



Lindbergh Schools
2026-27 Compass

District Goals Report



LindberghSchools 2024-29 Compass



Our Why:

**Excellence in Learning.
Designing the Future.**



How we do it:

At Lindbergh Schools we are creating a better world through personalized, innovative learning experiences.

We Believe:

Access to a multitude of diverse experiences

1. develops academic, social-emotional and leadership growth for students.

Collaboration among a diverse community

2. of students, teachers, staff, families and patrons drives innovation and future success.

High-quality instructional teams inspire

3. continuous learning for life including post-secondary education and careers.





Lindbergh Schools

2024-29 Compass



What: 5-Year Strategic Goals

ACADEMICS: Promote a culture of continuous improvement that supports the following for all students:

- Academic Growth
- Innovative Programs
- Real-World Learning Experiences
- Lindbergh Life Success Skills

TALENT: Retain, recruit and develop a premier workforce.

FACILITIES: Maintain, operate and continue to invest in safe, secure and innovative district facilities.

COMMUNICATION: Engage the community in specific and targeted ways to promote understanding, trust and transparency.

RESOURCES: Optimize resources and secure funding to meet and sustain district goals while remaining responsible stewards of taxpayer dollars.

About Us

Lindbergh Schools is committed to helping students succeed not only in academics, but also in life. We prepare students for success through innovative instruction and a focus on collaboration, creativity, communication and critical-thinking.

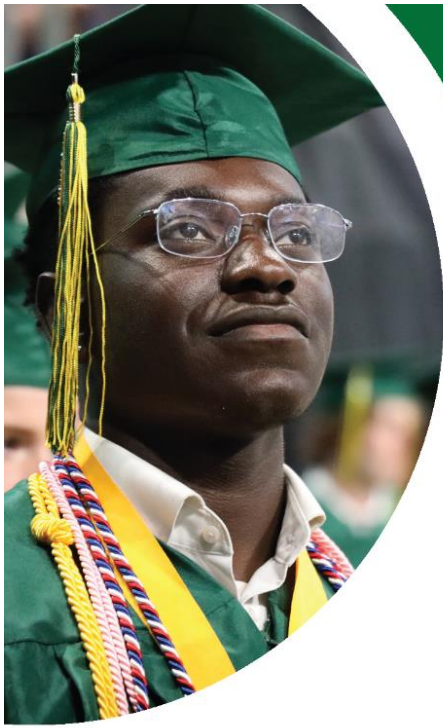
This high-quality education for all students is propelled by strong community support, and a team of excellent teachers, support staff and administrators.

We believe that a diverse community of students, employees and families contributes to an environment where all are supported and individual strengths are developed.

Each year, we serve more than 7,500 students at 12 different campuses, including one high school, two middle schools, six elementary schools, the Idea Center for elementary gifted education, and two early childhood education centers.

We are home to eight National Schools of Character and six National Blue Ribbon Schools.





LindberghSchools

2024-29 Compass

PREPARING EVERY STUDENT FOR SUCCESS

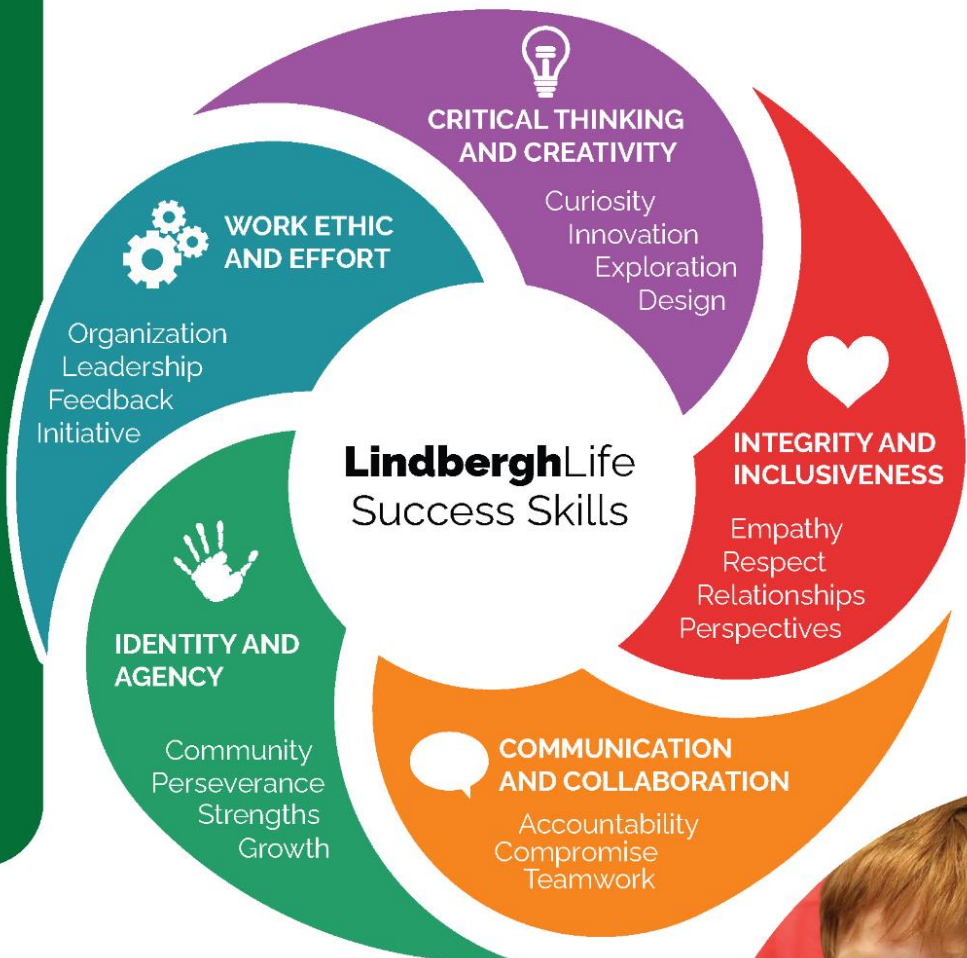
Lindbergh Community Success Measures

In the fall of 2023, we asked more than 1,000 parents, staff, students and community members to rank a list of 12 success measures in order of importance. These are the factors they ranked as most important to student success:

1. Student achievement and growth
2. Lindbergh Life Success Skills
3. High quality teachers
4. Student satisfaction
5. Personalized learning for students and staff
6. Employee wellbeing and satisfaction

Lindbergh Life Success Skills

Lindbergh Life Success Skills provide a framework to support integrated student learning that provides students with skills essential for life beyond Lindbergh. These skills provide a holistic view of social-emotional learning and academics that build a foundation for college, career, and life success. Instruction in these skills begins in early childhood and advances through high school as developmentally appropriate.



