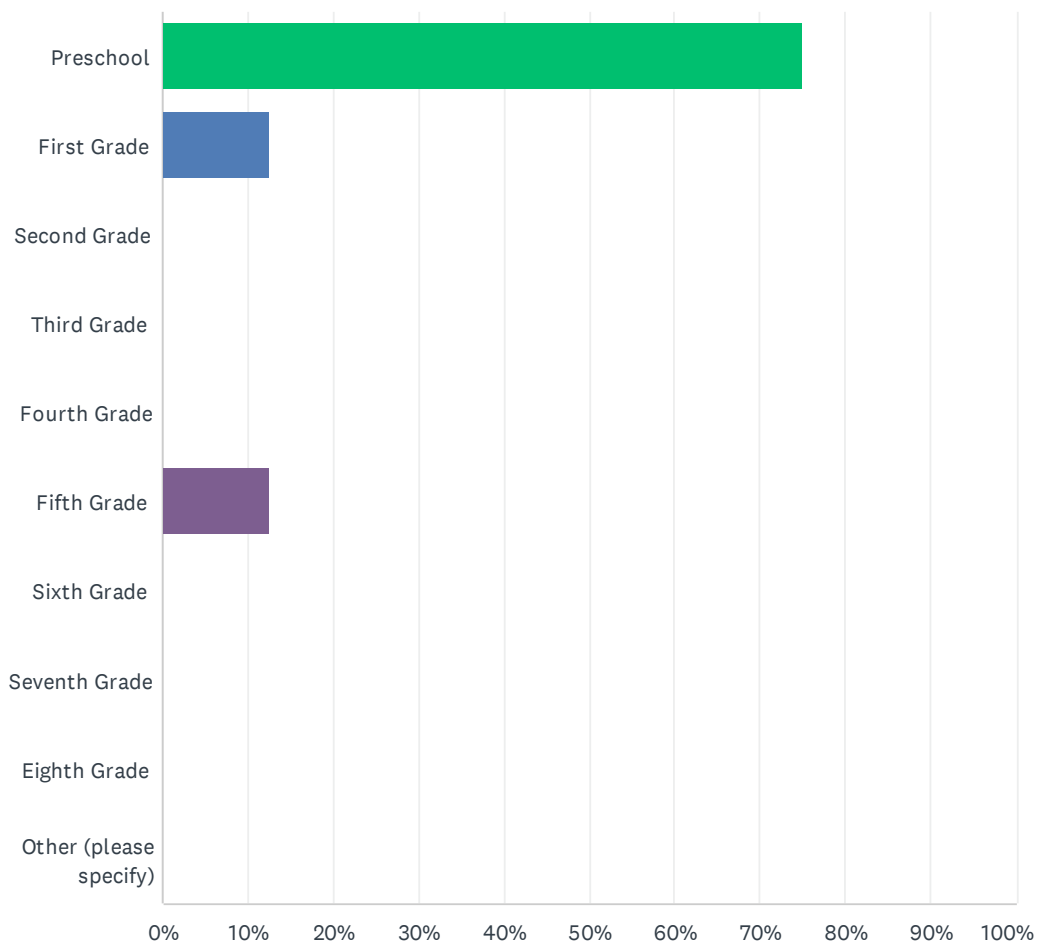


La Crosse County and Surrounding Area: Climate and Culture Teacher Survey

ANSWER CHOICES	RESPONSES	
1 Not at All	0.00%	0
2	0.00%	0
3	0.00%	0
4	0.00%	0
5 Neutral	0.00%	0
6	0.00%	0
7	0.00%	0
8	0.00%	0
9	0.00%	0
10	100.00%	3
Other (please specify)	0.00%	0
TOTAL		3

Q1 What grade level is your child? (check all that apply)

Answered: 8 Skipped: 0



La Crosse County and Surrounding Area: Genesis Parent Climate Survey

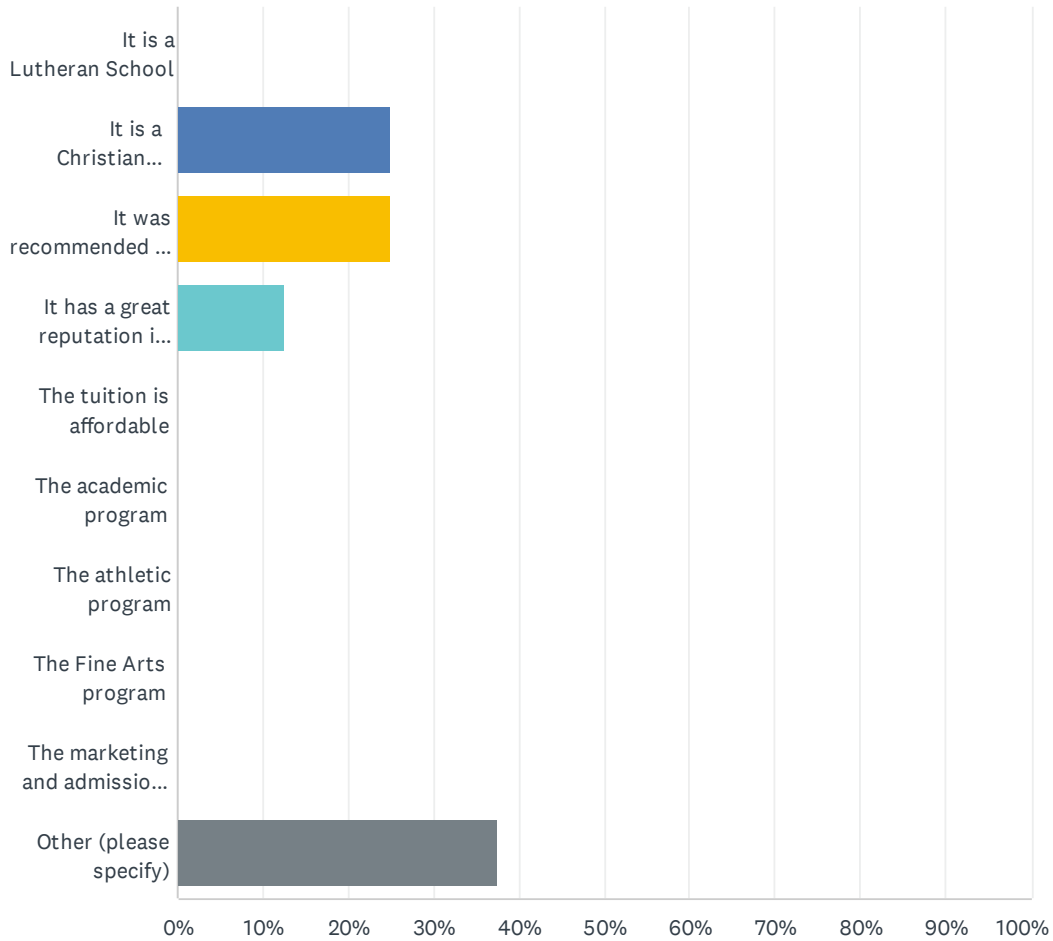
ANSWER CHOICES	RESPONSES	
Preschool	75.00%	6
First Grade	12.50%	1
Second Grade	0.00%	0
Third Grade	0.00%	0
Fourth Grade	0.00%	0
Fifth Grade	12.50%	1
Sixth Grade	0.00%	0
Seventh Grade	0.00%	0
Eighth Grade	0.00%	0
Other (please specify)	0.00%	0
Total Respondents: 8		

Q2 If other children in your family attend or have attended a different Lutheran School, please enter the city/state where they attended.

