



Metrics

STRATEGIC PLAN

Hopewell Freedom Liberty Jr. Lakota West Freshman Lakota East Freshman Plains Jr.
Heritage Wyandot **#WEareLakota** Ridge Jr. Adena
Shawnee Endeavor VanGorden Woodland Union Hopewell Jr. Liberty
Cherokee Lakota East High School Lakota West High School Independence Creekside



Matthew J. Miller
Superintendent

This new strategic plan holds true to our core belief that it is essential to provide a high-quality, personalized, student-centered education to every child in order to prepare them for future success. It is designed to be a blueprint for Lakota's future.

- Matthew J. Miller



Jenni L. Logan
Treasurer/CFO



Lakota Local Schools Board of Education

Standing:

Todd Parnell
Julie Shaffer, President
Brad Lovell, Vice President

Sitting:

Kelley Casper
Lynda O'Connor



MISSION:

Everything **WE** do is designed to provide a future ready, student-centered learning experience for every single child.

LAKOTA
LOCAL SCHOOLS

The background of the slide features a photograph of students and school buses. A teal-colored overlay covers the left and central portions of the image. On the right, a young woman with long dark hair, wearing a grey floral zip-up jacket and a green backpack, is smiling. In the background, other students and yellow school buses are visible. The word 'SCHOOL BUS' is printed on the front of one of the buses.

VISION:

WE are...PERSONALIZED

WE are...FUTURE READY

WE are...FISCALLY RESPONSIBLE

WE are...IN THIS TOGETHER

WE are Lak@ta



THE STRATEGIC PLANNING PROCESS

Analysis

Feb. – June 2018

Development

June – Oct. 2018

Implementation & Action

Beginning Jan. 2019

GOALS AND 90 DAY OPERATIONAL PRIORITIES

Area	Board	Superintendent/Administration	Building Leadership
Strategic	<ul style="list-style-type: none"> • Strategic plan development • Facilities plan development • Goal planning input • Board development goals 	<ul style="list-style-type: none"> • Lead strategic plan process ownership and delivery of strategic plan • Provide strategic plan communication and implementation • Complete facilities plan and communication processes • Create annual leadership team development plans 	<ul style="list-style-type: none"> • Provide input to strategic plan • Review and assign goals • Align staff to goals at the district and building levels • Communicate goals and facilities plan at building level
Operational	<ul style="list-style-type: none"> • Quarterly annual goal oversight • Monthly 90 day priority oversight • Superintendent and Treasurer performance oversight and review 	<ul style="list-style-type: none"> • Manage project dashboard of district-wide annual goals and completion of key measures – quarterly board updates • Develop 90 day operational priorities – leadership team updates and Board updates monthly • Lead performance update process with all administrators and building leaders to achieve goals and priorities. 	<ul style="list-style-type: none"> • Accomplish goals assigned and make progress monthly as indicated on performance update • Capture relevant proactive 30 day priorities for building that are aligned with 90 day operational priorities of district • Achieve progress on goals and priorities monthly as agreed
Tactical	No Role	<ul style="list-style-type: none"> • Support direct reports to achieve goals as well as schedule time to achieve monthly goals. • Align direct reports to 90 day operational priorities and ensure 30 day priorities are accomplished • Complete monthly performance update and guide others as needed 	<ul style="list-style-type: none"> • Schedule weekly activities to achieve monthly goals • Develop weekly priorities for the building to ensure achievement of 30 day operational priorities • Align focus and communication with staff to achieve goals and priorities

THE STRATEGIC PLANNING PROCESS

Analysis:

Internal Analysis



Surveys Completed
By Lakota Staff &
Administration



4 Focus Groups
For Lakota
Students &
Staff

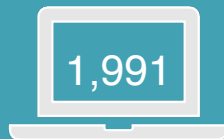


SWOT &
Organizational
Capacity
Analysis



School Board
Member
Interviews

External Analysis



Surveys Completed
By Lakota Parents
And Community
Members



7 Focus Groups
For Lakota
Parents &
Community
Members



District
Comparison
Analysis

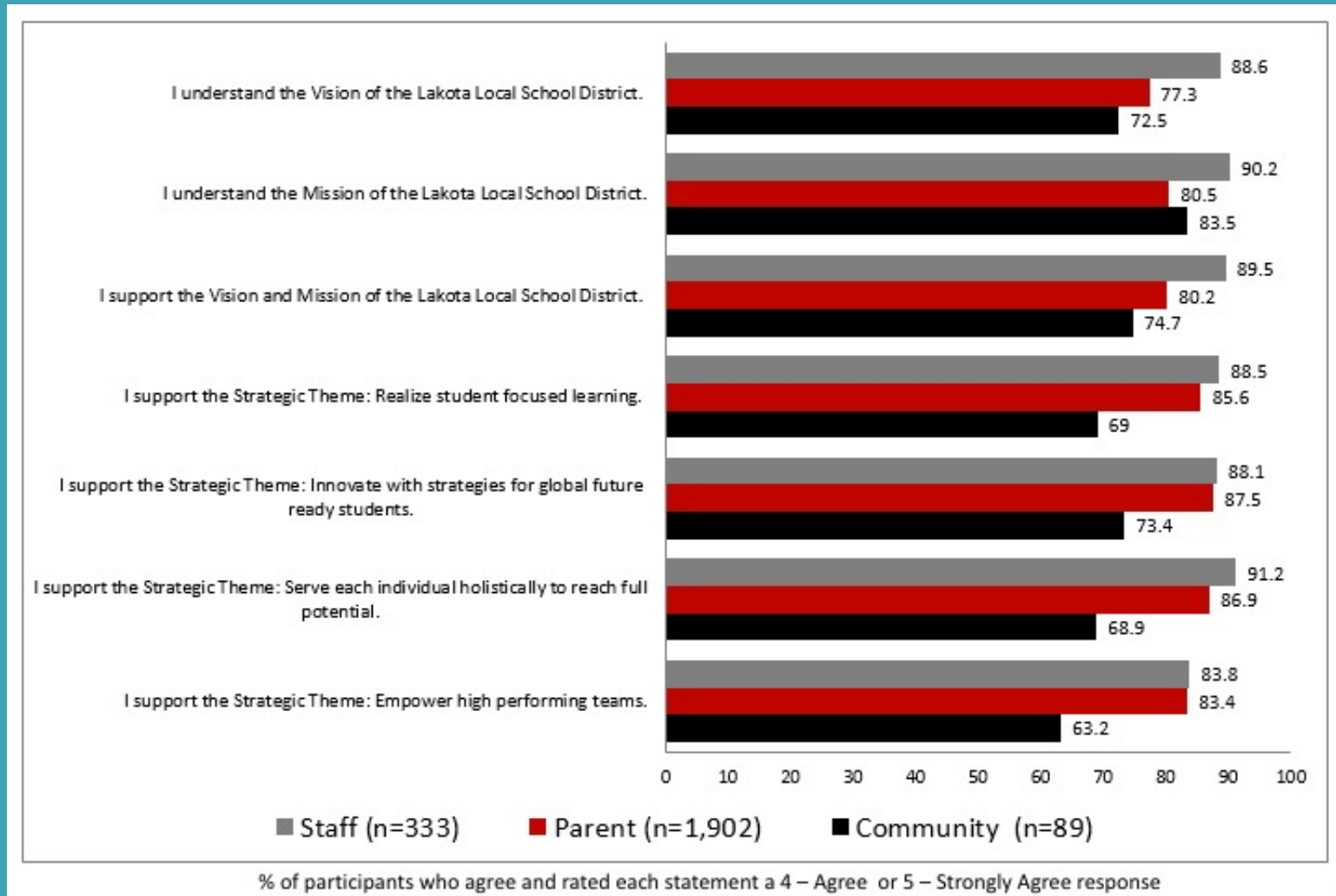


Local &
National
Education
Trends

THE STRATEGIC PLANNING PROCESS

Analysis:

Strategic Planning Survey: Overall Results



STUDENT FOCUS GROUP

Strengths at Junior Schools:

- Teachers and office staff are good
- Electives and class choices
- Technology class is good
- Extracurricular opportunities are strong



STUDENT FOCUS GROUP

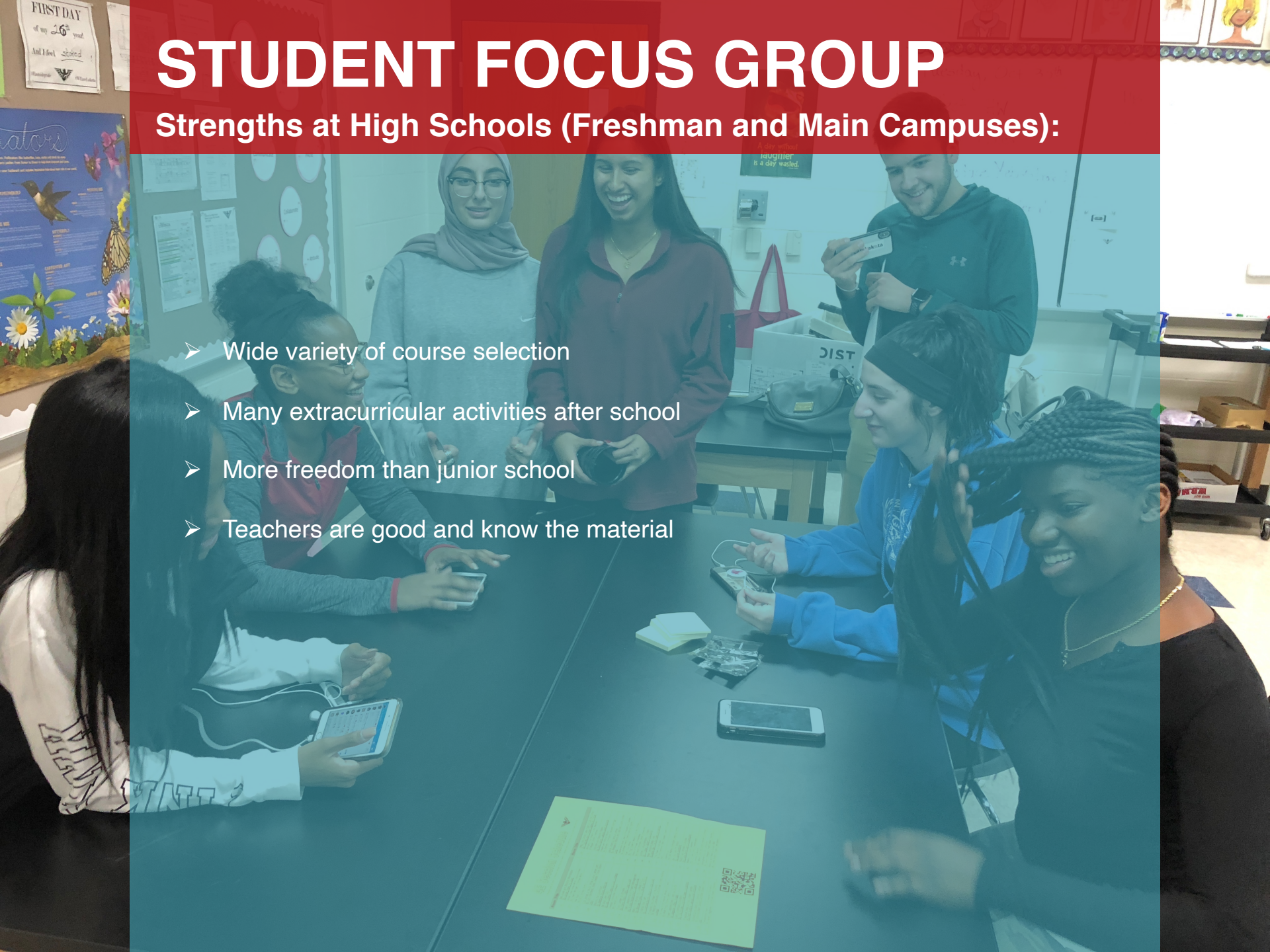
Growth Opportunities at Junior Schools:

- Environment described as survival of the fittest – improve and address student behavior, how people treat each other
- Improvement of food and school lunches
- More field trips and career exploration – 7th Grade
- Updated dress code needed
- More attention to students who struggle academic/mental health
- Lockers are too small
- Better preparation for emergencies – shooters
- Need to let us go outside
- More sports options would be desired
- More hands-on activities for learning

STUDENT FOCUS GROUP

Strengths at High Schools (Freshman and Main Campuses):

- Wide variety of course selection
- Many extracurricular activities after school
- More freedom than junior school
- Teachers are good and know the material



STUDENT FOCUS GROUP

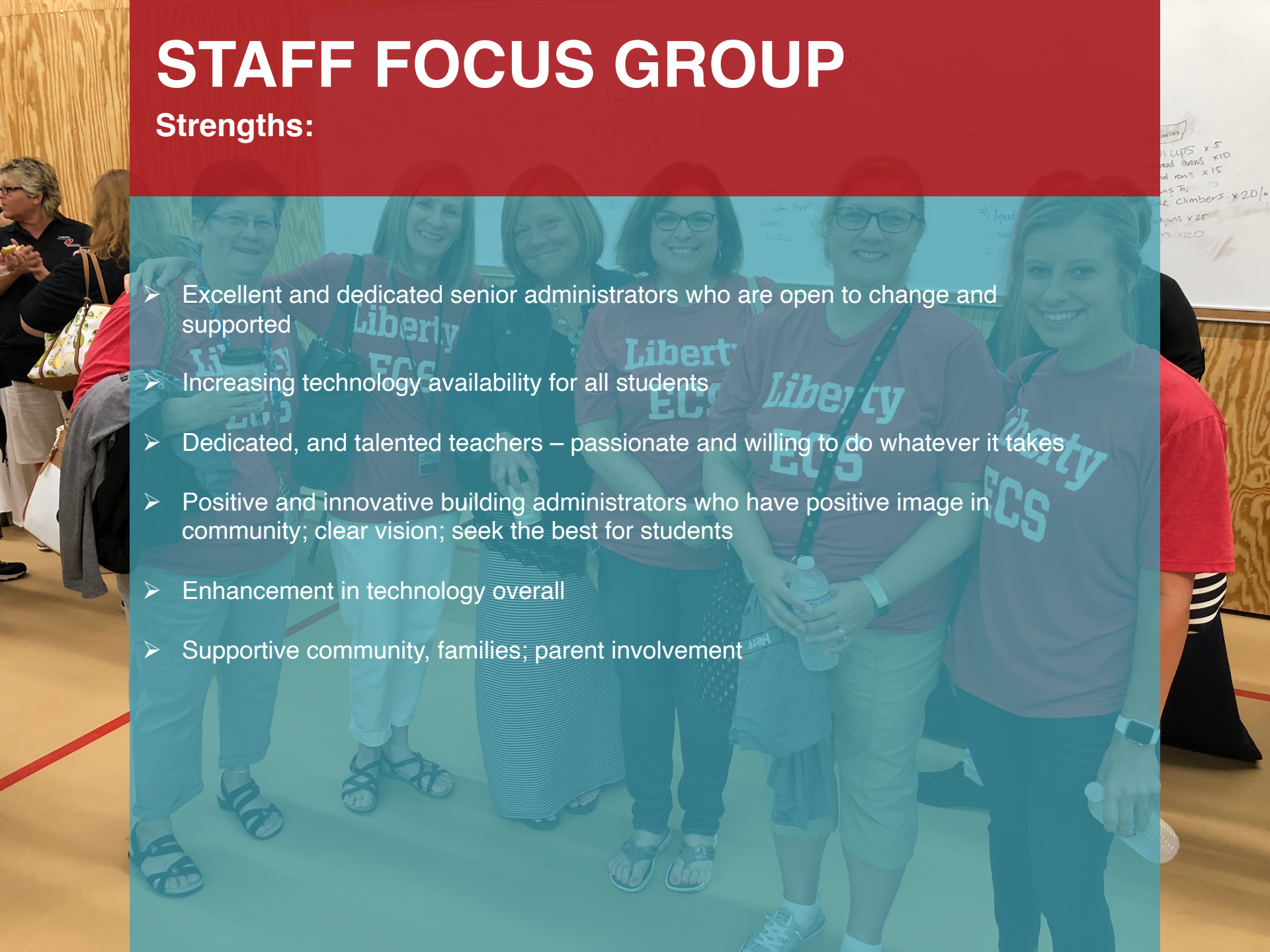
Growth Opportunities at High Schools (Freshman and Main Campuses):