5-Year Strategic Goals

ACADEMICS: Promote a culture of continuous improvement that supports the following for all students:

- Academic Growth
 - Innovative Programs
 - Real-World Learning Experiences
 - Lindbergh Life Success Skills
-

ACTION STEPS:

Teaching and Learning

- **Implement** the district attendance tiers of intervention.
- **Implement** flexible and collaborative learning spaces through the furniture replacement cycle
- **Implement** strategies to ensure that all students have a trusted adult in their school
- **Implement** middle school Behavior Intervention Support Team (BIST) model
- **Implement** social-emotional screening analysis to support individual students, student groups, and classroom and building needs
- **Implement** LindberghLife Success Skills into student expectations and instruction
- **Implement** new social-emotional learning resources
- **Implement:** Develop enhancements to the district discipline hearing process for suspensions of 10 days or more by identifying opportunities to integrate social-emotional, counseling, and restorative supports to ensure students receive meaningful interventions alongside disciplinary consequences.
- **Implement** a district alternative intervention program to support students requiring long-term suspension placements by reviewing a locally designed academy model that integrates behavioral supports, credit recovery, and Missouri Options

GREEN = Continued from 2025-26 **ORANGE** = Moved up from 2025-26 (ex: "Research" to "Implement")

BLACK = New in 2026-27 **(Revised April 2026)**

programming.

- **Implement** Lindbergh Comprehensive Literacy Plan, focusing on the domains of Standards-Based Learning and Instruction, Intervention, and Acceleration
- **Implement** a systematic approach for district leaders to review, analyze, organize, and take action on district data
- **Implement** evidence-based instructional strategies to support student reading fluency
- **Implement** student goal-setting expectations that align with student growth targets to enhance individual student growth
- **Implement** secondary standards-based learning task force recommendations
- **Implement** LindberghIMPACT for sophomores and juniors
- **Implement** expansion of LindberghIMPACT programming for the 27- 28 School Year
- **Implement** the continued development and expansion of the Lindbergh High School Aviation pathway to increase student access to aviation coursework, industry experiences, and career-connected learning opportunities.
- **Implement** Guaranteed Field Trips
- **Implement** the development of the Farmers Club site and the curriculum and programming for student access
- **Implement** expanded access to Lindbergh Early Childhood programs.
- **Implement** multi-tiered systems of support (MTSS) through individual building structures and accountability measures
- **Implement** Summer bridge program for 5th to 6th, 6th to 7th, and 7th to 8th to increase the number of students successfully placed into Middle School advanced math pathways.
- **Implement** expansion of Real World Learning Experiences
- **Implement** expanded access to Industry Recognized Credentials (IRCs) within Career and Technical Education (CTE) programs to ensure students have opportunities to earn Industry Recognized Credentials.
- **Implement** career pathways endorsements.
- **Implement** expanded college and career readiness opportunities by strengthening and growing existing programs (CNA, AMPED, AVID, and IMPACT) while implementing new pathways including AVID 12 and Geometry in Construction and

GREEN = Continued from 2025-26 **ORANGE** = Moved up from 2025-26 (ex: "Research" to "Implement")

BLACK = New in 2026-27 **(Revised April 2026)**

transitioning the current Industrial Technology programs into an approved CTE Industrial Technology pathway.

- **Research**: Update the scope and sequence for Career Development in the district counseling curriculum using SchoolLinks resources.
- **Research** Middle School IMPACT programming
- **Research** revised LindberghLife Success Skills
- **Research** a baseline for effective instructional technology by the end of the 2026-2027 school year for PK-5. Using Seesaw dashboard analytics and identifying instructional technology indicators (e.g., frequency of student engagement, use of multimedia tools, and standard alignment), we will collect and analyze usage data across all schools to determine current levels of implementation.
- **Research** utilization of St. Louis Community College's "Career and Transfer Pathways" for college/career access
- **Investigate** Formative Assessment Solution to help support common state, school, and classroom assessment development.
- **Investigate**: Explore SchoolLinks course planner for students to select courses in grades 8-11.
- **Investigate** JROTC opportunities and JAG programming (jag.org)
- **Investigate** potential childcare recruitment strategies by collaborating with the Lindbergh Real World Learning Coordinator, with the idea of developing partnerships with area colleges and universities to create a work-and-learn program that provides students opportunities to earn college credit by working in the Flyers Club. This could appeal to multiple child-related occupational fields while also fostering a workforce partnership (a joint goal with the human resources department/talent)

Human Resources

- **Implement**: renew District Student Wellness Committee

Finance & Operations

- **Research** daily shuttle options for transportation services to and from the Farmers Club
- **IMPLEMENT** register for USDA Farm Service Agency (FSA) Farm Number for Farmers Club

GREEN = Continued from 2025-26 **ORANGE** = Moved up from 2025-26 (ex: "Research" to "Implement")

BLACK = New in 2026-27 **(Revised April 2026)**

- **RESEARCH** Research strategic farm partnerships (e.g., NRCS and Missouri CRCL) to secure stable funding, adopt innovative practices, and align Farmers Club operations with regional agriculture.)

