

Liberty Public Schools Strategic Plan 2024/2025 © G&D Associates

Vision Area	Vision Statement	Deliverable	Owner	Budget	Due By	Project Title	Plan Number
Learning	We will continue to emphasize the process of learning – inspiring curiosity and sparking agency.	Expand badging systems.	Julie Moore	\$3,000	5/30/25	Expand the implementation of a badging system for learner progressions at the K-5 level.	Plan 1
Learning	We will continue to emphasize the process of learning – inspiring curiosity and sparking agency.	Develop a system framework aligned to the eight commitments of CBL	Michelle Schmitz Brian Van Batavia Andrea Wilson	\$0	5/30/25	Design professional learning to deeply embed CBL with district practices.	Plan 2
Learning	We will provide personalized and project-based opportunities that are accessible to all to further enhance our community-connected approach.	Develop structures to expand the identification and access to client-connected projects for all students.	Colleen Jones	\$0	5/30/25	Identify client-connected projects that support student interests.	Plan 3
Learning	Opportunities will enhance the acquisition of Market Value Assets.	Identify and implement entrepreneurial learning opportunities (ex. StartUp53).	Colleen Jones	\$1,000	5/30/25	Provide opportunities for entrepreneurial experiences.	Plan 4
Learning	Learners will collect and reflect upon a wide range of uncommon metrics aligned to academic, social-emotional, behavioral, and real-world learning measures.	Design portfolio-based system aligned to the Graduate Profile learner progressions	Julie Moore	\$0	5/30/25	Develop and pilot a student portfolio system.	Plan 5
Learning	Learners will set goals while having opportunities to provide and respond to feedback – enabling them to showcase competency and growth.	Identify and scale instructional practices that promote learner agency and individual growth.	Michelle Schmitz	\$0	5/30/25	Identify and apply rigorous student-centered instructional practices.	Plan 6
Learning	Personalized plans of study will provide the roadmap for how students advance through progressions grounded in our Graduate Profile.	Design and implement structures for personalized plans of study aligned to the Graduate Profile.	Christopher Hand	\$0	5/30/25	Integrate Graduate Profile learner progressions into secondary personalized plans of study.	Plan 7
Learning	Flexible schedules will provide access to the resources and experiences needed to pursue identified goals and interests.	Develop marketing opportunities to improve and increase postsecondary preparation	Brian Van Batavia	\$0	5/30/25	Create a system that engages students in post secondary opportunities.	Plan 8
Learning	Collaborative spaces designed to foster interpersonal skills and community connectedness will be accessible to all.	Identify opportunities to enhance learner progressions inside and outside of the classroom for all students.	Andrea Wilson Brian Van Batavia	\$0	5/30/25	Utilize a platform showcasing models of learner progressions.	Plan 9
Learning	We will leverage advanced technologies inclusive of Artificial Intelligence to ethically and creatively solve problems and meet the challenges of the modern world of work.	Develop and implement policy, structures, and expectations to support ethical A.I. use across the district.	Michelle Schmitz Trey Katzer	\$0	5/30/25	Implement responsible and effective AI use for students and teachers.	Plan 10
Teaching	We will foster a culture of innovation and responsible risk taking.	Define and communicate structures for responsible innovation and risk-taking.	Jeremy Tucker	\$0	1/15/25	Design a playbook to support teachers and leaders in the creation of innovative learning experiences.	Plan 11
Teaching	We will leverage a multi-tiered system of social, emotional, behavioral, and academic support.	Expand common systems of MTSS throughout the district.	Jessica Meisenheimer	\$0	6/30/25	Implement tiered interventions with progress monitoring K-12.	Plan 12

