Findings of the Setting Direction Retreat

Mission

Cultivate an empowered learning environment that fosters innovation, honors tradition, and inspires the quest for college, career, and life success.	Ensure a learning environment that honors tradition, fosters innovation, and empowers all students to create a better future.	Ensure a learning environment that cultivates empowered learners and inspires all students to contribute to a better future.	Ensure a learning environment that honors tradition, fosters innovation, inspires, and empowers all students in their quest for the fulfilling life.
Ensure a learning environment that honors tradition, fosters innovation, and prepares all students to create a fulfilling life.	Inspire empowered learners through collaboration, innovation, and engagement.	Cultivate empowered learners and engaged citizens through collaboration, innovation, and meaningful educational experiences.	Cultivate empowered learners through collaboration, innovation, and meaningful learning.
Inspire and empower all students in an environment that fosters innovation and excellence to create a fulfilling life.	Ensure an inclusive community that honors tradition, fosters innovation, and inspires all to cultivate a fulfilling life.		

Ensure a learning environment that honors tradition, fosters innovation, inspires, and empowers all students in their quest for the fulfilling life.

Motto

Honor Innovate Inspire Vita Plena	Vita Plena. – the quest for the fulling life.	Inspire and innovate together through the tradition of Vita Plena- the quest for the fulfilling life	Vit Plena- the quest for the fulfilling life: We honor tradition, innovate together, and inspire the future
Vita Plena- the quest for the fulfilling life	Honor Tradition—Inspire Tomorrow Vita Plena	Honor Excellence, Innovate Together, Inspire the future	Honor Tradition- Innovate Together- Inspire the Future
Vita Plena- the quest for the fulfilling life	No Change		

Vita Plena: Honor Tradition, Innovate Together, Inspire the Future in the quest for a fulfilling life.

Vision

No Change	No Change	No Change	All students are prepared to succeed by having the knowledge and skills to learn, engage civically and lead fulfilling lives
No Change	All students graduate career and college ready guided by our highly qualified educators in providing engaging, rigorous, and equitable learning experiences	LT graduates are active learners who possess the knowledge and skills to lead successful lives, creative problem solvers who work together to effect change, and engaged citizens who demonstrate resilience and self-sufficiency	Critical traits are listed in our Portraits:
No Change	No Change		

Our North Star: All students graduate life, career, and college ready to continue their quest for a fulfilling life.

Graduate Portrait

Effective Communicator College and Career Ready Culturally Aware Citizen Critical Thinker & Problem Solver Adaptable & Resilient Learner Personally Responsible	Effective Communicator & Collaborator College, Career, & Life Ready Culturally Aware Citizen Critical Thinker & Problem Solver Adaptable & Resilient Learner Empowered & Self-Sufficient Personally Responsible	Effective Communicator & Collaborator College, Career, & Life Ready Culturally Aware Citizen Critical Thinker & Problem Solver Adaptable & Resilient Learner Personally Responsible	Effective Communicator & Collaborator Life, Career, & College Ready Critical Thinker & Problem Solver Adaptable & Resilient Learner Empowered & Self-Sufficient Personally Responsible
Effective Communicator College and Career Ready Critical Thinker & Problem Solver Adaptable & Resilient Learner Personally Responsible	Effective Communicator College and Career Ready Culturally Aware Critical Thinker & Problem Solver Adaptable & Resilient Empowered & Responsible	Effective Communicator College and Career Ready Culturally Aware Citizen Critical Thinker & Problem Solver Adaptable & Resilient Learner Personally Responsible	Prepared for their Future Critical Thinkers Innovative Problem Solvers Empowered, life-long learners Compassionate Culturally Competent Personally Responsible
Personally Responsible Critical Thinker & Problem Solver Effective Communicator and Collaborator College & Career Ready Adaptable & Resilient Learner	Effective Communicator & Collaborator Life, Career, and College Ready Personally Responsible Critical Thinker & Problem solver Civic & Global Contributor		Effective Communicator and Collaborator Life, Career, and College Ready Critical thinker and Problem Solver Personally responsible Adaptable & Resilient Learner

