



**Lindbergh Schools
2024-25 Compass**

District Goals Report



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.





Lindbergh Schools

2024-29 Compass



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.





LindberghSchools 2024-29 Compass

PREPARING EVERY STUDENT FOR SUCCESS

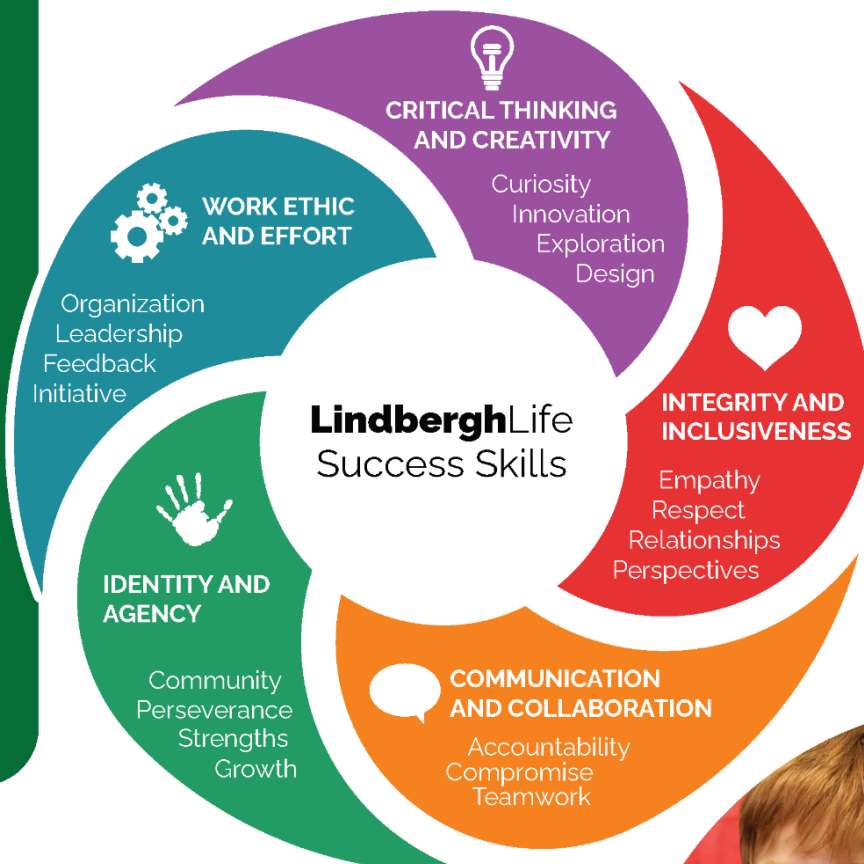
Lindbergh Community Success Measures

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.



Teaching and Learning

HOW

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
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WHAT

Lindbergh Schools ensures a safe, supportive, and collaborative culture where students' and staff's social-emotional needs are met, as evidenced by:

- 90% student participation in SEL screeners
- 85% of K-5 students are "low risk" for social emotional concerns, as measured by mySAEBRS
- Results of the 6-12th grade SEL screener are at the 40th national percentile or above in all screened categories, as compared to grade-span peers.
- 90% of students attending 90% or more
- 75% of staff participate in the fall and spring culture and climate survey.
- Collective teacher efficacy questions, including those related to special and general education collective efficacy, demonstrate an average agreement of 3.3 or greater on a 4 point scale, as measured by the district climate and culture survey.
- All schools utilize the restorative practices framework within their school plans.
- All schools develop and implement a LindberghLife Success Skills plan.
- Secondary students will report a 5 percentage point increase in feeling supported by staff, demonstrating improvement across all student groups.
- Within 5 years, all schools are designated as Schools of Character.

Rationale: The 2018 and 2023 Listening and Learning Tour and strategic planning processes identified Social and Emotional Learning (SEL) of students and staff as one of the top six measurements of student success. Since the 2018 feedback, the district has increased SEL supports, adding curricular resources and developing universal expectations, supported restorative practices, and prioritized a collaborative culture. Going into the 2024-25 school year, this work will continue with using universal SEL screener data to support success-ready skills.

GREEN = Continued from 2023-24 **ORANGE** = Moved up from 2023-24 (ex: "Research" to "Implement")

BLACK = New in 2024-25 (Revised May 2024)

Building and maintaining a safe, supportive, and collaborative culture ensures a climate for learning, as evidenced by the research of High Reliability Schools.

Funding Source(s): Local Funds and Federal Programs through Title IV

MSIP Indicator(s): L7A, L8B, L8E, TL1B, TL1F, TL4A, TL4C, TL5A, TL6C, TL7F, TL10D, TL10E, TL10F, EA4A

ACTION STEPS

- **Implement** Restorative Practice Training to promote Lindbergh's culture of belonging and dignity for ALL staff
 - Start Date: Summer 2023
 - Completion Date: Summer 2025
 - Person Responsible: Director of Inclusion, Equity and Diversity
 - Resources: Circle Forward/Belonging through a Culture of Dignity
- **Implement** affinity groups to support a safe, supportive, and collaborative environment for district faculty and staff
 - Start Date: Spring 2023
 - Completion Date: May 2024
 - Person Responsible: Director of Inclusion, Equity and Diversity
 - Resources: Human Resources/ Belonging through a Culture of Dignity
- **Implement** social emotional screening analysis to support individual students, student groups, and classroom and building needs
 - Start Date: Spring 2024
 - Completion Date: May 2025
 - Person Responsible: Director of Inclusion, Equity and Diversity, Intervention Coordinator
 - Resources: Educlimber, Panorama, SAEBRS, MTSS resources
- **Research** procedures to ensure safe and consistent practices regarding student travel opportunities
 - Start Date: Spring 2024
 - Completion Date: Spring 2025
 - Person Responsible: Chief Academic Officer
 - Resources: Student Life Board Advisory
- **Research** current furniture status and prioritize solutions that ensure a flexible learning environment that supports student learning
 - Start Date: Spring 2024
 - Completion Date: Spring 2025
 - Person Responsible: Chief Academic Officer
 - Resources: Restorative Practices; Building Principals

