

THE LAFAYETTE SCHOOL CORPORATION FIVE-YEAR STRATEGIC PLAN

2023 - 2028



Approved by Board of
School Trustees on April 10, 2023

VISION

To create meaningful educational opportunities that result in high-quality learning and growth for all students.

MISSION

To nurture, inspire, and empower students and staff.

VALUES

We believe in...

- Focusing on student success.
- Safety and well-being for all.
- Respecting the culture and diversity of all students and families.
- Highly valuing district employees.
- Managing for innovation.
- Engaging with the community.

OBJECTIVES

1. Student Academics: We will provide a rigorous, engaging curriculum that fosters college or career pathways for all students.

Strategy 1: Align K-12 curriculum.

Strategy 2: Provide equitable access to curriculum and resources.

Strategy 3: Meet the needs of all learners.

Strategy 4: Provide high-yielding instructional strategies and data-driven feedback.

2. Safe and Healthy Environment: We will advocate for the safety and well-being of all stakeholders.

Strategy 1: The school/district will have a comprehensive safety plan.

Strategy 2: Maintain/Create community partnerships that allow parents access to community outreach programs concerning student's mental health.

Strategy 3: Utilize technology to enhance school safety.

Strategy 4: Maintain an environment where all students and staff feel comfortable, safe, and unafraid.

3. Employee Growth and Development: We will strive to recruit, retain, and develop high-quality staff.

Strategy 1: Recruit high-quality staff.

Strategy 2: Retain high quality staff.

Strategy 3: Develop high-quality staff.

Strategy 4: Empower existing staff members and students to advance within the organization.

4. Financial Stability and Resources: We will maintain adequate financial resources to support staff, programs, and facilities.

Strategy 1: Increase student enrollment.

Strategy 2: Explore grants/non-traditional funding to support our staff, programs, and facilities.

Strategy 3: Align funding with Lafayette School Corporation's strategic plan.

Strategy 4: Maintain the quality of our facilities.

Strategy 5: Improve the energy efficiency of our buildings.

5. Stakeholder Engagement: We will encourage all stakeholders to positively engage with our school community.

Strategy 1: Improve and continue to advance our corporation's mission, vision, and value statements.

Strategy 2: Increase community engagement.

Strategy 3: Celebrate success in our schools.

Strategy 4: Streamline communication to parents.

Objective 1 – Strategy 1 – Action Plan

Strategy #1: Align K-12 curriculum.

#	Action Steps	Person(s) Responsible	Starting Date	Due Date	Completed Date
1	Conduct vertical articulation and alignment meetings across grade levels (i.e.: K-5, 6-12).	Clevenger, Rinehart, Reckard, Fisher, Ward	July 2023	May 2025	
2	Implement Professional Learning Communities.	Building administrators L. Martin K-6 L. Leffert 7-8 M. Preston 9-12	July 2024	May 2025	

Costs	Benefits
Direct <ul style="list-style-type: none"> Teacher stipends (Title II); sub costs 	Direct <ul style="list-style-type: none"> Decrease curricular gaps Teacher awareness of other grade level standards and how standards build as grade level increases
Indirect <ul style="list-style-type: none"> Time, release time for teachers 	Indirect <ul style="list-style-type: none"> Increase communication between grade levels and schools

Objective 1 – Strategy 2 – Action Plan

Strategy #2: Provide equitable access to curriculum and resources.

#	Action Steps	Person(s) Responsible	Starting Date	Due Date	Completed Date
1	DEI Committee will monitor curriculum and resources to ensure equity.	Rinehart, DEI Committee	July 2023	ongoing	
2	Offer Implicit Bias and Neuroscience training.	Community partners Cabinet	August 2023	ongoing	
3	Analyze data to improve student access to all programming (i.e., High Ability, Multilingual Learners, Special Education).	Ward, Fisher, Reckard, building administrators	August 2023	ongoing	

Costs	Benefits
Direct <ul style="list-style-type: none"> • Sub costs, ECA stipends 	Direct <ul style="list-style-type: none"> • Equity
Indirect <ul style="list-style-type: none"> • 	Indirect <ul style="list-style-type: none"> •

Objective 1 – Strategy 3 – Action Plan

Strategy 3: Meet the needs of all learners.

