

# Lakota Local Schools Vision

Instilling pride.

Igniting passion.

Infinite possibilities.

## Lakota Local Schools Mission

Through a dynamic and engaging educational experience, Lakota prepares students for the realities of today and the unknown possibilities of tomorrow.

# At Lakota We Believe...

- Students are the focus of all we do.
- In the guiding principles of integrity, respect, open communication, accountability and continuous improvement.
- Students must be offered the opportunity to discover their talents and passions in order to learn and achieve at their highest level.

# At Lakota We Believe...

- An excellent public school district is a community asset.
- Connecting with residents and businesses is essential to student, district and community success.
- Responsible and efficient use of resources is fundamental to sustaining our mission.



## BOARD'S STRATEGIC PLAN

December 15, 2014 (as amended)

### Strategic Plan – Strategies – Goals – Action Plans

#### LEGEND

Action Statement/s that are achievable, relevant to high level District goals, and are currently being implemented beginning in the 2014-15 school year.

Action Statement/s that are achievable, relevant to high level District goals, and are regarded a work to be done in the foreseeable future.

Goal 1 Organization Strategy Team

Goal 2 Resource and Finance Strategy Team

Goal 3 Community Strategy Team

Goal 4 Technology Strategy Team

Goal 5 Student Strategy Team

# ORGANIZATION STRATEGY TEAM ACTION PLAN



**STRATEGY:** As a student-centered teaching and learning organization, Lakota Local Schools fosters a culture of innovation to enable it to be agile and responsive to change.

**GOAL 1:** Within a safe environment, individuals will proactively share new ideas, foster creativity, and develop a path for each individual to achieve success and drive the organization to achieve its mission and educational goals.

Year (1, 2, 3)	Action Statement	Start Date/ End Date	Lead Person for Implementation	Target, Measure
1,2,3	1.1 Strengthen communication to students, staff and the broader community to understand the benefits of major initiatives and to promote dialogue between the community and school district.	January 2014 and Ongoing	Executive Director of Media & Community Relations	Surveys
1,2	1.2 Implement a formal change management system for all major initiatives. All the right individuals should be involved in planning and communicating the milestone schedule and the responsibilities.	September 2015	Chief Operating Officer Assistant Superintendent Executive Director of Curriculum & Instruction Executive Director of Special Services	Process is being used  Gain input in multiple ways
1	1.3 Continue to learn by visiting area businesses and other schools, requesting assistance and sharing ideas that fit these criteria: Learning Anyplace – Technology, strong collaboration, flexible structure to support student needs, collaborative reform, and have found new ways to manage change.	2014 and Ongoing	Chief Operating Officer	Learning is included in the plan
1,2	1.4 Organize an informal team to discuss organizational best practices for public school systems regarding organizational leaders, instructional leaders, and teachers.	2014 and Ongoing	Executive Director of Media & Community Relations	Number of people attending and documented results of each session
2	1.5 Using the Ohio Teacher Evaluation System, develop, train and implement Ohio Teacher Evaluation System practices that promote quality evaluation procedures and protocols for teaching excellence to meet deadlines and obligations as mandated by the state.	2015	Executive Director of Human Resources	Evaluations of each teacher annually per new evaluation standards

# RESOURCES & FINANCE STRATEGY TEAM ACTION PLAN

**STRATEGY:** Lakota Local Schools demonstrates responsible and efficient use of resources to sustain its mission and goals.

**GOAL 2:** The District makes consistent effort to communicate Lakota’s financial status to all constituencies in order to maintain and increase understanding and support.

