



# Lindbergh Schools

## 2024-29 Compass



Our Why:

## Excellence in Learning. Designing the Future.



### How we do it:

At Lindbergh Schools we are creating a better world through personalized, innovative learning experiences.

### We Believe:

1. Access to a multitude of diverse experiences develops academic, social-emotional and leadership growth for students.

2. Collaboration among a diverse community of students, teachers, staff, families and patrons drives innovation and future success.

3. High-quality instructional teams inspire continuous learning for life including post-secondary education and careers.





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### What: 5-Year Strategic Goals

**ACADEMICS:** Promote a culture of continuous improvement that supports the following for all students:

- Academic Growth
- Innovative Programs
- Real-World Learning Experiences
- Lindbergh Life Success Skills

**TALENT:** Retain, recruit and develop a premier workforce.

**FACILITIES:** Maintain, operate and continue to invest in safe, secure and innovative district facilities.

**COMMUNICATION:** Engage the community in specific and targeted ways to promote understanding, trust and transparency.

**RESOURCES:** Optimize resources and secure funding to meet and sustain district goals while remaining responsible stewards of taxpayer dollars.



### About Us

Lindbergh Schools is committed to helping students succeed not only in academics, but also in life. We prepare students for success through innovative instruction and a focus on collaboration, creativity, communication and critical-thinking.

This high-quality education for all students is propelled by strong community support, and a team of excellent teachers, support staff and administrators.

We believe that a diverse community of students, employees and families contributes to an environment where all are supported and individual strengths are developed.

Each year, we serve more than 7,500 students at 12 different campuses, including one high school, two middle schools, six elementary schools, the Idea Center for elementary gifted education, and two early childhood education centers.

We are home to eight National Schools of Character and six National Blue Ribbon Schools.







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### PREPARING EVERY STUDENT FOR SUCCESS

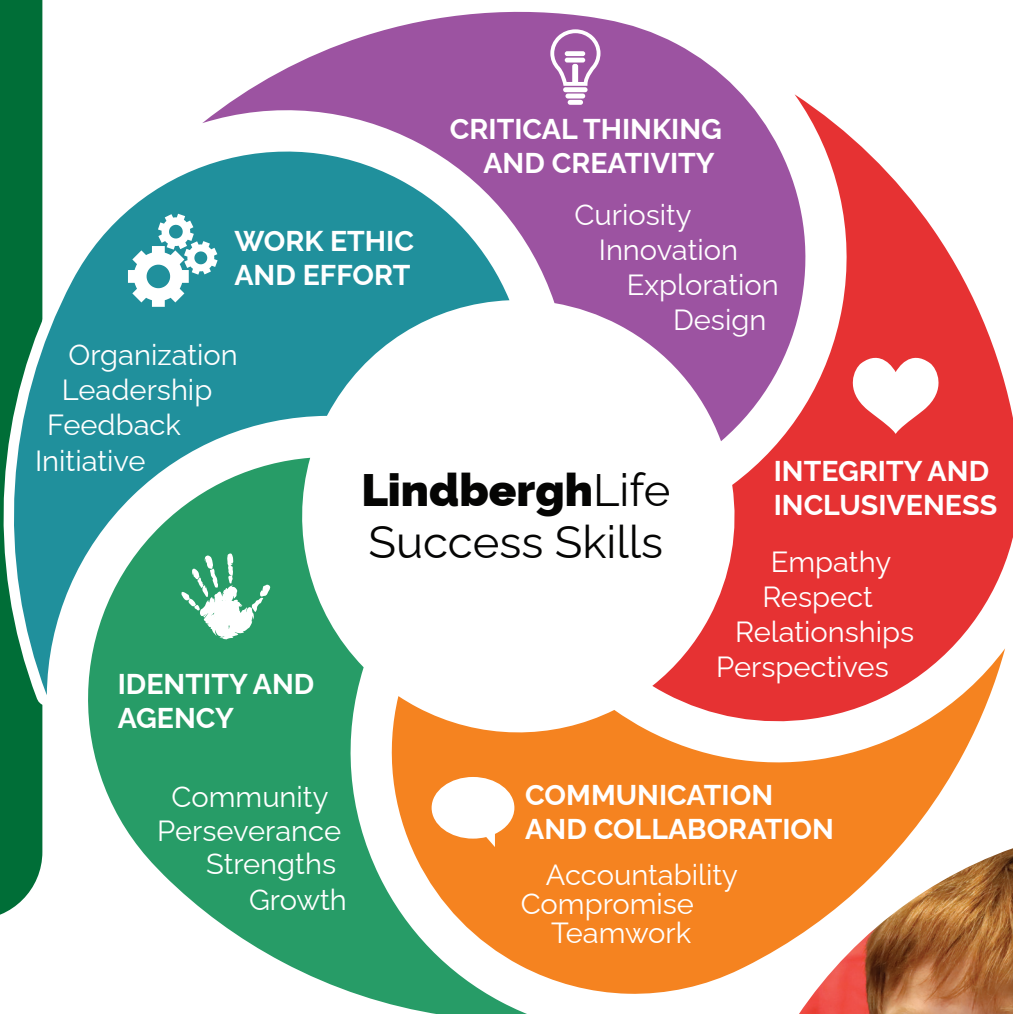
## Lindbergh Community Success Measures

In the fall of 2023, we asked more than 1,000 parents, staff, students and community members to rank a list of 12 success measures in order of importance. These are the factors they ranked as most important to student success:

1. Student achievement and growth
2. Lindbergh Life Success Skills
3. High quality teachers
4. Student satisfaction
5. Personalized learning for students and staff
6. Employee wellbeing and satisfaction

## Lindbergh Life Success Skills

Lindbergh Life Success Skills provide a framework to support integrated student learning that provides students with skills essential for life beyond Lindbergh. These skills provide a holistic view of social-emotional learning and academics that build a foundation for college, career, and life success. Instruction in these skills begins in early childhood and advances through high school as developmentally appropriate.



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### Strategic Planning Process

A Steering Committee including more than 30 individuals met three times during the 2023-24 school year to develop the district's five-year strategic plan. Committee members represented various schools and groups in our community:

- Teachers
- Parents
- Support staff
- Students
- Administrators
- Community leaders
- Elected officials
- Board Advisory Committee members
- Partner organization representatives

### Community Engagement

- Listening to our community was essential in creating a strong vision and plan for 2024-29.
- Community engagement efforts included on-site meetings with more than 400 individuals, including the Board of Education, administrative team, teachers and staff, parents, and community members.
- More than 1,800 respondents participated in an online survey, including more than 1,000 parents and more than 650 students and staff.
- Finally, more than 1,000 individuals provided feedback during the district's annual Listening and Learning survey.
- The Strategic Planning process was facilitated by Education Governance Leadership Association.







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### STRATEGIC PRIORITY STATEMENTS

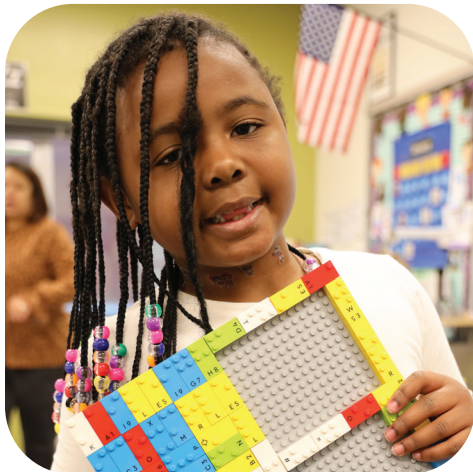
During the Strategic Planning process, Steering Committee members reviewed the Community Success Measures included in this document, and used those success measures to develop Strategic Priority Statements for students, the district and community.

### Strategic Priorities: Students

These statements are uncompromising commitments to achieve specific, measurable, observable or demonstrable results that ensure student success.

#### Every student will ...

- Have taken an assessment to demonstrate achievement and growth, and determine postsecondary readiness.
- Develop the Lindbergh Life Success Skills necessary to achieve their goals for a successful future.
- Experience authentic, meaningful learning that directly applies to their life and helps them achieve success after graduation.
- Have access to a variety of innovative programs that actively engage them in experiences that enrich curriculum and inspire a passion for learning.
- Have access to diverse opportunities that will allow them to identify their interests and passions and co-design a personalized path for growth that is transferable to their future.
- Take ownership of their learning journey, with access to consistent and specific feedback on their skills and academic progress to promote continuous growth.





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### STRATEGIC PRIORITY STATEMENTS

#### Strategic Priorities: District & Community

These statements are bold resolutions that dedicate the organization's resources and human capital toward the continuous improvement of systems, partnerships and relationships to achieve extraordinary results.

#### We will ...

- Develop the capabilities of all our staff members through personalized professional learning and best practices, to enhance the success of our students, staff and community.
- Provide equitable and innovative learning spaces and environments that inspire student achievement, success, collaboration, communication, critical thinking and creativity, by ensuring that resources are continuously allocated.
- Actively pursue opportunities to collaborate with our community, to ensure mutually beneficial partnerships that are in the best interests of students.
- Create a safe, supportive, equitable and inclusive culture for students, teachers, and staff.
- Listen, engage, and seek to understand all stakeholder groups in order to provide communication that is accurate, timely, informative, and relevant.
- Provide equitable access to programs, ensuring appropriate pace for implementation and using community feedback to attain consistent and sustainable success.
- Retain, recruit and develop a high-quality staff by providing competitive salary and benefits, and providing services that promote well-being and satisfaction

