

THE LEADER'S E-COMPASS

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GREETINGS

More with Less

A common theme today among many organizations is that we are expected to do “more with less”. Lutheran high schools across the landscape are also familiar with that reality.

The expectations of students and parents are that they will receive the best Christian education at their Lutheran high. Many administrators have also experienced a stream of families coming in and announcing that someone in the family has lost their job or had their salary and/or hours cut back. The family is faced with doing more with less. They expect you to provide more in Christian education but they will probably need to provide less funding. You are expected to provide more financial aid (with fewer resources).

You may have already asked teachers to take on more responsibilities while holding salary increase to a minimum if not cutting them – more with less. You may be considering how to cut costs to make it through the school year while still providing the best that a Lutheran high school can offer in quality 21st century Christian education.

It is in times like this that we have the promises and actual events of the Bible to help us focus our concerns and seek our solutions. We see time and again how the Lord was able to do more with less throughout the Bible. He did it! He still does it today. God used a small band of disciples to change the world with His message of hope and healing. He used a baby born in little Bethlehem to bring us salvation. He even took an enemy (Saul/Paul) and converted him into an avid disciple and evangelist.

He will also use us. God indeed does more with less. We can each look at ourselves and see how God is doing more with less.

As you face the challenges in front of you, keep your eyes focused on Him. Trust in Him alone. He has done more with less and he promises to continue to do more with us!

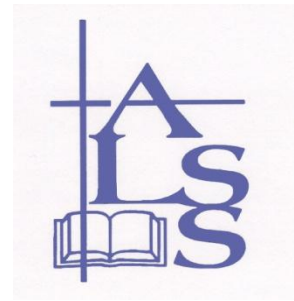
Ross E. Stueber, Ed. D.
ALSS Executive Director

ALSS/ALDE 2010 CONFERENCE ITEMS

Registration

ALSS members are to do the following to register for the ALDE Conference for this February –

1. Go to the [ALDE website](#)
2. Click on “GET STARTED ONLINE”. (ALDE has requested that everyone register online.)
3. If you are already an ALDE member you should have a username. If you are not a member of ALDE you must sign up for a username. ALSS membership counts for the ALDE membership for this conference. You do not need to become a member of ALDE to get the ALDE Conference Registration rate. The rates for ALSS members are the same as for ALDE members.



Conference Registration Cost:

1. Early Bird Discount	Now - 1/8/10	\$520
2. Advanced	1/9/10 – 1/29/10	\$595
3. Regular	After 1/29/10	\$695

(There is a cancellation policy on their website.)

For Spouses the costs are as follows:

1. Full Conference Guest Registrations	\$225
2. Two Day Guest Registrations	\$175

Master Classes (See [Conference Schedule](#) for details) \$50/each

Sectionals Choices

- There are 7 sessions with presentations to pick from.
- See the [ALSS Specific Schedule](#) for sectionals especially designed with ALSS in mind.

Hotel Information

Be sure and make your hotel reservations at the [DoubleTree Hotel](#) and not the Hyatt Regency! The DoubleTree is one block from the Hyatt Regency. We have rooms blocked at the DoubleTree for ALSS members. Our opening Business meeting will be at the DoubleTree Hotel.

ALSS Specific Conference Schedule Items

See the [ALSS Specific Schedule](#) for details of things ALSS members will want to be aware of in their personal conference planning.

ALSS will hold its **annual business meeting at 2:30 on Friday**. On the agenda will be –

- Election of 2 new board members
- Selection of the 2012 ALSS Conference location
- Accepting new school members to ALSS
- Accepting of new Honorary Lifetime Members
- Adoption of Dues for 2010-11
- Information about the 2011 ALSS Conference in Charleston, SC
- Report of the Executive Director
- Introduction of the Caucus Agenda (Caucuses will be held on Sunday afternoon.)

ALSS will hold its **annual awards presentations** at the ALSS Breakfast on Saturday morning.

