



Lansing USD469

# Strategic Plan

2023 - 2028

[www.usd469.net](http://www.usd469.net)

Operations,  
Budget,  
Management



Whole Child  
Approach to  
Learning



Collaboration &  
Communication



Positive  
Culture



Successful  
Graduate



**Our Mission at Lansing Public Schools is to provide all students with the scholastic, technical, social, and life-long learning skills essential for academic, occupational, and personal success as productive citizens.**

As we look toward the future of Lansing USD469, we are excited to present our five-year strategic plan that will guide our district toward success. Community input has been essential in creating a plan that represents the needs and values of our district. Our community meetings held earlier this school year were critical to gather information and feedback from parents, students, teachers, and other stakeholders. We are grateful to all our volunteers who attended the meetings and participated in the online survey.

As presented during the February board meeting, our plan focuses on five large areas:

1. Operations, Budget, and Management
2. Develop a Whole Child Approach to Learning
3. Collaboration and Communication
4. Positive Culture
5. Define a Successful Graduate

In each of these large goal areas we have included the following:

1. Action steps
2. The teams of people who will make these steps a reality
3. Resources for each action step
4. Timeline
5. How the action steps will be evaluated.

All actions in this plan are in line with Kansas state requirements, and we will follow the policies of Lansing USD469.

We are excited to embark on this journey with our community towards a bright future for Lansing USD469 and look forward to working with you to achieve our goals and create a district that supports the success of all our students.

Thank you to Bart Swartz and Jennifer Hanni with Greenbush for their guidance and help to make the development of this strategic plan a smooth process!



# RESPONSIBLE PARTIES

## **Admin Team:**

- Superintendent
- Director of T&L
- Director of Special Education
- Director of Communications
- Principals

## **District Leadership Team (DLT):**

- Superintendent
- Director of T&L
- Director of Special Education
- Director of Communications
- Principals
- Instructional Coaches
- Certified Staff Representatives

## **Building Leadership Team (BLT):**

- Principals
- Instructional Coaches
- Staff Representatives

## **Professional Development Committee (PDC):**

- Superintendent
- Director of T&L
- Director of Special Education
- Principals
- Instructional Coaches
- Certified Staff Representatives



