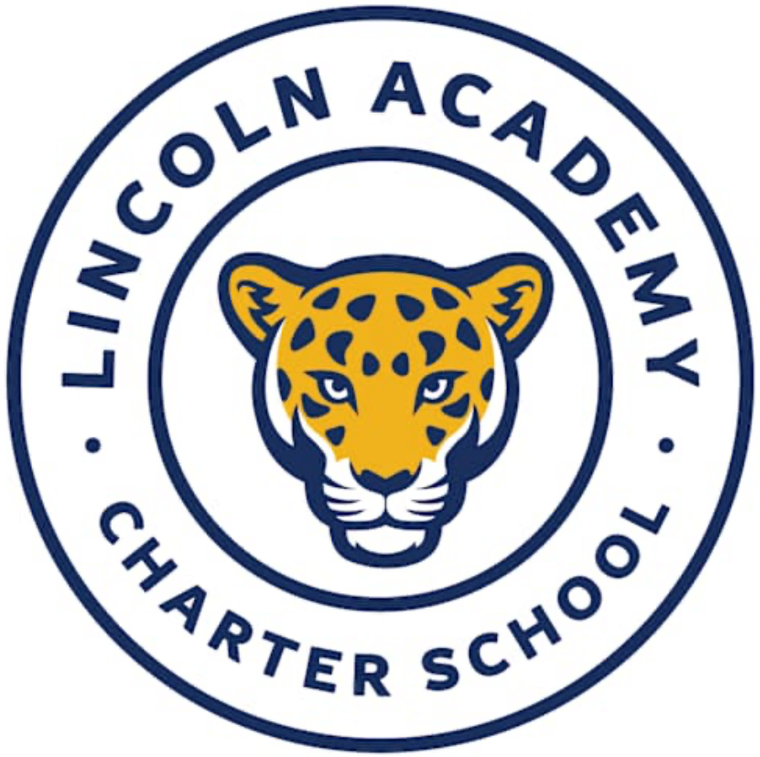


STRATEGIC PLAN ONE-YEAR UPDATE

October 27, 2026

STRATEGIC VISION STATEMENTS

STUDENT LIFE & CULTURE	Create a culture where students feel safe, seen, respected, motivated, and connected. We envision a school community where every student is held to high, clear expectations and receives consistent, compassionate support. It's a place where curiosity is encouraged, learning is celebrated, and strong character is valued just as much as academic growth. Through meaningful relationships, inclusive practices, and intentional transitions, we foster belonging and empower students to thrive—socially, emotionally, and academically.
STAFF EXPERIENCE & GROWTH	Create a culture where educators feel safe, valued, and connected to each other and the school's mission. One that's built on trust, where professional growth is supported through mentorship, meaningful feedback, and leadership opportunities. Creativity is encouraged, mental health is prioritized alongside performance, and individual and team contributions are celebrated. Staff are held to high standards and supported in meeting them, creating a workplace where people want to stay, grow, and thrive.
ACADEMIC EXCELLENCE	Provide personalized support and engaging, rigorous instruction, we close achievement gaps, accelerate growth, and challenge all learners to deepen their love of learning. Grounded in equity and excellence, our approach ensures all students are both supported and inspired.
RESOURCE STEWARDSHIP	Maintain and invest in the school's campus environment through new or improved facilities, technology, and academic materials that enhance safety and support high-quality teaching and learning. Maintain a strong commitment to monitoring financial stability and evaluating effective stewardship of funds both for short term needs and long-term planning.
BOARD GOVERNANCE	Operate as a Board of Directors that leads with integrity, purpose, and a deep commitment to the success of our students and school community. Our governance practices are grounded in strong recruitment, ongoing training, and a shared dedication to learning about educational best practices and the charter landscape. Board members act in the best interest of the school, focusing on strategy, oversight, and accountability while respecting the boundary between governance and day-to-day operations. We strive to be accessible, transparent, and collaborative communicating clearly with stakeholders, following established processes, and serving as responsible stewards of the school's mission and vision.

OBJECTIVES AND MEASURABLES

- Complete
- In-work
- Not yet started

STUDENT LIFE AND CULTURE		
Objective	Year 1 Measurable	Year 1 Status Update
Administration will ensure effective discipline systems and structures are in place to address routine behavioral challenges, as well as more complex or recurring concerns. Staff are clearly informed of consistent student expectations, have the tools necessary, and are held accountable for addressing behavior issues that can be managed in the classroom for the benefit of a controlled learning environment.	-Triangle report shows 90% or more students have no more than one referral per year	• We are currently at 93% of students in the first tier of the chart.
	- Students who receive more than 5 referrals in a school year will have documented intervention plans and receive tiered supports, with regular monitoring by administration	• For the 2025-2026 school year, the administrative team and teaching team were quite diligent with this process this year and ensured clear plans were in place.

Implement a program to increase student recognition, inclusion, and belonging based on student, parent, and staff input.	- 70% or more of family survey answers related to middle school culture are in the top two categories of satisfaction	• We believe that a more direct and specific question added to our annual SAC survey is better appropriate to fully answer this question. The team will be working with SAC to update the annual survey and share this with families.
	- Establish communication rhythm for sharing significant efforts and results	• The team has developed an updated approach to sharing the amazing things students are doing. Every staff member has the opportunity to fill out a student celebration form and the email from administration is directly sent to families. When students are celebrated in the Core Values Assemblies, their parents are also notified and invited.
	- Release an annual middle school student survey regarding culture	• The student Survey was completed in the 2025-2026 school year. This was completed through an additional seven question survey from Lincoln added to the end of the Panorama survey that all 6th-8th grade students complete in May. We are analyzing this data and are sharing and evaluating it with teachers in the 2026-27 school year. Certain changes have already been put in place because of the comments on the survey.

