



The Commission on Lutheran Schools (CLS) exists to guide and assist WELS congregations in advancing the gospel of Jesus by providing resources, training, and personal assistance for starting and strengthening Lutheran schools.

Stay in Touch

Keep up-to-date with Lutheran Schools news by subscribing to the weekly CLS e-News at wels.net/subscribe.

Submit your news stories to lutheranschools@wels.net to be featured in the CLS e-News.

Principals and directors will receive a bi-monthly Lutheran Schools Leader electronic newsletter.

Administrators are encouraged to join our Google group "adminmail" for principals and directors to ask questions and share information. Send an email to lutheranschools@wels.net to request an invitation.

Check out the Lutheran Schools Resource Center for additional materials. Visit cls.welsrc.net.

Send us an e-mail at lutheranschools@wels.net if you need assistance connecting with any of these resources.

Back to School This Fall

Your Lutheran Schools team is working hard to connect you with local, state, and national resources as you navigate through the pandemic and seek to serve your students and families with the precious gospel message.

Resources available to you at cls.welsrc.net are being frequently reviewed. WELS Congregational Services director Jon Hein has published a reopening document that shares data you may find helpful when discussing your choir singing in church, your chapel gatherings, and other aspects of worship life. Learn more at welscongregationalservices.net.

As you develop your plans for reopening this fall, also keep in mind these lessons from *Teach Like a Champion*:

Utilize the least invasive interventions first.

Seek to identify the needs and preferences of your school families to guide your reopening plan.

Keep your messaging as positive as possible focusing on what can be done over what is lost.

Ensuring that we employ love for others and our God-given reason can minimize any collateral damage from fallout of the changes we are required to make.

You are continually in our prayers. May our God who promises, "He is before all things, and in him all things hold together." (Colossians 1:17) bless your work as you prepare for the upcoming school year.

Jim Rademan, Director: WELS Lutheran Schools
& Your Commission on Lutheran Schools Staff

An electronic version of this packet with hyperlinks is available at
cls.welsrc.net/download-cls/general-documents

Please share this important information with your staff.

School Consultants

Earlier this month the Commission on Lutheran Schools welcomed recently retired WELS principal James Sievert to lead our consulting efforts as a part-time school consultant for Lutheran schools. Jim joins a number of trained consultants available to assist congregations seeking to strengthen a struggling ministry or start a new Lutheran elementary school or early childhood ministry. E-mail james.sievert@wels.net for more information.

Teacher Call Window

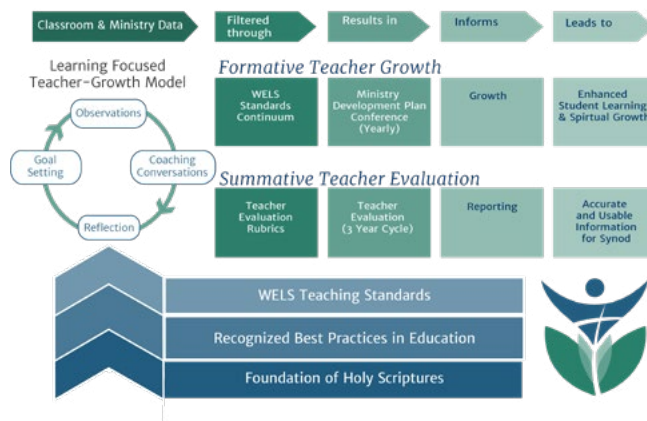
Please be reminded, the window for calling active teachers from the field who would begin serving in a new location for the 2021-22 school year begins on **October 15, 2020**, and runs through April 15, 2021. The volume of teacher calls remains high and congregations are encouraged to plan ahead, keeping the following in mind:

- Teacher call list requests are submitted electronically at wels.net/callrequest
- Request forms must be complete and submitted at least 14 days prior to the requested call meeting. Calling bodies should use the two weeks to prepare all items for the call packet electronically, so that the call and accompanying documents may be emailed to the candidate called within 12 hours of the call meeting.
- Remember to include compensation information using the compensation calculator: cwcompcalc.wels.net.

Ministerial Growth and Evaluation Process

The new process has replaced the Team Ministry Process materials, and has a much stronger focus on continuous teacher growth and coaching using the Learning Focused Observation Model. The new summative process is now available through the WELS cloud for use by school leaders who have attended all the modules and implemented the process. Face-to-face module presentations were paused in March. Options for on-demand modules to individual faculties or groups are available by contacting lutheranschools@wels.net. It is our goal that all schools will begin implementing parts of the process in 2021.