Communications

- **Implement** Communications Plan for Future Ready Flyers K-12 student learning experiences, in cooperation with Real World Learning Coordinator.
- **Investigate** Lindbergh Life Success Skills branding updates for 2027-28 school year, based on work of Teaching and Learning, and Student Life advisory committees.
- **Implement** Expansion of LHS Communications Internship program, which places students in specific schools and departments to support content creation and expand communication capacity.
- **Implement** onboarding opportunities for students, staff, and parents to learn how to best navigate school district communications and platforms.
- **Implement** online Lindbergh High School Navigator course guidebook, which includes career pathways and Diploma Plus opportunities.
- **Implement** hiring of a seasonal Foundation Scholarship Coordinator to manage the Lindbergh Schools Foundation scholarship program expansion, allowing the Foundation to increase scholarship offerings while sustaining capacity for core initiatives. *This position will be paid by the Lindbergh Schools Foundation.*

Technology

- **Implement:** Expand classroom collaboration tools to enhance student engagement and real-time sharing of learning
- **Implement:** Utilize technology survey data and other available insights to inform instructional technology decisions and improve student learning experiences

TALENT: Retain, recruit, and develop a premier workforce.

ACTION STEPS:

Teaching and Learning

- **Implement** Restorative Practice Training to promote Lindbergh's culture of belonging and dignity for ALL staff
- **Implement** collaborative strategies, such as PLCs and the SSD Partnership, to support the diverse needs of students
- **Implement** professional learning opportunities that support teacher use of effective instructional strategies through our Model of Instruction
- **Implement** the Model of Instruction training specifically aligned to the school counseling curriculum.
- **Implement** an improved secondary professional learning model. Instructional coaches will plan and lead alongside administration with vertical and horizontal groups aligning professional learning communities (PLCs) and department chair collaboration to strengthen instructional coherence.
- **Implement** sharing real-world learning experiences, such as client-connected projects, into professional learning.
- **Implement** sustainable professional learning for technology integration
- **Research** experimental and innovative methods of professional learning
- **Investigate:** Scalable AI Micro-Learning System - Build and deploy an asynchronous micro-learning system delivering AI integration content to all staff through automated pathways requiring no sub days or dedicated PL time.
- **Investigate** additional special education-related professional learning needs of staff (admin, teacher-level, para) by surveying principals & coordinators
- **Investigate** deep, targeted AI coaching cycles with teachers at identifiable inflection points, building sustainable classroom-level capacity to teacher identified instructional goals.

GREEN = Continued from 2025-26 **ORANGE** = Moved up from 2025-26 (ex: "Research" to "Implement")

BLACK = New in 2026-27 **(Revised April 2026)**

Human Resources

- **Implement:** St. Louis Top Workplaces Survey and Program
- **Implement:** Support Staff Leadership Academy
- **Implement:** 90 day Probationary Period Evaluation for Classified Staff
- **Implement:** Revise Job Descriptions for Executive, Director, and Supervisor Positions
- **Implement:** Revise Instructional Support Staff Evaluations
- **Implement:** New nurse orientation
- **Implement:** New Nurse Mentorship Program
- **Implement:** a new system of using the MOI as the basis for teacher growth and HR development which would include coaching cycles and PG plans
- **Implement:** Substitute Teacher Candidate Video Interviews
- **Implement:** Video highlights of current employees for recruitment
- **Implement:** Teacher Ambassadorship Program
- **Implement:** Refinement of Reference Check Process
- **Implement:** Substitute Teacher Incentive Program
- **Implement:** Quarterly Substitute Teacher Professional Learning
- **Implement:** Quarterly Orientation for all new hires
- **Implement:** Increase secondary security pay rates
- **Implement:** Mental Wellbeing Committee
- **Implement:** Pilot Classified Mentorship Program
- **Research:** Standards List for Extra Duty Extra Pay Positions
- **Research:** Renew evaluations for counselors and librarians
- **Research:** 30-60-90 Day Check-Ins for all new employees

GREEN = Continued from 2025-26 **ORANGE** = Moved up from 2025-26 (ex: "Research" to "Implement")

BLACK = New in 2026-27 **(Revised April 2026)**

- **Investigate** potential childcare recruitment strategies by collaborating with the Lindbergh Real World Learning Coordinator, with the idea of developing partnerships with area colleges and universities to create a work-and-learn program that provides students opportunities to earn college credit by working in the Flyers Club. This could appeal to multiple child-related occupational fields while also fostering a workforce partnership (a joint goal with teaching and learning / academics)
- **IMPLEMENT** addition of dedicated diversity and inclusion support for school age child care program due growing population of program participants with diverse learning, behavioral, and accessibility needs (joint goal with teaching and and learning/academics).

Finance & Operations

- **Investigate:** Optimizing payroll timing: Evaluating the effects of hourly employees' understanding of overtime and transparency.

Technology

- **Implement:** Establish service level expectations (SLAs) to improve consistency, responsiveness, and accountability of technology support
- **Implement:** Provide targeted professional learning to improve staff utilization of district technology systems
- **Implement:** Pilot project management and documentation tools to improve team collaboration, knowledge sharing, and operational efficiency

FACILITIES: Maintain, operate, and continue to invest in safe, secure, and innovative district facilities.

