



L A N S I N G U S D 4 6 9  
S T R A T E G I C P L A N

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# PRESENTATION OVERVIEW

## KEY POINTS



1- COMMUNITY INVOLVEMENT

3- TARGET AREAS

5- DRAFT OF PLAN

2- SEPTEMBER FEEDBACK

4- JANUARY FEEDBACK

6- NEXT STEPS

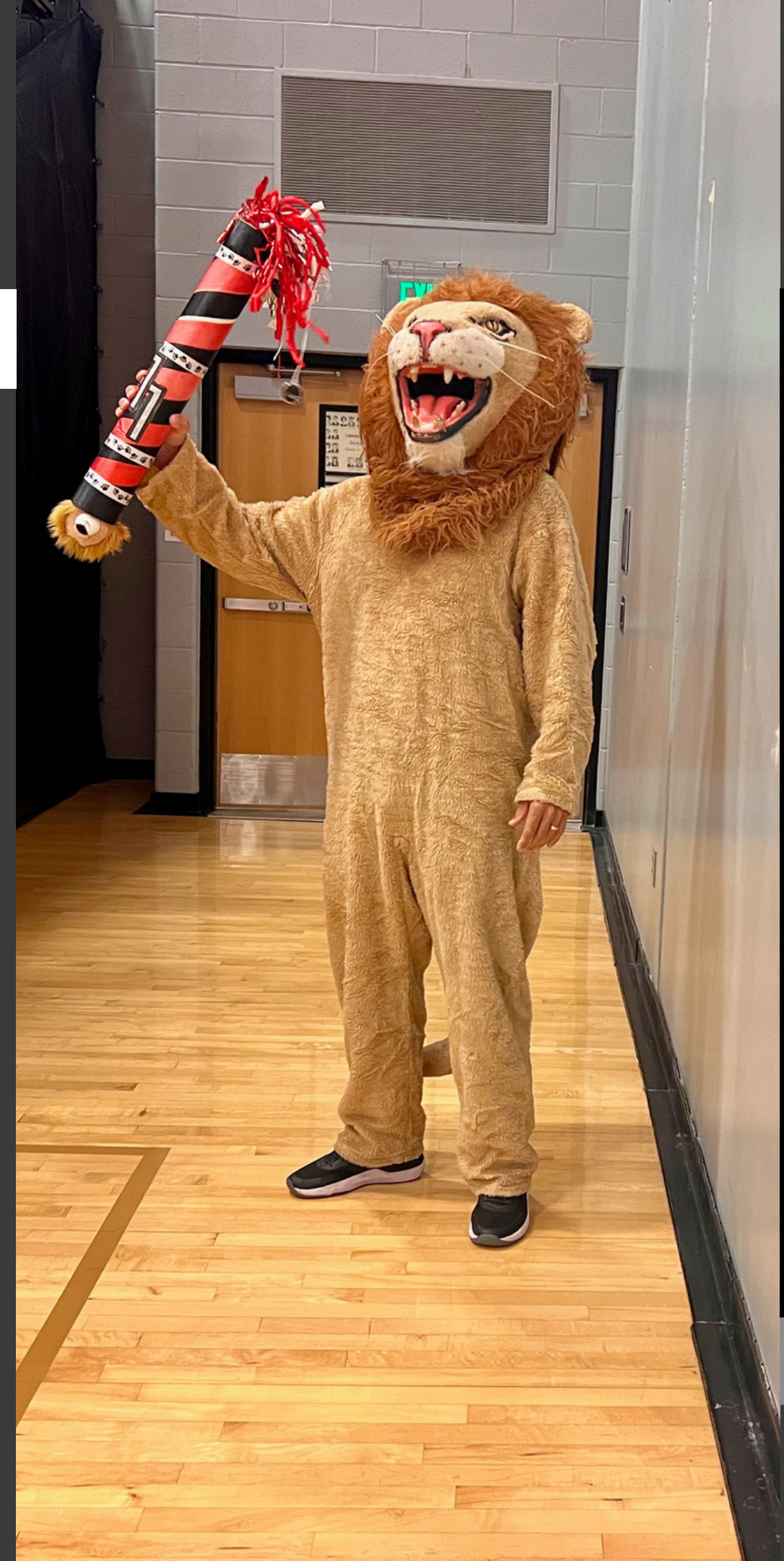


# COMMUNITY INVOLVEMENT

THANK YOU TO OUR VOLUNTEERS!