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- **Investigate** social-emotional learning resources
 - Start Date: Fall 2024
 - Completion Date: Spring 2025
 - Person Responsible: Executive Director of Assessment and Student Services, Director of Inclusion, Equity and Diversity, Intervention Coordinator
 - Resources:
- **Investigate** the impact of existing programs and ongoing work
 - Start Date: Summer 2024
 - Completion Date: Summer 2025
 - Person Responsible: Chief Academic Officer
 - Resources: T and L Big Team; Leadership Team

ONGOING

- Buildings create plans that align Lindbergh Life Success Skills with Instruction and Building Communications
 - Determine and implement solutions to grow the Lindbergh and Special School District staff partnership through collaboration and communication
 - Communicate with students, staff and parents about existing systems of social-emotional support
 - Software and app catalog that meets Children's Online Privacy Protection Act (COPPA) requirements
 - Family Education Series to increase parent/family engagement
 - Password, mobile phone, and disaster recovery procedures
 - Technology Security Assessment
 - Training around belonging and dignity for ALL staff
 - Teacher Leadership Cohort
 - Furniture Catalog
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WHAT

Lindbergh Schools engages teachers in collaborative assessment and instructional processes to support standards-based instruction that ensures high-quality student experiences and a guaranteed and viable curriculum, as evidenced by:

- 80+% of students met the “average, high average, or high quintile” targets for achievement in math and reading based on NWEA spring benchmark assessments.
- 70+% of students met the “average, high average, or high quintile” for growth in math and reading based on NWEA spring benchmark assessments
- 80+% of 3rd-grade students demonstrate “low risk” or “advanced” on CBM assessments
- 100% sustained usage of elementary proficiency scales
- 100% of schools sustain Professional Learning Community (PLC) protocols and produce artifacts toward PLC goals
- Secondary implementation of timeline and action steps to develop proficiency scales within three years.
- 95% participation of 7th -12th grade students in Individual Career and Academic Planning (ICAP).
- 95% of high school seniors take the appropriate college- or career-readiness exam as part of their post-secondary plan (for example, ACT, ASVAB, WorkKeys, etc.).
- K-12 teachers who administer and/or directly support students in content measured by district benchmarks (NWEA, Fastbridge, iReady) use Educlimber to access student data to inform instruction.
- 100% of K-3 teachers and appropriate full-time Lindbergh staff providing reading support are trained in Language Essentials for Teachers of Reading and Spelling (LETRS) Volume 1 within their first 3 years in the district.

Rationale: The work of the Lindbergh Learning Team began in 2017 to facilitate a mindset shift to focus on grading practices that produce consistent and accurate reflections of student learning, growth of all learners, and student ownership of learning. To achieve this goal, curriculum, instruction, and assessment processes have been strengthened and student data is continually used to inform instructional decision-making to support personalized learning.

The district continues its work in college and career readiness to prepare students for post-secondary success through academic and career planning, workplace experiences, and academic experiences that grow students' skills to meet the demands of college or the workplace. This work is reinforced by the district's leadership in the Success-Ready Students Network.

Funding Source(s): Local Funds and Federal Programs through Title II

MSIP Indicator(s): L7A, L7B, L8B, TL1A, TL1C, TL1D, TL1F, TL1G, TL1H, TL1J, TL2A, TL2C, TL3A, TL3B, TL3C, TL3D, TL3E, TL3F, TL4B, TL6A, TL6B, TL6C, TL7A, TL7B, TL7C, TL7D, TL7E

ACTION STEPS

- **Implement** sustainable and targeted support for PLCs
 - Start Date: Ongoing
 - Completion Date: Ongoing
 - Person Responsible: Executive Director of Elementary Education and Executive Director of Secondary Education
 - Resources: High Reliability Schools; Principals; Coaches
- **Implement** a model of instruction through effective instructional practices
 - Start Date: Summer 2024
 - Completion Date: Summer 2025
 - Person Responsible: Executive Director of Elementary Education and Executive Director of Secondary Education
 - Resources: NASOT; Teacher Eval Committee; Coaches; Building Administrators
- **Implement** new standard's based report card at the seventh grade level
 - Start Date: Summer 2024
 - Completion Date: May 2025
 - Person Responsible: Executive Director of Secondary Education
 - Resources: Marzano Resources, Solution Tree, High Reliability Schools, Joe Feldman, Rick Wormeli
- **Implement** standards-based learning proficiency scales in middle and high school over the next 3 years
 - Start Date: Ongoing
 - Completion Date: Summer 2025
 - Person Responsible: Executive Director of Secondary Education
 - Resources: Marzano; Solution Tree; High Reliability Schools; Joe Feldman; Rick Wormeli
- **Implement** multi-tiered systems of support (MTSS) through individual building structures
 - Start Date: Ongoing
 - Completion Date: May 2025
 - Person Responsible: Executive Director of Assessment and Student Services, Intervention Coordinator, and Literacy Coordinator
 - Resources: Educlimber; FastBridge; Canvas; iReady; NWEA;
- **Implement** age appropriate student learning matrix of technology skills
 - Start Date: Spring 2024
 - Completion Date: May 2025
 - Person Responsible: Director of Technology; Blended Learning Coordinator
 - Resources: Technology Board Advisory; Digital Wellness Tools