An LT Graduate is:

- **Life, Career, & College Ready**
- **Empowered, & Self-Sufficient**
- **A Critical Thinker & Problem- Solver**
- **An Effective Communicator & Collaborator**
- **Adaptable & Resilient**
- **Culturally Competent & Inclusive**
- **Personally Responsible**

Adult Portrait

Culturally Aware Advocate Love Teaching and Learning Passionate & Empathetic Ethical & Trusting Character Effective Communicator Prepared Respectful of Students and Parents	Culturally Aware Advocate Love Teaching and Learning Passionate & Empathetic Ethical & Trusting Character Effective Communicator & Collaborator Prepared Respectful of Students and Parents	Culturally Aware Advocate Love Teaching and Learning Passionate & Empathetic Ethical & Trusting Character Effective Communicator & Collaborator Respectful of Students and Parents	Love Teaching and Learning Passionate & Empathetic Ethical & Trusting Character Effective Communicator & Collaborator Respectful of Students and Parents

Engaged Innovator Perseverant & Patient			
Love Teaching & Learning Ethical & Trusting Character Effective Communicator & Collaborator Respectful of Students & Parents	Culturally Aware Advocate Love Teaching and Learning Passionate & Empathetic Ethical & Trusting Character Effective Communicator & Collaborator Personally and Collectively Responsible	Passionate about Education Respectful of Students and Parents Effective Communicator & Collaborator Passionate about Teaching & Learning Culturally Aware Advocate	Passionate about Teaching & Learning Effective Communicator Prepared & Professional Culturally Competent Collaborative Team Members Committed to Continuous Improvement
Love Teaching & Learning Respectful of Students & Parents Effective Communicator & Collaborator Passionate & Empathetic	Passion for Teaching & Learning Respectful of all Students & Parents Ethical & Trustworthy Effective Communicator & Collaborator		

An LT Employee is:

- **Passionate about Teaching & Learning**
- **Ethical & Trustworthy**
- **Prepared & Professional**
- **An Engaged Collaborator & Effective Communicator**
- **Respectful of Students and Parents**
- **An Innovator fostering Continuous Improvement**
- **Individually & Collectively Responsible**

System Portrait

Value & Support Its Staff Ensure Sense of Community & Belonging Clear Purpose with Focus Value Diversity & be Culturally Aware Foster Clear Communication & Collaboration Ensure Consistency of Policy/ Procedures Respectful of Students, Parents, & Staff	Value & Support Students, Staff & Parents Foster Sense of Community & Belonging Value Equity and be Culturally Aware Promote Collaboration & Shared Decision-making Ensure Consistency of Policy/ Procedures Provide Clear Communication & Focus	Value & Support Its Staff Ensure Sense of Community & Belonging Clear Purpose with Focus Value Diversity & be Culturally Aware Provide Clear Communication & Collaboration	Value & Support Its Staff Ensure Sense of Community & Belonging Value Diversity & be Culturally Aware Provide Clear Communication & Collaboration Ensure Consistency of Policy/ Procedures
Values and Supports Its Staff Ensure Sense of Community & Belonging Value Equity, Diversity & Culture of Belonging Provides Clear Purpose & Focus Fosters Communication & Collaboration	Value & Support Its Staff Ensure Sense of Community & Belonging Clear Purpose with Focus Value Diversity & be Culturally Aware Provide Clear Communication & Collaboration Ensure Consistency of Policy/ Procedures	Values and Supports Its Staff Values Diversity and Is Culturally Aware Ensures Consistency of Policy/Procedures Foster Collaboration with Clear Purpose and Focus	Driven by Clear Purpose Values & Supports its Staff Culturally Competent Responsibly Allocates Resources Ensures Sense of Community & Belonging Promotes Consistent Policies & Practices Promotes Communication & Collaboration to support core values and purpose
Values Its Staff Ensures Sense of Community & Belonging Clear Purpose & Direction Value Diversity. And be Culturally Aware	Values and Supports Staff Respectful of Students, Staff, and Parents Develop Sense of Community, Belonging & Cultural Competence		