#	Action Steps	Person(s) Responsible	Start Date	Due Date	Completed Date
1	Develop consistent K-12 Multi-Tiered System of Supports process.	Grider, Fisher, school counselors, building administrators	August 2023	June 2024	
2	Provide professional development for staff on remediation, enrichment, and differentiation.	Clevenger, Rinehart, Reckard, Ward, Fisher, Withers	August 2023	ongoing	

Costs	Benefits
Direct <ul style="list-style-type: none"> • PD costs (Title II), stipends 	Direct <ul style="list-style-type: none"> • High-quality instruction for all
Indirect <ul style="list-style-type: none"> • 	Indirect <ul style="list-style-type: none"> • Academic growth of students

Objective 1 – Strategy 4 – Action Plan

Strategy 4: Provide high-yielding instructional strategies and data-driven feedback.

#	Action Steps	Person(s) Responsible	Starting Date	Due Date	Completed Date
1	Increase collective teacher efficacy through continuous professional development, aligned initiatives, and support from instructional coaches.	Clevenger, Rinehart, Reckard, building administrators, instructional coaches	August 2023	ongoing	

Costs	Benefits
Direct •	Direct •
Indirect •	Indirect •

Objective 2 – Strategy 1 – Action Plan

Strategy 1: The school/district will have a comprehensive safety plan.

#	Action Steps	Person(s) Responsible	Starting Date	Due Date	Completed Date
1	Conduct a yearly safety plan review. The district will complete a review of emergency preparedness plans for every building and for corporation response. This plan should reflect the preparedness cycle (plan, organize, train, exercise, evaluate/improve), and should be ongoing.	Safety Task Force (C. Preston, Kennedy), Huddle, building administrators	May 2024	November 2024	
2	Add School Resource Officers and explore the development of an LSC security team.	Cloum, Hawkins	August 2023	June 2024	
3	Conduct training regarding emergency preparedness for staff, students, and parents.	Safety Task Force (C. Preston, Kennedy), SRO	April 2023	ongoing	
4	Survey stakeholders annually.	Cabinet members, Huddle, Gerlach	February 2024	June 2024	
5	Create a threat assessment matrix to be used throughout the corporation.	Safety Task Force, SRO A. Kennedy	April 2023	June 2024	

Costs	Benefits
Direct •	Direct •
Indirect •	Indirect •

Objective 2 – Strategy 2 – Action Plan

Strategy 2: Maintain/Create community partnerships that allow parents access to community outreach programs concerning student’s mental health.

#	Action Steps	Person(s) Responsible	Starting Date	Due Date	Completed Date
1	Maintain partnerships with community resources.	Cabinet members Huddle	July 2023	Ongoing	
2	Implement the Preventing Youth Suicide Initiative.	Grider, PYSI team	April 2023	June 2024	
3	Train staff on what to look for when assessing a student's mental health.	Grider, PYSI team, guidance counselors	September 2023	Ongoing	
4	Explore the opportunities to increase the number of counselors, social workers, and support staff throughout the district.	Cabinet members Huddle	August 2023	June 2024	

Costs	Benefits
Direct •	Direct •
Indirect •	Indirect •

Objective 2 – Strategy 3 – Action Plan

Strategy 3: Utilize technology to enhance school safety.

#	Action Steps	Person(s) Responsible	Starting Date	Due Date	Completed Date
1	Enhance communication tools such as, but not limited to, Raptor System, radios, PowerSchool Messenger, Director of Communications and Community Engagement, and social media.	Zhao/technology, Gerlach, Huddle, building administrators	August 2023	June 2024	
2	Improve surveillance.	Zhao/technology, building administrators	July 2023	ongoing	
3	Utilize technology to train certified and non-certified staff.	Technology Zhao/Teal	July 2023	ongoing	
4	Create an open line of communication through technology with our community stakeholders on best practices and highlight what we are doing to be proactive concerning school safety.	Gerlach, Safety Task Force	August 2023	ongoing	
5	Improve radio communication involving community resources by creating a common language for SRO's, LPD, Fire Department, and the Tippecanoe County Emergency Task Force.	Zhao/technology, Huddle	August 2023	June 2024	

Costs	Benefits
Direct •	Direct •

Indirect •	Indirect •

Objective 2 – Strategy 4 – Action Plan

Strategy 4: Maintain an environment where all students and staff feel comfortable, safe, and unafraid.