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- **Implement** Sustainable professional learning for technology integration
 - Start Date: Summer 2024
 - Completion Date: Summer 2025
 - Person Responsible: Director of Technology; Blended Learning Coordinator
 - Resources: T and L Big Team Processes
- **Implement** curriculum cycle with fidelity
 - Start Date: Ongoing
 - Completion Date: Ongoing
 - Person Responsible: Executive Director of Secondary Education; Executive Director of Elementary Education; Executive Director of Student Services and Assessment; Literacy Coordinator; STEM Coordinator; Blended Learning Coordinator
 - Resources: Assessment Development; Resource Adoption; Design Lab
- **Implement** program expansion to support college and career readiness, including AVID 10 and EMT
 - Start Date: Summer 2023
 - Completion Date: May 2024
 - Person Responsible: Executive Director of Secondary Education
 - Resources: St. Louis Community College (STLCC); Center for Advanced and Professional Studies (CAPS); Career Advisory Council
- **Implement** Design lab priority standards on elementary report card
 - Start Date: Fall 2024
 - Completion Date: May 2025
 - Person Responsible: Blended Learning Coordinator
 - Resources: Design Lab Teachers
- **Implement** secondary college and career assessment alignment as a part of Individual Career and Academic Planning (ICAP)
 - Start Date: Spring 2024
 - Completion Date: May 2025
 - Person Responsible: Executive Director of Secondary Education; Executive Director of Assessment and Student Services
 - Resources: College and Career Counseling
- **Implement** the Success-Ready Students Network (SRSN) Demonstration Project with Waiver
 - Start Date: Spring 2023
 - Completion Date: May 2025
 - Person Responsible: Chief Academic Officer; Executive Director of Assessment and Student Services
 - Resources: SRSN; NWEA; DESE; Technology Department
- **Implement** Infinite Campus transition
 - Start Date: Ongoing
 - Completion Date: May 2025
 - Person Responsible: Chief Academic Officer
 - Resources: Farmer's Club Visioning Team

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- **Implement** the use of data tools to increase data-informed decision-making
 - Start Date: Summer 2023
 - Completion Date: Summer 2024
 - Person Responsible: Executive Director of Technology; Executive Director of Student Services and Assessment; Technology Specialist
 - Resources: Data Dashboards
- **Implement** high school gifted resource teacher expansion
 - Start Date: Spring 2024
 - Completion Date: May 2025
 - Person Responsible: Chief Academic Officer
 - Resources: Gifted Coordinator; High School Leadership Team
- **Research** program expansion to support college and career readiness, for example, JROTC, additional opportunities to grow internships and client-connected projects, and the development of a microschool
 - Start Date: Summer 2024
 - Completion Date: May 2025
 - Person Responsible: Executive Director of Secondary Education
 - Resources: Career Advisory Council; Mehlville Fire Protection District; Lindbergh Foundation
- **Research** the vision and development of the Farmer's Club site
 - Start Date: Spring 2023
 - Completion Date: July 2025
 - Person Responsible: Chief Academic Officer; Executive Director of Elementary Education; Executive Director of Secondary Education; STEM Coordinator
 - Resources: Farmer's Club Visioning Team
- **Research** professional learning proficiency scales - tied to teacher evaluation scales
 - Start Date: Summer 2024
 - Completion Date: Summer 2025
 - Person Responsible: Chief Academic Officer; Executive Director of Elementary Education; Executive Director of Secondary Education
 - Resources: Critical Concepts Models; NASOT; Teacher Evaluation Committee
- **Research** high school reading intervention program
 - Start Date: Summer 2024
 - Completion Date: Summer 2025
 - Person Responsible: Literacy Coordinator; Intervention Coordinator
 - Resources: Reading Specialists; High School Leadership Team
- **Research** the usage and impact of Artificial Intelligence on staff and PK-12th students
 - Start Date: Spring 2024
 - Completion Date: May 2025
 - Person Responsible: Blended Learning Coordinator; Director of Technology
 - Resources: Technology Board Advisory

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- **Research** middle school gifted instruction
 - Start Date: Spring 2024
 - Completion Date: May 2025
 - Person Responsible: Chief Academic Officer
 - Resources: Gifted Coordinator; Middle School Leadership Team
- **Investigate** elementary and middle school reading intervention resources
 - Start Date: Summer 2024
 - Completion Date: Summer 2025
 - Person Responsible: Executive Director of Secondary Education; Literacy Coordinator; Intervention Coordinator
 - Resources: Reading Specialists
- **Investigate** software for professional learning management system
 - Start Date: Summer 2024
 - Completion Date: May 2025
 - Person Responsible: Chief Academic Officer
 - Resources: T and L Big Team

ONGOING

- Professional learning in literacy
- Professional Learning Vision
- Career Advisory Council
- Collaboration with local preschools for kindergarten readiness
- CAPS Programming
- Technology System Upgrades
- Consistent student records retention
- Alternative Methods of Instruction

COMPLETE

- Academic and social emotional benefits of full-day kindergarten
- Restructure gifted curriculum and programming using a personalized and thematic approach to learning
- Transition to online student records for consistent records retention
- Alternative Methods of Instruction
- Wi-Fi System Upgrades

Finance and Operations

HOW

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

WHAT

Maximize resources.