- Welcoming new member schools
- Welcoming new Honorary Lifetime Members
- Introducing the 2010 Paul Lange Award Honoree

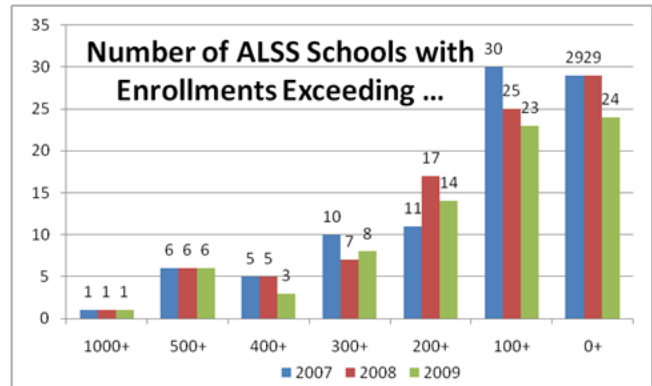
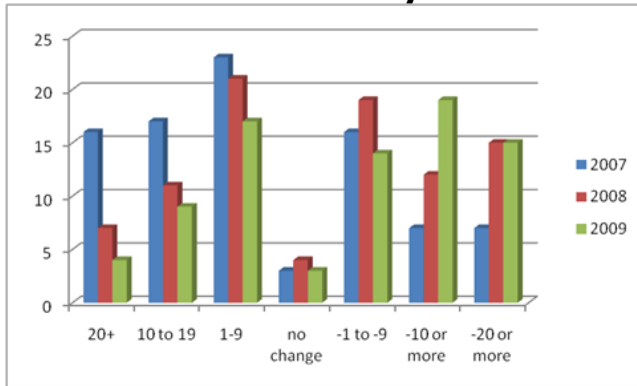
ENROLLMENT REPORT

Thanks to all member schools for reporting their enrollment data this past month.

To see the enrollment for ALSS member schools by school size [click here](#).

To see the enrollment for ALSS member schools in an alphabetical listing [click here](#).

ALSS Member Schools by Growth



Enrollment losses from last year to this year by grade Number of schools who lost students from previous year	9 to 10	10 to 11	11 to 12
	54	47	51
% of schools with a loss	67%	58%	63%
Average loss per school with a loss	-5.8	-5.7	-5.5
Average Number of Students in an ALSS High School	224		
Median Number of Students in an ALSS High School	181		

HIGHLIGHTS FROM THE OCTOBER BOARD MEETING

ALSS Board Meeting

The ALSS Board of Directors met on October 25 – 27 in Charleston, South Carolina at the Kiawah Resort. This is the location of our 2011 ALSS Conference. The board members were excited about the location and accommodations we will have for the conference. Plan now to include your spouse for this conference. We will share more details about the location and how to prepare for this conference at the Albuquerque business meeting.

The board –

- Identified individuals to ask to be on the ballot for election to the board. Once they have consented to be on the ballot we will forward those names to the membership. Election will take place in Albuquerque. David Hahn and Joel Bode will be leaving the board as their term in office is complete at the Albuquerque conference.
- Approved recommending two new member schools for membership in ALSS at the Albuquerque conference:
 - Immanuel Christian Academy, Broken Arrow, OK
 - Lion's Gate, Bloomington, MN
- Planned for the Caucus session in Albuquerque. The focus will be on the future of ALSS and how we can best serve the member schools. How can we assist our member schools in being viable on into the future? What is the "return on investment" (ROI) for a member school?

- Narrowed the choice of 2012 ALSS Conference sites to either Las Vegas (near the Faith LHS location) or San Antonio (Riverwalk area). A recommended location will be made to our membership after the January Board meeting.
- Discussed the conference theme and presenters for the 2011 conference. The Board members will conclude this discussion at their January meeting and report to the members at the annual business meeting in Albuquerque.
- Re-examined the ALSS Critical Targets and goals. This will be a major focus of the January Board meeting and the caucus sessions in Albuquerque.
- Agreed to meet on January 25 and 26 by conference call and a web based service for their next Board meeting.