#	Action Steps	Person(s) Responsible	Starting Date	Due Date	Completed Date
1	Conduct annual culture/climate surveys with students and staff.	Cabinet, Huddle Gerlach	February 2024	June 2024	
2	Schools may create inclusion clubs to promote safety and belonging.	DEI Committee, building administrators Rinehart	August 2023	June 2025	
3	District Safety Task Force will meet consistently to discuss strategies that foster comfort, safety, and belonging.	C. Preston/Kennedy	September 2023	ongoing	
4	DEI Committee will consult with administration regarding student handbooks.	Rinehart, building administrators	Annually in February	Annually in April	

Costs	Benefits
Direct •	Direct •
Indirect •	Indirect •

Objective 3 – Strategy 1 – Action Plan

Strategy 1: Recruit high-quality staff.

#	Action Steps	Person(s) Responsible	Starting Date	Due Date	Completed Date
1	Develop and expand connections and collaboration with college and university staff through marketing and student teaching agreements.	Hawkins	February 2024	March 2024	
2	Create a prospective employee marketing strategy to include more information about schools, the corporation, and promotional videos.	Hawkins, Gerlach, Rinehart	September 2023	January 2024	
3	Utilize tools available to the corporation for alternative licensure for non-traditional prospective employees.	Hawkins, Huddle, Reckard	July 2023	ongoing	

Costs	Benefits
Direct <ul style="list-style-type: none"> • PD/training for alternative licensing • Materials distributed at job fairs • Promotional video 	Direct <ul style="list-style-type: none"> • Potential for higher quality staff • More diverse population of employees
Indirect <ul style="list-style-type: none"> • 	Indirect <ul style="list-style-type: none"> • Longevity of staff

Objective 3 – Strategy 2 – Action Plan

Strategy 2: Retain high-quality staff.

#	Action Steps	Person(s) Responsible	Starting Date	Due Date	Completed Date
1	Develop a staff survey, including a spot for years of experience, asking why they choose to stay with LSC, what would continue to keep them here, and ways to support and notice their value to LSC.	Hawkins	May 2023	ongoing	
2	Utilize an entrance and exit survey with staff regarding contributing factors to their acceptance or separation of employment.	Hawkins	May 2023	ongoing	
3	Create general but meaningful staff recognition at board meetings, sporting events, etc.	Clevenger, Rinehart, Building administrators	May 2023	Ongoing (monthly)	

Costs	Benefits
Direct <ul style="list-style-type: none"> • Materials (certificates, plaques, etc.) 	Direct <ul style="list-style-type: none"> • Obtain climate/culture of LSC
Indirect <ul style="list-style-type: none"> • Time to disaggregate data 	Indirect <ul style="list-style-type: none"> •

Objective 3 – Strategy 3 – Action Plan

Strategy 3: Develop high-quality staff.

#	Action Steps	Person(s) Responsible	Starting Date	Due Date	Completed Date
1	Focus on supporting new teachers through mentorships and new teacher focused professional development.	Hawkins, Clevenger, Rinehart, Reckard, certified directors, building administrators	July 2023	ongoing	
2	Create professional development focused on weaknesses within evaluations.	Hawkins, Clevenger, Rinehart, Reckard, certified/classified directors, building administrators	September 2023	Ongoing	
3	Find experts within the building and district focusing on areas of strength.	Hawkins, Clevenger, Rinehart, Reckard, certified/classified directors, building administrators	September 2023	Ongoing	

Costs	Benefits
Direct <ul style="list-style-type: none"> • Professional development • Mentor costs 	Direct <ul style="list-style-type: none"> • Support for new teachers
Indirect <ul style="list-style-type: none"> • 	Indirect <ul style="list-style-type: none"> • Empowers teacher leaders

Objective 3 – Strategy 4 – Action Plan

Strategy 4: Empower existing staff members and students to advance within the organization.