Fosters Collaboration & Clear Communication Ensures Consistency of Policies & Practices	Effective Stewards of Resources Fosters Collaboration and Clear Communication		

The LT District System:

- **Values & Supports Its Staff**
- **Ensures Clear Purpose & Focus**
- **Values Collaboration, Shared Decision-making, and Continuous Improvement**
- **Provide Clear Communication & Transparency**
- **Promotes Consistent Policies, Procedures, & Practices**
- **Values Equity, Diversity, Belonging, and a Sense of Community**
- **Responsibly Allocates Resources**

Core Values

Dignity & respect Engagement & Connections Equity & Inclusivity Collaboration & Innovation Tradition of Excellence & Continuous Improvement Responsibility & Accountability	Equity Inclusivity Collaboration Innovation Engagement Tradition	Dignity & respect Community & Connections Equity & Inclusivity Collaboration & Innovation Tradition of Excellence & Innovation Future Relevancy & Readiness Responsibility & Accountability	Dignity & Inclusivity Engagement & Collaboration Tradition of Excellence & Innovation Responsibility & Accountability
	Equity & Inclusivity Collaboration & Communication Tradition of Excellence & Innovation Engagement & Continuous Improvement Future Relevancy & Readiness Responsibility & Accountability	Community & Connections Equity, Inclusivity, & Belonging Clear Collaboration & Communication Excellence & Innovation Engagement & Continuous Improvement Responsibility & Accountability	Kindness Belonging Collaboration Excellence Growth Accountability
Dignity and Respect Community & Collaboration Equity & Inclusivity Excellence & Innovation Responsibility & Accountability	Dignity Respect Innovation Vita Plena Excellence		

- **Excellence** through C**ontinuous Improvement** and **Stewardship**
- **Connected Families** and a **Collaborative Community**
- Healthy **Relationships** to ensure **Trust, Respect,** and E**ngagement**
- **Innovation, Relevancy**, and **Readiness** for the future
- **Equity, inclusion, and Cultural Competence**
- Clear **Communication** and effective **Collaboration**

Lyons Township High School District 204 Preferred Future Statement

Mission		Motto
Ensure a learning environment that honors tradition, fosters innovation, inspires and empowers all students in their quest for the fulfilling life.		***Vita Plena:*** **Honor Tradition, Innovate Together, Inspire the Future in *the quest for a fulfilling life*.**

Vision

Our North Star: All students graduate life, career, and college ready to continue their quest for a fulfilling life.

Graduate Portrait	Adult Portrait	System Portrait
An LT Graduate is: • **Life, Career, & College Ready** • **Empowered, & Self-Sufficient** • **A Critical Thinker & Problem- Solver** • **An Effective Communicator & Collaborator** • **Adaptable & Resilient** • **Culturally Competent & Inclusive** • **Personally Responsible**	**An LT Employee is:** • **Passionate about Teaching & Learning** • **Ethical & Trustworthy** • **Prepared & Professional** • **An Engaged Collaborator & Effective Communicator** • **Respectful of Students & Parents** • **An Innovator fostering Continuous Improvement** • **Individually & Collectively Responsible**	**The LT District System:** • **Values & Supports Its Staff** • **Ensures Clear Purpose & Focus** • **Values Collaboration, Shared Decision-making, & Continuous Improvement** • **Provide Clear Communication & Transparency** • **Promotes Consistent Policies, Procedures, & Practices** • **Values Equity, Diversity, Belonging, & a Sense of Community** • **Responsibly Allocates Resources**

