

## **A message from the Superintendent**

Our strategic plan represents a collective vision defined by our community for the future success of La Plata Public Schools and its students that guides all decision-making.

Our plan is the result of an ongoing and evolving process that engages stakeholders in conversations about what our students both need (highlighted by MAP, EOC and ACT data) and want out of their educational experiences (career and life readiness). We also asked how they would define student and system success and what measures they believe should be used to evaluate progress.

Their expectations can be captured in three words: Educate. Equip. Empower. That is the type of experience our community wants for Every Learner. We believe the strategic plan brings renewed focus, purpose and enthusiasm to our work of preparing students to succeed in their personalized path of learning and growth. Our steering committees are permanent mechanisms by which priorities are shared with the Board of Education for administration and funding.

As such, the Board of Education prioritizes this work by reviewing data at each regular board meeting through program evaluations that assess progress and achievement of goals. The Board of Education is committed to providing **all** resources necessary to ensure the greatest achievement and success of its students.

**VISION:** To be the best school district in Missouri

**MISSION:** To educate, equip and empower all students

**VALUES:** Trust; Integrity; transparency; collaboration; empathy; grace

**STAKEHOLDERS:** Students, teachers/staff, parents, taxpayers, and community

**“We believe all individuals have potential and we must commit to the following” ...**

- *Inspire and instill a passion for learning by embracing the needs of the whole child*
- *Engage all staff to positively impact student success*
- *Foster a culture that supports and engages high-quality teachers and leaders*
- *Demonstrate flexibility, agility, and adaptability*
- *Cultivate community ownership*
- *Maintain a safe and secure learning environment*

## **Core Definitions**

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**All:** Each student, PK-graduation, regardless of ethnicity, gender ability and socioeconomic status.  
**Educate:** engaging learning experiences that are authentic and connect with student interests. All students experience a culture of inquiry and instructional choice and are encouraged to value knowledge.

**Equip:** Learning experiences that challenge all students to exhibit the ability to solve real-world problems and connect learning to their own life or to the world around them.

**Empower:** Learning experiences that inspire students to maximize their potential.

<b>GOAL 1: ALL STUDENTS GRADUATE COLLEGE, CAREER AND LIFE-READY</b>
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<b>GOAL 1 ACTION:</b> Each student will have equitable access to engaging, relevant, and personalized learning experiences that positively impact academic achievement and personal growth
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**STRATEGIES:**

- 1.1.1** *The district will demonstrate measurable annual growth in the core academic success (MAP, EOC, Common Assessments) of all students*
- 1.1.2** *Hire additional social workers or school counselors to provide support and counseling for student well-being*
- 1.1.3** *Increase access to early-childhood education and expand services within the district enhancing kindergarten readiness*
- 1.1.4** *Ensure that outcomes for students from diverse and underrepresented backgrounds are improving as they access supports based on their needs and abilities*
- 1.1.5** *Research, develop and deploy engagement and advocacy policy, practices and programs that support students and staff and foster greater community engagement*
- 1.1.6** *Review and expand the curriculum to reflect core “classical” learning principles that foster the exploration of identity and self, and create applications to demonstrate cultural consciousness in their work*

<b>GOAL 2: EVERY TEACHER BECOMES THE BEST</b>
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<b>GOAL 2 ACTION:</b> Create a culture that empowers employees and provides all students with access to highly qualified and effective teachers, principals and staff members
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**STRATEGIES:**

- 2.1.1** *Recruit, hire, develop, support and retain an effective, qualified workforce of teachers, staff and leaders to best meet the needs of all students*
- 2.1.2** *Sustain and refine supports for new teachers, leaders and staff to ensure early career and ongoing success, including an understanding of culture, climate and professional expectations supported through monitoring of professional growth and practice*
- 2.1.3** *Offer competitive salary and benefits packages that are tailored to the needs of employees and their families*
- 2.1.4** *Sustain, refine and implement appropriate job-embedded professional learning for all staff focused on creating and supporting relevant and engaging learning environments for all students through enhanced professional and technical skills of staff*
- 2.1.5** *Ensure a highly collaborative and engaging culture focused on the success and recognition of each employee at each work location throughout the district*

<b>GOAL 3: OUR OPERATIONS MAKE OUR MISSION POSSIBLE</b>
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<b>GOAL 3 ACTION:</b> Align, manage and optimize resources for improved student success while remaining financially sustainable
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**STRATEGIES:**

*3.1.1 Research and implement best practices for process improvement by creating collaborative, cross functional teams, representative of appropriate stakeholders, focused on operational efficiency*

*3.1.2 Deploy the facility master plan and equipment plan that addresses current and future capital needs that impact learning and working environments*

<b>GOAL 4: COMMUNICATION EQUALS SUCCESS</b>
<b>GOAL 4 ACTION:</b> Provide open, transparent, effective communication with all constituents, through sharing and engagement opportunities that support our mission

**STRATEGIES:**

*4.1.1. Engage with and prepare internal and external stakeholders to champion the work, priorities and needs of students and to advocate for the district*

*4.1.2 Evaluate and enhance the flow of communication through the system to ensure that all groups receive relevant information in a timely manner and understand their responsibility to engage others when appropriate*

*4.1.3 Review and refresh district branding, establish consistency and increase recognition to further connect the school and community*

*4.1.4 The district will garner quarterly feedback from students, parents and employees regarding the performance and their satisfaction with the district, staff and leaders to further support and improve performance*