WELS Ministerial Growth and Evaluation Process



Early Childhood Ministry

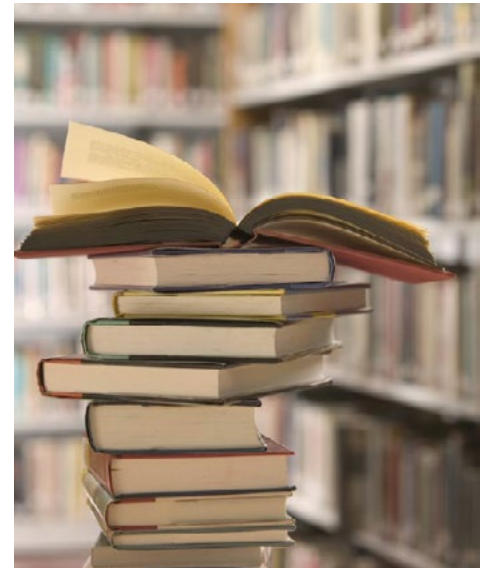
A number of resources are available to support and encourage congregations with an early childhood ministry and those who serve in them. For more information visit cls.welsrc.net or contact Cindi Holman, National Coordinator for WELS Early Childhood Ministry.

- To aid WELS Early Childhood Ministries in finding resources specific to WELS ECM and COVID-19, a document has been prepared with links to a number of sites and documents. Go to: cls.welsrc.net.
- Early Childhood Ministry Educator Devotions are written for anyone who serves young children. Online devotions are shared once a week. Visit wels.net/serving-you/devotions to view and subscribe.
- Building Blocks: A Handbook for Beginning and Operating a Christian Early Childhood Ministry is designed for congregations looking to begin, expand, or revitalize an early childhood ministry.
- WELS School Accreditation (WELSSA): WELSSA has reviewed and updated the WELSSA Standards for Early Childhood Ministries (Ages 3-4). This newly revised set of standards will be available this fall for stand-alone preschools. For those preschools who are connected to an LES, an Early Childhood Addendum is available when seeking accreditation.
- Early childhood district coordinators are eager to provide support, resources, and encouragement for congregations, ECMs, and those who serve in an ECM.

Student Testing

WELS has cooperative purchase agreements with NWEA MAP (Measures of Academic Progress) and ACT-Aspire. Signing with two vendors allows schools to determine the platform that will best serve their assessment and learning goal needs. Contracts for ACT-Aspire Spring 2021 testing should be signed by April 9, 2021. NWEA-Map can be ordered and implemented at any time.

Detailed information and resource links are available at cls.welsrc.net/standardized-student-testing-information



**TRAIN A CHILD IN THE WAY HE SHOULD GO,
AND WHEN HE IS OLD HE WILL NOT TURN FROM IT.**

PROVERBS 22:6



WELS School Accreditation (WELSSA)

The WELS School Accreditation program has been serving our schools since 2003 by evaluating our school ministries based on Scripture and sound educational principles. Among the benefits of becoming an accredited school is appreciating the many blessings our gracious God provides and identifying ways in which the school can better serve its students and surrounding community. The school learns to understand its strengths and weaknesses by working through a self-study using the WELSSA handbook set of standards.

This fall, we will be recommending accreditation for 11 schools seeking first-time accreditation at the annual Commission meeting. These 11 schools bring our total up to 145 WELSSA accredited schools (128 LES, 16 LHS, 1 stand-alone ECM) in 14 states serving over 20,000 students. There are 10 schools that will host their first ever site visit this coming school year. Several more have already shown interest in hosting a site visit in 2021 – 2022. God continues to bless the WELS School Accreditation program!

This year was especially exciting as team members worked diligently to complete updates on both our Early Childhood and Lutheran High School Handbooks to ensure that our accreditation standards remain rigorous and aligned with best practices. We will be recommending these changes to the Commission this fall to be put into use for site visits in 2021 – 2022 and beyond.

Each year over 150 knowledgeable volunteers from WELS schools serve WELSSA as consultants, captains, and team members. We could not do this without them! There are 28 site visits scheduled for the 2020 – 2021 school year. If you are interested in serving on a site visit team or if you would like to learn more about WELSSA accreditation for your school, please contact our office at welssa@wels.net.

Welcome new CLS associate director, Paul Patterson, as the WELSSA executive director. Paul will make many school visits each year giving presentations to congregations interested in accreditation as well as meeting with associate accrediting agencies and attending meetings of the National Council for Private School Accreditation (NCPSA).