- **Rationale:** The school system manages school operations and resources to promote each student's academic success and well-being in accordance with priorities established in the CSIP
 - **Funding Source(s):** Federal, State, Local
 - **MSIP Indicator(s).** L4
 - **Rationale:** The local board and administration regularly and systematically engage in **long-range financial, facilities, and infrastructure planning.**
 - **Funding Source(s):** Federal, State, Local
 - **MSIP Indicator(s):** L4 B.
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ACTION STEPS

- **Research** Building envelope audit with development of phased repair/replace master plan
 - Start Date: Fall 2024
 - Completion Date: Fall 2025
 - Person Responsible: Executive Director of Facilities & Construction & CFO
 - Resources: Local, State, Federal
- **Research** Building lockset keyway ownership vs. third party ownership with development of phased replacement master plan
 - Start Date: Fall 2024
 - Completion Date: Fall 2025
 - Person Responsible: Exec. Director of Facilities & Construction & CFO
 - Resources: Local, State, Federal

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- **Research** Building automation and control systems audit with development of open source equipment replacement master plan
 - Start Date: Fall 2023
 - Completion Date: Fall 2024 extended to Spring 2025
 - Person Responsible: Exec, Director of Facilities & Construction & CFO
 - Resources: Local, State, Federal

- **Implement** District energy management protocols at LHS
 - Start date: Summer 2023
 - Completion Date: Winter 2024 extended to Winter 2024
 - Person Responsible: Exec. Director of Facilities & Construction & CFO in coordination with LHS Leadership Team
 - Resources: Federal, Local, State and Federal

- **Implement** ENERGY STAR certification districtwide
 - Phase I Complete - ECE West, Long, Sappington, Sperreng
 - Phase II - ECE, Concord, Dressel, Kennerly
 - Phase III Lindbergh High School, Crestwood and Truman Middle School
 - Start date: Summer 2023
 - Completion Date: Winter 2024 extended to Fall 2025
 - Person Responsible: Exec. Director of Facilities & Construction & CFO in coordination with Building Leadership Teams
 - Resources: Federal, Local, State and Federal

- **Research** Facility funding opportunities as part of Federal Inflation Reduction Act
 - Start Date: Summer 2024
 - Completion Date: Summer 2024 extended to Fall 2025
 - Person Responsible: CFO, Executive Director of Business & Finance & Exec. Director of Facilities & Construction
 - Resources: Federal

- **Research** ECE West building use and programming impact / expansion opportunities for both Early Childhood and Community Education
 - Start Date: Fall 2022
 - Completion Date: Summer 2023 extended to Summer 2025
 - Person Responsible: Exec. Director of Facilities & Construction, CFO, Director of Community Programs & Executive Director of HR
 - Resources: Federal, Local and State

- **Research** Facility use classification and rate refinement; example add in district for profit vs out of district for profit etc
 - Category refinement; example add in district for profit vs out of district for profit
 - Start Date: Summer 2024
 - Completion Date: Fall 2024
 - Person Responsible: Director of Community Programs & CFO
 - Resources: Local

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- **Investigate** Funding options for micro-school programming at Lindbergh High School.
 - Start Date: Fall 2025
 - Completion Date: Fall 2026
 - Person Responsible: Chief Academics Officer & CFO
 - Resources: Local

WHAT

Continuously improve operational efficiencies.

- **Rationale:** The school system manages school operations and resources to promote each student's academic success and well-being in accordance with priorities established in the CSIP
- **Funding Source(s):** Federal, State, Local
- **MSIP Indicator(s):** L4

ACTION STEPS

- **Investigate** Additional transportation efficiencies to include software enhancements to track riderships data, route change requests.
 - Start Date: Summer 2024
 - Completion Date: Fall 2024
 - Person Responsible: Business Operations Liaison & CFO
 - Resources: Federal, Local and State
- **Investigate** Additional operational efficiencies to improve departure and arrival times at the secondary schools. Not to include school start or end time changes.
 - Start Date: Fall 2024
 - Completion Date: Fall 2025
 - Person Responsible: Business Operations Liaison & CFO
 - Resources: Federal, Local and State
- **Investigate** Additional operational efficiencies with benchmarking of best practices in regard to after middle school to home activity buses.
 - Start Date: Fall 2024
 - Completion Date: Fall 2025
 - Person Responsible: Business Operations Liaison & CFO
 - Resources: Federal, Local and State

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- **Implement** LHS facility and support staffing needs post construction
 - Start Date: Fall 2023
 - Completion Date: Fall 2024 extended to Fall 2025
 - Person Responsible: Exec. Director of Facilities & Construction, Executive Director of HR & CFO
 - Resources: Federal, Local and State

 - **Research** Trends in payment management/cash/banking practices post pandemic
 - Start Date: Fall 2023
 - Completion Date: Summer 2024 extended to Fall 2024
 - Person Responsible: Executive Director of Business & Finance & CFO
 - Resources: Federal, Local, State and Federal

 - **Research** Purchasing cost increases and price management. Supply and equipment costs remain elevated post pandemic.
 - Start date: Summer 2023
 - Completion Date: Winter 2024 extended to Spring 2025
 - Person Responsible: Executive Director of Business & Finance, Exec. Director of Facilities & Construction & CFO
 - Resources: Federal, Local, State and Federal
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WHAT

Ensure customer service and transparency.