Core Values

- **Excellence** through C**ontinuous Improvement** and **Stewardship**
- **Connected Families** and a **Collaborative Community**
- **Innovation, Relevancy**, and **Readiness** for the future
- Healthy **Relationships** to ensure **Trust, Respect,** and E**ngagement**
- **Equity, inclusion, and Cultural Competence**
- Clear **Communication** and effective **Collaboration**

Long-Range Goals

Provide a comprehensive, innovative education for every student to promote life, career, and post-secondary success. Establish a safe, positive, and engaging learning environment to meet the academic, social, and emotional needs of every student. Attract, develop, and retain quality staff at both campuses and all divisions. Support partnerships through communication, collaboration, trust, and respect to advocate for student success. Ensure fiscal decisions and infrastructure planning align to student-centered district priorities.	Provide a comprehensive, innovative education for all students to promote post-secondary success. Provide a safe, positive, and engaging learning environment to meet the academic, social, and emotional needs of all students. Attract, invest in and retain high quality staff in all departments. Cultivate partnerships with stakeholders to support and expand learning opportunities for all students. Make effective and efficient use of our resources to maximize educational success for all students.	Ensure a comprehensive, innovative education for each student for life, career, and post-secondary success. Prioritize a safe, positive, and engaging learning environment to meet the academic and social and emotional needs of each student. Attract, develop, and retain diverse and high-quality staff committed to all students' success Cultivate partnerships with stakeholders to support and expand learning opportunities for all students. Make effective and efficient use of our resources to maximize educational success for all students and the district.	Improve the academic achievement of all students. Ensure a safe, positive, inclusive, and engaging environment to meet the academic and social and emotional needs of each student. Recruit, develop, support, and retain high-quality staff. Cultivate partnerships with families and the community to support and expand learning opportunities for student success. Ensure fiscal decisions and infrastructure planning align to student-centered district priorities.
Improve the academic achievement of all students. Provide a safe and inclusive culture of learning Attract, develop, and retain quality, diverse staff at both campuses and all divisions. Cultivate relationships with the community and families through communication and collaboration Align human, financial, and physical resources to ensure educational equity, integrity and excellence	Ensure student growth and achievement to promote post-secondary success. Establish a safe, positive, and engaging learning environment that adapts to the academic and social and emotional needs of each student Invest in staff and culture to ensure innovation, collaboration, and accountability Cultivate partnerships with the community and families to support and expand learning opportunities for student success. Make effective and efficient use of our resources to maximize educational success for all students and the district.	Empower, inspire, and prepare all students for career, college, and life. Foster a safe, supportive, and engaging learning environment to meet the academic and social and emotional needs of each student. Attract, develop, and invest in quality staff who reflect communities we serve Cultivate partnerships with families and the community through communication and collaboration to expand student learning opportunities Make effective and efficient use of our resources to maximize educational success for all students and the district.	Provide a comprehensive, innovative education for all students to promote post-secondary success. Cultivate a safe, positive, and engaging learning environment to meet the academic, social, and emotional needs of each student. Attract, develop, and retain high-quality staff and leadership. Communicate and collaborate to increase trust, commitment, and community with stakeholders Allocate resources effectively for the benefit of each and every student.
Foster academic and social-emotional growth Create a learning environment that provides equitable access to support the needs of all members of the LT community	Close learning gaps to ensure that all students are prepared to experience success in their lives Establish a safe, positive, and engaging learning environment to meet the academic and social and emotional needs of each student		

Invest in a high-quality and representative workforce to ensure each student is surrounded by engaged adults. Cultivate partnerships through communication and collaboration to advocate for student success Maintain a healthy financial position for the district	Invest in staff and leaders to ensure an innovative and passionate learning environment Improve communication and collaboration with all district stakeholders Make effective and efficient use of our resources to maximize educational success for all students.		