Synod Yearbook Update Form

Updates to your school's information record for the WELS Yearbook and online directory can be done online at cloud.wels.net/me. The form contains information about your school contact information and faculty represented as "tabs" on the form. If updates are required, please make them. If the current information is correct, nothing needs to be submitted.

The school's information you see is what will appear on the print version of the 2021 Yearbook. We can only guarantee that information received by September 1, 2020, will make into the print version. However, all updated information will appear in the Online Yearbook.

You may access your school's record 24/7, so please feel free to go online throughout the year to make updates. Changes will be reflected in the Online Yearbook and WELS Locator the following Monday, Wednesday, or Friday.

TO VERIFY YOUR USER NAME

Visit the WELS online yearbook at yearbook.wels.net, search for your listing, click on your name to open your information card, and then click on your name in the gray header at the top. An alert box should pop up showing you the associated username.

TO RESET YOUR PASSWORD

If you don't remember your password, or don't believe you ever had one, you can reset it by going to account.wels.net and clicking the reset password button. You will need to provide your username (see above). A one-time password will be sent to the e-mail address we have on file for your account. Enter the provided password into the password field on the log-in screen.

How to Update your School's Synod Yearbook Listing

1. The principal or ECM director as well as the school login will be able to access the form.
2. Go to cloud.wels.net/me. Read the "Important Information", then proceed to My WELS Cloud and login. (The username will always end with "@wels.net".)
3. Click on the School Information link in the "Unit" section to review and update. Information icons are available on the form for assistance with specific fields.
4. Early Childhood Ministry and Elementary Schools have separate "units." Early Childhood staff will be listed in the Early Childhood unit.
5. Please contact Lutheran Schools if you believe your faculty listing is incorrect.

For assistance with accessing the online forms, call the WELS Help Desk Monday through Friday from 8:00 a.m. to 4:00 p.m. Central Time at 414-259-4357 or support@wels.net. For other questions, e-mail lutheranschools@wels.net or call 414-259-4354.



School Statistics Collection

The School Statistics form will open on Tuesday, August 25, and can be found on the CLS Resource Center: cls.welsrc.net/stats. Completed forms are due **September 25**.

To view your school's previous year's statistics, search the online yearbook at yearbook.wels.net/unitsearch. Select your school listing. A "View Statistics" link is located underneath the school contact information.

WELS Profile & Self-Assessments

Called workers can update their personal information any time via the WELS Online Called Worker form. Updated information is greatly appreciated by calling bodies when names are submitted to them as they look to issue a call. Please log in, review, and update your information by **August 21**. Instructions to access your form as well as additional information regarding the forms are in this packet.

Teacher Information & Self-Assessment Sections

Under Profile in the **Teacher/ Staff Minister Information** form you may indicate your ability to consider calls outside of your home area, distance you are willing to commute, and any additional information on relocation limitations.

The **Self-Assessment** “strengths” tab, refers to strengths determined by the online CliftonStrengths assessment. If you are interested in completing this section, visit store.gallup.com to purchase the assessment or buy a new copy of the book StrengthsFinder 2.0 by Tom Rath to use the “one-time use” code included with the book.

Share the top 5 strengths which are reported in your assessment results. This information can be helpful to those preparing and reviewing call lists.

If you have not taken the CliftonStrengths assessment, please leave this section blank.



The screenshot shows a navigation bar with five tabs: 'Duties', 'Subjects', 'Grades', 'Strengths', and 'Finalize & Submit'. The 'Strengths' tab is highlighted with a red border and text. Below the navigation bar, the text 'Top 5 Strengths' is visible, indicating the current section of the form.

Teacher Self-Assessment Reviews

Called Worker Information Profile and Self-Assessment forms are available online. Instructions and information regarding these forms as well as links to the online forms are included in this mailing. Please share them with your teachers.

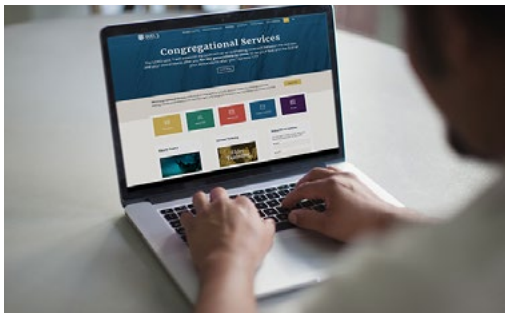
The Conference of Presidents is requesting that all teacher Self-Assessment forms go through a review process. Principals and directors are asked to have their assessments reviewed by the school board chairman or pastor of the congregation. Please note that this is not the Summative Teacher Evaluation that reviews classroom instruction and management, etc. Teacher Self-Assessment informs us about your ministry preferences, abilities, and experience.

