



STRATEGIC PLAN 2024-2026



PREPARED BY:



Building a



**REFLECTIVE
RESPECTFUL
RESPONSIBLE**

Community

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 objectives focus on continuous improvement, analysis, and adaptive strategies in response to ongoing assessments.

Respectful objectives are those that promote inclusivity, safety, and a supportive environment for both students and staff.

Responsible objectives involve the prudent management of resources and the safety and security of our school environments.



Lebanon City Schools Board of Education members pictured from left: Kim Cope, Jennifer Daulton, Michael Gliatti, Michael Lane, and Roy MacCutcheon.

BOARD OF EDUCATION

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Michael Gliatti, *Vice President*

Jennifer Daulton, *Member*

Kim Cope, *Member*

Michael Lane, *Member*

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Brian Dalton, *Assistant Superintendent*

Mark Graler, *Assistant Superintendent*

Krista Foley, *Director of Student Services (PS-6)*

Dr. Cherie Gibson, *Director of Student Services (7-12)*

Scott Butler, *Director of Business Operations*

Casey Greene, *Technology Coordinator*

Wendy Planicka, *Communications Coordinator*



Building Community

OUR MISSION

Lebanon City Schools commits itself to excellent education in a safe and inclusive environment.

We build relationships among students, parents and caregivers, staff members, and community members around shared interests and goals.

We create communities in classrooms, within grade levels and school buildings, on athletic teams, and during co-curricular and extra-curricular activities.

We strengthen the Lebanon City and Warren County communities as we prepare graduates for careers and college. We partner with community leaders, non-profit organizations, business owners, and area colleges and universities.





GOAL 1:

Student Experience & Success

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



GOAL 1: STUDENT EXPERIENCE & SUCCESS

Objective 01.**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 02.**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 03.**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 04.**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 05.**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 06.**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 Experience & Success

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



GOAL 2: STAFF EXPERIENCE & SUCCESS

Objective 01.

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 02.

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 03.

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.



GOAL 3: OPERATIONAL EXCELLENCE

Objective 01.**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 02.**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 03.**Technology**

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

Objective 04.**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.



GOAL 4: COMPREHENSIVE COMMUNICATIONS

Objective 01.**Internal Communications Expectations**

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

Objective 02.**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 03.**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 04.**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.



Building Community

