



New Lothrop Area Public Schools

Strategic Plan

Goal Tracker

2026-2027

Mission

Be EPIC!

- EXCELLENCE in all
- PRIDE in doing
- INTEGRITY in action
- COMMUNITY focused

Vision

Educating, empowering, and inspiring students for life-long success.

Core Beliefs

At New Lothrop Area Public Schools, we believe:

- A safe environment promotes learning, growth, and success.
- In positive, meaningful relationships.
- All students can learn.
- In the value of extracurricular and co-curricular activities.
- Collaboration between home, school, and community has a positive impact on student success.
- In academic excellence, character development, and leadership.
- We are the central hub of the community.
- In responsible allocation of resources.

3-5 Year Targets

1. **Academics and Programs.** New Lothrop Area Public Schools will provide challenging and rigorous, individualized learning pathways for all students.
2. **Learning Environment and Culture.** New Lothrop Area Public Schools will foster a safe, respectful, and collaborative environment.
3. **Communication and Community Engagement.** New Lothrop Area Public Schools will provide a framework of collaboration, cooperation, and respect for all.
4. **Finance and Operations.** New Lothrop Area Public Schools will develop a long-term master site plan while maintaining fiscal stewardship.
5. **Personnel.** New Lothrop Area Public Schools will recruit, retain, and develop highly qualified staff to maintain a positive culture.

KEY

Color	Status
	Completed
	Good—On track/in-progress
	Initiated
	Not started

Created: July 2026

Updated: September 2026

TARGET 1 - ACADEMICS AND PROGRAMS

New Lothrop Area Public Schools will provide challenging and rigorous, individualized learning pathways for all students.

GOAL 1: Through Professional Learning Communities (PLC's), develop and implement a robust multi-tiered system of support that meets the needs of students.

Action Item	Status	Evidence
Attend PLC at Work Conference to engage in learning around high-functioning PLC cultures in schools.		Administration/Teachers attended The Solution Tree PLC Conference in Grand Rapids August 2026.
Develop a district-wide MTSS framework that clearly defines Tier 1, Tier 2, and Tier 3 supports for academics, behavior, and attendance.		- All teachers participated in professional learning around the PA 146 Dyslexia Law (Aug. 2026). - Reading intervention support staff trained in UFLI phonics instructional tool (Aug 2026)
Create a shared vision and expectations for PLCs and MTSS implementation.		Administration/Teachers attended The Solution Tree PLC Conference in Grand Rapids August 2026.
Provide professional development on: - PLC processes and collaborative teams - MTSS fundamentals - Data analysis and progress monitoring		Administration/Teachers attended The Solution Tree PLC Conference in Grand Rapids August 2026.
Identify universal screening tools and assessment schedules.		
Develop data protocols for reviewing student achievement, behavior, and attendance data.		
Create intervention documentation and referral processes.		
Provide coaching and support for PLC facilitators.		

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Conduct implementation fidelity reviews of PLC and MTSS practices.		
Develop enrichment opportunities for advanced learners.		
Utilize PLCs to examine instructional effectiveness and Tier 1 practices.		
Continue targeted professional learning based on identified needs.		All teachers participated in professional learning around the PA 146 Dyslexia Law (Aug.,Sept. 2026).

GOAL 2: Conduct a comprehensive curriculum review and develop a consistent instructional framework.

Action Item	Status	Evidence
Conduct a comprehensive audit of curriculum, instructional resources, and assessments.		Develop a curriculum cycle review process
Evaluate alignment of curriculum to Michigan Academic Standards.		
Develop and adopt a district instructional framework that defines: - Lesson design expectations - Student engagement strategies - Differentiation practices - Assessment practices - Learning targets and success criteria - Instructional technology integration		
Identify priority standards and essential learning outcomes in each content area.		
Provide professional learning on the instructional framework.		
Develop common assessment practices and data protocols.		
Develop curriculum maps and pacing guides.		
Implement common formative assessment practices.		

Evaluate effectiveness of curriculum revisions and instructional framework.		
Conduct regular instructional rounds and peer observations.		
Continue annual review of curriculum, assessment, and instructional practices.		Develop a curriculum cycle review process

GOAL 3: Develop a comprehensive College & Career Readiness Plan.