Long-Range District Goals

Goal One: Student Growth & Achievement. **Provide a comprehensive, innovative education for every student to promote life, career, and post-secondary success.**
Goal Two: Learning Environment & Supports: **Provide a safe, positive, and engaging learning environment to meet the academic, social, and emotional needs of all students.**
Goal Three: High-Quality, Diverse Staff: **Invest in staff and culture to ensure innovation, collaboration, and accountability.**
Goal Four: Family & Community Partnerships **Partner with families and the community to support and expand learning opportunities for all students.**
Goal Five: Resource Effectiveness & Efficiencies **Allocate necessary resources to maximize educational success for all students.**

Suggested Indicators/Measures

Goal 1: Key Performance Indicators	Goal 2: Key Performance Indicators	Goal 3: Key Performance Indicators	Goal 4: Key Performance Indicators	Goal 5: Key Performance Indicators
• Graduation Rate • PSAT • SAT ELA and Math • GPA • 9th Grade on Track • AP/Dual Credit • Post-Secondary Success • English Language Proficiency	• Attendance • Diversity • Chronic Absenteeism • Class size • Student Satisfaction • Behavior • Co-Curricular Participation	• Attendance • Diversity • Retention • Education • Staff Satisfaction • Salaries & Benefits • Co-Curricular Involvement	• Family Engagement • Family Satisfaction • Service-Learning/Internship Opportunities • Use of Digital Reporting • Community Partnerships	• Financial Profile • Expense Per Pupil • EVA/Tax Rate • Space Utilization • Life-Safety Compliance • Safety and Security • Facilities Plan on Track
Future **Science Assessment** **Fine Arts Participation** **Electives** **Other assessments that drive instruction** **Course Enrollment**	**Future** **Intervention Success** **Student Engagement** **SEL screeners**	**Future** **Team Effectiveness** **Professional Development**	**Future** **CTES**	**Future** **Cleanliness** **Maintenance Cycle time** **Technology Cycle time**

Critical Strategies

Goal One: **Improve equity in student achievement to prepare all students for life, career, and postsecondary success.**	**Goal One:** **Improve equity in student achievement to prepare all students for life, career, and postsecondary success.**	**Goal One:** **Improve equity in student achievement to prepare all students for life, career, and postsecondary success.**	**Goal One:** **Provide rigorous, engaging, and equitable learning experiences to close achievement gaps**

	Explore student pathways to enhance life and career success.		**Target 9th grade students who demonstrate not ready for high school**
Goal Two: **Build confidence and self-sufficiency in students by enhancing student social, emotional, health, and anxiety needs** **Improve intervention and support systems for academics and behaviors to close gaps**	**Goal Two:** **Improve intervention and support systems for academics and behaviors to close gaps** **Clarify expectations, responsibilities, and accountabilities for the learning environment**	**Goal Two:** **Build confidence and self-sufficiency in students by enhancing student social, emotional, health, and anxiety needs** **Explore and reinvent the student day and year to enhance learning and teaching.**	**Goal Two:** **Improve intervention and support systems at all grade levels for academics and behaviors to close gaps** **Increase student engagement in extra-curricular activities**
Goal Three: **Increase opportunities for staff engagement, collaboration, voice, professional development to enhance morale, satisfaction, and innovation** **Explore 21st Century innovative instructional practices to enhance teaching and learning**	**Goal Three:** **Increase opportunities for intentional, focused, long-term professional development to boost morale, satisfaction, innovation, and leadership** **Address compensation for non-contractual employees.**	**Goal Three:** **Attract, recruit, hire, mentor and support strong employees who reflect student and community populations and commit to our mission, vision, core values, and goals.** **Provide ongoing professional development and accountability to ensure best practice instruction.**	**Goal Three:** **Attract, recruit, hire, mentor and support strong employees who reflect student and community populations and commit to our mission, vision, core values, and goals.** **Provide ongoing professional development and accountability to ensure best practice instruction.** **Recognize and celebrate good news and happenings across campuses and departments**
Goal Four: **Improve relationships, collaboration, & communication with families and the community**	**Goal Four:** **Improve communication and collaboration in the development of a shared calendar and events calendar.**	**Goal Four:** **Design and nurture partnerships to provide service learning, internships, interactions that bring greater awareness to career and life skills.** **Improve communications, electronic and print, with families to include a better interactive website and overall satisfaction with the district**	**Goal Four:** **Design and nurture partnerships to provide service learning, internships, interactions that bring greater awareness to career and life skills.**
Goal Five: **Create space and both teaching and learning conditions for 21st Century learning**	**Goal Five:** **Develop a Facilities/Resource plan to ensure life cycle/replacement needs** **Outline curricular uses and needs aligned to resources of time and space**	**Goal Five:** **Update facilities to enhance 21st century teaching and learning**	**Goal Five:** **Design and implement a Master Facility Review process.**
Goal One: **Improve equity and equitable participation in student achievement to prepare all**	**Goal One:**	**Goal One:**	**Goal One:**