Answered: 1 Skipped: 7

Q3 What initially brought you to enroll your child(ren) at this Lutheran school? (Please mark all that apply)

Answered: 8 Skipped: 0

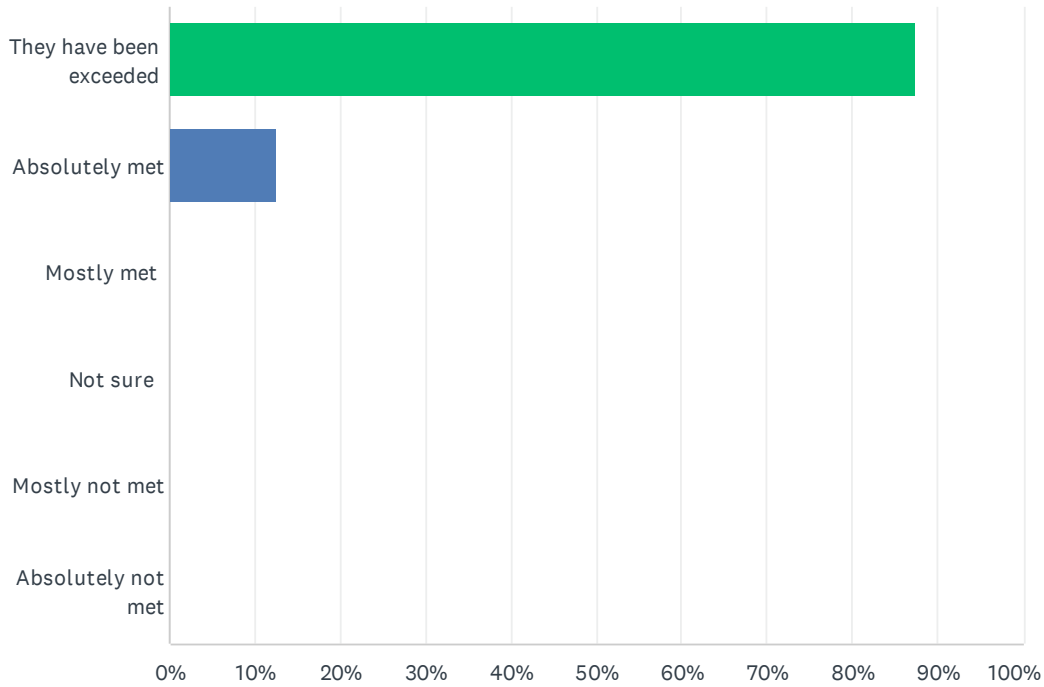


La Crosse County and Surrounding Area: Genesis Parent Climate Survey

ANSWER CHOICES	RESPONSES	
It is a Lutheran School	0.00%	0
It is a Christian School	25.00%	2
It was recommended by a relative, friend, other	25.00%	2
It has a great reputation in the community	12.50%	1
The tuition is affordable	0.00%	0
The academic program	0.00%	0
The athletic program	0.00%	0
The Fine Arts program	0.00%	0
The marketing and admissions experience	0.00%	0
Other (please specify)	37.50%	3
TOTAL		8

Q4 Do you feel your initial expectations have been met?

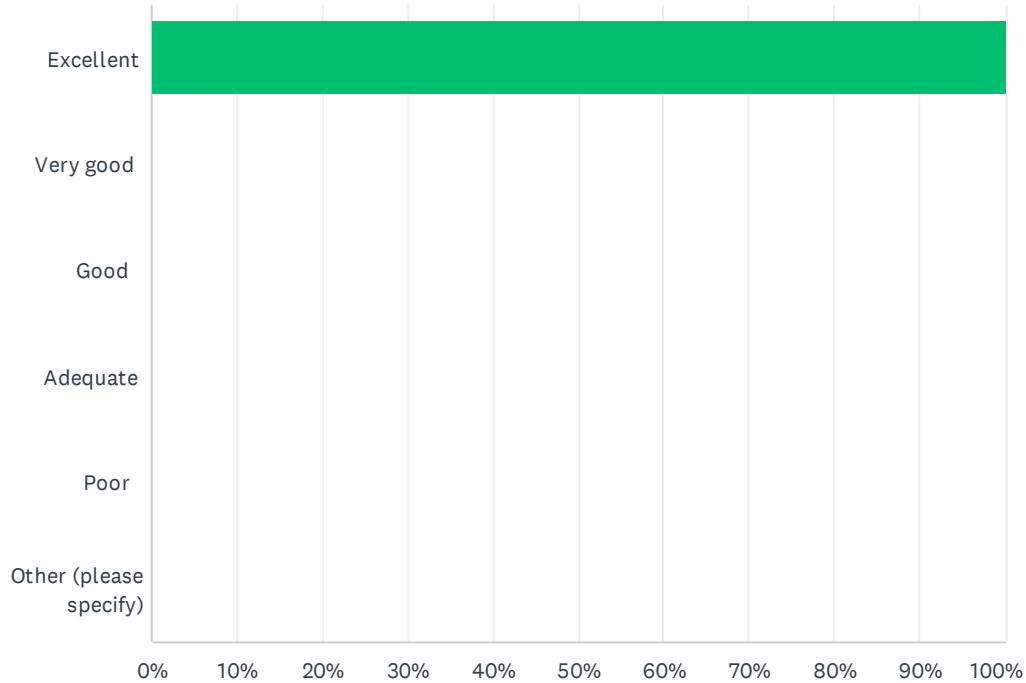
Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES	
They have been exceeded	87.50%	7
Absolutely met	12.50%	1
Mostly met	0.00%	0
Not sure	0.00%	0
Mostly not met	0.00%	0
Absolutely not met	0.00%	0
TOTAL		8

Q5 When your child(ren) first enrolled, how would you rate our efforts in providing information and assistance to help your family become a part of the school family?

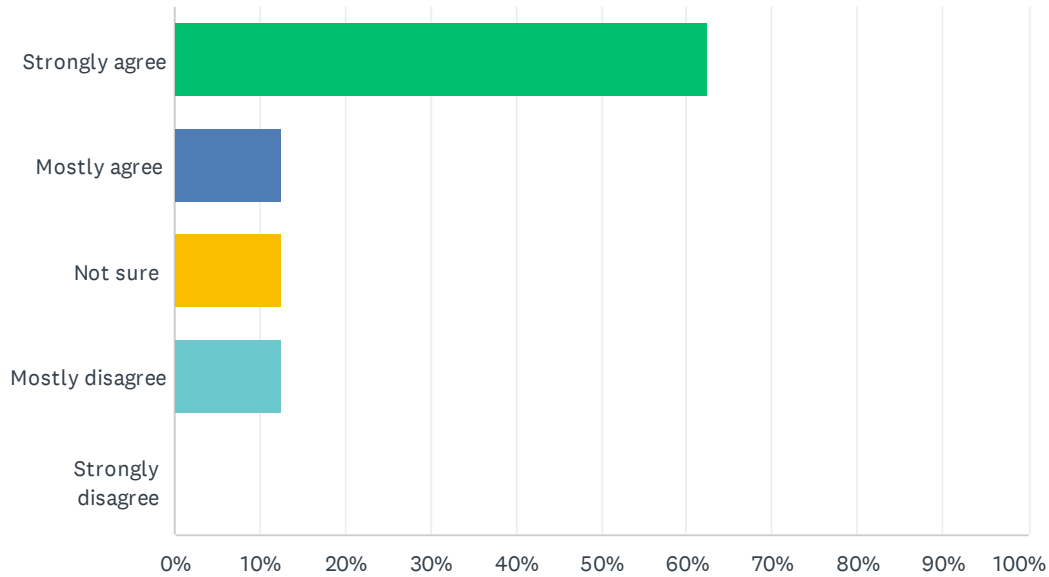
Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES	
Excellent	100.00%	8
Very good	0.00%	0
Good	0.00%	0
Adequate	0.00%	0
Poor	0.00%	0
Other (please specify)	0.00%	0
TOTAL		8

Q6 My child participates in activities outside the classroom (clubs, sports, performing arts, etc)

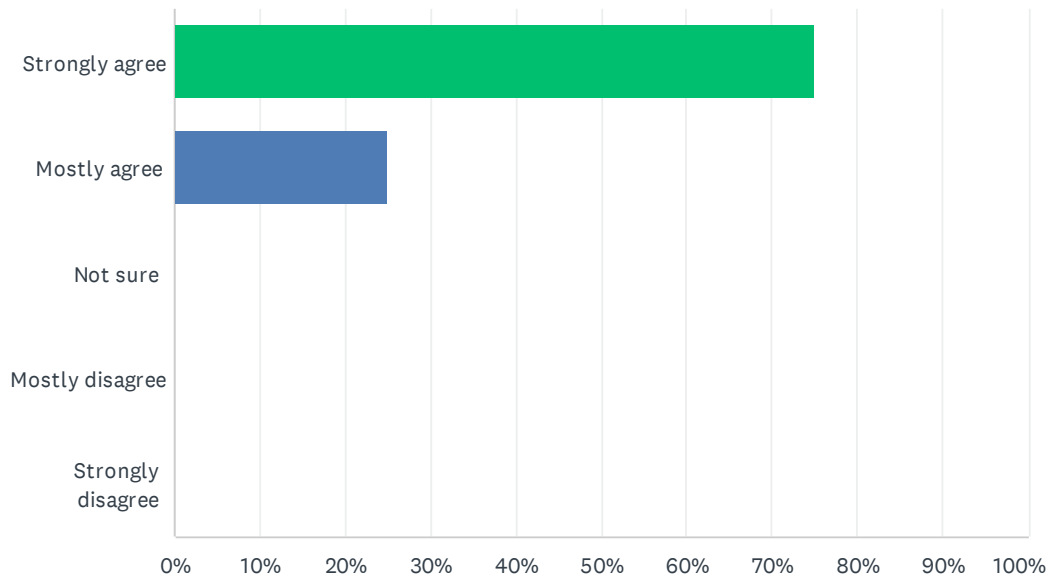
Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	62.50%	5
Mostly agree	12.50%	1
Not sure	12.50%	1
Mostly disagree	12.50%	1
Strongly disagree	0.00%	0
TOTAL		8

Q7 I feel like my child is interested and involved at School.