# OPERATIONS, BUDGET, MANAGEMENT

Action Step	Responsible Parties	Resources	Timeline	Evaluation
Establish committees to develop a long-term facilities, maintenance, and technology plan.	<ul style="list-style-type: none"> <li>Superintendent</li> <li>Director of Ops (Technology / Maintenance &amp; Grounds / Finance)</li> </ul>	<ul style="list-style-type: none"> <li>Outside groups use of facilities</li> <li>Tech Committee</li> <li>Facilities Committee</li> </ul>	<ul style="list-style-type: none"> <li>Summer of '23</li> <li>On-going</li> </ul>	<ul style="list-style-type: none"> <li>Committee established and plan submitted for board approval</li> </ul>
Utilize research and resources to maximize effectiveness and participation in district Site Councils.	<ul style="list-style-type: none"> <li>Superintendent</li> <li>Director of SpEd</li> <li>Principals</li> </ul>	<ul style="list-style-type: none"> <li>District-level site council meetings each semester</li> <li>Research and implement effective site council practice</li> </ul>	<ul style="list-style-type: none"> <li>Fall of '23</li> <li>On-going</li> </ul>	<ul style="list-style-type: none"> <li>Establish a district-level site council</li> <li>Research data reviewed by team and used for decision making</li> </ul>
Review district organizational chart and staffing procedures to ensure district staffing is in alignment with district needs.	<ul style="list-style-type: none"> <li>Superintendent</li> <li>Dir. of SpEd</li> <li>Dir. of Ops (HR)</li> <li>Admin Team</li> </ul>	<ul style="list-style-type: none"> <li>Review grant opportunities</li> <li>Review other org charts</li> </ul>	<ul style="list-style-type: none"> <li>Fall of '23</li> <li>On-going</li> </ul>	<ul style="list-style-type: none"> <li>Current and future Org charts updated</li> </ul>
Establish a process to solicit feedback and determine annual staffing needs that are in alignment with strategic goals.	<ul style="list-style-type: none"> <li>Superintendent</li> <li>Admin Team</li> <li>Dir. of Communications</li> <li>Dir. of SpEd</li> <li>Dir. of Ops (HR / Finance)</li> </ul>	<ul style="list-style-type: none"> <li>Staff needs survey</li> </ul>	<ul style="list-style-type: none"> <li>Fall of '23</li> <li>On-going</li> </ul>	<ul style="list-style-type: none"> <li>Process is developed and implemented</li> </ul>
Develop a learning resources adoption and review plan.	<ul style="list-style-type: none"> <li>Director of T&amp;L</li> <li>Director of Ops (Finance)</li> <li>DLT</li> </ul>	<ul style="list-style-type: none"> <li>Budget</li> <li>Resource audit</li> <li>Review other plans</li> </ul>	<ul style="list-style-type: none"> <li>Summer of '23</li> <li>Reviewed Annually</li> </ul>	<ul style="list-style-type: none"> <li>Adoption plan is developed and approved by board</li> </ul>
Utilize building and district needs assessment to align resources to district needs.	<ul style="list-style-type: none"> <li>BOE</li> <li>Superintendent</li> <li>DLT</li> <li>BLT</li> </ul>	<ul style="list-style-type: none"> <li>Building Needs Assessment (KSDE)</li> <li>District Needs Assessment</li> <li>Create Lansing specific needs assessment</li> </ul>	<ul style="list-style-type: none"> <li>Annually in the Spring</li> </ul>	<ul style="list-style-type: none"> <li>Needs assessment data is collected, reviewed, and used for decision making</li> </ul>
All district decisions are created and implemented with a systematic approach in mind. (All buildings are on the same page)	<ul style="list-style-type: none"> <li>Superintendent</li> <li>Director of Ops</li> <li>Admin Team</li> <li>DLT</li> <li>BLT</li> </ul>	<ul style="list-style-type: none"> <li>DLT/BLT Talking Points</li> <li>Admin meetings</li> <li>Consistent communication (Smore)</li> </ul>	<ul style="list-style-type: none"> <li>On-going</li> </ul>	<ul style="list-style-type: none"> <li>Process is developed and implemented</li> <li>Reviewed at Spring DLT Meeting Annually</li> </ul>



