# STRATEGIC PLANNING PROCESS

Lakewood School District 2024-2025

Committee Kick-off October 29, 2024



## OVERVIEW



The "Why" Behind Strategic Planning



Core Planning Team



Stakeholder Survey on District Priorities / Foundational Pillars



Strategic Planning Committee Member Recruitment & Meetings



Solicitation of Community Feedback



Development and Presentation of 2025-2030 Lakewood School District Strategic Plan





#### LAKEWOOD COMPACT: A SMALL DISTRICT GOING BIG PLACES

Strategic Priorities in the Lakewood School District

The Lakewood School District is a repidly changing and growing community which has placed students at its center. Our changing demographics present our schools with opportunities to embrace welcoming, inclusive and culturally responsive practices that foster a sense of belonging for each student and their family. Our greatest challenges are our greatest opportunities. We have the responsibility to design our instructional resources, services, policies and facilities in service to relationships dedicated to the growth of each child. To these ends and in the following areas staff, administrators, students and community leaders will work together to fulfill the following commitments:



#### Service, Leadership and a Community of Caring

- Cultivate a sense of ownership and belonging among students by developing their leadership skills in academic and non-academic endeavors.
- Build partnerships and practices with students and families, from registration to graduation, that place community at the center of the school and the school at the center of the community.
- Expand student agency in the world outside of Lakewood through a variety of classroom, family and community based activities or forums.
- Provide daily access to health services for each staff member and student in our district.
- Support all staff as stewards of healthy, caring, creative relationships centered on the social-emotional growth of students.
- Provide supports to each staff member that reinforce self-care and personal health.
- Invest in the development of staff leadership at all levels of our district.



#### Powerful Learning

- Review and redesign school district policies, communications and practices that eliminate physical, financial, racial and cultural barriers to learning.
   Emand academic and vacational
- Expand academic and vocational experiences that encourage each student to pursue their passions in the Lakewood school community.
- Ensure equitable access to highlevel, challenging course offerings that provide multiple pathways to college and careers.
- Continue to place literacy at the center of student and professional learning across disciplines.
- Ensure that each student and family experience the benefit of instructional resources, technology systems, and services.
- Build culturally responsive academic support systems that remove barriers to high achievement.
- Enhance support systems for students with disabilities that leverage parent voice, support smooth transitions and provide the most intensive instruction while maximizing inclusion in general education.



#### Collaborative Community and Programmatic Partnerships

- Extend community resources and services to each student in need of mental health and social-emotional supports.
- Pursue academic and vocational partnerships outside of Lakewood schools that prepare students for learning and life after high school.
- Enhance transportation services in ways that increase student participation in a full range of academic and in non-academic activities
- Enhance food service programs in ways that expand student choice, cultural experiences and food security to families in our community.
- Develop and expand professional learning communities between and across grade levels.
- Facilitate community collaboration that prioritizes safe, healthy and dynamic learning relationships in school district operations and facility use.
- Foster public partnerships at the local, county and state levels the support safe, welcoming neighborhoods, facilities and services in our district.

### THE "WHY" BEHIND STRATEGIC PLANNING

- Development of Lakewood Compact
  - Community Café in October 2019
  - Thinking Together Dialogue in early 2020
- The strategic planning process provides an opportunity for district stakeholders (i.e., students, staff, families, community members) to build a collaborative vision for the future.
- Allows for identification of key district foundational pillars and the development of goals and indicators in each of these areas.
- Streamlines our focus and represents what we feel is crucial for creating an inclusive community of caring, belonging, and supporting high levels of learning and achievement for all students.
- Over the year, co-create the 2025-2030 Lakewood School District Strategic Plan to guide our work over the next 5 years.



# CORE PLANNING TEAM

- The strategic planning process will be guided by the Core Planning Team, with this team working to plan and facilitate the collaborative conversational meetings across the school year.
- The Core Planning Team will meet on a more frequent basis throughout the year, with the goal of developing the facilitation process for the Strategic Planning Committee discussions and analyzing and compiling committee feedback.

#### Core Planning Team:

- > Tim Haines, Executive Director Human Resources
- Bryan Toutant, Executive Director Teaching and Learning
- Lissan Wipfli, Executive Director Special Education
- Kristina Courtnage Bowman, Communications Specialist
- Renee Harnden-Moore, Executive Administrative Assistant
- > Saya Barber, Student Representative
- Sandy Gotts, School Board President
- ➤ Leah Tocco, School Board Vice President
- > Erin Murphy, Superintendent





# STAKEHOLDER SURVEY ON DISTRICT PRIORITIES



To ensure that the strategic planning process was grounded and focused, a survey was created and sent to district stakeholders (September 16<sup>th</sup> – October 4<sup>th</sup>).

Included in the survey was be a brief overview of the strategic planning process and information about how to volunteer to serve on the Strategic Planning Committee.

The focus of the survey asked community stakeholders whether they still agree with the three strategic priorities outlined in the <u>Lakewood Compact</u> process:

- > Service, Leadership and a Community of Caring
- > Equitable Access to Powerful Learning
- > Collaborative Community and Programmatic Partnerships

Feedback from this survey was critical in solidifying the three priorities that will serve as the foundational pillars of the district strategic plan. We had **315 responses**.



### STRATEGIC PLANNING COMMITTEE MEMBER RECRUITMENT & MEETINGS



Volunteers were solicited to serve on the three strategic planning process workgroups from September 30<sup>th</sup> – October 11<sup>th</sup>.



In addition, personal outreach occurred during this time to community members who have been involved in other district systems level discussions and who bring diverse perspectives.



Selected members
were sent emails and
calendar invitations
for our Strategic
Direction Planning
Committee meetings:
10/29, 11/19, 1/14,
2/4, & 2/25.



The Strategic Planning Committee will come together for five (5) meetings. Each attendee has been assigned to one work group to engage with throughout the strategic planning process. Your priority work group is listed on your folder.



# SOLICITATION OF COMMUNITY FEEDBACK



Creation of a survey to gather community stakeholder feedback on the draft of the 2025-2030 Lakewood School District Strategic Plan will occur from March  $5^{th} - 19^{th}$ .



Opportunities Strategic Planning Committee members to meet with interested community members to listen and receive feedback will occur, with two already scheduled for:

March 12<sup>th</sup> @ LHS Library, 5:30pm

March 13<sup>th</sup> via Zoom, 5:30pm



# DEVELOPMENT AND PRESENTATION OF 2025-2030 LAKEWOOD SCHOOL DISTRICT STRATEGIC PLAN

The tentative timeline for presentation of the 2025-2030 Lakewood School District Strategic Plan to the Board of Directors is May of 2025.

An updated draft of the district vision will also be created based on the core attributes and beliefs shared by stakeholders across this process.

Development of metrics to assess progress towards goals identified within the strategic plan would be developed and presented to the board following adoption of the strategic plan.







# WORK GROUPS

#### Transition to our work groups:

Priority 1: Service, Leadership, and a Community of Caring

- Work group facilitators: Lissan Wipfli Executive Director of Special Education &
   Leah Tocco School Board Vice President
- Meeting location: LHS Room 1401

Priority 2: Equitable Access to Powerful Learning

- Work group facilitators: Bryan Toutant Executive Director of Teaching and Learning & Dana Krueger – School Board Director
- Meeting location: LHS Room 2408

Priority 3: Collaborative Family and Community Engagement

- Work group facilitators: Tim Haines Executive Director of HR and Student Services
   & Sandy Gotts School Board President
- Meeting location: LHS Library