



WORKING TOGETHER – with Hornet Pride!

November 5, 2025

Dear New Lothrop Community,

Over the past several months, I have had the privilege of learning about the people, programs, and traditions that make New Lothrop Area Public Schools such an extraordinary place to learn and grow. My first 90 days as Superintendent have been focused on listening, learning, and connecting through a structured onboarding plan that included one-on-one meetings, Meet & Greet events, and a community-wide Listening Tour.

Through these conversations, I had the opportunity to hear directly from students, staff, families, and community members about what makes our district special and where we have opportunities to grow. The feedback gathered through this process helped shape a comprehensive SWOT analysis, which identified the strengths, weaknesses, opportunities, and barriers that influence our progress as a school system.

#### **What We Learned**

Our district's greatest strength lies in our people. We are fortunate to have dedicated staff, supportive families, and proud community members who work together to ensure students succeed. There is deep pride in our small-town identity, academic and extracurricular excellence, and the caring relationships that define our culture. Programs such as FFA, CTE, athletics, robotics, and fine arts were repeatedly recognized as points of pride that enrich our students' experiences.

At the same time, the feedback highlighted areas where we can grow stronger. District communication and clarity emerged as key opportunities, as did expanding our academic and extracurricular offerings in areas such as STEM, fine arts, and early childhood education. Many also expressed a desire for clear long-term direction with a shared vision that aligns our efforts across the district.

#### **Building the Foundation for the Future**

The insights gained from this onboarding process have provided a valuable foundation for our next major focus: the development of a Dynamic Strategic Plan. This plan will guide our district's work over the next five to seven years, ensuring that every decision we make is aligned with our mission, vision, values, and goals for student success.

Strategic planning is a collaborative process that brings together the voices of staff, students, families, and community partners to define our shared priorities. It will help us answer important questions about who we are as a district, where we want to go, and how we will get there together.

#### **Your Voice Matters**

In the months ahead, stakeholders from across the community will be asked to participate in focus groups, surveys, and planning sessions. Input will be critical in shaping the vision and direction of New Lothrop Area Public Schools. Together, we will create a roadmap that reflects our shared commitment to continuous improvement and ensures that every Hornet has the opportunity to succeed.

## Strategic Planning Timeline

- **July – September 2025:** Superintendent onboarding and district SWOT analysis conducted.
- **October 2025:** Investigation of potential third-party strategic planning facilitators and information shared with the Board of Education.
- **November 2025 (We Are Here):** Board of Education interviews potential facilitators during the Board meeting.
- **December 2025:** Board of Education selects and contracts a facilitator to lead the strategic planning process.
- **January – February 2026:** Surveys and focus groups conducted to gather input from students, staff, families, and the community.
- **February – March 2026:** Formation of a Strategic Planning Committee (students, staff, parents, community members) to develop a draft plan.
- **March – April 2026:** Stakeholder feedback collected on the draft strategic plan.
- **April – May 2026:** Revisions and refinement of the strategic plan based on feedback.
- **May – June 2026:** Final strategic plan presented and adopted by the Board of Education.

As we move forward, I remain deeply grateful for the warm welcome I have received and the strong sense of pride that surrounds our schools. The collective passion and commitment of this community give me great confidence in our future. I look forward to working alongside you as we build on our strengths, embrace new opportunities, and chart a clear, unified path for the years ahead.

Thank you for your continued partnership and support of New Lothrop Area Public Schools.

With Gratitude and Appreciation,



Jay Larner  
Superintendent  
New Lothrop Area Public Schools