Action Item	Status	Evidence
Form a College and Career Readiness Steering Committee consisting of administrators, counselors, teachers, students, parents, board members, and local business representatives.		
Conduct a needs assessment of current college and career readiness opportunities, programs, and outcomes.		
Analyze data including: - Graduation rates - Postsecondary enrollment rates - Career and Technical Education (CTE) participation - SAT and ACT WorkKeys results - FAFSA completion rates - Dual enrollment participation		
Develop a district-wide College and Career Readiness Framework outlining experiences and benchmarks for each grade level.		
Inventory local business, industry, and higher education partnerships.		
Establish career speaker and mentoring programs utilizing community members and alumni.		
Develop communication resources to help families understand postsecondary pathways.		

Fully implement the School-to-Employment Pathway (STEP) and internship opportunities.		• Launch Work-Based Learning program offerings for high school students
Develop individualized postsecondary success plans for all high school students.		



TARGET 2 - LEARNING ENVIRONMENT AND CULTURE

New Lothrop Area Public Schools will foster a safe, respectful, and collaborative environment.

GOAL 1: Enhance positive school culture through meaningful relationships, engagement, and expectations.

Action Item	Status	Evidence
Analyze survey data to pinpoint factors for improving school culture.		
Engage SIP and DIP teams to plan staff culture improvement opportunities.		District Improvement Team meeting identified action steps for staff culture improvement (Sept. 2026)
Implement professional development focused on relationship-building, student engagement, and restorative practices to strengthen classroom culture and improve student outcomes.		All teachers participated in Capturing Kids Hearts training (Aug. 2026)
Establish a staff recognition program to consistently celebrate employees who exemplify the district's EPIC values.		
Establish a shared, district-wide definition of positive school culture grounded in our mission, vision, and EPIC core beliefs.		
Establish a systematic process for recognizing student achievement, growth, attendance, leadership, and citizenship across the district.		
Provide staff training on evidence-based strategies to foster student engagement and a sense of belonging in every classroom.		All teachers participated in Capturing Kids Hearts training (Aug. 2026)
Empower students to launch initiatives that foster inclusion, kindness, and strong school connectedness.		
Embed relationship-building, engagement strategies, and high expectations into district systems, professional development, and leadership practices to ensure long-term sustainability.		All teachers participated in Capturing Kids Hearts training (Aug. 2026)

GOAL 2: Develop and implement a districtwide Positive Behavioral Intervention & Supports (PBIS) strategies and Social Emotional Learning (SEL) integration.

Action Item	Status	Evidence
Deliver foundational PBIS and SEL training to all staff to establish a unified approach to student support and school climate.		
Establish a district-wide behavior matrix that outlines common expectations across all schools, grade levels, and settings.		
Research and select an evidence-based PBIS framework and SEL program aligned with district goals and student needs.		
Launch Tier 1 PBIS practices across all schools, including common behavioral expectations, explicit instruction, and consistent acknowledgment systems.		
Implement SEL lessons consistently across all grade levels to support students' social and emotional development.		
Provide continuous coaching and professional learning opportunities to support staff growth and instructional effectiveness.		
Train staff in restorative practices, trauma-informed approaches, and de-escalation strategies to build supportive classroom environments.		
Strengthen partnerships with community mental health agencies and support organizations to expand resources for students and families.		
Expand Tier II interventions to provide targeted behavioral, social, and emotional support for students requiring additional assistance.		
Fully implement Tier 3 support systems to provide individualized interventions for students with intensive behavioral and social-emotional needs.		
Develop sustainability plans to ensure continuous professional development and effective leadership succession across the district.		

TARGET 3 - COMMUNICATION AND COMMUNITY ENGAGEMENT

New Lothrop Area Public Schools will provide a framework of collaboration, cooperation, and respect for all.

GOAL 1: Create a comprehensive communication plan that outlines key messages, communication channels, frequency, and responsibilities.

Action Item	Status	Evidence
Revise and Enhance Communication Plan		Current District Communication Plan is active
Educate staff and community on district communication plan		
Conduct a communication audit to evaluate current communication practices, strengths, gaps, and stakeholder preferences.		
Create communication standards and branding guidelines to ensure consistency across all district communications.		Branding portfolio developed for district use including letterhead, logos, fonts, etc.
Launch a communication calendar outlining recurring communications throughout the school year.		
Publish annual reports highlighting district accomplishments, finances, academic progress, and strategic plan updates.		
Increase use of video storytelling and digital media to showcase district programs and achievements.		
Develop communication templates for newsletters, crisis communication, board updates, and community announcements.		Crisis communication templates developed in the event of emergency response

GOAL 2: Form a key communicators network (students, parents, staff, community members, etc.)