- **Rationale:** The school system manages school operations and resources to promote each student's academic success and well-being in accordance with priorities established in the CSIP
 - **Funding Source(s):** Federal, State, Local
 - **MSIP Indicator(s):** L4
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ACTION STEPS

- **Implement** Formal rollout of Lindbergh Schools decision-making (DM) framework, process, tools and documents. The DM process' focus is to manage requested changes to district, school, or department programs, policies, practices, procedures, and/or general budget items. Intentional reflection, inclusive practices, expanding thinking about the diversity of needs in a culture of yes environment.
 - Start Date: Spring 2024
 - Completion Date: Fall 2024 then ongoing
 - Person Responsible: CFO, Chief Human Resources Officer, Chief Academics Officer, Chief Communications Officer
 - Resources: Local and Federal
- **Implement** Communication and documentation processes surrounding construction change order process to ensure that modifications are implemented smoothly while minimizing disruptions to the project's schedule and budget.
 - Start Date: Summer 2024
 - Completion Date: Summer 2024 then ongoing
 - Person Responsible: Director of Facilities & Construction & CFO
- **Research** Community Ed and Rec Gymnastics programming to manage high interest in program and determine path forward as growth / expansion or current capped participation.
 - Start Date: Fall 2022
 - Completion Date: Summer 2023 extended to Summer 2025
 - Person Responsible: Director of Community Programs & Executive, CFO
 - Facilities, Business, Community Programs
 - Resources: Federal, Local
- **Research** phased implementation of custodial cleaning standard AAPA level 2
 - Start Date: Summer 2024
 - Completion Date: Spring 2025
 - Person Responsible: Exec, Director of Facilities & Construction & CFO
 - Resources: Federal, Local, State and Federal

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- **Implement** Staffing plan to address high need / large waitlists school-age childcare services/
 - Start Date: Summer 2024
 - Completion Date: Fall 2024
 - Person Responsible: Director of Community Programs & CFO
 - Resources: Federal, Local, State and Federal
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Communications

HOW

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

WHAT

Maintain a strong Lindbergh Schools identity that promotes the district's mission, vision, core beliefs and strategic goals, and incorporates consistent usage of brand standards.

- **Rationale:** Lindbergh's high-quality education for all students is propelled by strong community support, and a team of excellent teachers, support staff and administrators. Consistency in message and brand supports the identification of Lindbergh programs within the community, and our high standards for quality and innovation.
 - **Funding Source(s):** Local
 - **MSIP Indicator(s):** L8
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ACTION STEPS

- **IMPLEMENT redesign of district website to improve navigation, and update look and feel.**
 - a. Start Date: Summer 2024
 - b. Completion Date: Fall 2024
 - c. Person Responsible: Communications Department,
 - d. Resources: Local
- **IMPLEMENT plan to visually communicate district success measures, recognitions, history and student work in Central Office.**
 - a. Start Date: Summer 2024
 - b. Completion Date: Spring 2025
 - c. Person Responsible: Communications Department,
 - d. Resources: Local

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- **IMPLEMENT best practices for branding to support clear communication of the district's five-year strategic plan.**
 - a. Start Date: Summer 2024
 - b. Completion Date: Ongoing
 - c. Person Responsible: Communications Department
 - d. Resources: Local
- **IMPLEMENT development of strategic communications plan for Carousel digital signage to ensure consistent branding and messaging districtwide.**
 - a. Start Date: Summer 2024
 - b. Completion Date: Fall 2024
 - c. Person Responsible: Communications, Technology
 - d. Resources: Local
- **IMPLEMENT trademark acquisition for new LHS Athletics logo and ongoing support for all district trademarks.**
 - a. Start Date: Summer 2024
 - b. Completion Date: Spring 2025
 - c. Person Responsible: Communications Department
 - d. Resources: Local

ONGOING

- Brand all third-party platforms and services with district logo, colors and style
- Incorporate five-year Compass into district branding, including banners, website, and other materials, to promote recognition and understanding of our Why.
- Maintain Lindbergh Schools style guide and graphic standards.
- Support a community conversation around defining student success, including a family education series focused on Compass goals and regular communication.

WHAT

Communicate effectively with all audiences - families, teachers, staff, residents and business community - to ensure clear understanding and support of district priorities and initiatives.