#	Action Steps	Person(s) Responsible	Starting Date	Due Date	Completed Date
1	Utilize vouchers to help existing staff attain licensure.	Hawkins	September 2023	ongoing	
2	Create a program to financially assist LSC students that intend to pursue teacher licensure and employment within LSC.	Cabinet, JHS/GLCA administrators Rinehart	August 2024	May 2025	
3	Partner with a university or universities to develop fast-track licensure programs.	Hawkins, Reckard, Ward	August 2023	June 2024	

Costs	Benefits
Direct <ul style="list-style-type: none"> Program costs 	Direct <ul style="list-style-type: none"> “Growing our own” Adding (potentially) licensing to existing staff members
Indirect <ul style="list-style-type: none"> 	Indirect <ul style="list-style-type: none"> May increase diversity of applicant pool

Objective 4 – Strategy 1 – Action Plan

Strategy 1: Increase student enrollment.

#	Action Steps	Person(s) Responsible	Starting Date	Due Date	Completed
1	Open up school corporation boundaries.	Huddle, School Board	July 2023	August 2023	August 2023
2	Promote / market programs that attract students (billboards, mailers, email marketing).	Cabinet, Gerlach	June 2023	ongoing	
3	Utilize Director of Communications and Community Engagement to promote our programs.	Cabinet, Huddle, Gerlach, building administrators	June 2023	ongoing	

Costs	Benefits
Direct <ul style="list-style-type: none"> • Materials, salary costs 	Direct <ul style="list-style-type: none"> • Potential increased enrollment • More awareness of LSC for families
Indirect <ul style="list-style-type: none"> • 	Indirect <ul style="list-style-type: none"> • With increased enrollment comes more state funding

Objective 4 – Strategy 2 – Action Plan

Strategy 2: Explore grants / non-traditional funding to support our staff, programs, and facilities.

#	Action Steps	Person(s) Responsible	Starting Date	Due Date	Completed Date
1	Create a committee to identify and apply for funding/grants.	Cabinet Huddle, Cloum	August 2023	August 2024	
2	Identify personnel who will be responsible for writing grants to fund new initiatives.	Grants committee Huddle, Cloum	September 2024	January 2025	

Costs	Benefits
Direct <ul style="list-style-type: none"> • Sub costs, stipends 	Direct <ul style="list-style-type: none"> • Acquire additional funding outside of education and operation funds, federal grants
Indirect <ul style="list-style-type: none"> • Time to write grants 	Indirect <ul style="list-style-type: none"> • Enhance programs

Objective 4 – Strategy 3 – Action Plan

Strategy 3: Align funding with the Lafayette School Corporation’s strategic plan.

#	Action Steps	Person(s) Responsible	Starting Date	Due Date	Completed Date
1	Coordinate use of all (federal, state, etc.) funds to avoid duplication.	Cabinet, Ward, Gustafson, Zhao Cloum	January 2024	Ongoing (quarterly basis)	
2	Audit current program usage to ensure the corporation’s fiscal responsibility.	Cabinet, Ward, Gustafson, Zhao Cloum	January 2024	Ongoing (quarterly basis)	
3	Educate school board, staff, and community how funds are allocated.	Cloum	September 2023	June 2025	

Costs	Benefits
Direct <ul style="list-style-type: none"> • 	Direct <ul style="list-style-type: none"> • Public awareness of how state funding works
Indirect <ul style="list-style-type: none"> • Time for CFO to have meetings 	Indirect <ul style="list-style-type: none"> •

Objective 4 – Strategy 4 – Action Plan

Strategy 4: Maintain the quality of our facilities.

#	Action Steps	Person(s) Responsible	Starting Date	Due Date	Completed Date
1	Create a long-term building and facility maintenance and replacement plan for immediate and long-term needs.	Cabinet, School Board Cloum	January 2024	January 2025	

Costs	Benefits
Direct <ul style="list-style-type: none"> • Feasibility study, hard/soft costs 	Direct <ul style="list-style-type: none"> • Improve appearance of buildings • Updated facilities to attract families
Indirect <ul style="list-style-type: none"> • Possible alternative/temporary displacements 	Indirect <ul style="list-style-type: none"> •

Objective 4 – Strategy 5 – Action Plan

Strategy 5: Improve the energy efficiency of our buildings.