ACTION STEPS:

Teaching and Learning

- **Implement** flexible and collaborative learning spaces through the furniture replacement cycle

Human Resources

- **Implement:** Options for Increased Night Security Coverage
- **Implement:** AED placement at LHS fields

Finance and Operations

- **Implement** Proposition R 2024 Project List
- **Implement-** Facility funding opportunities as part of the Federal Inflation Reduction Act
- **Implement** the facility and support staffing needs post-Prop R 2024 construction
- **Implement** ECE West building use and programming impact/expansion opportunities for both Early Childhood and Community Education.
- **Research** Simplified facility use rates
- **Implement** the designation of building spaces and establish a formal rotation plan for summer programming, including summer school, Flyers Club camp, Community Education, and Recreation, across the school instructional sites.
- **INVESTIGATE** the mismatch between the secondary custodial lead's intended responsibilities and the increasing scheduling and logistics demands driven by the high school's near 24/7 use. (a joint goal with the human resources department/talent)

GREEN = Continued from 2025-26 **ORANGE** = Moved up from 2025-26 (ex: "Research" to "Implement")

BLACK = New in 2026-27 **(Revised April 2026)**

- **Investigate** a comprehensive evaluation of all existing VRV systems, including age, condition, performance history, and repair frequency, with the goal of implementing a phased capital improvement replacement schedule with future bond issue funds
- **Research** formal vendor tax credit allocation procedure as part of Policy FEF - Construction Contracts Bidding and Awards.
- **Implement** a data-driven fleet inventory and replacement plan focused on maintenance and security, optimizing the balance between purchasing and leasing school-owned vehicles.
- **Investigate** facility use software options.
- **Investigate** school plant work order and inventory software options.
- **Investigate** community education and recreation, and build or lease additional square footage for programming.
- **Research** Building envelope audit with development of phased repair/replace master plan
- **Research** Building lockset keyway ownership vs. third-party ownership and develop a phased replacement master plan, including replacing all locks and staff keys districtwide.
- **Research** Building automation and control systems audit with the development of an open-source equipment replacement master plan

Communications

- **Implement** annual review of Crisis Communication Plan with all employees who have a role in the plan, and quarterly tabletop training for Communications Department and Director of Safety and Security.
- **Implement** strategic communication plan to support Farmers Club grand opening and ongoing operations.
- **Implement** ongoing communication of Prop R 2024 construction projects, including website updates, community events and media coverage.

GREEN = Continued from 2025-26 **ORANGE** = Moved up from 2025-26 (ex: "Research" to "Implement")

BLACK = New in 2026-27 **(Revised April 2026)**

Technology

- **Implement:** Prepare and enhance network infrastructure, security, and performance to support future high-capacity learning environments
- **Implement:** Complete, standardize, and enhance district security systems to ensure consistent, reliable safety and monitoring across all buildings
- **Implement:** Upgrade emergency response technology systems to improve reliability, durability, and long-term sustainability

COMMUNICATION: Engage the community in specific, targeted ways to promote understanding, trust and transparency.

ACTION STEPS:

Human Resources

- **Implement:** Safety - Update all District-Wide Policy and Procedures regarding emergency response and safety protocols
- **Implement:** Safety - Stop the Bleed Kit Training for all current and new staff
- **Implement:** Employee Earnings Statements for all staff
- **Implement:** Enhance Social Media Presence for Recruitment
- **Research:** Employee Handbook Acknowledgement Receipt
- **Research:** Develop benefits training plan for wellness advocates
- **Investigate:** Inclement Weather Guide

Communications

- **Implement** annual ParentSquare training for new teachers and staff, and analyze ParentSquare data and feedback to continually improve use of this tool to streamline communication for families.
- **Implement** development of school welcome packet for families, including helpful information about how we communicate and where to find information on need-to-know topics.
- **Implement** development of communication protocols for staff members at all levels, to prioritize teacher communication for families and make important information easier to find.
- **Implement** community survey to gather feedback on district logo and LHS Athletics logo.

GREEN = Continued from 2025-26 **ORANGE** = Moved up from 2025-26 (ex: "Research" to "Implement")

BLACK = New in 2026-27 **(Revised April 2026)**

- **Implement** creation of a Lindbergh Schools Foundation Staff Committee, which will include building-level ambassadors. This committee will be formed to enhance two-way communication, drive staff buy-in, and organically promote the Foundation's mission across the district.
- **Implement** ADA accessibility on all public-facing digital communication, in order to comply with federal guidelines on or before April 26, 2028.
- **Implement** utilization of Google Analytics to improve website engagement and effectiveness.
- **Implement** use of Artificial Intelligence to increase Communications Department productivity and continue professional learning in this area.
- **Implement** increased visibility in schools, and develop a strategic campaign to encourage storytelling that aligns with district goals and priorities.
- **Implement** collaboration with district departments to support community engagement with Lindbergh schools, programs, students and staff; and work with Community Ed & Rec to support Senior Associates program and explore additional opportunities for community partnerships.
- **Research** structures to communicate with graduates and alumni of the district and their families.

Technology

- **Implement:** Develop and share regular technology usage and performance reports to increase transparency and inform decision-making
- **Implement:** Promote and establish a unified access platform (ClassLink) to streamline user experience, standardize authentication, and improve visibility into technology usage

GREEN = Continued from 2025-26 **ORANGE** = Moved up from 2025-26 (ex: "Research" to "Implement")

BLACK = New in 2026-27 **(Revised April 2026)**

RESOURCES: Optimize resources and secure funding to meet and sustain district goals while remaining responsible stewards of taxpayer dollars.

Action Items:

Teaching and Learning

- **Implement** Standard Operating Procedures

Human Resources

- **Implement:** Study employee insurance plans
- **Implement:** Partnerships with local universities
- **Implement:** Host a recruitment fair with partner districts to identify diverse candidates
- **Implement:** Innovative Cost-Saving Solutions for Pharmacy
- **Implement:** Bid Process for Insurance Broker
- **Implement:** CPR Certification for District Safety Committee Members
- **Implement:** Elementary and Secondary Safety Committees
- **Implement:** Cardiac Emergency Response Plans for all buildings (SB68)
- **Implement:** Farmers Club First Aid/Health Services Plan
- **Research:** Renew District Safety Committee
- **Research:** Employee Resource Groups
- **Research:** New Hire Benefits Educational Video
- **Research:** viability of dental and vision insurance program
- **Research:** PALS Program Partnership

GREEN = Continued from 2025-26 **ORANGE** = Moved up from 2025-26 (ex: "Research" to "Implement")

BLACK = New in 2026-27 **(Revised April 2026)**

- **Investigate:** Ancillary benefits
- **Investigate:** Classified UnConference with other districts
- **Investigate:** Health clinic (on-site or partnership)