- **Rationale:** Lindbergh's high-quality education for all students is propelled by strong community support, and a team of excellent teachers, support staff and administrators. A supportive, engaged and informed community will have a positive impact on student success..
 - **Funding Source(s):** Local
 - **MSIP Indicator(s):** L8, CC3, CC4, DB3
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ACTION STEPS

- **IMPLEMENT completion of a district communications audit to support targeted, strategic communication with all stakeholders.**
 - a. Start Date: Summer 2024
 - b. Completion Date: Fall 2024
 - c. Person Responsible: Communications Department, Teaching and Learning Department
 - d. Resources: Local
- **IMPLEMENT communications support for work surrounding Lindbergh Life Success Skills, to promote understanding among staff, families and community members.**
 - a. Start Date: Summer 2024
 - b. Completion Date: Fall 2024
 - c. Person Responsible: Communications Department, Teaching and Learning Department
 - d. Resources: Local
- **IMPLEMENT plan with support from District Equity Committee to communicate the value of equity and diversity in our schools and classrooms to the community as a whole.**
 - a. Start Date: Summer 2024
 - b. Completion Date: Ongoing
 - c. Person Responsible: Communications Department, Teaching and Learning Department
 - d. Resources: Local

- **RESEARCH ways to share more stories about student success, staff achievements and school activities with our community, and strive for balanced representation among buildings. Include new ways to reach younger audiences.**
 - a. Start Date: Summer 2024
 - b. Completion Date: Ongoing
 - c. Person Responsible: Communications Department
 - d. Resources: Local
- **RESEARCH best practices among school districts for responding to Sunshine Requests in a way that not only promotes efficiency, but also continues to support transparency.**
 - a. Start Date: Summer 2024
 - b. Completion Date: Spring 2025
 - c. Person Responsible: Communications Department
 - d. Resources: Local
- **IMPLEMENT a district data dashboard that provides the community with a timely, transparent overview of student achievement and academic growth, district finances, Compass goals and success skills.**
 - a. Start Date: Summer 2024
 - b. Completion Date: Fall 2024
 - c. Person Responsible: Communications Department, Teaching and Learning Department, Superintendent's Office
 - d. Resources: Local
- **IMPLEMENT creation of an online Lindbergh High School Navigator course guidebook, which includes career pathways and Diploma Plus opportunities.**
 - a. Start Date: Summer 2024
 - b. Completion Date: Fall 2024
 - c. Person Responsible: Communications Department, Teaching and Learning Department
 - d. Resources: Local
- **IMPLEMENT updates for the district's crisis communication plan, and crisis training for communications staff.**
 - a. Start Date: Summer 2024
 - b. Completion Date: Spring 2025
 - c. Person Responsible: Communications Department, Director of School Safety and Security
 - d. Resources: Local

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ONGOING

- Work with Central Office departments to proactively develop communication plans and communicate their Compass initiatives
 - Ensure that communication is reflective of Lindbergh community as a whole, with equitable representation of students, staff, families and community.
 - Evaluate all communication for ADA accessibility and make modifications as needed to ensure that all audiences can receive district communication.
 - Support principals and teachers as frontline communicators
 - Implement a communication plan supporting the district's participation in the Missouri Success-Ready Students Network.
-

WHAT

Engage the Lindbergh community in support of district initiatives, programs and employees through opportunities to connect, inclusion in district events and avenues to provide financial support.

- **Rationale:** We believe that collaboration among a diverse community of students, teachers, staff, families and community drives innovation and future success.
 - **Funding Source(s):** Local
 - **MSIP Indicator(s):** L8, CC3, CC4
-

ACTION STEPS

- **IMPLEMENT Celebration of our school district's 75th anniversary through branding, in-person special event, and incorporation into recurring annual celebrations.**
 - a. Start Date: Summer 2024
 - b. Completion Date: Spring 2025
 - c. Person Responsible: Communications Department, Foundation
 - d. Resources: Local
- **IMPLEMENT plan to continue to increase staff participation in Flyer Family Fund payroll direct donation giving.**
 - a. Start Date: Summer 2024
 - b. Completion Date: Ongoing
 - c. Person Responsible: Communications Department, Foundation
 - d. Resources: Local

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- **IMPLEMENT development of strategic plan for continued growth of Senior Associates community engagement program, including in-person events, community programming and regular communication (electronic and print).**
 - a. Start Date: Summer 2024
 - b. Completion Date: Fall 2024
 - c. Person Responsible: Communications Department
 - d. Resources: Local

 - **IMPLEMENT creation of annual sponsor packet for Lindbergh Schools Foundation, in cooperation with Foundation Marketing Committee.**
 - Start Date: Summer 2024
 - Completion Date: Spring 2025
 - Person Responsible: Communications Department
 - Resources: Local

 - **MAINTAIN interactive kiosks at Lindbergh High School to celebrate alumni and achievements.**
 - Start Date: Summer 2024
 - Completion Date: Ongoing
 - Person Responsible: Communications Department, Lindbergh High School Athletic Department, Lindbergh Schools Foundation
 - Resources: Local

 - **RESEARCH additional sponsors for LHS Athletics scoreboards.**
 - Start Date: 2022-23 school year
 - Completion Date: Ongoing
 - Person Responsible: Communications Department, Athletics Department Lindbergh Schools Foundation
 - Resources: Business partnerships
-

Human Resources

HOW

Retain, recruit and develop a premier workforce.

