



WE ARE LEMONT

STRATEGIC PLAN

MISSION STATEMENT

Lemont High School's mission is for all students to become lifelong, independent learners and productive citizens in a rapidly changing world.





PILLARS OF THE STRATEGIC PLAN



ACADEMIC ENGAGEMENT

- Design and implement engaging and rigorous learning experiences that challenge all students to reach their highest potential.

FISCAL

- Maximize and properly allocate financial resources to support the highest quality academics, activities, and facilities, while also maintaining fiscal responsibility.

PERSONNEL

- Challenge employees to reach their highest potential through clear expectations, meaningful performance appraisal, and continuous professional learning.

ENVIRONMENT

- Maintain a safe, secure, and caring school climate that fosters student learning and provides a positive work environment.

PRIDE

- Enhance school spirit and build pride in Lemont High School.



SUPERINTENDENT'S GOALS



PILLAR ALIGNMENT: Academic Engagement

GOAL #1: Develop a systemic, accurate, and consistent process for assessing and reporting of student learning.

- Multi-year goal
- Departments to select and pilot one of four grading practices during 2022-23
 - Retakes and redos, alternative to 0%, frequency and timing of feedback, alternative to late work penalties

GOAL #2: Increase course offerings in computer science and information technology.

- Multi-year goal
- Offer IT Essentials during 2022-23
 - Configure and troubleshoot computers and mobile devices, identify security threats, may earn entry-level technology certification
- Utilize partnership with CISCO Networking Academy



SUPERINTENDENT'S GOALS



PILLAR ALIGNMENT: FISCAL

GOAL #3: Prioritize facility improvements in conjunction with long-term financial planning.

- Multi-year goal
- Update and refine the Master Facilities Plan
- Prepare for infrastructure improvements to be done in summer 2023
 - Replace select areas of roof and one chiller, improve Alumni Drive
- Solicit community members' thoughts on our aging facilities and seek community input regarding funding options for future capital projects to maintain, improve, and update our facilities

GOAL #4: Monitor and assess transportation services.

- Complete renovation of east parking lot to house fleet and transition to new onsite location
- Review leases and secure new vehicles that come off lease
- Maintain positive work environment and competitive pay to retain drivers and aides
- Seek future efficiencies with routes and budget



SUPERINTENDENT'S GOALS



PILLAR ALIGNMENT: FISCAL and PERSONNEL

GOAL #5: Assist the Board of Education with negotiation of a fair and fiscally responsible collective bargaining agreement with the Association of Lemont Teachers.

GOAL #6: Monitor and support the Special Education Services leadership transition.

PILLAR ALIGNMENT: ENVIRONMENT and PERSONNEL

GOAL #7: Research, plan, and implement strategies that expand students' sense of belonging to Lemont High School and foster a school culture of respect and acceptance.

- Multi-year goal
- Prepare for implementation of an advisory program beginning with the 2023-24 school year
 - Execute professional development plan for faculty
 - Develop overall vision for curriculum and present to BOE in spring 2023
 - Create and implement parent communication plan



SUPERINTENDENT'S GOALS



PILLAR ALIGNMENT: PRIDE

GOAL #8: Expand use of “WE ARE LEMONT” slogan, “ESTABLISHED 1890” tag, and “L” logo.

- Update internal and external signage
- Promote school spirit wear with slogan, tag, and logo

GOAL #9: Refresh the District’s marketing strategy.

- Increase communication with community stakeholders beyond those whose children currently attend Lemont High School
 - Create a video series intended to remind the community that LHS students excel in and out of the classroom
 - Execute periodic mailing of postcards to all residents within the District’s boundaries that use a QR code and link to point recipients to a video
- Improve visuals on the District’s website and social media accounts