Finance and Operations

- **Implement** a public school funding legislative advocacy group as an ad hoc committee to the finance advisory committee
- **Implement** replenishment of the self-insured medical fund (joint goal with human resources department)
- **Implement** policy and processes to ensure that individual community programs' revenue covers program direct costs.
- **Implement** student ridership software to standardize data, improve operational clarity, and optimize routing efficiency, to potentially reduce the overall number of bus routes while maintaining service quality
- **Research** due to reduced transportation funding from the state, review all non-route programming benefits vs. cost to include, non-transportation zone parameters, after-school to home activity buses, daily shuttles
- **Implement** snow route extreme weather -related stops and times,
- **Research** Partnerships with neighboring school districts to expand Community Education and Recreation offerings (joint goal with communications department)
- **Research** the feasibility, including pros and cons, of incorporating stand-alone building clubs and feeder programs under the District Community Education umbrella to leverage established processes, achieve economies of scale, and utilize a centralized software platform for streamlined registration and cash management. (joint goal with communications department)
- **Implement** updated electronic payment solutions, with the customer paying the credit card or e-check fee.
- **Implement** updated discounts and offerings based on market offerings and benchmarks
- **Research** an accurate and streamlined process for maintaining employee data tracking of multifunctional printing/copying devices

GREEN = Continued from 2025-26 **ORANGE** = Moved up from 2025-26 (ex: "Research" to "Implement")

BLACK = New in 2026-27 **(Revised April 2026)**

- **Research** bid platform software options
- **Research** contract database software options
- **Research** strategies to increase adult staff and visitor participation in the district's meal program
- **Implement** procedures for delinquent debt collection in alignment with Policy EF.

Communications

- **Implement** districtwide expansion of online customer service platform to increase efficiency, and use data to improve district communication.
- **Implement** a community engagement and communication plan to inform and empower stakeholders regarding Missouri legislation, specifically its impact on public education and public school funding.

Technology

- **Research:** Evaluate domain structure and identity management systems to improve security, usability, and organizational alignment
(domain change + student domain separation)
- **Research:** Evaluate an enterprise service management system to improve efficiency, visibility, and collaboration between departments (Technology, Facilities, etc.)
- **Implement:** Use technology usage data to inform system optimization, cost-effectiveness, and resource allocation decisions
- **Implement:** Standardize remote support tools to improve security, efficiency, and vendor management
- **Research:** Evaluate and develop a comprehensive approach for managing district records to improve accessibility, security, and compliance with records requests

GREEN = Continued from 2025-26 **ORANGE** = Moved up from 2025-26 (ex: "Research" to "Implement")

BLACK = New in 2026-27 **(Revised April 2026)**

APPENDIX

Teaching and Learning

HOW

Promote a culture of continuous improvement that supports the following for all students:

- Academic Growth
 - Innovative Programs
 - Real-World Learning Experiences
 - Lindbergh Life Success Skills
-

WHAT

Lindbergh Schools ensures a safe, supportive, and collaborative culture where students' and staff's social-emotional needs are met, as evidenced by:

- **Building attendance rates at 95% or higher.**
- **Staff trained in restorative practices, as measured by the percentage of staff trained.**
- **All schools utilize the restorative practices framework within their school plans, as measured by the number of restorative practice disciplinary interventions.**
- **Increased numbers of furniture that are classified as flexible, by percentage of furniture districtwide.**
- **80+ percent of total students and student groups can name a trusted adult on the Panorama survey.**
- **20% growth in staff feelings of belonging measured through pre- and post-surveys and focused discussions.**
- **75% of staff participated in the fall and spring culture and climate survey.**
- **Collective teacher efficacy questions, including those related to special and general education collective efficacy, demonstrate an average agreement of 3.3 or greater on a 4-point scale, as measured by the district climate and culture survey.**

GREEN = Continued from 2025-26 **ORANGE** = Moved up from 2025-26 (ex: "Research" to "Implement")

BLACK = New in 2026-27 (Revised April 2026)

- **30% overall decrease in middle school discipline referrals resulting in ISS or OSS for the school year.**
- **Results of the 3-12th grade SEL screener are at the 40th national percentile or above in all screened categories, as compared to grade-span peers, including individual student groups.**
- **90+% student participation in SEL screeners.**

Rationale: The 2018 and 2023 Listening and Learning Tours and strategic planning processes identified Social and Emotional Learning (SEL) of students and staff as one of the top six measurements of student success. Since the 2018 feedback, the district has increased SEL supports, adding curricular resources and developing universal expectations, supported restorative practices, and prioritized a collaborative culture. Going into the 2025-26 school year, this work will continue with using universal SEL screener data to support success-ready skills.

Building and maintaining a safe, supportive, and collaborative culture ensures a climate for learning, as evidenced by the research of High Reliability Schools.

Funding Source(s): Local Funds and Federal Programs through Title IV

MSIP Indicator(s): L7A, L8B, L8E, TL1B, TL1F, TL4A, TL4C, TL5A, TL6C, TL7F, TL10D, TL10E, TL10F, EA4A

WHAT

Lindbergh Schools ensures high-quality teaching and leadership by fostering a culture of continuous professional growth as evidenced by:

- **Each school develops a timeline and action plan for Model of Instruction (MOI) implementation.**
- **Professional Learning feedback from surveys indicates a 90% satisfaction rate in areas assessed after each meeting.**
- **On yearly professional learning survey, 85% of respondents are satisfied with the quality of technology-related professional learning.**
- **Impact of mentor-mentee relationships, gathered by feedback surveys and progress monitoring during SM1 and at the end of the year.**

Rationale: The 2018 and 2023 Listening and Learning Tours and strategic planning processes emphasized the need to ensure high quality teachers. Investing in continuous professional learning is essential to support the ongoing needs of teachers and supports the "Talent" goal of retaining, recruiting and developing a premier workforce. To achieve this

goal, the Teaching and Learning team has collaborated with the Human Resources team in the revision of the teacher evaluation tool, creating the Model of Instruction to guide high quality teaching strategies in every classroom.

