

## Lake County School District Strategic Plan

**Mission:** To ignite a passion for learning

**Vision:** We are elevating expectations

**July 1, 2015 - June 31, 2018**

**District Core Beliefs:**

- Inspire all students to be life-long problem-solvers
- Create a culture of academic achievement
- Build on the strengths of every individual
- Provide opportunities for risk-taking in learning
- Respect the whole person: physical, mental, emotional
- Empower all community members to be active participants in our schools
- Foster a safe environment for all students and staff
- Honor cultural difference
- Partner with families and community members

### Instruction

Priority	Current Reality	Priority Description	Implementation Strategies	Implementation Strategy Activity by Year		Performance Metric	Proximity to Performance Metric
<b>Priority #1:</b> <i>Every day, we are college and career-ready.</i>	1. Purpose of ICAP is generally unclear to students and	<b>The superintendent and staff will ensure all students stay on or above grade level each year and</b>	1. Implement ICAP in 9 <sup>th</sup> -12 <sup>th</sup> grade.	15-16	Adapt new ICAP structure in grades 9-12.	High School (9 <sup>th</sup> -12 <sup>th</sup> ) will complete readiness assessment.	___Performance Exceeds Expectations <i>Assessment completed and additional steps taken.</i> ___Proficient (Progress

	teachers.	<b>graduate prepared to successfully implement a plan for college or career.</b>		16-17	Fully implement new ICAP structure in grades 9-12.	High School (9 <sup>th</sup> -12 <sup>th</sup> ) will show growth in at least two areas on the readiness assessment	Satisfactory) <i>Assessment completed.</i> ___Progress Less than Satisfactory <i>Assessment not completed.</i>
				17-18	Continue implementation and re-evaluate needs.	High School (9 <sup>th</sup> -12 <sup>th</sup> ) will show growth in at least two additional areas on the readiness assessment	
<b>Priority #2:</b> <i>Rigor and engagement are everywhere.</i>	1. PARCC Language Arts 2015 2. Increase the percent of students scoring at benchmark on DIBELS by 3%	<b>The superintendent and staff will provide all students with engaging learning opportunities.</b>	1. All schools will have an instructional and professional development focus that supports student access to complex, grade-level appropriate texts.	15-16	PD on text complexity and data use in language arts.	PARCC 2015 +3% improvement in a language arts area..  Increase the percent of students scoring at benchmark on DIBELS by 3%	___Performance Exceeds Expectations <i>+3% growth in more than one language arts area.</i> ___Proficient (Progress Satisfactory) <i>+3% growth in one language arts area.</i> ___Progress Less than Satisfactory <i>&gt;3% growth in any language arts areas.</i>
				16-17	PD on text complexity and data use in all content areas..	PARCC 2015 +3% improvement in a language arts category.  Increase the percent of students scoring at benchmark on DIBELS by 3%	

				17-18	PD on text complexity and data use and implementation in writing.	PARCC 2015 +3% improvement in a language arts category.  Increase the percent of students scoring at benchmark on DIBELS by 3%16-17
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**Climate & Culture**

Priorities	Current Reality	Priority Description	Implementation Strategy	Implementation Strategy Activity by Year		Performance Metric	Proximity to Performance Metric
<b>Priority #3:</b> <i>Diversity and culture make us better.</i>	1. Metric 2. Metric	<b>The superintendent and staff will create a space that is safe, inclusive, and welcoming for all.</b>	1. All schools will have a professional development focus on climate and culture that supports building relational trust between all stakeholders.	15-16	Focus on building trust among adults	Increase relational trust survey, Tell, or teacher perception survey scores on 5 school-selected items.	___Performance Exceeds Expectations <i>Scores improve on more than 5 school selected items.</i> ___Proficient (Progress Satisfactory) <i>Scores improved on 5 school selected survey items.</i> ___Progress Less than Satisfactory <i>Scores did not improve on at least 5 school selected items.</i>
				16-17	Focus on building trust among adults and students		

				17-18	Focus on building trust with the community	Increase community perception aggregate survey scores on 5 school-selected items. First survey to be administered in November 2016.	
Infrastructure							
Priorities	Current Reality	Priority Description	Strategy	Strategy Activity by Year		Performance Metric	Proximity to Performance Metric
<b>Priority #4:</b> <i>"We plan for the future."</i>	1. No clear capital plan. 2. Hiring process plan started.	<b>The superintendent and staff will plan and execute the capital and human capital investments that will make our district better.</b>	1. Create a 5-year capital plan.	15-16	Assess capital needs	Initial list completed	___Performance Exceeds Expectations <i>Initial list includes projected needs and preventive maintenance needs.</i> ___Proficient (Progress Satisfactory) <i>Initial list includes projected needs.</i> ___Progress Less than Satisfactory <i>Initial list is not created.</i>
				16-17	Engage master planner	Master plan	
				17-18	Implement master plan.	Completion of first year plan.	
			2. Create a new recruiting and hiring process	15-16	Focus on certified	New hiring process in place with central documents and training for hiring managers	___Performance Exceeds Expectations <i>New hiring process in place with central documents and training for all hiring managers.</i>

					who hire licensed staff.	___Proficient (Progress Satisfactory) <i>New hiring process in place with central documents and training for hiring managers, who hire licensed staff.</i>
			16-17	Focus on appropriate staffing levels.	Appropriate staffing level system is created.	___Progress Less than Satisfactory <i>New hiring process in place with central documents and training for all hiring managers.</i>
			17-18	Focus on retention	Retain 70% of staff who align with district expectations.	