

Le Sueur-Henderson Public Schools

Strategic Plan | 2018-2023

BELIEF STATEMENTS

The Le Sueur-Henderson Public Schools believe:

- That collaboration between the home, the school, and the community has a positive impact on student success;
- That everyone deserves a safe and respectful school environment;
- That all students deserve the opportunity to learn and succeed;
- That diversity enriches the individual, school, and community;
- That educational excellence requires effective leadership, high expectations, teamwork, up-to-date facilities, and the responsible utilization of resources;
- In educating the whole child — academically, socially, physically, and emotionally;
- In continuous improvement and a growth mindset; and
- In an individualized, rigorous, and relevant academic experience.

MISSION STATEMENT

The mission of the Le Sueur-Henderson Public Schools is to:

- Provide a shared commitment to learning that enables every student to contribute and succeed in life.

VISION STATEMENT

- Le Sueur-Henderson Public Schools — where individual dreams and aspirations are born and fostered through student-centered learning.

BRANDING STATEMENT

- Small Towns ... Giant Opportunities ... District of Choice.



FOCUS AREA	GOALS	OBJECTIVES
STUDENT ACHIEVEMENT	<p>1. Le Sueur-Henderson Public Schools will achieve the goals of the World's Best Workforce for all students in the school district.</p> <p>2. LeSueur-Henderson Public Schools will deliver high-quality education to all students in the district.</p> <p>3. Le Sueur-Henderson Public Schools will develop and implement a plan to embed 21st century skills into the district's curriculum.</p>	<p>1.1 Annually evaluate the success of meeting the five goals of the World's Best Workforce:</p> <ul style="list-style-type: none"> ▪ All students are kindergarten ready; ▪ All students reading at grade level by third grade; ▪ Closing the achievement gap for identified student groups; ▪ All students graduating career and college ready; and ▪ All students graduating on time. <p>2.1 By fall 2021, develop and implement a guaranteed and viable curriculum (preK-12)</p> <p>2.2 Continue to use the PLC process to identify what students need to know and should be able to do.</p> <p>2.3 By fall 2019, develop, and by fall 2020, implement a preK-12 general education intervention model to address academic, social, and emotional needs.</p> <p>2.4 By fall 2021, outperform both regional and comparable districts on state accountability tests and college-ready measures.</p> <p>3.1 By fall 2022, embed teaching and learning practices throughout the district that ensure students will graduate with the skills, knowledge, and attributes to be college, career, and life ready.</p>
STUDENT SUPPORT	<p>4. LeSueur-Henderson Public Schools will provide the resources, systematic support, programs, and personnel that give all students equal opportunity for success.</p>	<p>4.1 By fall 2020, develop and implement a system designed to identify student needs and match with appropriate evidence-based interventions to address those needs.</p> <p>4.2 By spring 2019, develop and implement a data-driven process designed to increase participation in co-curricular activities.</p> <p>4.3 By March 2019, develop a process that provides all students with support during transition points (including postsecondary options) during their educational experience in the district.</p> <p>4.4 By fall 2020, ensure that varied academic pathways are in place to meet personalized learning plans developed by each student.</p>
WORKFORCE	<p>5. LeSueur-Henderson Public Schools will identify, recruit, develop, and retain quality employees for all positions in the school district.</p> <p>6. Le Sueur-Henderson Public Schools will, in partnership with stakeholders and local government, advocate for quality-affordable housing, daycare, education, and employment opportunities for significant others.</p>	<p>5.1 By fall 2022, ensure that competitive salary schedules are in place for all employees.</p> <p>5.2 By fall 2018, ensure that a strong mentorship and induction program is in place for all new teachers.</p> <p>5.3 By fall 2019, identify, implement, and support staff development opportunities aligned with the district's mission, vision, and belief statements.</p> <p>5.4 Working with district marketing team, by March 2019, develop a marketing plan to increase the number of available paraprofessional and teacher substitutes.</p> <p>5.5 During the 2018-2019 school year, identify and implement an annual measure of how the district sustains a positive working environment.</p> <p>6.1 By December 2018, schedule regular joint meetings with school board and city councils.</p> <p>6.2 By December 2018, increase partnerships with local businesses and industries.</p>

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COMMUNICATION: COMMUNITY RELATIONS AND MARKETING	7. Using multiple platforms, the Le Sueur-Henderson Public Schools will effectively share the story of our programs and students with all members of our communities.	7.1 By fall 2019, develop and implement plans to communicate the school district's noteworthy educational programs, accomplishments of students and staff, and the district's financial condition. 7.2 On an ongoing basis, create annual community-building events designed to engage alumni, current families, prospective families, and the community-at-large. 7.3 By December 2018, create a district marketing team comprised of representatives from staff, administration, and parent/community members charged with marketing the school district throughout the region. 7.4 Beginning in fall 2018 and on a consistent ongoing basis, establish and implement intradistrict communication protocols and channels.
FACILITIES	8. Le Sueur-Henderson Public Schools will ensure that the district's facilities and grounds are designed and maintained to attract and retain students and staff in a safe, sustainable, and attractive environment. 9. Le Sueur-Henderson Public Schools will develop and implement a long-range facilities and infrastructure master plan to address the current and long-term educational needs of the district.	8.1 By fall 2018, create a secure single point of entry for the middle/high school building. 8.2 Consult with the Director of Technology on a quarterly basis to anticipate, prioritize, and provide future technology needs of the district. 8.3 By September 2018, update the district's existing crisis plan 9.1 By December 2018, audit and evaluate all buildings using the UNESCO report and any additional resources to determine current and future needs of each building. 9.2 By March 2019, conduct a cost-benefit analysis of options to meet the identified needs. 9.3 By July 1, 2019, appoint a community task force to recommend options for addressing facility needs. 9.4 By December 2019, prioritize facility needs into a five-year plan with short-term and long-term goals.
FINANCE	10. Le Sueur-Henderson Public Schools will grow and preserve the district's financial standing while maintaining programs, services, and facilities efficiently.	10.1 By December 2018, generate and monitor a three-year budget projection plan that takes into account enrollment, anticipated state and federal funding, and expected expenditures. 10.2 Over the next five years, establish potential bond referendum options. 10.3 Provide year-to-date financial information to the board on a consistent and timely basis.