students for life, career, and postsecondary success. **Goal Two:** **Build confidence and self-sufficiency in students by enhancing student social, emotional, health, and anxiety needs** **Improve intervention and support systems for academics and behaviors to close gaps** **Goal Three:** **Increase opportunities for staff engagement, collaboration, voice, professional development to enhance morale, satisfaction, and innovation** **Explore 21st Century innovative instructional practices to enhance teaching and learning** **Goal Four:** **Improve relationships, collaboration, & communication with families and the community**	**Provide rigorous, engaging, and equitable learning experiences to close achievement gaps** **Target 9th grade students who demonstrate not ready for high school** **Goal Two:** **Improve intervention and support systems at all grade levels for academics and behaviors to close gaps** **Build a culture of wellness in students by enhancing student social, emotional, health, and anxiety needs** **Explore and reinvent the student day and year to enhance learning and teaching.** **Goal Three** **Increase student GPA and bring necessary consistencies to grading practices informed by current research and reform practices.** **Increase opportunities for staff engagement, collaboration, voice, professional development to enhance morale, satisfaction, and innovation** **Foster communication, collaboration, and connection with the elementary feeder districts to promote readiness** **Goal Four:** **Design and nurture partnerships to provide service learning, internships, interactions that bring greater awareness to career and life skills.** **Improve communications, electronic and print, with families to include a better interactive website and overall satisfaction with the district**	**Improve equity in student achievement to prepare all students for life, career, and postsecondary success.** **Provide rigorous, engaging, and equitable learning experiences to close achievement gaps** **Goal Two:** **Improve intervention and support systems for academics and behaviors to close gaps** **Use the Mission, Vision, Portraits and Core Values to reflect on culture and climate improvement** **Goal Three** **Increase student GPA and bring necessary consistencies to grading practices informed by current research and reform practices.** **Increase opportunities for staff engagement, collaboration, voice, professional development to enhance morale, satisfaction, and innovation** **Foster communication, collaboration, and connection with the elementary feeder districts to promote readiness** **Goal Four:** **Improve communications, electronic and print, with families to include a better interactive website and overall satisfaction with the district**	**Improve equity in student achievement to prepare all students for life, career, and postsecondary success.** **Provide rigorous, engaging, and equitable learning experiences to close achievement gaps** **Goal Two:** **Build confidence and self-sufficiency in students by enhancing student social, emotional, health, and anxiety needs** **Improve intervention and support systems for academics and behaviors to close gaps** **Address student engagement, voice, and satisfaction** **Goal Three** **Foster communication, collaboration, and connection both campuses** **Foster communication, collaboration, and connection with the elementary feeder districts to promote readiness** **Use the Mission, Vision, Portraits and Core Values to reflect on culture and climate improvement** **Goal Four:** **Improve communications, electronic and print, with families to include a better interactive website and overall satisfaction with the district** **Enhance communication and transparency with families and the communities to promote satisfaction and trust**