Effective teaching in every classroom is a cornerstone of the research of Robert Marzano in the High Reliability Schools framework.

Funding Source(s): Local Funds and Federal Programs through Title II

MSIP Indicator(s): L7A, L7E, L9A, TL1B, TL6A, TL6B, TL6C, TL8A, TL8B, TL9B, DB2C, EA4A

ACTION STEPS

ONGOING

- Professional Learning Team

WHAT

Lindbergh Schools engages teachers in collaborative assessment and instructional processes to support standards-based instruction that ensures high-quality student experiences and a guaranteed and viable curriculum, as evidenced by:

- ≥80% of students in grades 3 - 8 will be on grade level or above by Spring as measured on the iReady assessment.
- ≥80% of students met “average, high average, or high quintile” achievement in math and reading based on LHS NWEA spring benchmark assessments
- **Growth Goal Coming July 2025 due to iReady Shift and baseline analysis**, example “percent” of students met their typical or stretch growth
- ≥80% students demonstrate “low risk” or “advanced” on CBM assessments in 3rd grade
- 70+% of students met the “average, high average, or high quintile” for growth in math and reading based on LHS NWEA spring benchmark assessments
- Increase student client-connected projects, internships, CAPS, and Flex programming so that 30% or more of LHS students participate in work experiences during the school day.

GREEN = Continued from 2025-26 **ORANGE** = Moved up from 2025-26 (ex: “Research” to “Implement”)

BLACK = New in 2026-27 (Revised April 2026)

Rationale: The work of the Lindbergh Learning Team began in 2017 to facilitate a mindset shift to focus on grading practices that produce consistent and accurate reflections of student learning, growth of all learners, and student ownership of learning. To achieve this goal, curriculum, instruction, and assessment processes have been strengthened and student data is continually used to inform instructional decision-making to support personalized learning.

The district continues its work in college and career readiness to prepare students for post-secondary success through academic and career planning, workplace experiences, and academic experiences that grow students' skills to meet the demands of college or the workplace. This work is reinforced by the district's leadership in the Success-Ready Students Network.

Funding Source(s): Local Funds and Federal Programs through Titles I, II, and III

MSIP Indicator(s): L7A, L7B, L8B, TL1A, TL1C, TL1D, TL1F, TL1G, TL1H, TL1J, TL2A, TL2C, TL3A, TL3B, TL3C, TL3D, TL3E, TL3F, TL4B, TL6A, TL6B, TL6C, TL7A, TL7B, TL7C, TL7D, TL7E

ACTION STEPS

ONGOING

- Career Advisory Council
 - Collaboration with local preschools for kindergarten readiness
 - CAPS Programming
-

Human Resources

HOW

Retain, recruit and develop a premier workforce.

WHAT

Retain the highest-quality teachers and a premier workforce to provide an exceptional education experience to all Lindbergh students

- **Rationale:** We believe that a high-quality instructional team models continuous learning for life, including post-secondary education and careers.
- **Funding Source(s):** Federal, State and Local funding
- **MSIP Indicator(s):** L7, L9, TL5, TL8, DB3

ACTION STEPS

ONGOING

- Wellness Program (Lindbergh Wellbeing)
 - 5 year percentage study for teachers exiting before 10 years of service
 - Exit survey to determine reasons for leaving
 - Replenish Medical Fund
-

WHAT

Recruit the highest-quality teachers and a premier workforce to provide an exceptional education experience to all Lindbergh students

- **Rationale:** We believe that a high-quality instructional team models continuous learning for life, including post-secondary education and careers.
- **Funding Source(s):** State, Federal, and Local Funding, Human Resources Budget
- **MSIP Indicator(s):** L7, L9, DB3, TL5, TL8

ACTION STEPS

ONGOING

- District upfront paid hiring fees as needed for part-time staff
- Educational Performance Inventory guidelines in hiring
- Attend job fairs with Principals to identify diverse candidates
- New onboarding processes (job offer letters)
- Long-term study to ensure that EPI data is consistent with teacher performance
- Implement EPI Survey for Principals
- Benchmark Studies for Compensation rates
- Train Principals to Attend Job Fairs with "it" candidates
- Recruitment Fair Partnership with other district(s)
- AOS Staffing for Custodial recruiting
- Develop candidate quality survey for hiring supervisors

WHAT

Provide exemplary HR services to Lindbergh employees

- **Rationale 1:** We believe that employee wellbeing and satisfaction foster a high-quality instructional team.
- **Rationale 2:** The School System actively addresses school safety and security in all facilities.

GREEN = Continued from 2025-26 **ORANGE** = Moved up from 2025-26 (ex: "Research" to "Implement")

BLACK = New in 2026-27 **(Revised April 2026)**

- **Funding Source(s):** State, Local, and Federal Funding, HR Budget
- **MSIP Indicator(s):** TL8, DB3, L10

ACTION STEPS

ONGOING

- Quarterly Classified Leadership PL Meetings
 - Safety - Centralize Badge, Key Issuance, Substitute Badges
 - Community 5K
 - UnConference Wellness Breakout Sessions
 - Classified Staff back-to-school orientation
 - Provide Mental health and wellness resources for employees
-

Finance and Operations

HOW

Optimize resources and secure funding to meet and sustain district goals while remaining responsible stewards of taxpayer dollars.

WHAT

Strategy #1: Maximize resources

- Rationale: The school system manages school operations and resources to promote each student's academic success and well-being in accordance with priorities established in the CSIP
 - Funding Source(s): Federal, State, Local
 - MSIP Indicator(s). L4
 - Rationale: The local board and administration regularly and systematically engage in long-range financial, facilities, and infrastructure planning.
 - Funding Source(s): Federal, State, Local
 - MSIP Indicator(s): L4 B.
-

WHAT

Strategy #2: Continuously improve operational efficiencies.