## 77 total volunteers

- 6 board members
- 21 certified staff
- 10 classified staff
- 32 community members/parents
- 8 students





Volunteers rotated and gave feedback on five large goal areas:

- Human Capital (Recruitment and Retention)
- Student Performance
- Strategic Plan Formats
- Accreditation
- Communication & Family Engagement

# TARGET AREAS



**OPERATIONS, BUDGET, MANAGEMENT**

**DEVELOP A WHOLE-CHILD APPROACH TO LEARNING**

**COLLABORATION AND COMMUNICATION**

**POSITIVE CULTURE**

**DEFINE A SUCCESSFUL GRADUATE**



# **GATHERING FEEDBACK JANUARY 2023**

Volunteers were split to set action steps for one of the goal areas.

Provided information to Greenbush who compiled information and created Action Steps and Evaluations

Presented Action Steps and Evaluations to facilitators from each room to be sure everything was included









# **GATHERING FEEDBACK SURVEY**

## ***SURVEY SENT TO ALL VOLUNTEERS***

Draft of plan was sent to entire committee with a survey to gather their feedback in all areas.












**Target Area: Operations, Budget, and Management**

Action Steps	Responsible Party	Resources	Timeline	Evaluation
Establish committees to develop a long-term facilities, maintenance, and technology plan. 		<ul style="list-style-type: none"> <li>- Outside groups use of facilities</li> <li>- Tech Committee</li> <li>- Facilities Committee</li> </ul>		Committee established and plan submitted for board approval
Utilize research and resources to maximize effectiveness and participation in district Site Councils.		<ul style="list-style-type: none"> <li>- District-level site council meetings each semester</li> <li>- Research and implement effective site council practices</li> </ul>		<ul style="list-style-type: none"> <li>- Establish a district-level site council</li> <li>- Research data reviewed by team and used for decision making</li> </ul>
Review district organizational chart and staffing procedures to ensure district staffing is in alignment with district needs.		<ul style="list-style-type: none"> <li>- Review grant opportunities</li> <li>- Review other org charts</li> </ul>		Current and future Org charts updated
Establish a process to solicit feedback and determine annual staffing needs that are in alignment with strategic goals.		<ul style="list-style-type: none"> <li>- Staff needs survey</li> </ul>		Process is developed and implemented
Develop a learning resources adoption and review plan.		<ul style="list-style-type: none"> <li>- Budget</li> <li>- Resource audit</li> <li>- Review other plans </li> </ul>		Adoption plan is developed and approved by board
Utilize building and district needs assessment to align resources to district needs.		<ul style="list-style-type: none"> <li>- Building Needs Assessment (KSDE)</li> <li>- District Needs Assessment</li> </ul>		Needs assessment data is collected, reviewed, and used for decision making
All district decisions are created and implemented with a systematic approach in mind. (All buildings are on the same page)		<ul style="list-style-type: none"> <li>- DLT/BLT Talking Points</li> <li>- Admin meetings</li> <li>- Consistent communication (Smore)</li> </ul>		Process is developed and implemented

Red arrows indicate additions or changes made from survey feedback.







