



GOAL AREA	STUDENTS
STRATEGY	Integrate leadership, life and post-secondary employability skills/SEL standards across all content areas
RATIONALE	Year 1 successfully cleared foundational baselines, finalizing concepts and laying the groundwork for the Portrait of a Graduate (PoG) framework across all nine buildings. For Year 2, the focus shifts to systemic execution and behavioral integration. The completion of the second-floor D-Wing at the start of the school year promotes the district's ability to support students with the development of career pathways, incorporating organically the portrait characteristics and behaviors exemplifying those characteristics specifically at the high school level. Additionally, this work is aligned with the sustainability action plan as the Portrait's behaviors within the overarching characteristics are expected to be developed for all learners. Across all buildings, School Improvement Plan (SIP) strategies will support a direct, operational relationship between learning environments and the daily actions of district students regardless of level and/or age span.
ACTION PLAN TITLE	Operationalizing Excellence: Cultivating the Portrait
ACTION PLAN STEPS	<u>Opening Day Activation & Shared Growth Commitment</u> ● Superintendent Address: The Superintendent will launch the next phase of the Portrait work on Opening Day, setting a professional, cohesive direction for the school year ● Interactive Ribbon Board Reflection: Returning staff will engage with the past ribbon board to select two PoG behavioral areas they successfully championed with students last year and one specific area for personal growth this year; new staff will select two primary behavioral areas of focus for their upcoming work ○ Identify potential for student involvement through the Superintendent Advisory Team, district leadership team, and the LZHS Student Advisory Team ● System-Wide Common Language Continuity: Embed the pre-established <i>Empower95</i> behavioral framework into all instructional spaces, ensuring identical vocabulary is used from Kindergarten through 12th grade

Curriculum & Space Alignment

- Maximize upcoming learning environments, specifically leveraging the newly completed second floor D-Wing, to expand hands-on, authentic experiences in health sciences, STEM, and technology
- High school service learning investigation
 - Form a cross-functional Service-Learning Task Force (including high school leadership, staff, student representatives, and club sponsors) to study equitable service-hour framework models
 - Audit current community service opportunities and potential barriers to ensure any future framework is achievable for all student demographics, explicitly mapping service reflections back to the *Global Citizen* and *Advocate* Portrait traits

Building-Level Strategic Personalization

- Maintain a dedicated School Improvement Plan (SIP) goal in all nine buildings focused on the Portrait, allowing each site to craft tailored, school-specific strategies (e.g., May Whitney's reinforcement tickets, MSN's student shadowing, MSS's Feathers of a Graduate recognition process)
- As part of this process, buildings will design localized learning supports so staff can help students confidently recognize their personal areas of strength and immediate opportunities for growth

Determine Potential for Digital Reflection Tool Expansion

- Identify potential for expansion of the comprehensive PoG reflection tool (SchoolLinks) beyond the high school level
- Create a pilot opportunity for reflection at upper middle school
- Assess platform compatibility, student engagement, and developmental appropriateness before considering wider scaling possibilities

Systemic Family & Community Partnership

- Distribute district-curated questions to families to structure post-secondary and career conversations at home
- Equip parents with targeted prompts to help them actively recognize and validate Empower95 behaviors outside of the school setting

Superintendent Multimedia Engagement & Classroom Visits

- Develop and implement a brand-new Superintendent Podcast series with an initial focus dedicated to exploring, unpacking, and celebrating the Portrait of a Graduate characteristics with stakeholders
- Continue monthly Superintendent classroom visits to build greater understanding of how our instructional spaces affect student engagement, while highlighting noted Portrait exemplars within both the monthly Superintendent Newsletter and podcast episodes

TIMELINE

The anticipated date of completion is scheduled for Summer 2027.

PROGRESS MONITORING STEPS	● Superintendent articles within the district newsletter specific to classroom visits highlighting Portrait characteristics ● Completed middle school study related to potential for expansion of the comprehensive PoG reflection tool (School Links) beyond the high school level ● Quarterly reviews of school improvement efforts related to the implementation of PoG strategies per building ● Creation of Superintendent Podcast; quarterly monitoring of metrics to identify potential opportunities
INDICATORS OF SUCCESS	● Podcast successfully developed, launched, and completes its initial season focused on the strategic plan, including the Portrait ● SchoolLinks trial at middle school level completed to determine next steps related to scalability ● All 9 buildings successfully execute their localized school improvement strategies to deepen learner understanding of the Portrait ● Superintendent articles within district newsletter specific to classroom visits highlighting our Portrait characteristics (9 articles in total) Stakeholder Outcome Metric: <i>85% of students within the designated middle school voluntary pilot group actively engage with and complete their scheduled SchoolLinks PoG reflection activities</i>
POTENTIAL RESOURCES	● Empower95 Strategic Plan, including the Portrait of a Graduate ● Podcast audio production and distribution equipment/platforms ● SchoolLinks ● Building leaders (School Improvement Plans) ● Communications Department ● Superintendent and other Cabinet members
POTENTIAL COSTS	The anticipated costs for implementation of this action plan are as follows: ● Opening Day Ribbon Board Upgrades, Common Language Signage, and Print Collateral: \$5,000 ● Family Engagement Toolkits, Translation Services, and Communication Distribution: \$3,000 ● Middle School Potential Pilot digital configuration support and trial logistics: \$2,000 ● Superintendent Podcast development, recording equipment, hosting platform licensing, and promotion: \$2,500