- **Rationale:** The school system manages school operations and resources to promote each student's academic success and well-being in accordance with priorities

GREEN = Continued from 2025-26 **ORANGE** = Moved up from 2025-26 (ex: "Research" to "Implement")

BLACK = New in 2026-27 **(Revised April 2026)**

established in the CSIP

- **Funding Source(s):** Federal, State, Local
 - **MSIP Indicator(s):** L4
-

WHAT

Strategy #3: Ensure customer service and transparency.

- **Rationale:** The school system manages school operations and resources to promote each student's academic success and well-being in accordance with priorities established in the CSIP
 - **Funding Source(s):** Federal, State, Local
 - **MSIP Indicator(s):** L4
-

ACTION STEPS

ONGOING

- Finance
 - A hybrid zero-based budget that ties to compass goals.
 - Monthly budget amendments to ensure transparency in expenditures
 - Monthly review of budget to actuals by the Finance Advisory Committee
 - Decision-Making Matrix Completed for 1X Expenditures & Add Requests.
 - Strategic carryover of funds to support special projects and instructional needs.
 - Vendor registry to ensure a competitive quote/bid process and contract database /repository
 - Purchased service and contract audits
 - Annual districtwide print management (printers & copiers)
 - Implement District energy optimization protocols
 - Implement ENERGY STAR certification districtwide
- Transportation
 - Cost efficiencies

GREEN = Continued from 2025-26 **ORANGE** = Moved up from 2025-26 (ex: "Research" to "Implement")

BLACK = New in 2026-27 **(Revised April 2026)**

- Real-time route updates
 - Sign up to ride
 - Yearly review of no transportation zones/walk or parent transport
 - Transportation change request form. Transportation change requests must be submitted in writing to the student's school office for the safety and welfare of all students.
 - Food Service
 - Involvement of parents, staff, and students in menu planning
 - Meal Charge Policy enforcement
 - Facilities
 - Long-range planning and facilities deferred maintenance plan
 - Impact Studies
 - Facility Equity
 - Campus Circulation
 - Professional learning standard for facilities staff
 - Facility request and scheduling process with strict compliance and timelines for approval
-

Communications

HOW

Engage the community in specific and targeted ways to promote understanding, trust and transparency.

WHAT

Strategy #1: Streamline and consolidate communications across the district and its schools.

- **Rationale:** *Students, parents, and families often feel overwhelmed by the volume of emails and other communications they receive from the district. To that end, the district will look to consolidate its communications, including prioritizing urgent versus routine information.*
 - **Funding Source(s):** Local
 - **MSIP Indicator(s):** L8
-

WHAT

Strategy #2: Tell the district's story and highlight the positive things happening on a regular basis.

- **Rationale:** *Lindbergh Schools consistently demonstrates excellence through the incredible things happening in its buildings and classrooms each day. To further enhance engagement, the district will work to share positive news, stories, and accomplishments with its community, targeting those who do not currently have students in the schools or a direct connection to the district.*
- **Funding Source(s):** Local

- MSIP Indicator(s): L8
-

WHAT

Strategy #3: Expand and improve the district's digital presence and communication efforts.

- **Rationale:** *Lindbergh Schools will work to enhance both its website and social media presence, as these platforms represent critical communication tools for the district.*
 - **Funding Source(s):** Local
 - **MSIP Indicator(s):** L8
-

WHAT

Strategy #4: Positively promote and highlight the district's value to students, families and the overall community.

- **Rationale:** *The district will engage all members of the community to demonstrate the value the district brings to students, staff, families, and community members. It will also look to market itself to families outside the district who may be considering a move to the area and/or enrolling in Lindbergh Schools.*
 - **Funding Source(s):** Local
 - **MSIP Indicator(s):** L8
-

WHAT

Strategy #5: Seek feedback to continually improve district communication efforts moving forward.

- **Rationale:** *As the district moves forward with enhancing its communications and establishes and implements its comprehensive communication plan, it will seek input from its community on a continual basis.*
 - **Funding Source(s):** Local
 - **MSIP Indicator(s):** L8
-

ACTION STEPS

ONGOING

- Brand all third-party platforms and services with district logo, colors and style
- Incorporate five-year Compass into district branding, including banners, website, and other materials, to promote recognition and understanding of our Why.
- Maintain Lindbergh Schools style guide and graphic standards.
- Support a community conversation around defining student success, including a family education series focused on Compass goals and regular communication.
- Implement communications support for work surrounding Lindbergh Life Success Skills, to promote understanding among staff, families and community members.
- Work with Central Office departments to proactively develop communication plans and communicate their Compass initiatives
- Ensure that communication is reflective of Lindbergh community as a whole, with equitable representation of students, staff, families and community.
- Evaluate all communication for ADA accessibility and make modifications as needed to ensure that all audiences can receive district communication.
- Support principals and teachers as frontline communicators
- Implement a communication plan supporting the district's participation in the Missouri Success-Ready Students Network.
- MAINTAIN interactive kiosks at Lindbergh High School to celebrate alumni and achievements.
- Research additional sponsors for LHS Athletics scoreboards.

GREEN = Continued from 2025-26 **ORANGE** = Moved up from 2025-26 (ex: "Research" to "Implement")

BLACK = New in 2026-27 **(Revised April 2026)**

- Implement plan to continue to increase staff participation in Flyer Family Fund payroll direct donation giving.
- Administer annual communications survey to parents, staff and community members, and use data to strategically target and improve communication efforts now and in the future.
- Implement calendar for series of infographics and fact sheets to highlight strategic priorities, updates, and academic successes and progress achieved by students. Share these visuals via social media, on the district's website, and in the *Lindbergh Link* newsletter.
- Implement creation of monthly Board of Education highlights to share with students, staff, families and community members. Explore use of Artificial Intelligence and new technology to reach multiple audiences on various platforms.
- Implement creation of monthly video update to share stories from district schools. This may include interesting learning experiences, student/staff achievements, safety initiatives, service learning activities, extracurricular programs, and more.