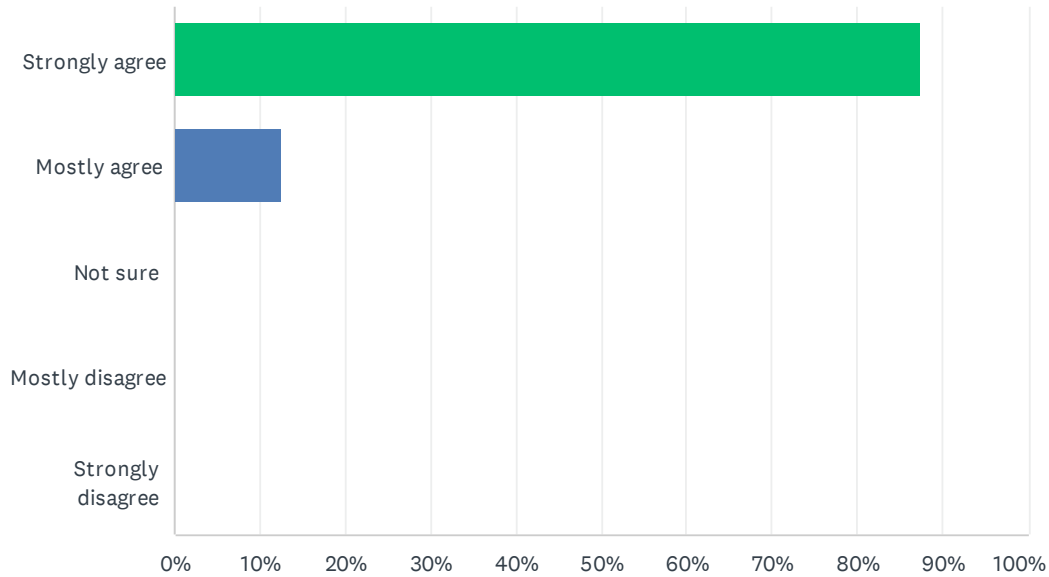
Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	75.00%	6
Mostly agree	25.00%	2
Not sure	0.00%	0
Mostly disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		8

Q8 When he/she gets involved in activities, I feel my child is welcomed and included by others.

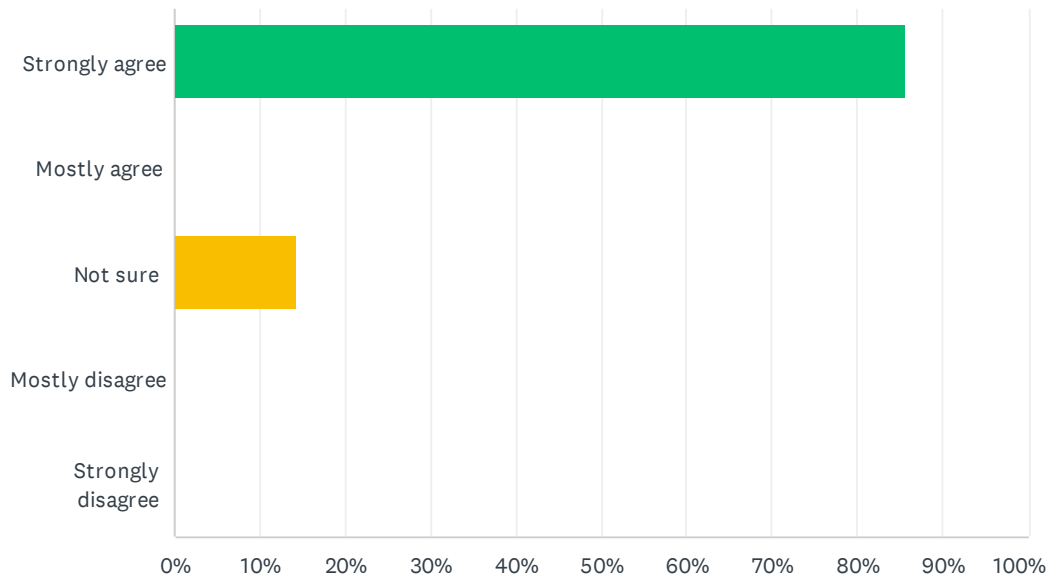
Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	87.50%	7
Mostly agree	12.50%	1
Not sure	0.00%	0
Mostly disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		8

Q9 I feel comfortable using the parent portals used by the school.

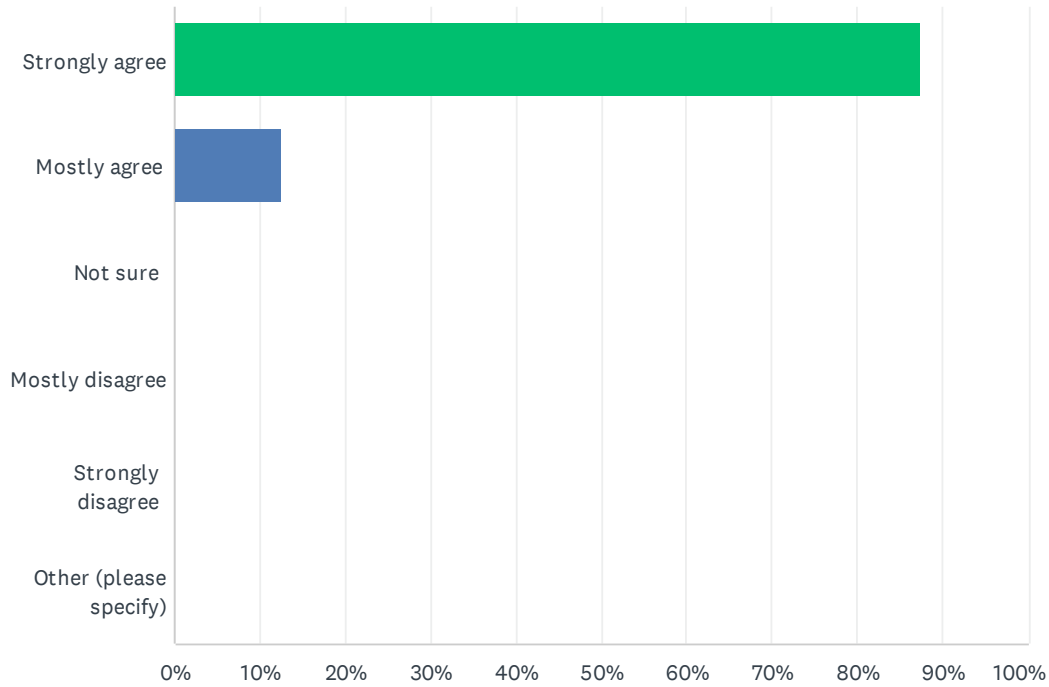
Answered: 7 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly agree	85.71%	6
Mostly agree	0.00%	0
Not sure	14.29%	1
Mostly disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		7

Q10 I am informed about school activities like chapel, athletic events, concerts, parent workshops, and other events.