School administrators should meet with each of your school’s teachers to review their self-assessment. Please take the time to carefully review the forms and offer suggestions for changes as you see fit.

After a teacher has completed the Self-Assessment form, he/she is asked to undertake the following steps:

1. Print or save a pdf of the form (found at the end of the form)
2. Meet with reviewer to discuss the form
3. If the reviewer approves the form as is, submit the form
4. If the reviewer suggests ranking changes, make the changes and then submit the form

Once the “Submit” button has been clicked, the changes will flow directly into the WELS database. Please note that the “Submit” button will not be enabled until the reviewer’s name, title, and date of review are entered.



Congregational Services Resource Center

WELS Congregational Services exists to serve congregations, schools, and their leaders by providing resources, training, and personal assistance so that they might carry out gospel ministry in the most faithful way on the local level. Online resources at welscongregationservices.net focus on providing practical tools and training for all types of congregational leaders: pastors, teachers, councilmen, elders, or members who play an active role in the congregation. As part of Congregational Services, the Commission on Lutheran Schools also shares school leadership focused modules and resources through this site.

MissionInsite Resource

WELS Congregational Services has partnered with the Board for Home Missions to negotiate a blanket subscription to MissionInsite. This allows any WELS congregation or entity to run as many demographic reports as they want for free. Learn more about how MissionInsite can help your school as you look to reach out in your community. Learn more at welscongregationservices.net/missioninsite-know-your-audience.



Kids Connection

Kids Connection shares stories about people, places, and programs around WELS; connecting Christian kids to other Christian kids, showing there are other schools like theirs and other Christians like them across the nation.

For more information or to purchase a subscription visit KidsConnection online. Learn more and start your subscription at wels.net/serving-you/christian-life/youth-family/kids-connection.



Telling the Next Generation: Utilizing Our Schools for Outreach

Telling the Next Generation is a cooperative effort of the Commission on Evangelism and the Commission on Lutheran Schools. The six-hour seminar is designed for pastors, principals, early childhood directors, and other church and school leaders to learn; maintaining a Christ-centered mission, the critical role of relationships, and a planned harvest strategy.

NEW THIS FALL, congregations and schools will have three resources available: the onsite seminar, a live virtual seminar, and videos of each of the three sessions. The videos can be helpful as a review or for self-study. Contact the CLS office for information on setting up a seminar.

WELS Devotions

WELS publishes daily devotions and Bible readings, teen devotions, and early childhood educator devotions. **NEW THIS YEAR**, WELS Family Devotions are published three times a week, and the devotions coincide with the previous Sunday's Bible readings. Each devotion is complete with a set of questions for different age groups, a prayer, and hymn verses that can be sung or spoken. Sign-up at wels.net/subscribe.



Lutheran Schools Purchasing Center

The Commission on Lutheran Schools (CLS) is pleased to offer a secure online purchasing center for Lutheran Schools Annual Support, WELS School Accreditation (WELSSA) annual report fees, WCRIS dues (WI schools only), PowerSchool fees, and Discovery Education Streaming subscriptions. Visit clservices.wels.net.

Lutheran Schools Annual Support

The work of CLS is funded only in part by Synod allocation of congregational mission offerings. Many of the services provided by CLS are made possible by annual support provided directly by schools. Lutheran Schools Annual Support (formally called supplemental contribution) is an opportunity for your school to walk together with over 400 fellow WELS schools in our joint commitment to offering gospel centered education.

Schools who make an annual contribution are still eligible for discounts on PowerSchool training and annual per student fees, DE Streaming annual subscriptions, WELSSA annual report fees, and select conferences and events.

NEW THIS YEAR - Schools who make an annual school support contribution will receive a complimentary subscription to Vector's Safe Schools training which will provide contributing schools with access to training courses for your school staff compliance needs in health, safety, and environmental issues such as blood borne pathogens, mandatory reporting, coronavirus, bullying prevention, and many more. See the included flier.

Subscription Services Annual Fees

Lutheran Schools Annual Support per student

ECM (FTE) & LES	7.50
LHS	4.00

Rate	With Lutheran Schools Annual Support Discount
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Power School	35.50
Product Training	450.00

18.50
300.00

DE Streaming

Basic – per student	13.20 (1,100 school min.)	6.60 (550 school min.)
Minimum applies to schools with less than 84 enrolled		

Plus – per student	16.00 (1,600 school min.)	8.00 (800 school min.)
Minimum applies to schools with less than 100 enrolled		

IMPORTANT NOTE: Schools in Texas and Michigan will need to contact their school district to subscribe through the state-contracted Discovery Education representative. We are not authorized to accept subscriptions from Texas and Michigan.