Year (1, 2, 3)	Action Statement	Start Date/ End Date	Lead Person for Implementation	Target, Measure
1, 2, 3	2.1 Allocate funds to develop and implement a district financial communication plan.	2014 and Ongoing	Treasurer, Executive Director of Media & Community Relations	District financial communication plan developed and implemented
1,2,3	2.2 Develop a financial decision-making matrix.	2014-15	Treasurer & Superintendent	Financial decision-making matrix created; structure matrix chart
1,2,3	2.3 Establish and monitor benchmarks to guide and measure the district’s financial progress.	2014 and Ongoing	Finance Committee under direction of Treasurer	Benchmarks created using Similar school districts, CPI considered
1,2,3	2.4 Create scorecard to monthly monitor financial status and implement into financial procedures.	2014 and Ongoing	Treasurer & Finance Committee	Scorecard created that includes Forecast vs. Actual
1,2,3	2.5 Develop an incentive plan for cost reductions/savings.	2014 and Ongoing	Treasurer	Completed Incentive plan; incentive plan
1,2,3	2.6 Do a feasibility study around creating a Business Development position/department responsible for exploring alternative funding and focusing on partnerships with community businesses and organizations.	TBD	Superintendent, Treasurer	Business Development position/department created; business development position or department

# COMMUNITY STRATEGY TEAM ACTION PLAN



**STRATEGY:** Lakota Local Schools strengthens relationships with all community stakeholders in order to consistently engage them in promoting student success.

**GOAL 3:** The District will build on success with current student families as well as open our doors to the broader community to maintain a consistent, reliable and timely exchange of information.

Year (1, 2, 3)	Action Statement	Start Date/ End Date	Lead Person for Implementation	Target, Measure
1,2,3	3.1 Form and sustain a vibrant and prosperous Lakota Alumni Association.	2014 and Ongoing	Executive Director of Media and Community Relations	Establish Communications with 1,000 Alumni first year
1,2,3	3.2 Expand partnerships with community businesses and organizations to enable students to gain outside college/career readiness experience (to include medical, visual/performing arts, financial, trades) during and outside of school.	2014 and Ongoing	Superintendent, Treasurer, Executive Director of Curriculum & Instruction	Add 3 new partnerships annually; Partnership agreements established



# TECHNOLOGY STRATEGY TEAM ACTION PLAN



**STRATEGY:** Lakota Local Schools advances, expands and integrates the use of current and future technology to optimize instruction and operations.

**GOAL 4:** The District will employ and leverage technology as a tool to customize, modernize and better facilitate individualized learning to support anytime, anywhere access to learning and resources.

Year (1, 2, 3)	Action Statement	Start Date/ End Date	Lead Person for Implementation	Target, Measure
1, 2, 3	4.1 Monitor and support the Master Technology Plan.  *See Appendix A	2014 and Ongoing	Executive Director of Technology	Fully built-out technology infrastructure; Effectiveness survey of the infrastructure to support instructional goals

# STUDENT STRATEGY TEAM ACTION PLAN



**STRATEGY:** Lakota Local Schools delivers relevant, challenging educational programming that includes alternative pathways and flexible choices so every student is prepared and ready for the future.

**GOAL 5:** The District develops curricular and extra-curricular programs that meet the changing needs of all students.

Year (1, 2, 3)	Action Statement	Start Date/End Date	Lead Person for Implementation	Target, Measure
2, 3	5.1 Develop K-12 course content and programming and specific learning emphasizing creativity, communication and technology.	2014 and Ongoing	Executive Director of Curriculum & Instruction	Complete (100%) classroom implementation of provided training; end of course survey for students, parents, and staff
1, 2, 3	5.2 Strengthen secondary student learning by evaluating and modernizing course offerings and expand opportunities for student internships and field experiences through partnerships with local business and organization leaders and within the school district (including Butler Tech).	2014 and Ongoing	Executive Director of Curriculum & Instruction High School Principals	Student input on needs in grades 9-12; end of course survey for students, parents, and staff
2	5.3 Annually review the alignment of Lakota's course offerings to current and projected job market opportunities, including skills for college- and career-readiness, identifying the gaps and requirements to make recommendations for updates/enhancements for the future year/s.	2015 and Yearly	Executive Director of Curriculum & Instruction	Add 2 new activities/classes based on research; monitor progress thru staff, parent and student surveys each year