#	Action Steps	Person(s) Responsible	Starting Date	Due Date	Completed Date
1	Evaluate current opportunities to improve energy efficiency.	Cloum, Graves	August 2024	ongoing	
2	Implement a data-driven plan to address energy efficiency across the corporation.	Cabinet Cloum	August 2025	ongoing	

Costs	Benefits
Direct •	Direct • Operational cost savings/re-allocation of funds
Indirect •	Indirect •

Objective 5 – Strategy 1 – Action Plan

Strategy 1: Improve and continue to advance our corporation’s mission, vision, and value statements.

#	Action Steps	Person(s) Responsible	Starting Date	Due Date	Completed Date
1	Update corporation and schools’ websites.	Zhao, Gerlach	July 2023	January 2024	
2	Establish positive social media champions at each school to work with our Director of Communication and Community Engagement.	Gerlach, building administrators Clevenger, Rinehart	August 2023	June 2024	
3	Have Director of Communication and Community Engagement publicize positive messages through social media.	Gerlach	July 2023	ongoing	
4	Share positive messages about students and staff at school board meetings.	Clevenger, Rinehart, Reckard	September 2023	Ongoing (monthly)	
5	Ensure the corporation vision, mission, and value statements are shared with all staff members.	Cabinet Huddle	August 2023	January 2024	

Costs	Benefits
Direct <ul style="list-style-type: none"> • Website fees • Director of Communication and Community Engagement (salary/benefits) • Brochure materials 	Direct <ul style="list-style-type: none"> • Consistent message • Community members will be aware of the positive things in LSC
Indirect <ul style="list-style-type: none"> • Training for new website 	Indirect <ul style="list-style-type: none"> •

Objective 5 – Strategy 2 – Action Plan

Strategy 2: Increase community engagement.

#	Action Steps	Person(s) Responsible	Starting Date	Due Date	Completed Date
1	Utilize programs that are offered through universities, corporations, and community partnerships.	Cabinet, Gerlach Huddle	August 2023	ongoing	

Costs	Benefits
Direct <ul style="list-style-type: none"> • Shared costs with partnerships 	Direct <ul style="list-style-type: none"> • Attract future high-quality employee candidates
Indirect <ul style="list-style-type: none"> • Time spent on committees • Follow through with organizations 	Indirect <ul style="list-style-type: none"> •

Objective 5 – Strategy 3 – Action Plan

Strategy 3: Celebrate success in our schools.

#	Action Steps	Person(s) Responsible	Starting Date	Due Date	Completed Date
1	Promote a community/corporation-wide activity to kick off the school year.	Cabinet, Gerlach	June 2024	January 2025	
2	Each school will host a minimum of two school community events throughout the year.	Building administrators Clevenger, Rinehart	August (annually)	May (annually)	

Costs	Benefits
Direct <ul style="list-style-type: none"> • Promotional materials/supplies 	Direct <ul style="list-style-type: none"> • Visibility of leadership personnel • Promotes community engagement
Indirect <ul style="list-style-type: none"> • 	Indirect <ul style="list-style-type: none"> •

Objective 5 – Strategy 4 – Action Plan

Strategy 4: Streamline communication to parents.

#	Action Steps	Person(s) Responsible	Starting Date	Due Date	Completed Date
1	Research and identify uniform tools to communicate with parents.	Cabinet, Zhao, Gerlach Huddle	August 2023	July 2024	
2	Survey parents annually to gather input.	Cabinet	February 2024	June 2024	

Costs	Benefits
Direct <ul style="list-style-type: none"> • Potential cost of program/tool for communication 	Direct <ul style="list-style-type: none"> • Improved consistency of communication with stakeholders
Indirect <ul style="list-style-type: none"> • 	Indirect <ul style="list-style-type: none"> •

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