



Transforming Teaching and Leadership

The Challenge

Emanuel Lutheran School in New London, Wisconsin, experienced rapid enrollment growth, which brought both opportunities and challenges. Principal Bill Fuerstenau, balancing both administrative and teaching roles, found it increasingly difficult to conduct classroom observations and provide timely, impactful coaching. As the school expanded, maintaining instructional quality and ensuring consistent professional development became a pressing concern.

The Solution

While attending a teachers' convention, Principal Bill discovered Sibme. Recognizing its potential, he introduced Sibme to a select group of teachers for a pilot program. The platform enabled educators to record classroom sessions, receive detailed, time-stamped feedback, and engage in virtual coaching—enhancing instructional quality without adding significant workload. Sibme provided an efficient way to bridge the gap between observation and professional development, allowing teachers to refine their strategies through real-time, evidence-based insights.

The Results:

- **Improved Teacher Feedback & Coaching:** Teachers received precise, actionable feedback, leading to measurable improvements in instructional methods and student engagement.
- **Virtual Professional Learning Communities:** Sibme enabled Lutheran educators across different schools to collaborate, share best practices, and

support each other's professional growth in ways that were previously difficult due to geographic limitations.

- **Enhanced Evaluations & Accountability:** Video-based assessments with timestamped comments provided clear evidence of instructional effectiveness, leading to more structured, data-driven evaluations.

Looking Ahead

With Sibme's success, Principal Bill aims to expand the platform's use within his school and beyond. His vision includes integrating new teachers, strengthening collaboration with other Lutheran schools, and leveraging Sibme's AI-driven features for deeper instructional insights. By building a broader professional learning network, he hopes to drive lasting improvements in teaching excellence.

"Sibme offers an opportunity to create almost like a virtual professional Learning Community among our schools, where you can connect with not only teachers in your grade band or teachers in your same subject area but also teachers who share the same goal as you."

Bill Fuerstenau - Principal