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Year (1, 2, 3)	Action Statement	Start Date/ End Date	Lead Person for Implementation	Target, Measure
1	5.4 Explore the expansion of cultural programs and proficiencies, student respect programs and other programs that address positive interactions in grades K-12, including staff.	2014 and Ongoing	Elementary Curriculum & Instruction Administrator, Executive Director of Curriculum & Instruction, Executive Director Media and Community Relations	Survey for students/parents/staff to gather input K-12 and implement at least top 2 programs in each grade category (pre-K-1, 2-6, 7-8, 9-12)
2	5.5 Develop new approaches of instructional delivery and expanded extracurricular options in grades K-12.	2014 and Ongoing	Elementary Curriculum & Instruction Administrator, Secondary Curriculum & Instruction Administrator	Explore opportunities for digital resources and implement expanded summer school, before and after school opportunities that are both curricular and extracurricular – Implement at least 2 curricular and at least 2 extracurricular opportunities at each grade level
	5.6 Develop partnership programs that focus on staff and student training that addresses issues such as, but not limited to, respect programs, bullying programs, etc.	Summer 2014 and Ongoing	Executive Team	Annual programs focused on student, staff, and parent needs pre-K-12

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Year (1, 2, 3)	Action Statement	Start Date/ End Date	Lead Person for Implementation	Target, Measure
1, 2	5.7 Research potential options and learning environments for identified gifted students.	Fall 2013 and Ongoing	Assistant Director Gifted Services Executive Director Curriculum & Instruction, Elementary Curriculum & Instruction Administrator	1 new gifted programming offering available for 2- 6 and 7-8 students in FY 2015; course of study
2	5.8 Review effectiveness of extended day kindergarten pilot and explore full-day, tuition based kindergarten for all students.	Spring 2014 and Ongoing	Elementary Curriculum & Instruction Administrator, Executive Director Curriculum & Instruction, K-1 Principals	100% of the ECS buildings offering extended day or full-day K; roster of participating buildings; student growth data

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Year (1, 2, 3)	Action Statement	Start Date/ End Date	Lead Person for Implementation	Target, Measure
1	5.9 Investigate effective modes of alternate instructional delivery tools (i.e., webinars, podcasts) for teacher and administrator professional learning.	Winter 2014 and Ongoing	Executive Director Curriculum & Instruction Elementary Curriculum & Instruction Administrator, Secondary Curriculum & Instruction Administrator, Executive Director Technology	Asynchronous learning opportunities for teachers at least one time per month; My PD Exchange log
2	5.10 Provide professional learning opportunities for teachers on alternate modes of communication/	2014-15 and Ongoing	Executive Director Curriculum & Instruction Executive Director of Technology	Synchronous and Asynchronous learning opportunities for teachers at least one time per month; My PD Exchange log

Appendix A

Year (1, 2, 3)	Action Statement	Start Date/ End Date	Lead Person for Implementation	Target, Measure
1, 2, 3	4.2 Build an efficient, reliable, scalable, comprehensive, and easily accessible technology infrastructure that can provide district and personal device access. Support instructional goals, state/national education technology standards, individualized learning, government mandates, staff skills development, collaboration, communications, and district operational needs.	2014 and Ongoing	Executive Director of Technology	Fully built-out technology infrastructure; Effectiveness survey of the infrastructure to support instructional goals
1, 2, 3	4.3 Form and task a team to develop the criteria for the selection and implementation of an online solution(s) to expand the classroom that delivers courses, coursework, instructional support, 4C's, 3R's, life skills, credit flex, homework, parent communications and teacher/student collaboration. (Instructional management system)	2014 and Ongoing	Executive Director of Technology Executive Director of Curriculum and Instruction Instructional Technology Integration Manager	Full Implementation of a solution(s); criteria for online solution
1, 2, 3	4.4 Expand the accessibility of student progress-based data to enhance the partnership between home and school to increase the success of our students.	June 2014 and Ongoing	Executive Director of Technology Executive Director of Curriculum and Instruction Instructional Technology Integration Manager	Full Implementation of a solution(s); criteria for online solution
1, 2, 3	4.5 Provide adequate support staffing per industry best practice guidelines to ensure the instructional technology foundation for learning is supported and maintained.	January 2014 and Ongoing	Executive Director of Human Resources	Full complement of technology support staff; Instr. Tech Plan