Action Item	Status	Evidence
Define the purpose, expectations, and responsibilities of the Key Communicators Network.		

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Identify and recruit diverse representatives from staff, parents, students, alumni, senior citizens, local businesses, and community organizations.		
Hold key communicators meetings to provide district updates and gather stakeholder feedback.		
Create opportunities for network members to participate in district events and community outreach efforts.		

GOAL 3: Strengthen relationships with local businesses, organizations, and community leaders.

Action Item	Status	Evidence
Conduct introductory meetings with key community partners to understand mutual needs and opportunities for collaboration.		
Invite business and community leaders to participate in district events, strategic planning discussions, and school showcases.		
Establish a Community Partnership Committee to coordinate outreach efforts and partnership development.		Strategic Planning Committee
Develop a formal partnership framework outlining goals, expectations, and areas of collaboration.		
Create a regular communication plan to share district updates, successes, and partnership opportunities.		
Launch a Business and Community Partner Recognition Program to acknowledge contributions and support.		
Establish partnerships that support student internships, job shadowing, and work-based learning opportunities.		
Develop a comprehensive College and Career Readiness partnership network connecting students with local employers and industry professionals.		

TARGET 4 - FINANCE AND OPERATIONS

New Lothrop Area Public Schools will develop a long-term master site plan while maintaining fiscal stewardship.

GOAL 1: Conduct a comprehensive needs assessment and develop a multi-year capital improvement plan.

Action Item	Status	Evidence
Conduct a comprehensive district-wide facilities assessment, including buildings, grounds, infrastructure, technology, transportation, safety systems, and site improvements.		- Facilities walk-through and assessment completed by RC Hendrick (Cons. Manager) and TowerPinkster (Architectural Engineer) - Project list developed of needed upgrades and potential additions to facilities and infrastructure
Inventory all major capital assets and document current condition, remaining useful life, maintenance history, and replacement costs.		Initial development of capital assets documents
Develop a 5-year Capital Improvement Plan that identifies projects, estimated costs, funding sources, and implementation timelines.		
Integrate technology infrastructure replacement into the Capital Improvement Plan, including equipment, classroom technology, and cybersecurity improvements.		
Evaluate transportation fleet replacement needs and establish a long-term bus replacement schedule.		- Bus replacement need identified - Participation in a lease-to-purchase program for 3 buses

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Develop long-term funding strategies, including sinking fund planning, bond planning, reserve funding, and annual capital allocations.

GOAL 2: Explore and develop a bond proposal.

Action Item	Status	Evidence
Gather information from staff, students and community to determine needs through a Comprehensive Needs Assessment		- Conducted staff input sessions with RC Hendrick and TowerPinkster to assess facility and infrastructural needs - Held Community and Staff Input sessions (Sept. 2026)
From the Information, develop a list of projects that are needed while staying within parameters that are established.		Held Community and Staff Input sessions (Sept. 2026)
In cooperation and collaboration with the construction manager and architectural engineer, begin communication to the community of final projects that are included in the bond proposal.		
Final preparation for vote. If bond passes, final completion of bond process. If bond doesn't pass, work through next steps for next vote.		
Complete a comprehensive facilities assessment to identify current and future infrastructure needs.		
Develop a long-range Capital Improvement Plan identifying projects that could be funded through a future bond.		- Conducted staff input sessions with RC Hendrick and TowerPinkster to assess facility and infrastructural needs - Held Community and Staff Input sessions (Sept. 2026)
Determine the preferred bond proposal, including project scope, estimated costs, and election timeline.		
Develop a comprehensive community information plan to educate stakeholders about facility needs, proposed projects, project costs, tax implications, and anticipated benefits.		
Conduct community presentations with staff, parents, senior citizens, civic organizations, businesses, and local leaders to increase awareness and answer questions.		Held Community and Staff Input sessions (Sept. 2026)

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Adopt a formal bond resolution and place the proposal on the ballot, if supported by the Board.		
If approved by voters, begin design, bidding, and implementation of bond-funded projects according to established timelines.		
Provide regular updates to the Board and community regarding project progress, expenditures, timelines, and completed work.		

