

vision.
 As a community we will:
 Educate, Empower, and
 Equip our Students for Life

mission.
 Preparing Our Students
 For Success

promise.
 Every Student. Every
 Class. Every Day.

OUR CORE VALUES } RESPECT | RESPONSIBILITY | SAFETY | EXCELLENCE | TRUST | COMMUNITY

1 Target 1
ACADEMIC ACHIEVEMENT

Lakewood Public Schools will promote the highest possible academic achievement for each individual student.

- A. **GOAL 1**
 Provide all students with high quality instruction, ensuring all students achieve a year's growth in a year's time so that all schools maintain a standing in the top 25% of the state.
- B. **GOAL 2**
 Provide all students with a rigorous, aligned, 21st century curriculum.
- C. **GOAL 3**
 Provide all students with clear and personalized pathways for academic success.

2 Target 2
FINANCIAL STEWARDSHIP

Lakewood Public Schools will be a responsible steward of public finances and ensure resources are aligned with educational needs.

- A. **GOAL 1**
 By 2021, Lakewood Public Schools will have a 10% fund balance to enable the District's sustainability and effective delivery of services to students.
- B. **GOAL 2**
 Appropriate and efficient procedures and internal controls are maintained by the business office and all departments
- C. **GOAL 3**
 Develop and implement strategies to pursue and gain additional sources of revenue
- D. **GOAL 4**
 Successfully pass a Sinking Fund proposal.

3 Target 3
FACILITIES & OPERATIONS

Lakewood Public Schools will maintain facilities, properties, and equipment that are safe, secure, and meet the educational needs of the District.

- A. **GOAL 1**
 Create a comprehensive plan for enhancing building safety and security for students and staff.
- B. **GOAL 2**
 Develop capital use/needs plan for all district facilities, properties, and equipment.

4 Target 4
PERSONNEL

Lakewood Public Schools will hire, develop, invest in and retain the most qualified staff for each position within the district, ensuring high quality services are provided to our students.

- A. **GOAL 1**
 Staff will be evaluated annually utilizing an effective, growth-focused tool to maintain teacher development and high quality instruction.
- B. **GOAL 2**
 Invest in our teachers by developing a long-term compensation model that rewards professional growth, performance and student achievement.
- C. **GOAL 3**
 Establish and maintain a comprehensive, long-term staff professional development plan for all employees that is focused on meeting student needs.

5 Target 5
COMMUNICATIONS

Lakewood Public Schools will maintain open, timely and appropriate communication with district stakeholders.

- A. **GOAL 1**
 Develop and implement a comprehensive communications plan, which includes strategies and methods to engage students and parents regarding K-12 learning opportunities.
- B. **GOAL 2**
 Create a district-wide marketing/rebranding plan highlighting district activities and student successes.

6 Target 6
BOARD RESPONSIBILITIES

The Lakewood Public Schools Board of Education will provide leadership for the district, maintaining a focus on student achievement and growth.

- A. **GOAL 1**
 The board will conduct the Superintendent evaluation a minimum of twice per year, formally in December.
- B. **GOAL 2**
 The Board will provide leadership, vision, and direction to the District by annually reviewing and updating its strategic plan.
- C. **GOAL 3**
 Annually in January, the board will review and adopt the board governance norms.
- D. **GOAL 4**
 Annually in July, the board will evaluate its collective and individual performance.
- E. **GOAL 5**
 The board will conduct ongoing professional development activities. All board members will complete either two MASB classes, one full day of MASB or another source of training.
- F. **GOAL 6**
 The Board will maintain and review written Policies and Procedures for the District.