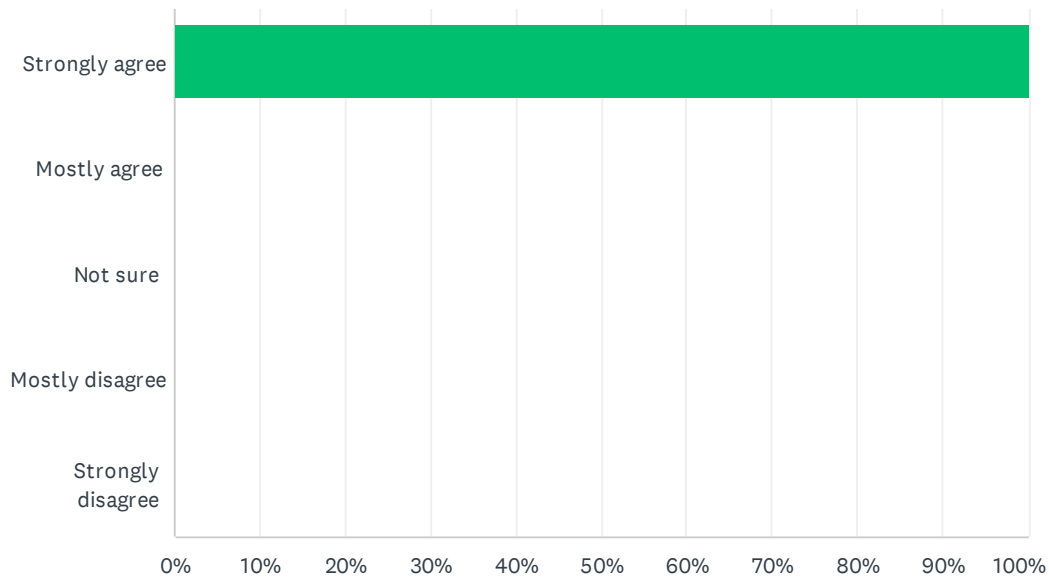
Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	87.50%	7
Mostly agree	12.50%	1
Not sure	0.00%	0
Mostly disagree	0.00%	0
Strongly disagree	0.00%	0
Other (please specify)	0.00%	0
TOTAL		8

Q11 I have been invited to get involved in my child's school.

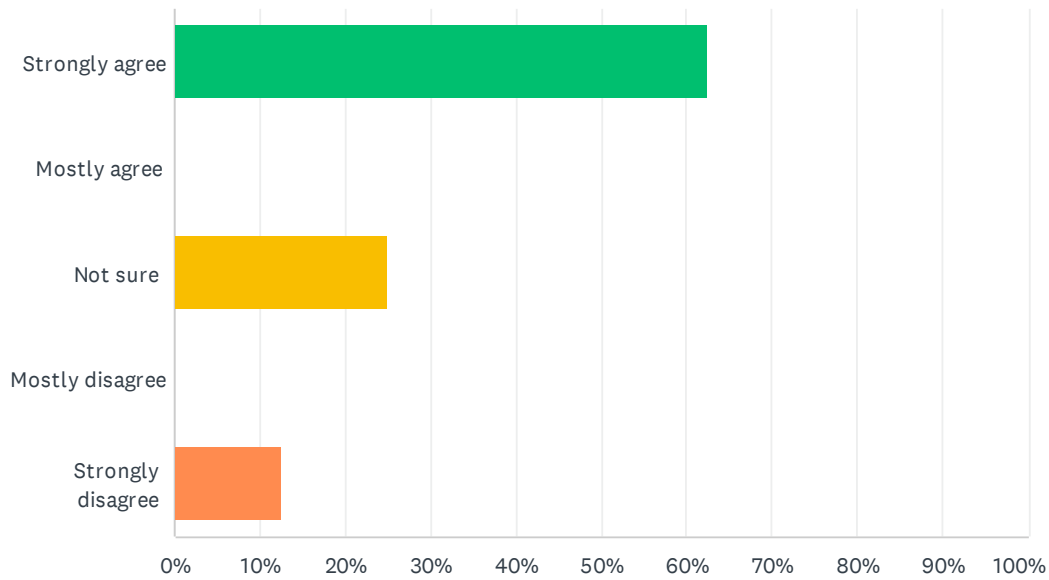
Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	100.00%	8
Mostly agree	0.00%	0
Not sure	0.00%	0
Mostly disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		8

Q12 I feel a part of the Lutheran School community.

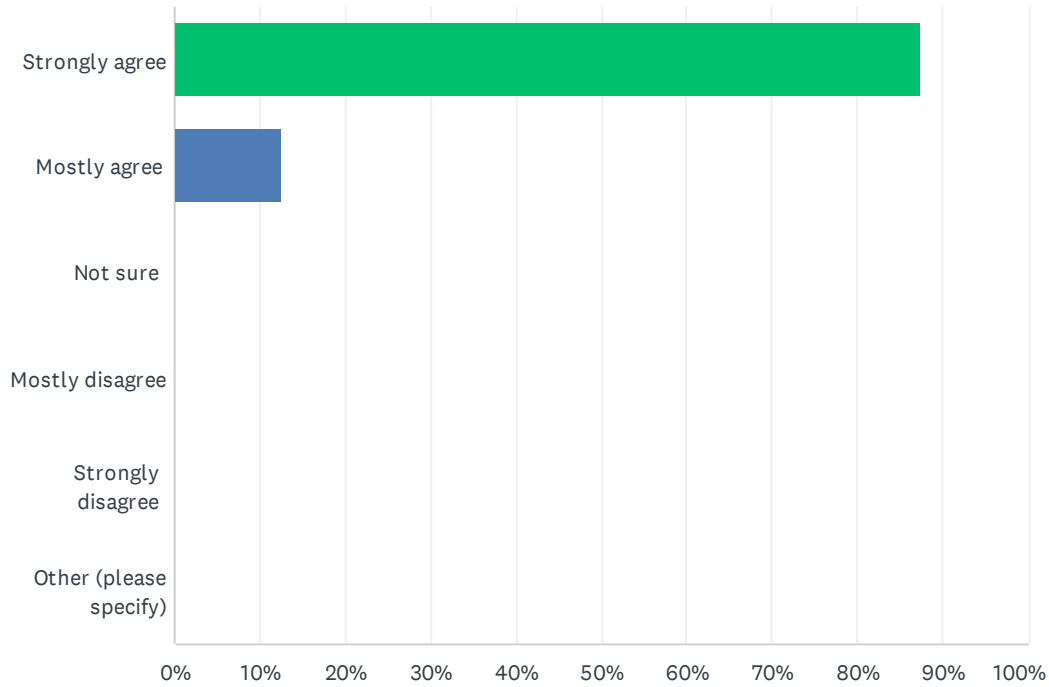
Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	62.50%	5
Mostly agree	0.00%	0
Not sure	25.00%	2
Mostly disagree	0.00%	0
Strongly disagree	12.50%	1
TOTAL		8

Q13 I feel welcomed at this Lutheran School's activities and events as well as when I visit the campus.

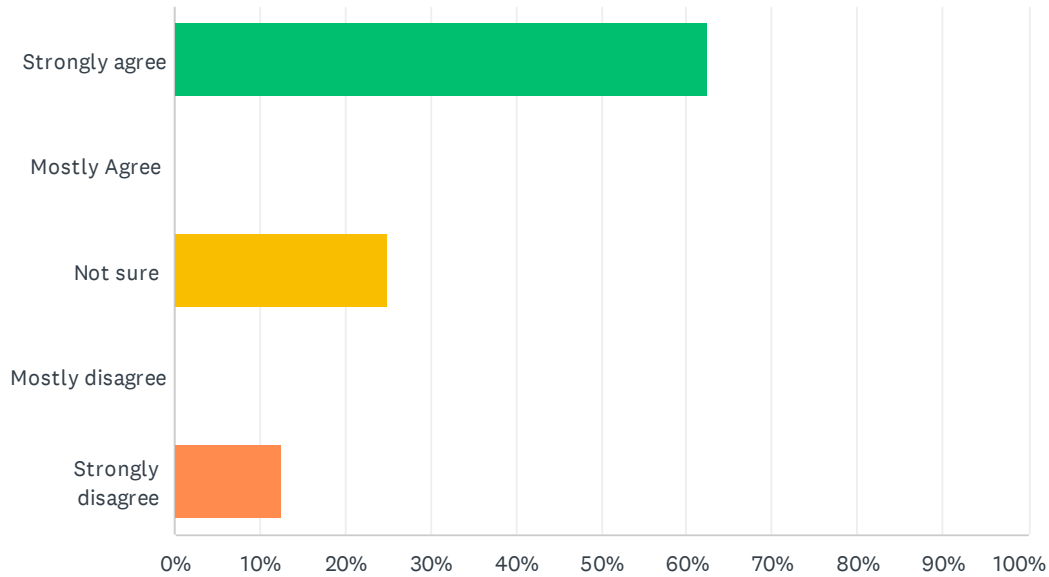
Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	87.50%	7
Mostly agree	12.50%	1
Not sure	0.00%	0
Mostly disagree	0.00%	0
Strongly disagree	0.00%	0
Other (please specify)	0.00%	0
TOTAL		8

Q14 It is important to me that my child's school holds my child(ren) responsible for their Christian character and behavior.