# WHOLE CHILD APPROACH TO LEARNING

Action Step	Responsible Parties	Resources	Timeline	Evaluation
Maximize opportunities for flexibility and personalization of learning schedules.	<ul style="list-style-type: none"> <li>• Superintendent</li> <li>• Dir &amp; T&amp;L</li> <li>• Dir of Special Ed</li> <li>• Principals</li> <li>• Counselors</li> <li>• Instructional Coaches</li> </ul>	<ul style="list-style-type: none"> <li>• Individual Plans of Study, Job shadows, flexible schedules built around student interests and career goals (High School)</li> <li>• Enrichment opportun. (K-8th)</li> <li>• Re-teaching opportunities</li> <li>• Needs addressed with IEP/504 plan</li> <li>• Intervention schedule</li> <li>• School within a school</li> </ul>	<ul style="list-style-type: none"> <li>• Annually in the Spring</li> </ul>	<ul style="list-style-type: none"> <li>• Updated schedules are reviewed and approved by board</li> </ul>
Maximize access to extended (before/after school, summer) learning and participation options for all students.	<ul style="list-style-type: none"> <li>• Superintendent</li> <li>• Dir &amp; T&amp;L</li> <li>• Dir of Special Ed</li> <li>• Principals</li> <li>• Counselors</li> </ul>	<ul style="list-style-type: none"> <li>• Survey to determine what to offer</li> </ul>	<ul style="list-style-type: none"> <li>• Annually</li> </ul>	<ul style="list-style-type: none"> <li>• Updated list of opportunities is approved by the board</li> </ul>
Maximize social-emotional support and inclusive learning opportunities for all students. Every student should have a personal connection to school beyond just the classroom.	<ul style="list-style-type: none"> <li>• Superintendent</li> <li>• Admin Team</li> <li>• DLT</li> <li>• BLT</li> <li>• Counselors</li> </ul>	<ul style="list-style-type: none"> <li>• Social workers</li> <li>• Counselors</li> <li>• Teachers</li> <li>• Drug awareness counseling and education</li> </ul>	<ul style="list-style-type: none"> <li>• On-going</li> </ul>	<ul style="list-style-type: none"> <li>• Updated list of opportunities is approved by the board and create a district-wide “connections list”</li> </ul>
Provide and encourage professional learning opportunities for board members, administration, staff, and parents/guardians regarding best practices for supporting the needs of students.	<ul style="list-style-type: none"> <li>• Superintendent</li> <li>• Admin Team</li> <li>• PDC</li> <li>• Instructional Coaches</li> </ul>	<ul style="list-style-type: none"> <li>• Academic support programs</li> <li>• Parenting Classes</li> <li>• Health/Wellness Ed</li> <li>• PDC</li> <li>• Parent/guardian resource page on website</li> </ul>	<ul style="list-style-type: none"> <li>• On-going</li> </ul>	<ul style="list-style-type: none"> <li>• Updated list of opportunities is approved by the board All buildings are hosting or planning educational opportunities</li> </ul>
Establish procedures and opportunities for students to access mentoring, career-skills, and real-world learning opportunities	<ul style="list-style-type: none"> <li>• Admin Team</li> <li>• Counselors</li> <li>• CCR / Advisory Teacher</li> </ul>	<ul style="list-style-type: none"> <li>• Tony Wagner’s 7 survival skills</li> <li>• Career skill building opportunities</li> <li>• Provide school-based mentors</li> </ul>	<ul style="list-style-type: none"> <li>• Spring ‘24</li> <li>• On-going</li> </ul>	<ul style="list-style-type: none"> <li>• Procedures and opportunities adopted by the board and implemented</li> </ul>
Ensure a Guaranteed Viable Curriculum for all Lansing Students.	<ul style="list-style-type: none"> <li>• Superintendent</li> <li>• Admin Team</li> <li>• DLT</li> <li>• Instructional Coaches</li> </ul>	<ul style="list-style-type: none"> <li>• Dedicated time for PLC/BLT to review and update GVC doc</li> <li>• Dedicated time for vertical alignment of GVC EC - 12th grade</li> </ul>	<ul style="list-style-type: none"> <li>• Spring ‘24</li> <li>• On-going</li> </ul>	<ul style="list-style-type: none"> <li>• GVC document completed, posted on website, and updated semi-annually</li> </ul>



