



# Linden Community Schools

## Strategic Plan 2024-25

### LCS Mission Statement

Our Mission is to educate, nurture, and develop all learners to be self-directed and to strive for excellence with confidence and integrity by working cooperatively with students, staff, parents, and community.

### LCS Vision Statement

Learning. Creating. Succeeding

### LCS Core Values

Trust & Respect

Responsibility & Accountability

Service & Community

Safety & Self-worth

Growth & Achievement

### Strategic Plan Goal Areas

#### 1. Student Achievement and Engagement

##### **Goal Statement:**

Build dedicated learning environments that allow students and staff to engage in diverse learning that promotes the whole child and 21st-century skills.

##### **Objectives:**

- A. Development of Guaranteed & Viable Curriculum (GVC): Align curricula vertically through all grades so that it will support the whole child while engaging and challenging all learners.
  1. Curriculum based on the purposeful selection of priority standards intended to focus instruction and provide coherence within the educational setting
- B. A review of our current Pre-K program to enhance the enrollment, development, and learning process of our early learners.
- C. Multi-Tiered Systems of Support: Academic and Social-Emotional
  1. Implementation of District MTSS Team
  2. Develop and implement an academic intervention program that supports achievement for all learners
    1. Development of K-12 Literacy Initiative
      - a. Implementation of K-12 Literacy Coaches
      - b. Focus on K-12 Literacy Essentials



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2. Reading Intervention Programming
  - a. Reading Recovery
  - b. Literacy Footprints -Intervention Partner
  - c. Phonics: Orton Gillingham & Systematic Instruction in Phonemic Awareness, Phonics and Sight Words (SIPPS)
  - d. Read Naturally Live
3. Math Intervention Programming
  - a. K-5 Math Recovery
  - b. K-5 Bridges Intervention
  - c. 6-8 Accelerated Math
3. Develop and implement a Social and Emotional Learning program that empowers students and/or staff to create a positive learning environment.
  1. Read early. Read often. Campaign to read to infants, toddlers, and preschoolers...every day, everything, everywhere!
  2. Develop a PK-12 curriculum that reflects an understanding of the impact of screen time on Social and Emotional Learning.
- D. Impact student growth positively through creativity, collaboration, and critical thinking.
  1. K-12 STEM & Computer Science Programming
    1. Launch PAD: Problem Solving - Computational Thinking
  2. Development of a sustainable Linden Advancement Academy for grades 9-12.
  3. Investigate relationships that will introduce careers and provide opportunities for students in the construction industry and skilled trades.
- E. Strengthen our balanced assessment system to ensure all learners demonstrate growth through measurements such as formative and common/summative assessments.
  1. Development and implementation of common assessment and common assessment calendar for continued student growth and achievement.
    1. Implementation of District Assessment Team
    2. Implementation of Formative Assessment for Michigan Educators (FAME) Coaches
  2. Implementation of NWEA Interim Benchmark Assessment System
- F. Explore and enhance curricular and extra-curricular opportunities that provide LCS learners with programs that are sustainable and staff participation, including a robust Community Education program with more opportunities for technology, arts, and after-school programs.



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### 2. Facility Improvements (Infrastructure)

#### **Goal Statement:**

Create and maintain educational facilities that provide a safe, state-of-the-art learning environment.

#### **Objectives:**

- A. Evaluate facility needs on an annual basis.
  1. Create a Master Plan for site improvements
- B. Evaluation and continuous improvement of safety and security measures that promote a safe educational environment for all students, staff, and community.
  1. LCS will implement, train staff, and drill protocols for emergency situations.
  2. LCS will review safety and security assessments to add layers of security to district buildings.
  3. Develop crisis communication protocols, in conjunction with our Emergency Operations Plan.
- C. Develop a plan to evaluate and improve facility infrastructure to provide a clean, orderly, safe, cost-effective, and instructional supportive educational environment.
- D. LCS Bond Program (2020 successful support)

### 3. Educational and Instructional Technology

#### **Goal Statement:**

Commit to the advancement of technology that will enhance opportunities to compete in the 21st-century global marketplace.

#### **Objectives:**

- A. Implement a plan that maintains a commitment to advancing technology resources for all.
  1. LCS Bond Program Technology upgrades.
  2. Provide technology opportunities for staff to enhance student engagement and increase instructional strategies.
  3. Develop a plan for a continuous refresh of district technology devices
  4. Dedicated support for networking systems (software and hardware)
- B. Actively search and provide professional development opportunities and the digital tools necessary for LCS staff to gain the necessary knowledge and skills to support academic excellence in the 21st century.



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1. Collaboratively plan PD to include both curriculum and instructional technology.
2. Research, develop, and implement professional development opportunities that are intentionally designed to educate staff and students on the use of Artificial Intelligence as a resource to the educational process.

#### 4. Sustainability

##### **Goal Statement:**

Operate in a fiscally responsible manner that allows Linden Community Schools to provide advancements to programs, systems, facilities, and personnel.

##### **Objectives:**

- A. Continue to maintain a quality business model that includes cost-saving initiatives and opportunities to increase revenue.
  1. Maintain the fund equity at a minimum of 5% fund balance, with a goal of 10-15%.
  2. Research and secure alternate sources of funding such as grants and fundraising.
- B. Target student retention and/or attract students/families to Linden Community Schools.
- C. Monitor and evaluate staff needs.
  1. Provide professional development that is collaborative and provides learning opportunities that are meaningful, educational, and impactful.
  2. Provide professional development opportunities that allow for optional SCECH's.
- D. Recruit, hire, and maintain highly qualified individuals.
  1. Develop a bargaining template, with short-term and long-term components, for all groups that support yearly budget goals.
  2. Implement a plan that continues to improve the overall environment of the district.
  3. Provide a valid Teacher Mentor/Mentee program that builds capacity for new instructional staff.

#### 5. Communication



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### **Goal Statement:**

Communicate the value of services Linden Community Schools provides to all stakeholders within the district to effectively maintain an accomplished learning institution.

### **Objectives:**

- A. Sustain a marketing plan that promotes and professionally communicates the LCS “brand”.
- B. Communicate timely information to all stakeholders within the district.
  - 1. Develop building-level communication campaigns for key events/items to ensure consistency between district buildings (ie. back to school, end-of-year activities, bond, etc.).
- C. Create and maintain community partnerships that benefit district, building, staff, and student-level opportunities.