A high-angle photograph of a person standing on a large white arrow painted on a paved surface. The person is wearing blue jeans and brown shoes. The arrow points downwards, and the person is standing on its shaft. The background is a textured, light-colored pavement with some darker patches and faint white lines.

Lincoln Elementary Strategic Plan

Strategic Planning Process



Mission

The mission of Lincoln Elementary School, *an empowered environment of learners*, is to ignite curiosity, inspire advocacy, and unlock potential through:

- Enriching minds, bodies and hearts
- Advancing the integrity of emotional connections and communication
- Courageous participation
- Honoring diverse perspectives, and
- Serving as agents of local and global communities

to forge a legacy of confident critical thinkers, mindful of the past, while actively shaping the future.



Objectives

100%
of students
accomplish their
social, emotional,
physical, and
academic goals.

100%
of students engage
in a student
influenced service
endeavor.

100%
of students are
given
opportunities to
explore, design and
create.

100%
of students feel
welcome, valued,
respected, and
heard.



Tactics

Tactic #1

We will nurture the whole child through a personalized learning experience.

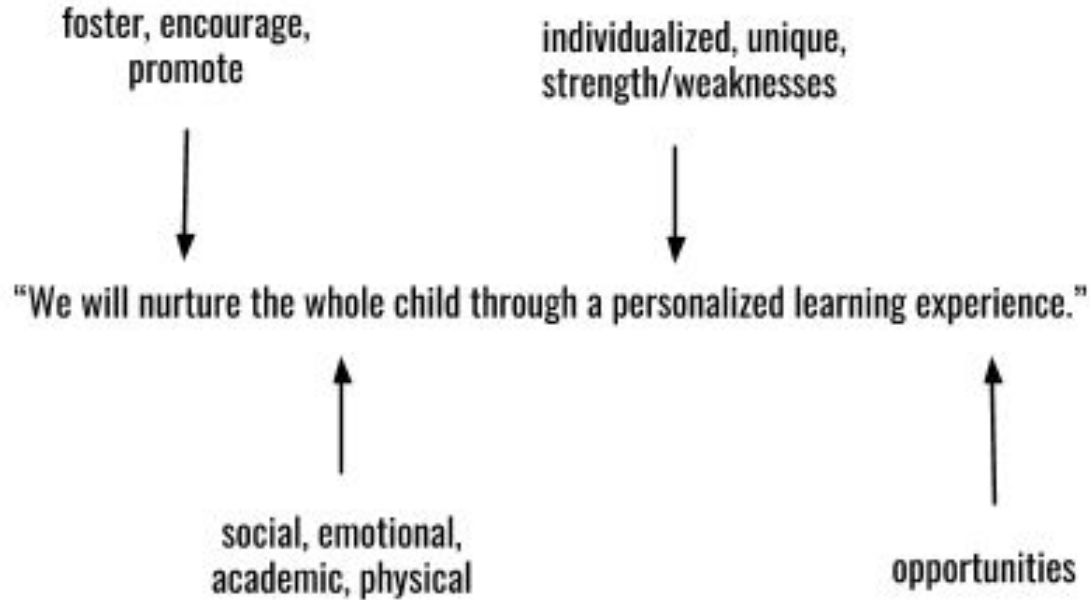
Tactic #2

We will create a connected culture.

Strategic Planning Process



Tactic 1: We will nurture the whole child through a personalized learning experience.





The tactic is about...	The tactic is not about...
<ul style="list-style-type: none">● Self-awareness● Learning styles● A wide variety of learning● Balance● Making school meaningful● Reaching potential● Personalized education plan - the what and why● Student voice● Choice● Real-world experiences	<ul style="list-style-type: none">● Standardized testing● "Molds" - there is not one way to do things● "Shuffling through the system"

Tactic 1: We will nurture the whole child through a personalized learning experience.

Plan 1: Student-driven academic choice using alternative learning spaces and inquiry-based strategies.

- 1. Researching choice options**
- 2. Implementing academics choices**
- 3. Establish evaluation and organization**
- 4. Determine artifacts to demonstrate growth**
- 5. Expand student experience through learning spaces.**
- 6. Determine learnings spaces that will be implemented.**
- 7. Communication**
- 8. Offer professional development with regard to inquiry based strategies or other components they want to incorporate in their classroom.**

Cost

Benefit

Tangible:

1. Construction costs of building or adapting additional physical spaces
2. Professional development costs
3. Materials needed for events and initiatives

Intangible:

1. Overall additional time spent on initiatives
2. The stress involved in learning something new (portfolios, mindset shift, etc.)

Tangible:

1. Portfolios would show growth
2. A robust body of work that will follow students throughout their school experience
3. Beautification of school property
4. More effective use of space
5. Increased academic achievement

Intangible:

1. Student ownership
2. Student engagement
3. Higher engagement=Higher achievement



Tactic 1: We will nurture the whole child through a personalized learning experience.

Plan 2: Real-world experiences through community and global partnerships.

- 1. Make partnerships**
- 2. Develop a method to explore partnerships**
- 3. Form with specific partners**
- 4. Evaluation**

Cost

Tangible:

- Cost of materials for experiences, speakers, technology
- Organization and planning time
- Staff training time
- Planning time to set up survey and next years partnerships/experiences
 - \$30/hr
 - Sub pay if during the school day
 - \$120/day
- Cost of background checks/vetting procedures

Intangible:

- Teacher stress of learning a new program and fitting into the school day
- Time taken away from other classroom activities
- Stress of parent volunteer resources
- Finding parent volunteers
- Time commitment for teachers, parents, students.