WHAT

Retain the highest-quality teachers and a premier workforce to provide an exceptional education experience to all Lindbergh students

- **Rationale:** We believe that a high-quality instructional team models continuous learning for life, including post-secondary education and careers.
 - **Funding Source(s):** Federal, State and Local funding
 - **MSIP Indicator(s):** L7, L9, TL5, TL8, DB3
-

ACTION STEPS

- **IMPLEMENT Equity in employee handbooks/policies**
 - Start Date: June 2024
 - Completion Date: July 2024
 - Person Responsible: Executive HR Director, HR Manager
 - Resources: HR Team, Classified Leadership Team
- **IMPLEMENT St. Louis Top Workplaces Survey and Program**
 - Start Date: March 2024
 - Completion Date: April 2024
 - Person Responsible: Chief HR Officer, HR Manager
 - Resources: Top Workplaces
- **IMPLEMENT Study of Employee Insurance Plans**
 - Start Date: August 2024
 - Completion Date: Ongoing
 - Person Responsible: Director of Benefits and Insurance
 - Resources: Benchmarking Studies, St. Louis Area Benefits Administration Professionals, Brown & Brown Insurance Consultants

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- **IMPLEMENT Create Job Descriptions for Extra Duty Positions - Extra Duty/Extra Pay Athletics, Fine and Practical Arts, Building/Clubs**
 - Start Date: September 2023
 - Completion Date: January 2025
 - Person Responsible: Executive Director HR, HR Manager
 - Resources: SHRM, PHCLE/AASPA, District Research
- **IMPLEMENT Add Inclusion, Equity, and Inclusion expectations to job descriptions**
 - Start Date: February 2024
 - Completion Date: August 2024
 - Person Responsible: Executive Director HR, Director of IED
 - Resources: Belonging At Work, Redefining HR, CP Manual for School Leaders
- **IMPLEMENT Realign Effective Educator Evaluation Tool**
 - Start Date: January, 2023
 - Completion Date: Pilot 2024-25 School Year
 - Person Responsible: Chief HR Officer, Chief Academic Officer
 - Resources: High-Reliability Schools Summit, Marzano, NASOT, District-Wide Committee
- **IMPLEMENT Revise Job Descriptions for Executive, Director, and Supervisor Positions**
 - Start Date: April 2023
 - Completion Date: August 2024
 - Person Responsible: Executive Director HR, HR Manager
 - Resources: Interviews, Benchmark Data, Position Comparables
- **RESEARCH Revise Job Descriptions for ECE Facilitator, ECE Asst. Facilitator, Building Assistant, and Teacher Assistant Positions**
 - Start Date: February 2024
 - Completion Date: May 2025
 - Person Responsible: Executive Director HR, HR Manager
 - Resources: Interviews, Benchmark Data, Position Comparables
- **RESEARCH District upfront paid hiring fees as needed for part-time staff**
 - Start Date: July 2024
 - Completion Date: July 2025
 - Person Responsible: Executive Director of HR, Chief Financial Officer
 - Resources: Benchmarks & District Comparables
- **RESEARCH Support Staff Leadership Academy**
 - Start Date: September 2024
 - Completion Date: August 2025
 - Person Responsible: Executive HR Director, HR Manager
 - Resources: Site visits, Classified Leadership Team

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- **RESEARCH Revise Classified Staff Evaluations**
 - Start Date: September 2024
 - Completion Date: April 2025
 - Person Responsible: Executive HR Director, HR Manager
 - Resources: Classified Leadership Team, Best Practice Evaluations
- **RESEARCH Classified Market Study Salary Rate**
 - Start Date: June 2024
 - Completion Date: May 2025
 - Person Responsible: Executive HR Director, Chief Financial Officer
 - Resources: Third Party Research
- **RESEARCH Employee Resource Groups**
 - Start Date: February 2024
 - Completion Date: May 2025
 - Person Responsible: Executive HR Director, Director of DEI
 - Resources: Health Source Solutions, Brown & Brown Insurance Consultants
- **INVESTIGATE Upskilling, Reskilling workforce**
 - Start Date: July 2024
 - Completion Date: July 2025
 - Person Responsible: Executive HR Director
 - Resources: SHRM, PhCLE

ONGOING

- Climate and Culture committee
- Wellness Program (Lindbergh Wellbeing)
- Insurance Benefits Program Portal (SmartBen)
- 5-year percentage study for teachers exiting prior to 10 years of service
- Exit survey to determine reasons for leaving

WHAT

Recruit the highest-quality teachers and a premier workforce to provide an exceptional education experience to all Lindbergh students

- **Rationale:** We believe that a high-quality instructional team models continuous learning for life, including post-secondary education and careers.
 - **Funding Source(s):** State, Federal, and Local Funding, Human Resources Budget
 - **MSIP Indicator(s):** L7, L9, DB3, TL5, TL8
-

ACTION STEPS

- **IMPLEMENT** St. Louis Top Workplaces Survey and Program
 - Start Date: March 2024
 - Completion Date: April 2025
 - Person Responsible: Chief HR Officer, HR Manager
 - Resources: Top Workplaces
- **IMPLEMENT** Host or partner with other district(s) - recruitment fair to identify diverse candidates
 - Start Date: April 2024
 - Completion Date: February 2025
 - Person Responsible: Executive Director HR, IED Director
 - Resources: District Partnerships
- **IMPLEMENT** AOS Staffing for Custodial Recruiting
 - Start Date: December 2024
 - Completion Date: Ongoing
 - Person Responsible: Executive Director HR, HR Manager, HR Specialist, Facilities Supervisors
 - Resources: AOS Staffing Partnership
- **IMPLEMENT** Teacher Ambassadorship (Recruitment Events)
 - Start Date: April 2024
 - Completion Date: Ongoing
 - Person Responsible: Chief Human Resources Officer
 - Resources: Teacher Leadership Academy, Aspiring Principals Academy
- **INVESTIGATE** Emissary text-to-candidate new program
 - Start Date: April 2024
 - Completion Date: April 2025
 - Person Responsible: HR Manager, HR Generalist
 - Resources: Emissary Text

