



Lebanon City Schools
STRATEGIC PLAN
2024-2026
Goals and Objectives

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Lebanon City School District remains committed to our mission of **Building a Reflective, Respectful, and Responsible Community**. We are dedicated to a culture where education is both reflective and thoughtful, where respect defines our interactions, and responsibility guides our actions.

Our strategic plan is a blueprint for not just meeting but exceeding our educational goals, all while remaining focused on Building Community. Together, we are reflective in our practices, respectful in our approach, and responsible in our commitments.

Reflective planning is focused on continuous improvement, analysis, and adaptive strategies in response to ongoing assessments.

Respectful planning promotes inclusivity, safety, and a supportive environment for both students and staff.

Responsible planning involves the prudent management of resources and the safety and security of our school environments.



Goal 1: Student Experience & Success

Foster each student's highest personal potential through comprehensive programs, enriching opportunities, and quality support services.

Objective 1: Academic Performance and Support

Evaluate the effectiveness of instructional programs for all students with additional evaluation of programs designed to support students in our lowest performing subgroups. Formulate and execute actionable recommendations to increase academic performance across these groups.

Objective 2: Behavioral Support

Evaluate and update district-wide policies and practices to align with current student behavior trends. Implement revised protocols that are fair, effective, and developmentally appropriate to create and sustain a climate and culture conducive to improve student achievement.

Objective 3: Mental Health and Social Support Services

Evaluate, strengthen, expand, and communicate our current mental health resources and social emotional supports to enhance student well-being on identified student needs.

Objective 4: Safe and Inclusive School Culture

Analyze all aspects of the school and classroom experience with a lens on physical, intellectual, cultural, and social-emotional safety and inclusiveness. Develop and implement targeted strategies based on the analysis to continue to ensure every student feels safe and included at school.

Objective 5: Post Graduation Planning

Analyze and tailor graduation pathways to meet diverse post-graduation aspirations, ensuring that all students are equipped with a plan for what they will pursue in their next steps, whether it be education, employment or enlistment.

Objective 6: Athletics, Arts, and Extracurricular Activities

Assess and align athletics, arts, and extracurricular programs with student interests and needs, ensuring a well-rounded educational experience that supports holistic development.



Goal 2: Staff Culture & Success

Empower all staff members with opportunities for professional growth and personal support to effectively address the educational needs of students.

Objective 1: Positive and Collaborative Work Culture

Strengthen and expand existing initiatives to foster a positive work environment, enhancing staff morale and creating a culture that celebrates achievements and collaboration.

Objective 2: Comprehensive Wellness Program

Evaluate and expand initiatives aimed at improving the mental, physical, emotional, and social well-being of staff. Implement meaningful wellness programs based on staff feedback and community needs.

Objective 3: Comprehensive Professional Development Program

Maintain and enhance a comprehensive professional development program that addresses the needs of teaching, support, classified, and administrative staff, ensuring their success and professional growth.

Goal 3: Operational Excellence

Utilize district resources efficiently to provide a safe, conducive, and excellent learning environment.

Objective 1: Comprehensive Facilities Analysis

Perform a detailed evaluation of district facilities to determine needs for development, maintenance or enhancement, focusing on supporting student academics, arts, athletics, and extracurricular activities.

Objective 2: Safety and Security

Conduct a thorough assessment of safety measures across all facilities and during school events, recommending improvements to ensure a secure environment for all.

Objective 3: Technology

Evaluate and plan for the maintenance and upgrading of instructional and infrastructure technology to meet both current and future educational needs.

Objective 4: Fiscal Responsibility and Transparency

Create and execute a strategy to continue to transparently communicate the district's financial status to the community, fostering stakeholder understanding and trust in the district's financial management.



Goal 4: Comprehensive Communications

Ensure meaningful avenues of communication with internal and external stakeholders to foster trust and enhance community engagement and support.

Objective 1: Internal Communications Expectations

Standardize communication protocols across the district to ensure effective and efficient dissemination of important information to all staff members.

Objective 2: Effective Two-Way Communication Between Staff and District Leadership

Enhance mechanisms for two-way communication between staff and district leadership, encouraging feedback and dialogue to support the district's mission.

Objective 3: Development of a Comprehensive Communications Plan

Develop a comprehensive external communication strategy that addresses the preferences of parents, business and community partners, and the community, ensuring consistent and effective messaging across all levels.

Objective 4: Community Partnerships as an Educational Resource

Evaluate and enhance partnerships with local stakeholders to secure resources and opportunities that support educational excellence and address district needs.