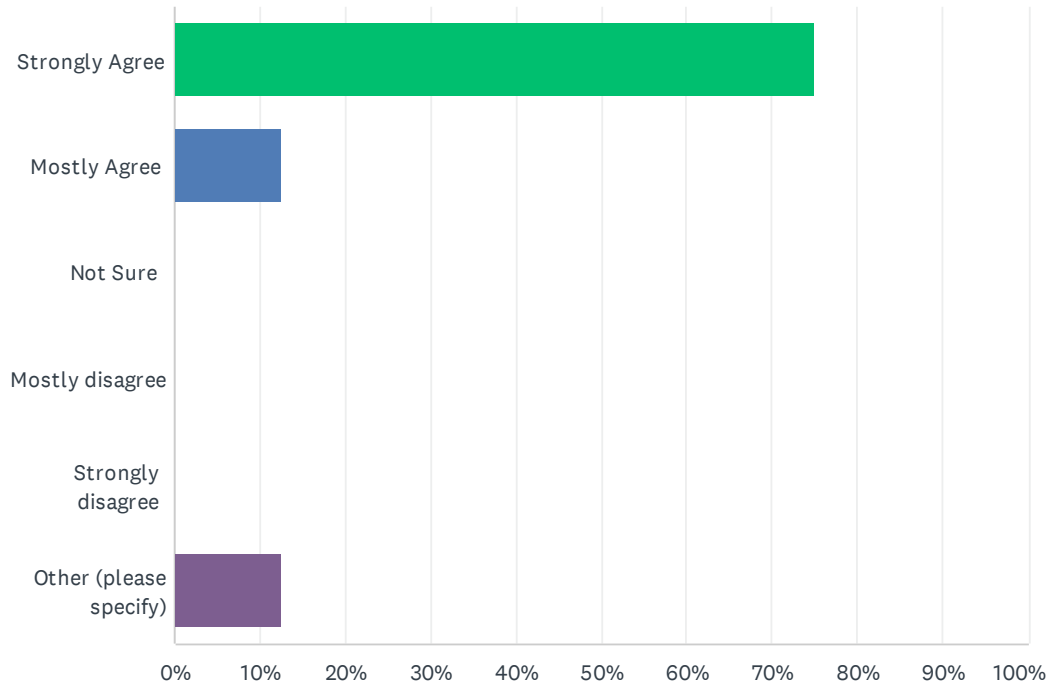
Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	62.50%	5
Mostly Agree	0.00%	0
Not sure	25.00%	2
Mostly disagree	0.00%	0
Strongly disagree	12.50%	1
TOTAL		8

Q15 The Lutheran school is consistent with student discipline and provides character formation for my child(ren).

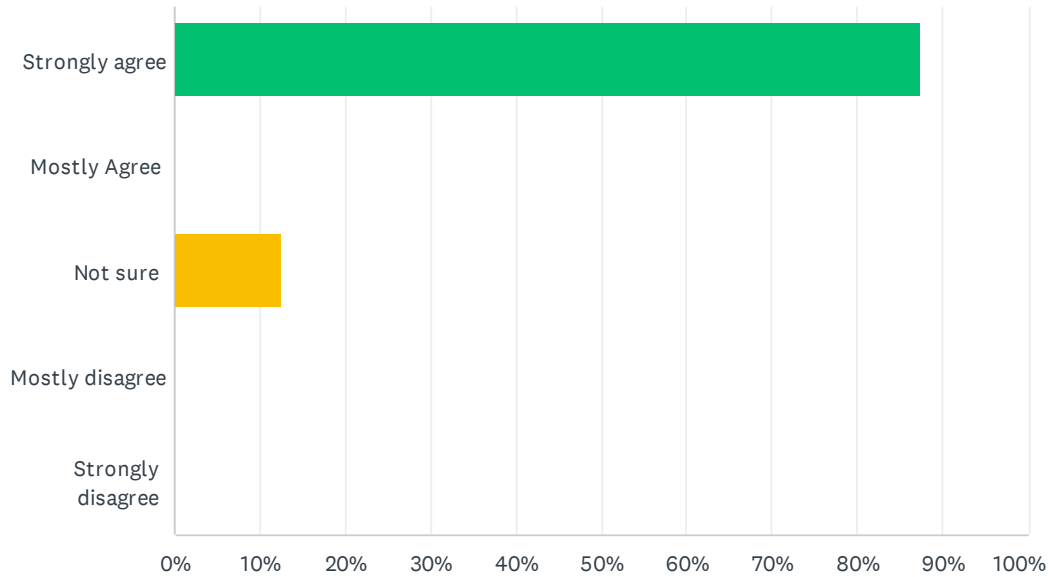
Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly Agree	75.00%	6
Mostly Agree	12.50%	1
Not Sure	0.00%	0
Mostly disagree	0.00%	0
Strongly disagree	0.00%	0
Other (please specify)	12.50%	1
TOTAL		8

Q16 I find teachers view my child as fearfully and wonderfully made by God, and treat him/her as such.

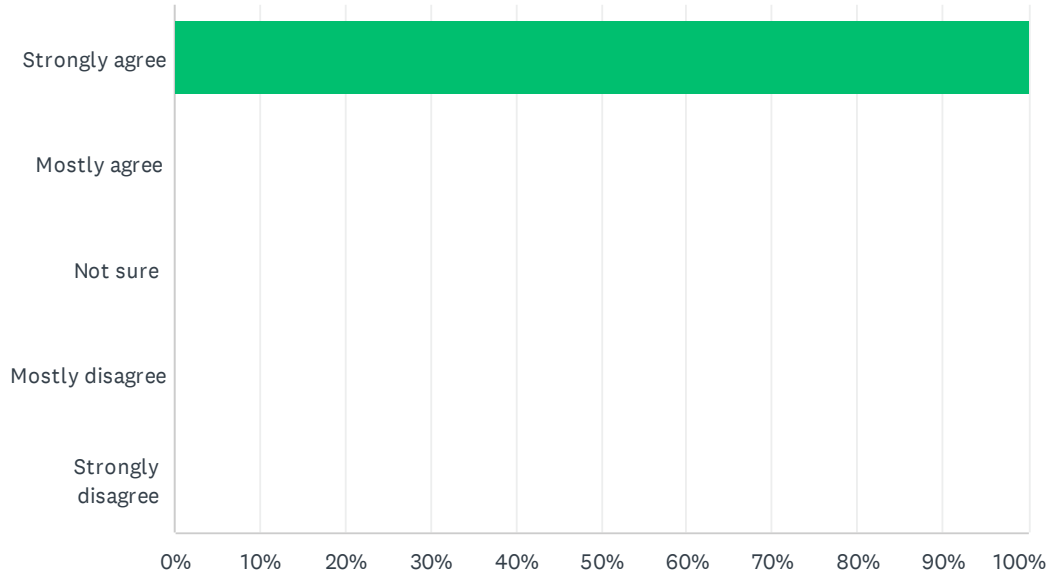
Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	87.50%	7
Mostly Agree	0.00%	0
Not sure	12.50%	1
Mostly disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		8

Q17 The feedback provided to my child by teachers is positive, balanced with grace and accountability, and encourages his/her success

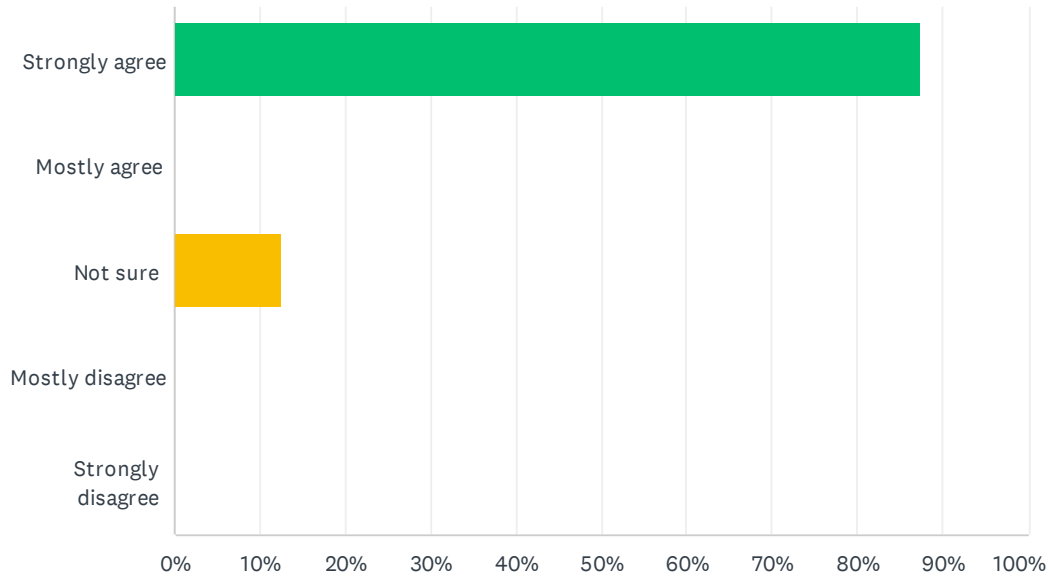
Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	100.00%	8
Mostly agree	0.00%	0
Not sure	0.00%	0
Mostly disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		8

Q18 Teachers passionately give me honest and useful information about how to help my child reach his/her fullest God-given potential.