ONGOING

- Educational Performance Inventory guidelines in hiring
- Attend job fairs with principals to identify diverse candidates
- New onboarding processes (job offer letters)
- Long-term study to ensure that EPI data is consistent with teacher performance
- EPI Survey for Principals
- Benchmark Studies for Compensation Rates
- Train Principals to Attend Job Fairs with "it" candidates

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WHAT

Provide exemplary HR services to Lindbergh employees

- **Rationale 1:** We believe that employee wellbeing and satisfaction foster a high-quality instructional team.
 - **Rationale 2:** The School System actively addresses school safety and security in all facilities.
 - **Funding Source(s):** State, Local, and Federal Funding, HR Budget
 - **MSIP Indicator(s):** TL8, DB3, L10
-

ACTION STEPS

- **IMPLEMENT** Provide mental health and wellness resources for employees
 - Start Date: April 2024
 - Completion Date: Ongoing
 - Person Responsible: Executive Dir. of HR, Dir. of Benefits, Lead Nurse
 - Resources: Health Source Solutions, Curalinc
- **IMPLEMENT** Develop permanent AP substitute teacher program for LHS
 - Start Date: August 2024
 - Completion Date: Ongoing
 - Person Responsible: Chief HR Officer, Guest Educator Coordinator
 - Resources: Community and University Partnerships
- **IMPLEMENT** Renew District Student Wellness Committee
 - Start Date: September 2024
 - Completion Date: May 2025
 - Person Responsible: Lead Nurse, Executive Director HR
 - Resources: Community Partnerships, Nutrition Guidelines, District Curriculum - Wellness Program,
- **IMPLEMENT** Safety - Centralize Badge, Key Issuance
 - Start Date: May 2024
 - Completion Date: August 2024
 - Person Responsible: Director of Safety & Security
 - Resources: Badge Pass
- **IMPLEMENT** Safety - Expand Centegix Training for Staff
 - Start Date: May 2024
 - Completion Date: August 2024
 - Person Responsible: Director of Safety & Security
 - Resources: Centegix, Frontline/Vector

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- **IMPLEMENT** Safety - Update all District-Wide Crisis Response Plans
 - Start Date: May 2024
 - Completion Date: August 2024
 - Person Responsible: Director of Safety & Security
 - Resources: EOP, Strategos, MSBA
- **IMPLEMENT** Safety - Elementary SRO
 - Start Date: May 2024
 - Completion Date: August 2024
 - Person Responsible: Director of Safety & Security, Executive Director HR
 - Resources: Crestwood Police Dept., MSBA
- **IMPLEMENT** Safety - Stop the Bleed Kit Training for all staff
 - Start Date: April 2024
 - Completion Date: August 2024
 - Person Responsible: Director of Safety & Security
 - Resources: Bleeding Control Training
- **IMPLEMENT** Safety - Renew District Safety Committee
 - Start Date: September 2024
 - Completion Date: May 2024
 - Person Responsible: Director of Safety & Security, Executive Director HR
 - Resources: Building Safety Team Representatives, MSBA
- **IMPLEMENT** Bilingual Vector Training Offering for All Staff
 - Start Date: April 2024
 - Completion Date: July 2024
 - Person Responsible: Exec HR Director, HR Generalist
 - Resources: Vector Solutions
- **IMPLEMENT** Personalized Vector Training for Classified Employee Groups
 - Start Date: April 2024
 - Completion Date: July 2024
 - Person Responsible: Exec HR Director, HR Generalist
 - Resources: Vector solutions
- **IMPLEMENT** UnConference Wellness Breakout Sessions
 - Start Date: September 2024
 - Completion Date: April 2025
 - Person Responsible: District Wellbeing Steering Committee, Teaching & Learning
 - Resources: Health Source Solutions
- **IMPLEMENT** Continue to monitor the Medical Fund
 - Start Date: January 2024
 - Completion Date: Ongoing
 - Person Responsible: Chief HR Officer, Director of Benefits
 - Resources: Brown & Brown Insurance Consultants

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- **IMPLEMENT** Safety - Gardaworld outsourced company
 - Start Date: October 2024
 - Completion Date: August 2025
 - Person Responsible: Executive Director of HR, Chief Financial Officer, Director of Safety & Security
 - Resources: MOU
- **IMPLEMENT** Employer-sponsored Medicare plan
 - Start Date: July 2023
 - Completion Date: Ongoing
 - Person Responsible: Director of Benefits and Insurance
 - Resources: Brown & Brown Insurance Consultants
- **RESEARCH** Innovative Cost-Saving Solutions for Pharmacy, Rx
 - Start Date: January 2024
 - Completion Date: Ongoing
 - Person Responsible: Director of Benefits
 - Resources: Brown & Brown Insurance Consultants
- **RESEARCH** Benefit Admin System
 - Start Date: January 2024
 - Completion Date: Ongoing
 - Person Responsible: Director of Benefits
 - Resources: Brown & Brown Insurance Consultants
- **INVESTIGATE** Health Clinic (on-site or partnership)
 - Start Date: Ongoing
 - Completion Date: Ongoing
 - Person Responsible: Director of Benefits and Insurance
 - Resources: Brown & Brown Insurance Consultants

ONGOING

- Wellness Program (insurance benefits program)
- Forecast 5 Demographic Studies for Enrollment Projections