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Teaching	We will partner with families to assess and meet each student's needs.	Enhance family engagement in the assessment and development of individualized learning supports to meet unique student needs.	Andrea Dixon-Seahorn	\$0	6/30/25	Host Parent University Sessions to build an awareness and understanding of educational opportunities and learning experiences that support the individualized needs and personal interests of students.	Plan 13
Teaching	Real World Learning will support all students with college-bound and direct-to-work pathways aligned with their plans of study.	Improve and expand current RWL structures to include meaningful experiences to all students.	Colleen Jones Brian Van Batavia Andrea Wilson	\$0	5/30/25	Expand equitable access to RWL.	Plan 14
Leadership	District committees will include a diverse representation of employees, community members, and students, ensuring a range of perspectives and equitable voice in service to our learners.	Foster a culture of belonging and broaden awareness of different perspectives perspectives and experiences of our stakeholders.	Andrea Dixon-Seahorn	\$125,000	6/30/25	Design and deliver Building Equity Cadres that are responsive to the unique context and needs of each school site.	Plan 15
Leadership	Our policies and organizational structures will support this vision by aligning resources to our prioritized needs.	Implementation of structures to identify and address gaps where student behavioral supports are needed.	Toni Cook Jessica Meisenheimer	\$2,000	5/30/25	Design and deliver structures that address gaps in behavioral supports for all students.	Plan 16
Leadership	Leaders will regularly engage staff members in discussions about their motivations, happiness, questions, and growth while providing timely feedback on their practices.	Develop and implement a systematic employee feedback loop and identify opportunities for increased retention	Sarah Marriott	\$1,500	5/30/25	Implement systematic employee feedback loop.	Plan 17
Leadership	Recruitment, retention, and hiring practices will employ a variety of strategies to attract the best talent who share a passion for fulfilling our vision.	Develop structures to implement, monitor, and revise our recruitment strategy	Sarah Marriott	\$2,505	5/30/25	Execute classified staff recruitment strategies.	Plan 18
Leadership	Professional development opportunities for aspiring leaders will enrich our talent pool while establishing sustainable systems that enable our district to evolve seamlessly.	Create systems to identify and develop aspiring leaders in all areas aligned to LPS "profiles of leadership.	Sarah Marriott	\$5,000	5/30/25	Implement Aspiring Leadership Program	Plan 19
Leadership	A commitment to physical and emotional wellness throughout our community is foundational to our work.	Research and develop structures for formalized collaboration across departments (student health services, special programs, innovations and learning and human resources) to support both student and staff physical and emotional wellness	Sarah Marriott	\$1,500	5/30/25	Develop Collaborative Structures for Employee Wellness	Plan 20

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Leadership	Department leaders will build equity leadership capacity to cultivate workplace and/or learning environments that foster a culture of belonging and inclusion for staff and families.	Develop, implement and evaluate Equity Action Plans/ SMARTIE Goals to close educational equity gaps.	Andrea Dixon-Seahorn	\$1,500	6/30/25	Embed district-wide structures for identifying problems of practice, and implementing Equity Action Plans/SMARTIE goals across all departments.	Plan 21
Professional Learning	We will utilize a variety of assessment methods to identify the needs of individual employees, our schools, and the district.	Utilize a standardized process for receiving feedback from staff on their professional learning needs.	Julie Moore	\$0	5/30/25	Assess and adjust current professional learning need assessment tools for all employee groups.	Plan 22
Professional Learning	Flexible scheduling will create embedded opportunities to collaborate with peers across the district through professional learning networks and model worksite visits that provide targeted and experiential development.	Create a system of on-demand professional learning.	Julie Moore	\$0	5/30/25	Create online professional learning modules aligned to personalized employee needs.	Plan 23
Professional Learning	Our employees will have the opportunity to collaborate with external partners.	Create structures to support an embedded teacher externship program to introduce staff to RWL opportunities.	Colleen Jones	\$5,000	5/30/25	Provide externship opportunities for staff.	Plan 24
Professional Learning	New employees will experience in-depth onboarding coupled with sustained mentorship focused on building confidence and belonging within their working environment	Design new employee orientation to align with our strategic initiatives.	Sarah Marriott	\$1,500	5/30/25	Create new employee orientation best practices for classified staff.	Plan 25
Professional Learning	To ensure employee success, we will provide the time and support needed to embed new approaches and initiatives.	Incorporate a model for IMPACT teams to operate within the PLC framework.	Julie Moore	\$7,000	5/30/25	Enhance the professional learning community framework for certificated and classified staff.	Plan 26
Community	We will utilize a variety of methods to provide updates on vision progress and offer “windows” into our schools, showcasing the work of our students and employees.	Design and implement engagement opportunities for families	Jeremy Tucker Dallas Ackerman	\$0	5/21/24	Develop systems to inform LPS families of district resources and create opportunities for feedback that will help refine and improve our practices.	Plan 27
Total				\$156,505			