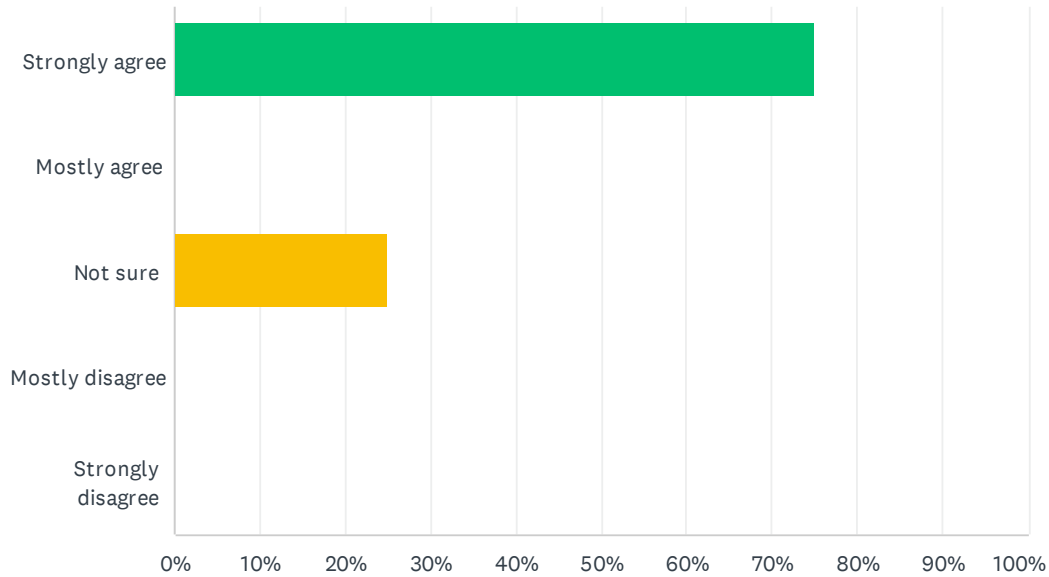
Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	87.50%	7
Mostly agree	0.00%	0
Not sure	12.50%	1
Mostly disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		8

Q19 I believe my child receives excellent, Christ-centered biblical worldview instruction.

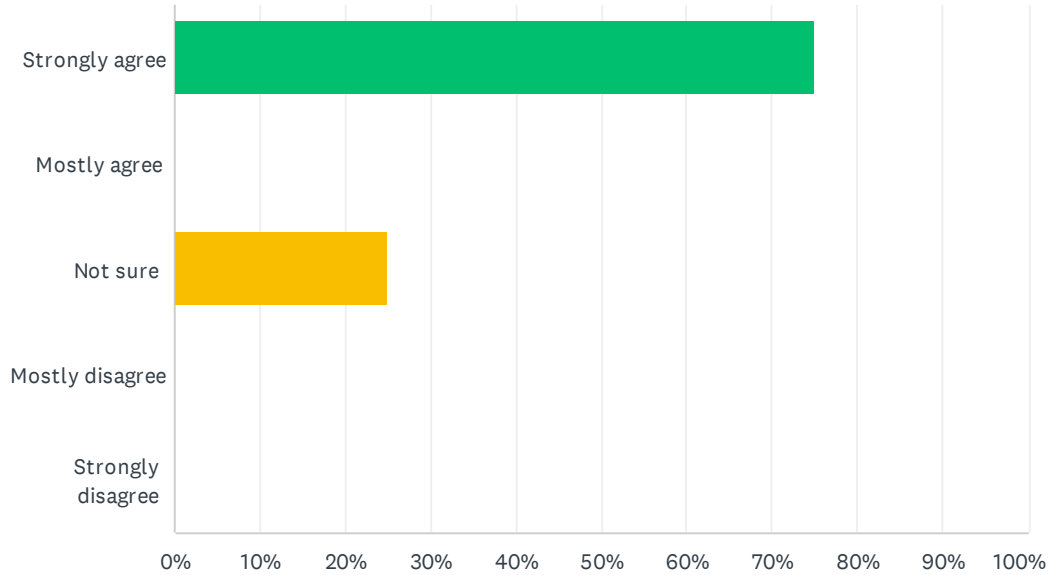
Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	75.00%	6
Mostly agree	0.00%	0
Not sure	25.00%	2
Mostly disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		8

Q20 I am comfortable with the steps this school takes to help my child grow in Christian character, spiritual growth and respect.

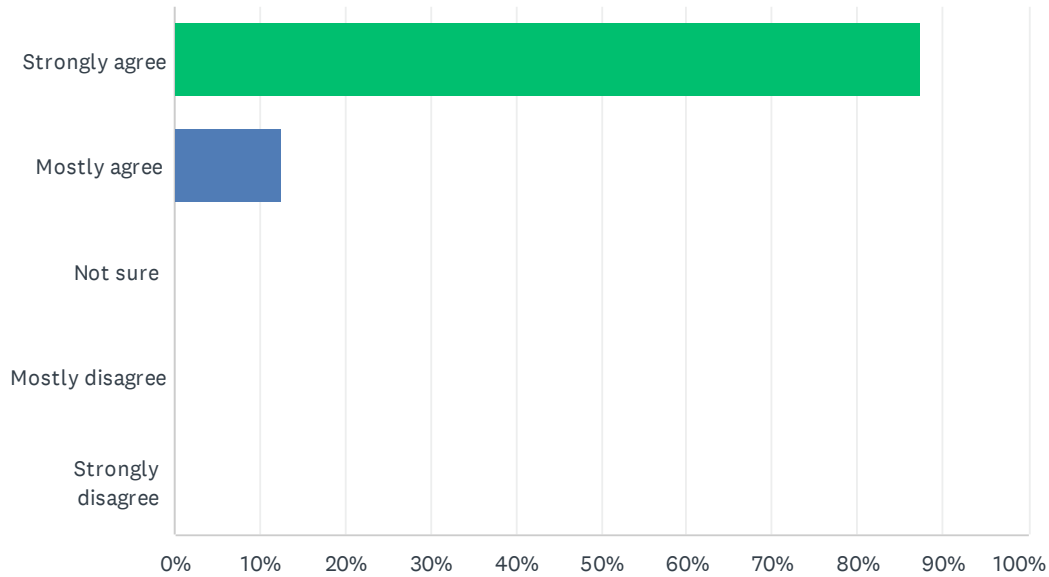
Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	75.00%	6
Mostly agree	0.00%	0
Not sure	25.00%	2
Mostly disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		8

Q21 I feel my child is welcomed and included as apart of the school by staff, teachers and students.