WELSSA – Annual Report Fee

Enrollment 0-99	400.00	200.00
Enrollment 100+	600.00	300.00

WCRIS fee for Wisconsin schools 4.00 per student for grades K4 – 12. There is no discount for contributing schools.

IMPORTANT NOTE:

After you have made a Lutheran Schools Annual Support payment, log back in to receive the discounted price for future purchases. Purchasing subscriptions prior to making an annual support payment will not provide you with a discount. You must log-in with the same credintails as you used to make the contribution.

To avoid any interruption of your current subscription, please pay your renewal fee by October 1.

Payments accepted: Visa, Master Card, Discover, or American Express credit cards. (No debit cards can be accepted.)

If you are mailing in your contribution and/or any subscription fees please include a payment form available on the purchasing center, resource center, and in this packet.

If you have any questions, contact the CLS office at 414-259-4354, toll-free 877-273-3725, or e-mail lutheralschools@wels.net

School Mission Project Opportunities

Kids c.a.r.e

The kids c.a.r.e. (care about reaching everyone with the gospel) program is designed to teach children about mission outreach. The Lutheran Women's Missionary Society's kids c.a.r.e. project for 2020-2021 will be Children's Ministry Outreach.

When a mission church would like to begin a children's ministry or start a childcare center or preschool, the lack of up front funds may prevent them from doing so. Offerings received for kids c.a.r.e. between June 2020 and May 2021 will help mission churches start childcare centers or preschools, which can then form a "natural bridge" to bring the good news to more families who do not yet know our Savior.



Two days of lesson plans have been written by WELS teachers with activities at two age levels of instruction. These lessons are designed

to integrate with the Christ Light curriculum and are user friendly for parents, grandparents, Sunday school teachers, and early childhood centers. Learn more at lwms.org.

WELS Special Ministries

Special Ministries mission projects can support the spread of the gospel, while also giving school children or other groups the opportunity to learn about the challenges of participating in your church. Special Ministries projects help students understand that some people in your church or neighborhood need extra help to be part of worship.

In addition, Special Ministries often has resources to give to students during a mission project. The benefit can flow two ways, as God's work is supported, and God's people learn and grow. Visit wels.net/serving-you/christian-life/special-ministries for additional information and to request resources.

Mission for the Visually Impaired (MVI)
Mission for the Deaf and Hard of Hearing (MDHH)
Prison Ministry Committee (PMC)
Military Services Committee (MSC)
Conquerors through Christ (CTC)

To connect with any of these ministries and receive help for your mission projects, contact WELS Special Ministries specialministries@wels.net or 414-256-3241

WELS Christian Aid and Relief

Paul wrote to the Galatians: As we have opportunity, let us do good to all people, especially to those who belong to the family of believers (6:10 NIV). In thanks for our Savior's saving love, WELS Christian Aid and Relief seeks to carry out this command by helping those who suffer from disasters or hardships. We do this in three different ways: Providing emergency financial grants and volunteer assistance to those who have been impacted by a disaster, partnering with WELS home and world missions on humanitarian aid projects, and providing grants to WELS members who need financial help during a difficult time. As we provide for people's physical needs, the Lord opens doors to conversations about spiritual needs and the One who is the answer to them, Jesus Christ. For more information contact Pastor Daniel Sims, director of WELS Christian Aid and Relief, daniel.sims@wels.net.

Mission Resources for Your School

WELS Missions has compiled resources that you can use to get your students interested in and involved in WELS mission work. View the LWMS Project Booklet to select a quarterly mission project, utilize LWMS Kid's c.a.r.e lesson plans, plan a Cultural Fair for your students using resources provided, and more! Visit missions.welsrc.net/schools to get started.

Short-term Mission Trip Opportunities

WELS Mission Journeys, short-term mission trips, provides an opportunity for high school students to walk together in the Great Commission. To learn how your school can put together a team or incorporate free Mission Journeys planning and training resources into a current mission trip program, visit wels.net/missionjourneys or contact Mission Journeys Director Shannon Bohme, shannon.bohme@wels.net.

Taste and See Videos

The WELS Missions office partnered with LWMS to host an online event called Taste and See, including daily video devotions, Missions presentations, Moments with Missionaries, cooking tutorials and recipes, and other fun family activities. Consider sharing these Missions-themed videos and activities with your students. Find all of the videos at welstasteandsee.com.

WELS Kingdom Workers

Volunteers are serving at home and around the world through Kingdom Workers. Visit kingdomworkers.com to see where they are serving and how you can help.