COMPLETE

- Implement best practices for branding to support clear communication of the district's five-year strategic plan.
- Implement completion of a district communications audit to support targeted, strategic communication with all stakeholders.
- Implement a district data dashboard that provides the community with a timely, transparent overview of student achievement and academic growth, district finances, Compass goals and success skills.
- Implement Celebration of our school district's 75th anniversary through branding, in-person special event, and incorporation into recurring annual celebrations.
- Implement creation of annual sponsor packet for Lindbergh Schools Foundation, in cooperation with Foundation Marketing Committee.
- Implement district website redesign to improve navigation, and update look and feel. Include recommended updates outlined in 2024-25 Communications Audit process.
- Implement a primary source of district communication for audiences to seek information. Provide professional learning for users.

GREEN = Continued from 2025-26 **ORANGE** = Moved up from 2025-26 (ex: "Research" to "Implement")

BLACK = New in 2026-27 **(Revised April 2026)**

- Implement structure and capacity to monitor social media comments and address questions or concerns.
 - Implement trademark acquisition for new LHS Athletics logo and ongoing support for all district trademarks.
 - Research best practices for ADA Accessibility compliance, in preparation for April 2027 federal requirements. Create Board Advisory Committee workgroup to begin this process.
 - **Implement** annual communications survey of students, families and staff, and create survey report to compare results from year to year. Adjust Communications Plan based on latest input and feedback.
 - **Implement** Communications Board Advisory Committee of diverse and representative voices to focus on continuous improvement. Meet quarterly to review progress with the district's communication plan, make recommendations to the school board, and set goals for continuous improvement.
 - **Implement** development of strategic plan for continued growth of community engagement programs, including in-person events, community programming and regular communication (electronic and print).
-

Technology

HOW

Promote a future-ready learning environment and operational efficiency through innovative and secure technology solutions.

WHAT

Foster a future-ready learning environment by equipping students and staff with modern, adaptable tools and resources.

- **Rationale:** A future-ready learning environment ensures students and staff are equipped with the tools and resources needed to succeed in an ever-changing world. By maintaining adaptable and innovative technology, Lindbergh Schools can prepare learners for the demands of modern education and beyond while fostering creativity, collaboration, and digital fluency.
 - **Funding Source(s):** Technology Budget, Federal, State, and Local funding
 - **MSIP Indicator(s):** TL1, TL5, TL6, TL9, DB2, L7A
-

WHAT

Enhance operational efficiency by implementing streamlined processes and reliable technology.

- **Rationale:** Operational efficiency is essential for enabling all departments to achieve their goals without technological barriers. Streamlined processes and reliable technology ensure that time and resources are maximized.
- **Funding Source(s):** Technology Budget, Federal, State, and Local funding

- **MSIP Indicator(s):** L4, L7A, DB2, DB4, L6A
-

WHAT

Ensure the use of secure technology solutions that protect sensitive information and maintain system integrity.

- **Rationale:** Secure and innovative technology solutions are critical to protecting sensitive information, maintaining system reliability, and empowering students and staff. By prioritizing security and leveraging advanced technologies, Lindbergh Schools can create a robust digital environment that inspires confidence and enables excellence across the district.
 - **Funding Source(s):** Technology Budget, Federal, State, and Local funding
 - **MSIP Indicator(s):** L10E, TL9, DB2, L7A
-

ACTION STEPS

ONGOING

- **Implement:** Staff and student training for ClassLink to improve accessibility and ease of use.
- **Implement:** Evaluate the skills and roles of the technology staff to ensure alignment with district needs and emerging technologies.
- **Implement:** Develop a professional development plan to ensure technology staff is cross-trained and maintains expertise in current and future district technologies.
- **Implement:** Develop and implement a continuous cybersecurity training program to raise awareness among staff and students.
- **Implement:** Evaluate the competency level of staff on district technology resources to ensure they can effectively utilize those resources.
- **Implement:** Conduct a full audit of all district technology, including devices purchased through construction projects, to ensure accurate inventory tracking.
- **Implement:** Upgrade security systems to enhance campus safety, building access, and monitoring capabilities.

GREEN = Continued from 2025-26 **ORANGE** = Moved up from 2025-26 (ex: "Research" to "Implement")

BLACK = New in 2026-27 **(Revised April 2026)**

- **Implement:** Secure all network ports using ClearPass
- **Implement:** Evaluate classroom storage solutions for K-3 student devices to ensure accessibility, proper charging, and security.
- **Research:** cloud-hosted and on-premise phone systems to determine the best long-term solution for the district's communication infrastructure.
- **Implement:** Conduct a district-wide software audit to evaluate utilization and eliminate redundancy.
- **Implement:** Develop a comprehensive technology inventory document that accounts for all district technology and ensures inclusion in the replacement cycle.
- **Implement:** Ensure data retention policies are being followed by conducting a district-wide audit of document storage and compliance.
- **Research:** Research project management system for the Technology Department to improve project tracking, deadline management, and team collaboration with the intention to expand to all departments.
- **Research:** Research financial system solutions to ensure the district is using the most efficient platform that meets the needs of the Finance Department and provides robust automatic syncing capabilities with other district software programs

COMPLETE

- **Implement:** Maximizing 'Securly' Product Utilization Across the District:
- **Implement:** Optimize the employee onboarding/offboarding process by utilizing automation tools.
- **Implement:** Develop and implement an annual technology survey for students and staff to assess technology support and communication, resource availability, and training effectiveness.
- **Implement:** AI software solutions for use in classrooms to enhance teaching and learning experiences for students and staff.
- **Research:** AI capabilities in security camera systems to assess potential applications for enhancing school safety and monitoring.
- **Implement:** Establish a standard procedure for communicating technology-related issues, changes, and implementations.

GREEN = Continued from 2025-26 **ORANGE** = Moved up from 2025-26 (ex: "Research" to "Implement")

BLACK = New in 2026-27 **(Revised April 2026)**