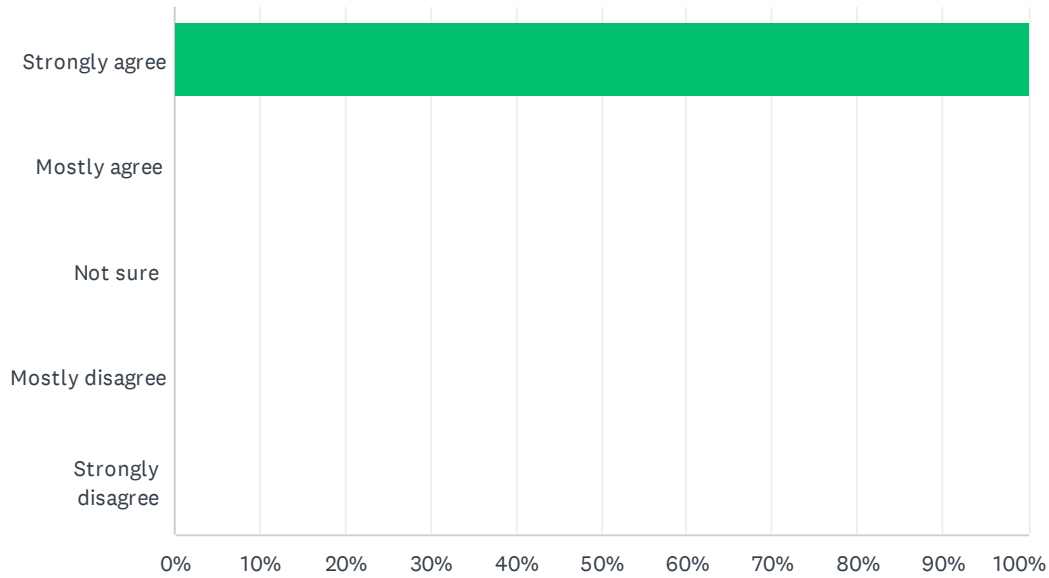
Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	87.50%	7
Mostly agree	12.50%	1
Not sure	0.00%	0
Mostly disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		8

Q22 I feel my child is safe and secure while at school.

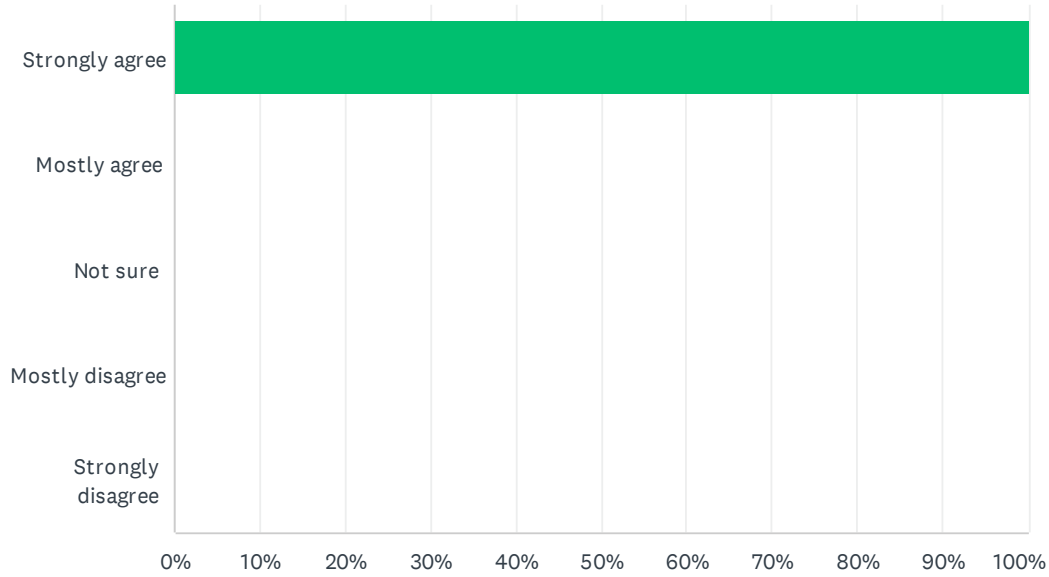
Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	100.00%	8
Mostly agree	0.00%	0
Not sure	0.00%	0
Mostly disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		8

Q23 I feel the school's administration is available and displays wise, knowledgeable, and humble leadership.

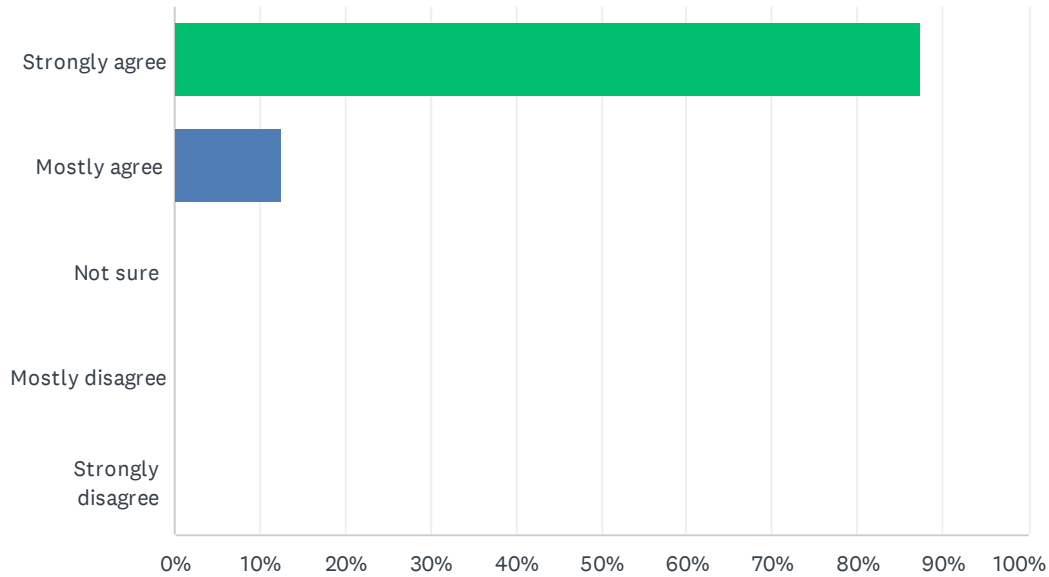
Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	100.00%	8
Mostly agree	0.00%	0
Not sure	0.00%	0
Mostly disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		8

Q24 There is an overall spirit of Christian warmth and hospitality displayed on my campus.

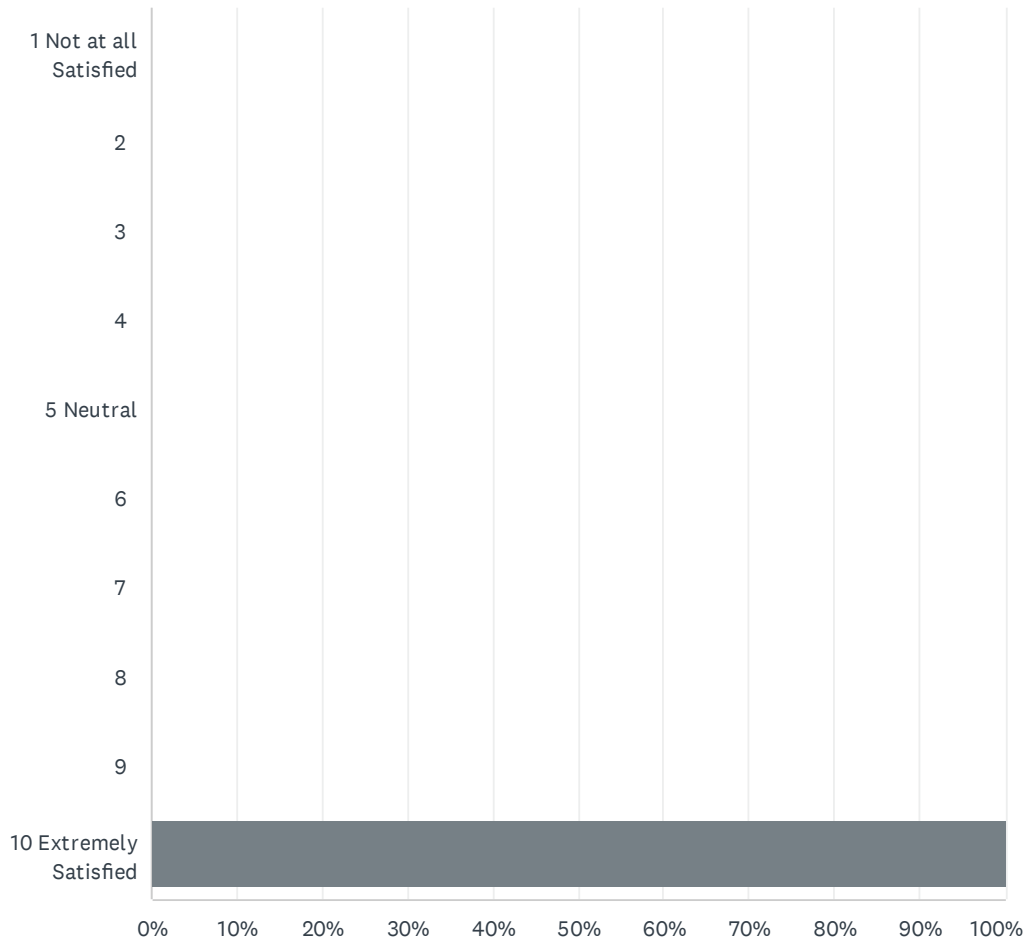
Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	87.50%	7
Mostly agree	12.50%	1
Not sure	0.00%	0
Mostly disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		8

Q25 On a scale of 1-10 with 1 being not at all satisfied and 10 being extremely satisfied, please rate your overall satisfaction with your family's experience at with the school.