Goal Five: **Create space and both teaching and learning conditions for 21st Century learning** **Provide clarity in technology expectations for both students and staff**	**Goal Five:** **Update facilities to enhance 21st century teaching and learning**	**Goal Five:** **Provide clarity in technology expectations and access for both students and staff** **Create space and both teaching and learning conditions for 21st Century learning**	**Goal Five:** **Update facilities to enhance 21st century teaching and learning** **Provide clarity in technology expectations and access for both students and staff**
Goal One: **Improve equity in student achievement to prepare all students for life, career, and postsecondary success.** **Explore student pathways to enhance life and career success.** **Provide rigorous, engaging, and equitable learning experiences to close achievement gaps** **Goal Two:** **Build confidence and self-sufficiency in students by enhancing student social, emotional, health, and anxiety needs** **Improve intervention and support systems for academics and behaviors to close gaps** **Explore and reinvent the student day and year to enhance learning and teaching.** **Address student engagement, voice, and satisfaction** **Goal Three:** **Foster communication, collaboration, and connection both campuses** **Foster communication, collaboration, and connection with the elementary feeder districts to promote readiness** **Use the Mission, Vision, Portraits and Core Values to reflect on culture and climate improvement**	**Goal One:** **Improve equity in student achievement to prepare all students for life, career, and postsecondary success.** **Explore student pathways to enhance life and career success.** **Provide rigorous, engaging, and equitable learning experiences to close achievement gaps** **Target 9th grade students who demonstrate not ready for high school** **Goal Two:** **Build confidence and self-sufficiency in students by enhancing student social, emotional, health, and anxiety needs** **Improve intervention and support systems for academics and behaviors to close gaps** **Explore and reinvent the student day and year to enhance learning and teaching.** **Goal Three:** **Foster communication, collaboration, and connection both campuses** **Foster communication, collaboration, and connection with the elementary feeder districts to promote readiness** **Use the Mission, Vision, Portraits and Core Values to reflect on culture and climate improvement**		

Goal Four: **Improve communications, electronic and print, with families to include a better interactive website and overall satisfaction with the district** **Design and nurture partnerships to provide service learning, internships, interactions that bring greater awareness to career and life skills.** **Goal Five:** **Update facilities to enhance 21st century teaching and learning** **Provide clarity in technology expectations and access for both students and staff**	**Goal Four:** **Improve communications, electronic and print, with families to include a better interactive website and overall satisfaction with the district** **Design and nurture partnerships to provide service learning, internships, interactions that bring greater awareness to career and life skills.** **Goal Five:** **Update facilities to enhance 21st century teaching and learning** **Provide clarity in technology expectations and access for both students and staff**		

Goal One: Student Growth & Achievement	Goal Two: Learning Environment & Supports	Goal Three: High-Quality, Diverse Staff	Goal Four: Family & Community Partnerships	Goal Five: Resource Effectiveness & Efficiencies
Provide a comprehensive, innovative education for every student to promote life, career, and post-secondary success.	**Provide a safe, positive, and engaging learning environment to meet the academic, social, and emotional needs of all students.**	**Invest in staff and culture to ensure innovation, collaboration, and accountability.**	**Partner with families and the community to support and expand learning opportunities for all students.**	**Allocate necessary resources to maximize educational success for all students.**
Goal 1: Key Performance Indicators • **Graduation Rate** • **PSAT** • **SAT ELA and Math** • **GPA** • **9th Grade on Track** • **AP/Dual Credit** • **Post-Secondary Success** • **English Language Proficiency**	**Goal 2: Key Performance Indicators** • **Attendance** • **Diversity** • **Chronic Absenteeism** • **Class size** • **Student Satisfaction** • **Behavior** • **Co-Curricular Participation**	**Goal 3: Key Performance Indicators** • **Attendance** • **Diversity** • **Retention** • **Education** • **Staff Satisfaction** • **Salaries & Benefits** • **Co-Curricular Involvement**	**Goal 4: Key Performance Indicators** • **Family Engagement** • **Family Satisfaction** • **Service-Learning/Internship Opportunities** • **Use of Digital Reporting** • **Community Partnerships**	**Goal 5: Key Performance Indicators** • **Financial Profile** • **Expense Per Pupil** • **EVA/Tax Rate** • **Space Utilization** • **Life-Safety Compliance** • **Safety and Security** • **Facilities Plan on Track**
Provide rigorous, engaging, and equitable learning experiences for all students aligned to district vision. ***Bring necessary consistencies to grading practices informed by current research and reform practices.***	***Build student confidence, self-sufficiency, and wellness by enhancing social and emotional needs.*** ***Improve support and interventions systems for academics and behaviors to close gaps***	***Enhance satisfaction, collaboration, innovation, and unity through staff engagement, collaboration, voice, and professional development.*** ***Promote readiness by fostering communication, collaboration, and connection with the PK-8 elementary districts sending students to LT.*** ***Attract, recruit, hire, mentor, and support employees who reflect student and community populations and commit to our mission, vision, core values, and goals.***	***Build confidence and engagement with families and the communities through improved communication, collaboration, and transparency.*** ***Offer community student learning opportunities to expose them to potential career pathways and community services.***	***Improve technology expectations, infrastructure, and access for students, staff, and families.*** ***Explore and reinvent the student day and year and upgrade facilities to better meet 21st Century interests and needs of students and staff.***