ALSS ADMINISTRATIVE CHANGES AND OPPORTUNITIES

CHINA, Shanghai, Concordia International School-Shanghai

Concordia Shanghai is seeking a candidate to serve as their elementary principal. Louise Weber, founding elementary school principal, is going to retire at the end of the year. The successful candidate will work alongside Jim Koerschen, Head of School as well as with the middle school principal and the high school principal. Concordia serves a student population from Pre-school through grade 12 – almost 1100 students this fall.

CO Denver, Denver Lutheran High School

Denver Lutheran High School is seeking candidates to teach two periods of Web Design (1st and 2nd periods – generally 8:00-10:00 AM). For more information please contact Mr. Dan Gehrke, Principal at 303-934-2345 x3103.

MO St. Louis, The Lutheran High School Association of St. Louis

The Lutheran High School Association of St. Louis, which serves both Lutheran High School South and Lutheran High School North, is seeking candidates for the position of President, which is the chief executive officer of the Association. For more information, please consult the Association's website at www.lhsastl.org/ or contact Tom Hohenstein, the Chairman of the Board of Trustees, and of the "Search Committee" at tphovenstein@gjn.com, or 314-615-6000. All candidates should send a letter of interest and resume to Sharon Thurman, Human Resources Coordinator, at 5401 Lucas & Hunt Rd. St. Louis, MO 63121 **or to** sthurman@lhsastl.org.

NY Maspeth, Martin Luther High School

Ben Herbich will be retiring at the end of the school year. The Lutheran High School Association is extending an invitation for a dynamic individual to join their team as Head of School. To read the full responsibility description click [here](#).

JAMES JUERGENSEN MASTER EDUCATOR AWARD

Concordia University Wisconsin is now accepting nominations for the **James Juergensen Master Educator Award** (for grades 9-12)

Criteria:

- Currently serving in an LC-MS affiliated school as a teacher and/or administrator
- Has at least five years experience in an LC-MS school
- Has displayed excellence, dedication, and distinction
- Imparts a love for learning while inspiring students toward Lutheran higher education

You may submit a nomination by going to the following link, completing the appropriate form, and submitting it electronically. The deadline is 1 December.

<http://www.cuw.edu/academics/commencementawards/index.html>

MINISTRY TECHNOLOGY MENTOR NEWSLETTER (MTM)

The Technology In-service Program and MTM

MTM in partnership with the LCMS School Ministry Department and Concordia University Wisconsin has developed a new Technology In-service Program (TIP) for entire faculties within the individual schools. Click [here](#) to obtain more information.

LOU'S LEADERSHIP CAPSULE

Leadership Byte

Growth and Leadership - Leadership Mythology by Gregory P. Smith

Leadership is probably one of the most talked about business concepts, but the least understood. Leadership is about getting things done and helping people reach their potential. My experiences as a consultant have shown me many organizations do a pitiful job helping people reach their potential. One reason for this is old-fashioned leadership techniques--out-dated leadership concepts or what I call, "leadership mythology."

A myth is something that is false, but believed to be true. As in many things in life, there are several myths surrounding the concept and practice of leadership. Unfortunately, these myths prevent qualified people from rising to the top. By listing these leadership myths, it is my hope to dispel many of the false beliefs.

Myth 1 - Leadership is a rare ability only given to a few. Many people still think leaders are born not made. This can't be further from the truth. Most people have the potential to become good leaders. Leadership is not like a diet pill. Like most learned skills, it takes time, training, and lots of trial by error. The key ingredient making people good leaders is the ability to care about others. The second ingredient is a sense of purpose, vision or mission. A good leader charts a course and provides direction to those they lead.

Myth 2 - Leaders are charismatic. Many leaders are charismatic, but closer scrutiny shows that most leaders are not. Some of the world's most famous leaders had warts--some sort of shortcoming or personality issue. In a leadership role, people skills are very important--more important than technical skills. However, the best leaders are those who work toward a goal. Your cause, your purpose and your mission in life will make you charismatic, not the other way around.

To read more of the myths, [click here](#).



The Association of Lutheran Secondary Schools identifies, equips and supports leaders to advance the Christ-centered ministries of Lutheran secondary schools.