Answered: 8 Skipped: 0

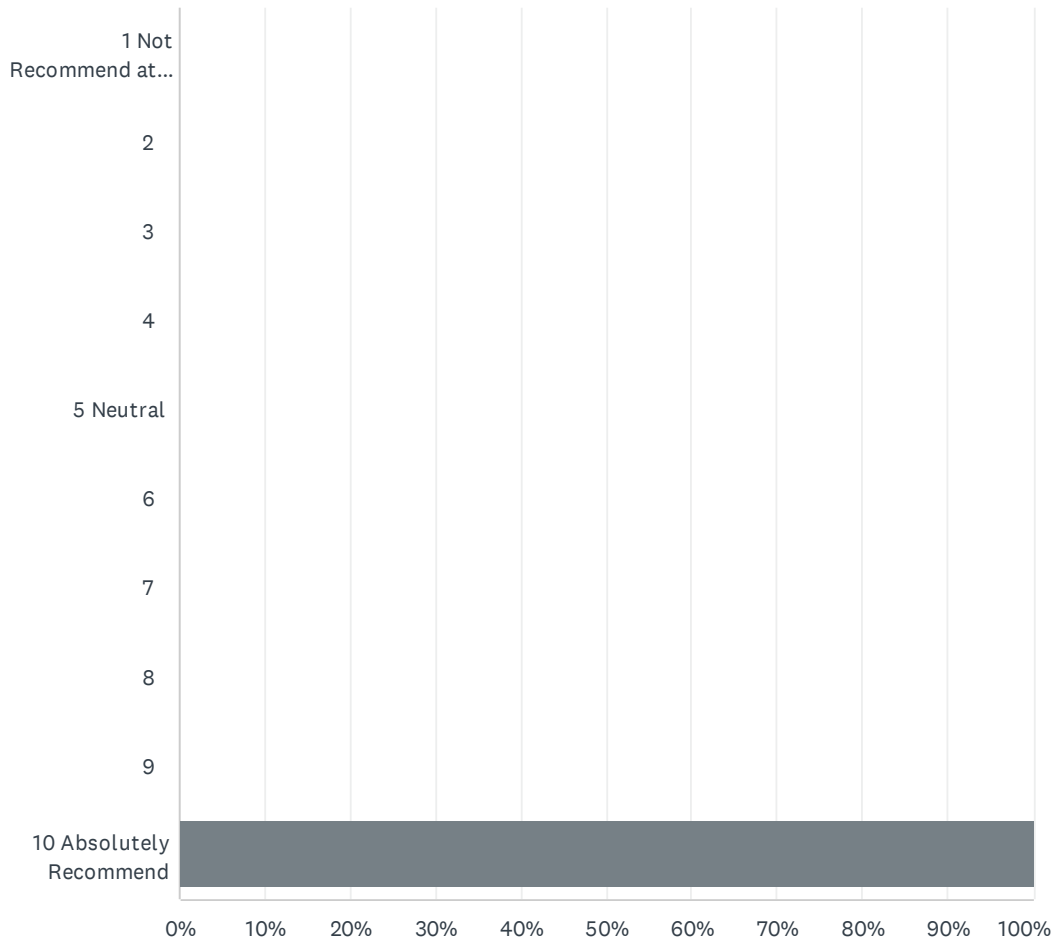


La Crosse County and Surrounding Area: Genesis Parent Climate Survey

ANSWER CHOICES	RESPONSES	
1 Not at all Satisfied	0.00%	0
2	0.00%	0
3	0.00%	0
4	0.00%	0
5 Neutral	0.00%	0
6	0.00%	0
7	0.00%	0
8	0.00%	0
9	0.00%	0
10 Extremely Satisfied	100.00%	8
TOTAL		8

Q26 On a scale of 1-10 with 1 being not recommend at all and 10 being absolutely recommend, please rate your overall likelihood to recommend the school to other families.

Answered: 8 Skipped: 0

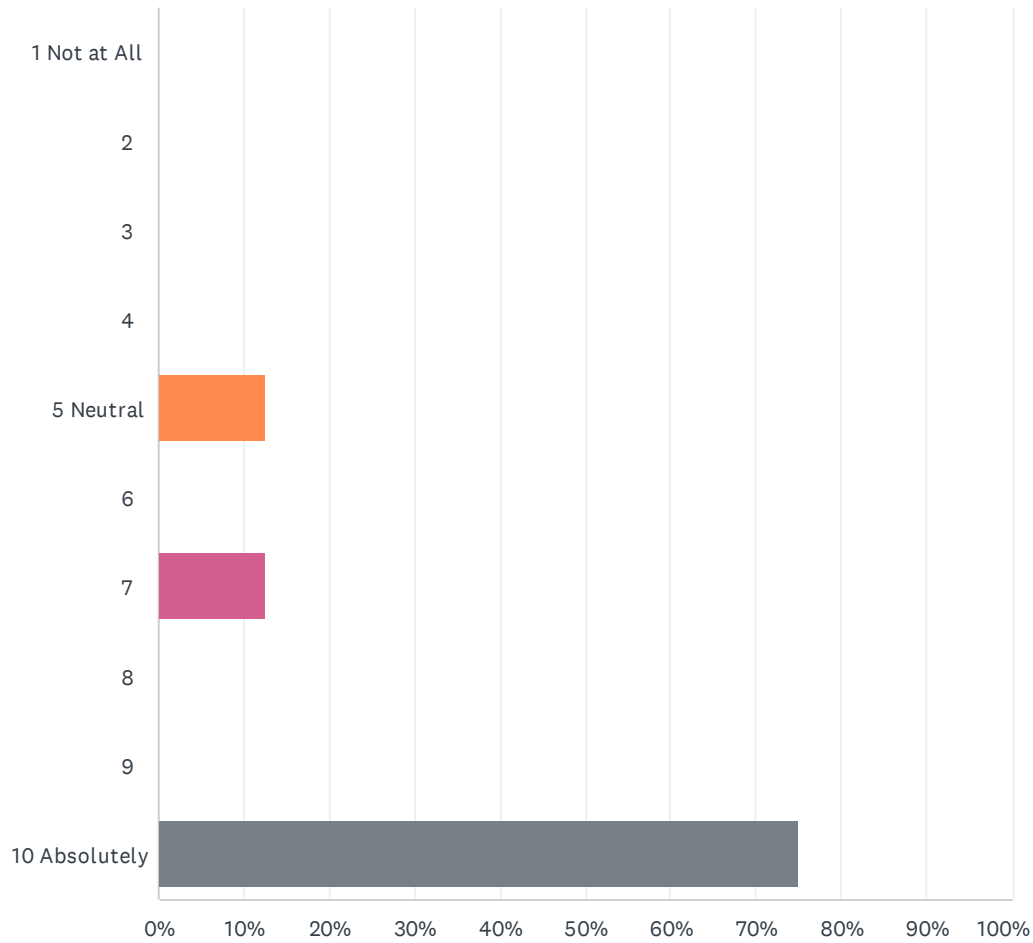


La Crosse County and Surrounding Area: Genesis Parent Climate Survey

ANSWER CHOICES	RESPONSES	
1 Not Recommend at all	0.00%	0
2	0.00%	0
3	0.00%	0
4	0.00%	0
5 Neutral	0.00%	0
6	0.00%	0
7	0.00%	0
8	0.00%	0
9	0.00%	0
10 Absolutely Recommend	100.00%	8
TOTAL		8

Q27 On a scale of 1-10 with 1 being not at all and 10 being absolutely, how willing are you to support the school by giving of your time, talent, and treasure?

Answered: 8 Skipped: 0



La Crosse County and Surrounding Area: Genesis Parent Climate Survey

ANSWER CHOICES	RESPONSES	
1 Not at All	0.00%	0
2	0.00%	0
3	0.00%	0
4	0.00%	0
5 Neutral	12.50%	1
6	0.00%	0
7	12.50%	1
8	0.00%	0
9	0.00%	0
10 Absolutely	75.00%	6
TOTAL		8

Q28 Any additional comments, suggestions, concerns, or appreciation that you would like to express?

Answered: 2 Skipped: 6