WHAT WE WILL ACHIEVE

OUR GOALS AND STRATEGIES

WHAT IS OUR PRIORITY WORK

Goal One: Student Growth & Achievement	Goal Two: Learning Environment & Supports	Goal Three: High-Quality, Diverse Staff	Goal Four: Family & Community Partnerships	Goal Five: Resource Effectiveness & Efficiencies
Provide a comprehensive, innovative education for every student to promote life, career, and post-secondary success.	**Provide a safe, positive, and engaging learning environment to meet the academic, social, and emotional needs of all students.**	**Invest in staff and culture to ensure innovation, collaboration, and accountability.**	**Partner with families and the community to support and expand learning opportunities for all students.**	**Allocate necessary resources to maximize educational success for all students.**
Goal 1: Key Performance Indicators • Graduation Rate • PSAT • SAT ELA and Math • GPA • 9th Grade on Track • AP/Dual Credit • Post-Secondary Success • English Language Proficiency	**Goal 2: Key Performance Indicators** • Attendance • Diversity • Chronic Absenteeism • Class size • Student Satisfaction • Behavior • Co-Curricular Participation	**Goal 3: Key Performance Indicators** • Attendance • Diversity • Retention • Education • Staff Satisfaction • Salaries & Benefits • Co-Curricular Involvement	**Goal 4: Key Performance Indicators** • Family Engagement • Family Satisfaction • Service-Learning/Internship Opportunities • Use of Digital Reporting • Community Partnerships	**Goal 5: Key Performance Indicators** • Financial Profile • Expense Per Pupil • EVA/Tax Rate • Space Utilization • Life-Safety Compliance • Safety and Security • Facilities Plan on Track
Provide rigorous, engaging, and equitable learning experiences for all students aligned to district vision. ***Bring necessary consistencies to grading practices informed by current research and reform practices.***	***Build student confidence, self-sufficiency, and wellness by enhancing social and emotional needs.*** ***Improve support and interventions systems for academics and behaviors to close gaps.***	***Enhance satisfaction, collaboration, innovation, and unity through staff engagement, collaboration, voice, and professional development.*** ***Attract, recruit, hire, mentor, and support employees who reflect student and community populations and commit to our mission, vision, core values, and goals.*** ***Promote readiness by fostering communication, collaboration, and connection with the PK-8 elementary districts sending students to LT.***	***Build confidence and engagement with families and the communities through improved communication, collaboration, and transparency.*** ***Offer community student learning opportunities to expose them to potential career pathways and community services.***	***Improve technology expectations, infrastructure, and access for students, staff, and families.*** ***Explore and reinvent the student day and year and upgrade facilities to better meet 21st Century interests and needs of students and staff.***