**Target Area: Develop a Whole-Child Approach to Learning**

Action Steps	Responsible Party	Resources	Timeline	Evaluation
Maximize opportunities for flexibility and personalization of learning schedules.	   	<ul style="list-style-type: none"> <li>- Individual Plans of Study, Job shadows, flexible schedules built around student interests &amp; career goals (High School)</li> <li>- Enrichment opportunities (K-8th) </li> <li>- Re-teaching opportunities</li> <li>- Needs addressed with IEP/504 plan</li> <li>- Intervention schedule</li> </ul>		Updated schedules are reviewed and approved by board
Maximize access to extended (before/after school, summer) learning and participation options for all students.		<ul style="list-style-type: none"> <li>- Survey to determine what to offer</li> </ul>		Updated list of opportunities is approved by the board
 Maximize social-emotional support and inclusive learning opportunities for all students. Every student should have a personal connection to school beyond just the classroom.		<ul style="list-style-type: none"> <li>- Social workers</li> <li>- Counselors</li> <li>- Teachers</li> <li>- Drug awareness counseling and education</li> </ul>		Updated list of opportunities is approved by the board and create a district-wide "connections list"
Provide and encourage professional learning opportunities for board members, administration, staff, and parents/guardians regarding best practices for supporting the needs of students.		<ul style="list-style-type: none"> <li>- Academic support programs</li> <li>- Parenting Classes</li> <li>- Health/Wellness Education</li> <li>- PDC</li> <li>- Parent/guardian resource page on website</li> </ul>		<ul style="list-style-type: none"> <li>- Updated list of opportunities is approved by the board</li> <li>- All buildings are hosting or</li> </ul>
Establish procedures and opportunities for students to access mentoring, career-skills, and real-world learning opportunities		<ul style="list-style-type: none"> <li>- Tony Wagner's 7 survival skills </li> <li>- Career skill building opportunities (such as AVID)</li> <li>- Provide school-based mentors</li> </ul>		Procedures and opportunities adopted by the board and implemented
Ensure a Guaranteed Viable Curriculum for all Lansing Students.	  	<ul style="list-style-type: none"> <li>- Dedicated time for PLC/BLT to review and update GVC document</li> <li>- Dedicated time for vertical alignment of GVC EC - 12th grade</li> </ul>		GVC document completed, posted on website, and updated semi-annually













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**Target Area: Collaboration and Communication**






Action Steps	Responsible Party	Resources	Timeline	Evaluation
Partner with community organizations to establish development and recognition opportunities for local businesses and		<ul style="list-style-type: none"> <li>- Chamber of Commerce Networking</li> <li>- LCDC Networking</li> <li>- LEF</li> </ul>		Partnerships are formally established and recognize donors annually
Establish a calendar of in-person events to support and increase strategic partnerships.		<ul style="list-style-type: none"> <li>- Town hall</li> <li>- Chamber coffees</li> <li>- Family Nights</li> <li>- Wellness Fair</li> </ul>		Calendar is adopted
Develop opportunities for students to partner with local businesses and introduce students to career options.		<ul style="list-style-type: none"> <li>- Career fair</li> <li>- Early release</li> <li>- School to career partnerships</li> </ul>		Business partnerships are formalized
Maximize post-secondary opportunities to support students in meeting college and career goals.		<ul style="list-style-type: none"> <li>- Strengthen local college and business relationships</li> <li>- Continue fostering KCKCC Pioneer Career Center relationship</li> </ul>		Updated list of opportunities is approved by the board
Develop streamlined communication plan PreK-12.		<ul style="list-style-type: none"> <li>- Assess all communication tools currently used</li> </ul>		Plan is developed & adopted
Establish a plan to provide translation support for students and families.		<ul style="list-style-type: none"> <li>- Language services provider (Propio)</li> <li>- ESL certification opportunities</li> </ul>		Plan is developed & adopted
Enhance partnerships with city/county/media to enhance collaboration and communication.		<ul style="list-style-type: none"> <li>- Quarterly brochure mailed</li> <li>- City Mailer</li> <li>- Leavenworth Times</li> </ul>		Partnerships are formalized and maintained
Develop a system of consistent and collaborative communication within and between buildings. (staff)	 	<ul style="list-style-type: none"> <li>- Admin meetings</li> <li>- Staff Newsletters</li> <li>- DLT</li> <li>- District Site Council</li> </ul>		Plan is developed, adopted, and revisited monthly

