



# **WE ARE LEMONT**

**STRATEGIC PLAN**  
**UPDATED July 15, 2024**

# 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:** Expand Career Pathway Endorsement (CPE) opportunities for students.

**GOAL #2:** Ensure alignment of curricula with the appropriate learning standards and with content students will encounter on the new ESSA accountability measure, the American College Testing (ACT) test.

**Objective #1:** Examine alignment of the Mathematics curriculum with the Illinois Learning Standards for Mathematics and the ACT.

**Objective #2:** Examine alignment of the English curriculum with the Illinois Learning Standards for English Language Arts and the ACT.

**Objective #3:** Examine alignment of the Science curriculum with the Illinois Standards for Science Learning, the Next Generation Science Standards, and the ACT.



# SUPERINTENDENT'S GOALS



## PILLAR ALIGNMENT: ACADEMIC ENGAGEMENT

**GOAL #3:** Improve the quality of student-to-student interaction within academic settings.

**GOAL #4:** Monitor and refine implementation of the Academics, Resilience, and Character (ARC) Program.

## PILLAR ALIGNMENT: FISCAL

**GOAL #5:** Refine the conceptual facilities renovation plan, prioritize facility improvements and determine future projects with timelines and budgets congruent with long-term financial planning.

**Objective #1:** Plan for Summer 2025 renovation of science labs and possible adjacent collaboration classroom spaces.

**Objective #2:** Gather additional data from residents of the District to inform prioritization of facilities expansion, renovation, and improvement.

**Objective #3:** Determine renovation priorities for Summer 2026.



# SUPERINTENDENT'S GOALS



## PILLAR ALIGNMENT: FISCAL

**GOAL #6:** Execute transition to Skyward Qmlativ for accounts payable, payroll, student activity accounts, investments, human resources, and employee access.

**GOAL #7:** Maintain and enhance a robust technological infrastructure that supports the instructional program, athletics and activities, and operational services of the District.

## PILLAR ALIGNMENT: PERSONNEL

**GOAL #8:** Create and implement a leadership transition plan with the new superintendent once he or she is selected.

**GOAL #9:** Execute employee transition to new Blue Cross Blue Shield PPO and HMO medical insurance plans and new Blue Cross Blue Shield dental insurance plan.



# SUPERINTENDENT'S GOALS



## PILLAR ALIGNMENT: ENVIRONMENT

**GOAL #10:** Continue to improve school safety and campus security.

**GOAL #11:** Refine and monitor Lemont Time in order to expand students' sense of belonging to Lemont High School and foster a school culture of respect and acceptance.

## PILLAR ALIGNMENT: PRIDE

**GOAL #12:** Explore and implement strategies to increase school spirit among Lemont High School students.

**GOAL #13:** Refresh the District's marketing strategy and explore ways to expand communication.