Benefit

Tangible:

- Students learn a new skill
- Students create a product

Intangible:

- Increased community connections
- Increased awareness of the world around them both locally and globally

Tactic 1: We will nurture the whole child through a personalized learning experience.

Plan 3: School-wide social emotional learning plan will be implemented with fidelity.

- 1. Research what is required**
- 2. Creation of definition of SEL and Mindfulness**
- 3. Purchase/Design curriculum in gaps of Second Steps**
- 4. Develop PD surrounding Second Steps and supplemental curriculum**

Cost

Tangible:

- Cost of supplemental materials
- Organization and planning time
- Staff training time

Intangible:

- Teacher stress of learning a new program and fitting into the school day
- Time taken away from other classroom activities

Benefit

Tangible:

- Decreased student referrals for behaviors
- Common language to discuss SEL topics

Intangible:

- Increased positive peer interactions
- Increased sense of community in the classroom and building
- Gaining positive mental health

Tactic 1: We will nurture the whole child through a personalized learning experience.

Plan 4: Purposeful movement multiple times within the school day.

- 1. Secondary, teacher-supervised, unstructured, recess implemented within guidelines for each grade level.**
- 2. Teacher integrated movement breaks (Active Classroom training)**
- 3. Research addition of daily mile club**
- 4. Create sensory movement paths within building**
- 5. Review and reflect effectiveness**

Cost

Tangible:

1. Active classroom training
2. Purchase sensory movement path materials

Intangible:

1. If we're taking time for extra recess, it will take away from a different scheduled academic time.
2. Learning curve surrounding a change in routine.
3. Increased need for all staff and student flexibility

Benefit

Tangible:

1. Healthier students
2. A decline in negative student behaviors
3. Increase in social/emotional/relational skills.
4. Better focus
5. Increase social skills
- 6.

Intangible:

1. Encourages an active lifestyle
2. Better focus
3. Mental health benefits
4. Teacher/student relationship building
5. Teachers benefit from Informal observation of students

Tactic 2: We will create a connected culture.

This tactic IS about...	This tactic IS NOT about...
Belonging	Politically correct
How you feel	Exclusion
Inclusion	What you see
Honoring differences	Tradition
Respect	
Building a community	
Positive change	

Tactic 2: We will create a connected culture.

Plan 1: We will provide our community (students, staff, volunteers, and families) with a safe and engaging environment promoting self-awareness and courageous conversations.

- 1. Provide periodic community based discussion sessions on complex topics.**
- 2. Create a system to submit feedback**
- 3. Identify/implement implicit bias training tools for bias specific to Lincoln behaviors. (Annually)**
- 4. Develop liaison/committee to personally connect with families of URM and low SES.**
- 5. Provide communication avenues for non English speaking families**

Tactic 2: We will create a connected culture.

Cost	Benefit
<p>Tangible:</p> <ul style="list-style-type: none">• Create additional capacity of liaisons• Staff member to appoint to coordinate discussion sessions• Implicit Bias Training and materials• Creation of “anonymous” system• Translation Service <p>Intangible:</p> <ul style="list-style-type: none">• Buy in from staff, community• Time to plan/implement• Creating accommodations for URM/SES• Frustrations against implicit bias• Resistance	<p>Tangible:</p> <ul style="list-style-type: none">• Increased participation• All families will be reached• Feedback---all voices heard <p>Intangible:</p>

Tactic 2: We will create a connected culture.

Plan 2: Students and staff are empowered and challenged to create and promote leadership within a close-knit community.

- 1. Create a house system providing an approachable, comfortable format including all personality types.**
- 2. Inclusion of: role models, respect comfort zones while encouraging healthy risks, and labeless leadership.**
- 3. Establish meeting areas and specific times**
- 4. Scheduling pep rallies to promote each house and their celebrations**
- 5. Evaluation of system**

Tactic 2: We will create a connected culture.

Cost

Tangible:

- T-shirts
- training

Intangible:

- Time for planning
- Staff buy-in
- Stress
- Confusion
- Scheduling

Benefit

Tangible:

- Increased interaction with Lincoln
- Collaboration
- Connections

Intangible:

- Connected culture
- Close-knit community
- Leadership

Tactic 2: We will create a connected culture.

Plan 3: Lincoln students and staff will establish meaningful relationships with community service groups and organizations.

- 1. Identify existing organizations and service groups in WBL.**
- 2. Assign organization or service group to grade level or house.**
- 3. One quarterly activity for students to connect, learn and appreciate their organization or service group.**
- 4. Formal student appreciation and reflection.**

Tactic 2: We will create a connected culture.

Cost

Tangible:

- Time and resources from organizations
- Supplies for projects
- Possible busing

Intangible:

- Stress of organization
- Safety concerns
- Scheduling with outside organizations
- Time

Benefit

Tangible:

- Mutual relationships

Intangible:

- The 4 C's
- Connected culture
- Appreciation for others/gratitude

Tactic 2: We will create a connected culture.

Plan 4: Students will engage as partners with individuals of diverse backgrounds through an experiential learning environment promoting service and positive collaboration within our local and global communities.

- 1. Create interdisciplinary age appropriate service experiences that will connect, compare, or contrast local and global impacts.**
- 2. Service experience options**
- 3. Suggested implementation: one per year, designated group leader**

Tactic 2: We will create a connected culture.

Cost

Tangible:

- Transportation
- Supplies
- Time and resources from organization

Intangible:

- Stress of organization
- Safety concerns
- Time
- Sensitivity concerns
- Lack of partners
- Success of implementation
- Need for modification

Benefit

Tangible:

- skills

Intangible:

- Cultural tie
- Mutual relationships

Strategic Planning Process





Let's Talk

Initial Thoughts
Questions
Concerns

No growth
happens in the
comfort zone



Thank You