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Target Area: Positive Culture				
Action Steps	Responsible Party	Resources	Timeline	Evaluation
Develop incentives to assist in recruitment/retention of all staff.		<ul style="list-style-type: none"> <li>- Salary</li> <li>- Benefits</li> <li>- Loan forgiveness</li> <li>- Tuition reimbursement</li> <li>- Child-care</li> <li>- Student teachers</li> <li>- Marketing</li> <li>- Retirement incentives</li> <li> - Student-teacher compensation</li> <li> - Non-monetary incentives</li> <li> - Continuing teacher voice in BLT, DLT, etc.</li> <li> - Administering surveys (i.e. Climate Surveys, IMIS, SAI)</li> <li> - Teacher of the Year recognition program</li> </ul>		Incentives are adopted and utilized
Establish a grow your own program to enhance the pool of candidates.		<ul style="list-style-type: none"> <li>- Scholarships</li> <li>- Para to teacher</li> <li>- Possible USM partnership</li> </ul>		Program is adopted and approved by board
Enhance personalized professional learning opportunities for all faculty and staff that aligns with district goals/initiatives.		<ul style="list-style-type: none"> <li>- Survey staff (SAI) </li> <li>- PDC</li> <li> - Adhere to annual required trainings for specific personnel</li> <li> - Utilize Instructional Coaches to lead PD around effective, research-based instructional strategies</li> </ul>		PD opportunities developed/approved and PD Calendar is posted on website
Establish a process to develop and implement a set of district core values.		<ul style="list-style-type: none"> <li> - "3 C's" (Collaboration, Communication, and Coaching)</li> <li>- Review other district examples</li> <li>- One centered around kindness, respect, inclusiveness, and empathy (students and staff)</li> <li> - "All Students Can..."</li> </ul>		Process is developed, adopted, and marketed
Enhance mentoring opportunities and on-boarding procedures for all staff.		<ul style="list-style-type: none"> <li>- New teacher check-ins</li> <li>- New employee survival guide</li> <li>- New employee onboarding checklist</li> <li> - Greenbush / KNEA mentoring program</li> </ul>		<ul style="list-style-type: none"> <li>- Mentoring enhancements are adopted and implemented</li> <li>- On-boarding checklist created &amp; followed for every new staff member</li> </ul>
Utilize student perception data to implement strategies to ensure students are engaged and happy at school.		<ul style="list-style-type: none"> <li> Review survey options</li> </ul>		<ul style="list-style-type: none"> <li>- Perception instruments are designed, utilized, &amp; analyzed for decision making.</li> </ul>

Target Area: Define a Successful Graduate

Action Steps	Responsible Party	Resources	Timeline	Evaluation
Develop a portrait of a successful Lansing Graduate.		<ul style="list-style-type: none"> <li>- Diploma plus opportunities</li> <li>- Market Value Assets</li> <li>- Aligned with new graduation requirements</li> <li>- Tony Wagner’s 7 survival skills</li> <li>- Every student participates in internship or externship before they graduate.</li> <li>- Every college-bound student graduates with College Algebra.</li> <li>- Graduation rate at least 98%.</li> </ul>		Portrait is developed, adopted, and marketed.
Intentionally utilize CCR, advisory, IPS opportunities to support whole student development.		<ul style="list-style-type: none"> <li>- Explain purpose and why of surveys or any other district initiatives</li> <li>- Collect evaluative feedback from students on student learning experiences</li> </ul>		Opportunities are developed and utilized.
Develop citizenship and civic engagement skills to enhance real world learning.		<ul style="list-style-type: none"> <li>- Character traits</li> <li>- Soft skills</li> <li>- Real world (life) skills</li> </ul>		Skills are developed, adopted, and students are evaluated to ensure they are achieving the
Continue and expand building events to ensure each building highlights and reinforces character skills.		<ul style="list-style-type: none"> <li>- Pride Assemblies</li> <li>- Notes from teachers</li> <li>- Mufasa Awards</li> <li>- Pep Rallies</li> </ul>		Events are adopted and utilized
Align initiatives to “Kansans Can Vision for Education” to ensure our students are meeting their academic and social needs.	 	<ul style="list-style-type: none"> <li>- Kansans Can Vision for Education</li> <li>- National Blue Ribbon School Program</li> <li>- KSDE Star Recognition</li> </ul>		<ul style="list-style-type: none"> <li>- Initiatives are developed, adopted, and students are evaluated to ensure they are achieving the goals</li> <li>- Apply for state and national recognition awards</li> </ul>
 Prepare students for post-secondary success.	 	<ul style="list-style-type: none"> <li>- College, career and technical, and military entrance exam prep (i.e. ACT, ACT Workkeys, ASVAB)</li> <li>- Opportunities for students to obtain market value assets prior to graduation</li> </ul>		Increase in the post-secondary success rate

Red arrows indicate additions or changes made from survey feedback.

# NEXT STEPS

FINALIZING OUR STRATEGIC PLAN



# LIIONS

1

## **DOCUMENT FINALIZED**

Administrators will fill in the Responsible Party and Timeline

2

## **BOARD APPROVAL (MARCH)**

Finalized document will be voted on by BOE during March board meeting

3

## **RESPONSIBLE PARTIES WILL INCLUDE UPDATES IN BOARD REPORT**

4

## **UPDATE AS ACTION STEPS ARE COMPLETED**