GOAL 3: Assess and improve building safety, security systems, and emergency preparedness plan.

Action Item	Status	Evidence
Conduct a comprehensive safety and security assessment of all district facilities in partnership with administration, local law enforcement, emergency responders, and safety consultants.		- Safety assessment conducted by RESD Safety and Security Coordinator - Conducted staff input sessions with RC Hendrick and TowerPinkster to assess facility and infrastructural needs - Monthly Safety Team meetings with local first responders
Review and update the District Emergency Operations Plan (EOP) to ensure alignment with state requirements and best practices.		EOP reviewed and updated annually
Establish a District Safety Committee that includes administrators, staff, first responders to review safety initiatives and monitor progress.		District Safety team meets monthly to discuss safety needs and supports
Develop a multi-year replacement and maintenance schedule for security equipment and technology to ensure long-term reliability.		Initial development of capital assets documents
Provide ongoing emergency preparedness training for staff, including crisis response, reunification procedures, trauma-informed practices, CPR/First Aid, and incident command principles.		- Admin team participated in emergency response reunification training (Aug 2026) - Crisis and Medical Emergency Response Team (MERT) received First/Aid, Stop

		Bleed, and Crisis Prevention & Intervention training
Conduct regular emergency drills involving students, staff, law enforcement, and emergency responders, followed by after-action reviews to improve procedures.		Annual emergency drills (Lockdown, Fire, Tornado) are conducted throughout the school year
Evaluate and strengthen cybersecurity practices and emergency communication systems to ensure continuity of operations during emergencies.		
Implement facility improvements that enhance student and staff safety, signage, exterior lighting, and wayfinding.		Facilities walk-through and assessment completed by RC Hendrick (Cons. Manager) and TowerPinkster (Architectural Engineer)

TARGET - 5 PERSONNEL

New Lothrop Area Public Schools will recruit, retain, and develop highly qualified staff to maintain a positive culture.

Goal 1: Create a multi-year, districtwide professional development plan aligned to strategic targets and outcomes.

Action Item	Status	Evidence
Conduct a districtwide professional development needs assessment through staff surveys, focus groups, classroom observations, and evaluation data.		
Develop a three- to five-year Professional Development Plan with annual priorities.		
Create a district Professional Development Advisory Committee representing all employee groups.		The committee is developed and made up of members on our district improvement team
Expand instructional coaching and peer observation opportunities.		
Develop new employee induction and mentoring programs.		
Incorporate job-embedded professional learning during PLC meetings and staff collaboration time.		
Create individualized professional growth plans aligned to evaluation goals.		Administration works with staff to develop individualized growth goals on evaluation tools
Align administrator professional learning with instructional leadership expectations.		- Administration/Teachers attended The Solution Tree PLC Conference in Grand Rapids August 2026. - All building administration participated in Capturing Kids Hearts training (Aug. 2026)
Expand partnerships with ISDs, universities, and educational organizations.		

Goal 2: Build partnerships with colleges, universities to establish a pipeline of future educators.

Action Item	Status	Evidence
Identify and establish formal partnerships with regional LEAs/ISDs, colleges and universities with teacher preparation programs.		Initial program partnership meeting with Baker College
Participate in university career fairs and education recruitment events.		
Create structured mentoring expectations for cooperating teachers.		
Host annual "Future Educator Day" events for university students to visit district schools.		
Create substitute teaching opportunities for education students nearing certification.		
Offer interview preparation and networking opportunities during student teaching placements.		
Promote teacher certification opportunities for paraprofessionals and support staff interested in becoming certified educators.		- Developed a new partnership with Teachers of Tomorrow program - Ongoing partnership with Talent Together

GOAL 3: Implement structured onboarding, mentoring, and professional growth programs for all staff.

Action Item	Status	Evidence
Develop a districtwide onboarding program for all employee groups, including certified staff, support staff, administrators, coaches, and substitutes.		
Create a comprehensive Employee Handbook with district expectations, policies, procedures, and the Be EPIC mission and values.		

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Implement a new employee orientation prior to the start of each school year.		
Establish a process for gathering feedback from new employees following orientation.		
Develop mentor training for experienced staff members serving as mentors.		
Recognize employees who demonstrate exceptional professional growth and leadership through district recognition programs		
Expand cross-building collaboration through learning communities and professional networks.		