- Environment for students described as tough, non-engaging
- Teachers are not seen as positive and encouraging, especially with students who have diverse needs
- Need better integration of freshmen and collaboration between grades
- Seek more student involvement in and out of class
- Need to address discrimination of minorities
- Technology access, especially WIFI, could be better
- Teachers are inflexible with scheduling and treat students like kids
- Some teachers just show videos and do not really teach

STAFF FOCUS GROUP

Strengths:

- Excellent and dedicated senior administrators who are open to change and supported
- Increasing technology availability for all students
- Dedicated, and talented teachers – passionate and willing to do whatever it takes
- Positive and innovative building administrators who have positive image in community; clear vision; seek the best for students
- Enhancement in technology overall
- Supportive community, families; parent involvement




STAFF FOCUS GROUP

Growth Opportunities:

- Low engagement – lack voice in decisions that negatively impact best interests of kids to learn over the long term
- A lot more is possible in career and college readiness
- Access to technology and devices for diverse students
- Students' special needs, ELL and IEP's need support and attention
- Slow down as a district and choose quality over quantity, too many initiatives take away from the classroom
- Foundational curriculum program needs - greatest priority
- Too much time on T&E takes away (not enough time for) core curriculum
- Lack of time with colleagues to learn and improve
- Materials so outdated, teaching from the internet
- Trust teachers as professionals – do not micro-manage professional development
- Lack of access to technology and devices
- So many changes and new initiatives take away from focus on students
- Not adequate support to meet social/emotional needs

PARENT/COMMUNITY FOCUS GROUP

Strengths:

- 
- Positive energy in district -revitalization with strong leadership
 - Visible superintendent has instigated positive change
 - Teacher morale
 - Communication is good with quarterly mailing providing good information
 - Social media
 - Mental health awareness
 - Open to change/new ideas
 - Students with good home life excel
 - Teachers and staff listen to students
 - Opportunities for gifted students are good
 - Diverse student population
 - Financial stewardship is strong, community support / funding
 - Academics – well prepared for college/life with growth in internships and job opportunities
 - Students are high performing
 - Extracurriculars (athletics, clubs, theater, music)

PARENT/COMMUNITY FOCUS GROUP

Growth Opportunities:

- School Board growth in leadership and setting direction
- Gifted elementary opportunities lacking
- Mental health support/resources
- Increase means to inform seniors (in community), potential for coffee talk with senior citizens
- 3 E's for graduates (Enlistment, Employment, Enrollment)
- Technology curriculum integration
- More opportunities for students to see how all disciplines integrate
- Students need support outside of school hours, see many students who settle for just getting by, need to reach these non-engaged students
- Should push Butler Tech more for students who need it
- Students need to be able to ask for and accept help
- Middle of the road students are more apt to be ignored
- Maintaining parent/alumni support -building community advocacy
- Increase corporate partnerships and opportunities with businesses
- Engage all students at all levels
- Meeting needs of all students
- Create touchpoints to increase likelihood of returning to the community
- Introduce language and career preparation earlier
- Financial planning – funding needs vs wants (overcoming stigma)



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