STAFF EXPERIENCE AND GROWTH		
Objective	Year 1 Measurable	Year 1 Status Update
Establish a culture that results in high staff retention rates and favorable feedback in staff surveys.	-Achieve 85% retention rate among eligible certified staff (Excludes retirements, relocations outside of the district, staff leaving education as a profession, and involuntary separations)	• We are currently at 95% Retention.
	-70% or more of staff survey answers to culture questions are in the top two categories of satisfaction	• Staff members shared their assessment of progress made toward the vision for this pillar. ○ 74% of responses were in the top two categories of satisfaction
Support staff with professional development, mentorship, and leadership opportunities.	Outline goals and preliminary thoughts on how to create a mentorship and leadership pipeline program	• The administrative team has worked with an excited group of staff members to outline several paths that this work could take. We have already developed several opportunities for teachers and look to formalize the work very soon.

ACADEMIC EXCELLENCE		
Objective	Year 1 Measurable	Year 1 Status Update
Provide new electives that will enrich learning and best prepare students for high school and beyond.	- Gather family feedback on top preferences for potential new electives	• The SAC survey has provided open-ended questions about electives in general where some families have volunteered their thoughts on new options. However, we believe that we need a more direct question for families to answer about student elective choices. We will be sending an alternative survey to parents with this in mind.
	- Determine resources and logistics necessary to implement	• We have determined that we need more specific answers from a direct survey to completely answer this question. Future evaluation of this feedback will help determine whether additional FTEs, instructional space, schedule modifications, or other changes are needed and whether those proposed changes are financially feasible.

Strengthen student achievement and growth as measured by NWEA MAP assessments in both ELA and Math.	**- Schoolwide:**
	- Median Conditional Growth Percentile (MCGP) of 56 or higher
	- Achievement Percentile of 61 or higher
		• Schoolwide MCGP
		  ○ ELA:70
		  ○ Math: 75
		• Schoolwide Achievement
		  ○ ELA: 74
		  ○ Math: 76

	- Every grade level:
	- MCGP of 50 or higher
	- Achievement Percentile of 55 or higher
		• Grade Level MCGP
		  ○ All grade levels met this in ELA and Math for 2026
		• Grade Level Achievement
		  ○ All grade levels met this in ELA and Math for 2026

Implement a schoolwide data analysis process that informs preparation strategies, supports sharing of best practices, and improves CMAS scores.	- Clear and cohesive structure developed to support teacher's data analysis to drive improved instruction and a better understanding of how to support their students	• This was developed and rolled out to all staff in Oct.
	- At least one cohort of teachers using the new process	• All teachers participated in the process.
	- Minimum of 4 best practices shared and adopted by multiple teachers	• The staff enthusiastically used these new strategies and implemented a total of seven across all grade levels.
	- Interim assessment & CMAS results show stability or modest gains	• MAP has already shown strong growth especially in Math and consistent success in ELA. • CMAS has shown consistent gains in overall achievement.

RESOURCE STEWARDSHIP		
Objective	Year 1 Measurable	Year 1 Status Update
Define and bound the wants and needs related to facilities projects for all buildings, pursue projects while employing fiscal responsibility, and continue to identify additional funding opportunities.	-Complete and present a Facility Master Plan	• LA initiated a targeted engineering assessment focused on high-priority HVAC and electrical needs. Based on this work, LA is refining its approach to long-term facilities planning, with consideration of targeted project planning in lieu of an updated comprehensive Facilities Master Plan.
	-Update a list of potential self-funded projects to better position Lincoln for the possibility of applying for a BEST grant in the future. The master plan should drive decisions and selection of projects.	• LA worked closely with the BEST Regional Manager to evaluate Lincoln's readiness and potential project opportunities. This work identified: ○ Previously completed self-funded improvements demonstrate LA's proactive investment in its facilities and strengthen its position for a future BEST grant application. ○ Preliminary HVAC and electrical projects have been identified as potential candidates for future grant funding. Based on this work, LA is refining its approach to facilities planning to focus on clearly defined, high-priority projects and available funding opportunities rather than pursuing a comprehensive Master Plan solely for the purpose of identifying projects.

BOARD GOVERNANCE		
Objective	Year 1 Measurable	Year 1 Status Update
Strengthen board knowledge and action plans to ensure all members receive proper training, education in relevant topics, review critical documentation, participate in community outreach/engagement, and support intentional membership recruitment.	- Update board handbook and create working aids for chairs and director positions	• Working aids and handbook updates are in progress.
	- Provide annual third-party board training and self-evaluation	• Self-evaluation (Spring ‘26) and third-party training (Summer ’26) were completed on schedule.
	- Once per trimester, provide board update on legislative changes and state/federal policies	• One legislative update was provided in the second trimester. Third trimester update may not be needed in the future as it is already accomplished through the Exec Dir reports. Recommend modifying the measurable moving forward to two board updates per year with additional highlights for significant developments.
	- Ensure board presence on campus and at school events	• Board presence at back-to-school BBQ, parent academies, Fall Fest, movie nights, multiple concerts, Coffee with the Principal, 8th grade graduation, positive referrals, classroom visits, PTO meetings, staff meetings, Watchdog breakfast, Grandparent’s Day, Veterans Day.
	-Provide monthly communication regarding board activities	• Board Blast published monthly.
	- Continue to recruit diverse and qualified individuals.	• Recruitment efforts continue: BBQ table, Parent Academy, loop postings, Fall Fest table/signs, personal invitations, etc.