# COLLABORATION & COMMUNICATION

Action Step	Responsible Parties	Resources	Timeline	Evaluation
Partner with community organizations to establish development and recognition opportunities for local businesses and supporters.	<ul style="list-style-type: none"> <li>• Superintendent</li> <li>• Dir of Communications</li> </ul>	<ul style="list-style-type: none"> <li>• Chamber of Commerce</li> <li>• LCDC Networking</li> <li>• LEF</li> </ul>	<ul style="list-style-type: none"> <li>• Immediate and On-going</li> </ul>	<ul style="list-style-type: none"> <li>• Partnerships formally established &amp; donors recognized annually</li> </ul>
Establish a calendar of in-person events to support and increase strategic partnerships.	<ul style="list-style-type: none"> <li>• Superintendent</li> <li>• Dir of Communications</li> <li>• Principals</li> </ul>	<ul style="list-style-type: none"> <li>• Town hall</li> <li>• Chamber coffees</li> <li>• Family Nights</li> <li>• Wellness Fair</li> </ul>	<ul style="list-style-type: none"> <li>• On-going</li> </ul>	<ul style="list-style-type: none"> <li>• Calendar is adopted</li> </ul>
Develop opportunities for students to partner with local businesses and introduce students to career options.	<ul style="list-style-type: none"> <li>• Principals</li> <li>• Counselors</li> </ul>	<ul style="list-style-type: none"> <li>• Career fair</li> <li>• Early release</li> <li>• School to career partnerships</li> </ul>	<ul style="list-style-type: none"> <li>• Immediate and On-going</li> </ul>	<ul style="list-style-type: none"> <li>• Business partnerships are formalized</li> </ul>
Maximize post-secondary opportunities to support students in meeting college and career goals.	<ul style="list-style-type: none"> <li>• Director of T&amp;L</li> <li>• Director of SpEd</li> <li>• Principals</li> <li>• Counselors</li> </ul>	<ul style="list-style-type: none"> <li>• Strengthen local college &amp; business relationships</li> <li>• Continue fostering KCKCC PCC relationship</li> </ul>	<ul style="list-style-type: none"> <li>• On-going</li> </ul>	<ul style="list-style-type: none"> <li>• Updated list of opportunities is approved by the board</li> </ul>
Develop streamlined communication plan PreK-12.	<ul style="list-style-type: none"> <li>• Superintendent</li> <li>• Dir of Communications</li> <li>• Dir of Technology</li> </ul>	<ul style="list-style-type: none"> <li>• Assess all communication tools currently used</li> </ul>	<ul style="list-style-type: none"> <li>• Fall '24</li> </ul>	<ul style="list-style-type: none"> <li>• Plan is developed and adopted</li> </ul>
Establish a plan to provide translation support for students and families.	<ul style="list-style-type: none"> <li>• Superintendent</li> <li>• Dir of Communications</li> <li>• Principals</li> </ul>	<ul style="list-style-type: none"> <li>• Language services provider (Propio)</li> <li>• ESL certification opps</li> </ul>	<ul style="list-style-type: none"> <li>• Immediate and On-going</li> </ul>	<ul style="list-style-type: none"> <li>• Plan is developed and adopted</li> </ul>
Enhance partnerships with city/county/media to enhance collaboration and communication.	<ul style="list-style-type: none"> <li>• Superintendent</li> <li>• Dir of Communications</li> </ul>	<ul style="list-style-type: none"> <li>• Quarterly brochure mailed</li> <li>• City Mailer</li> <li>• Leavenworth Times</li> </ul>	<ul style="list-style-type: none"> <li>• On-going</li> </ul>	<ul style="list-style-type: none"> <li>• Partnerships are formalized and maintained</li> </ul>
Develop a system of consistent and collaborative communication within and between buildings. (staff)	<ul style="list-style-type: none"> <li>• Superintendent</li> <li>• Dir of Communications</li> <li>• Principals</li> <li>• BLT</li> </ul>	<ul style="list-style-type: none"> <li>• Admin meetings</li> <li>• Staff Newsletters</li> <li>• DLT</li> <li>• District Site Council</li> </ul>	<ul style="list-style-type: none"> <li>• On-going</li> </ul>	<ul style="list-style-type: none"> <li>• Plan is developed, adopted, and revisited monthly</li> </ul>



# POSITIVE CULTURE

Action Step	Responsible Parties	Resources	Timeline	Evaluation
<ul style="list-style-type: none"> <li>Develop incentives to assist in recruitment/retention of all staff.</li> </ul>	<ul style="list-style-type: none"> <li>Superintendent</li> <li>Dir of Communications</li> <li>Admin Team</li> <li>Director of Ops (HR/ Finance)</li> </ul>	<ul style="list-style-type: none"> <li>Salary, Benefits, Loan forgiveness, Tuition reimbursement, Child-care</li> <li>Student teachers</li> <li>Marketing</li> <li>Retirement incentives</li> <li>Student-teacher compensation</li> <li>Non-monetary incentives</li> <li>Continuing teacher voice in BLT, DLT, etc.</li> <li>Administering surveys (i.e. Climate Surveys, IMIS, SAI)</li> <li>Teacher of the Year recognition</li> </ul>	<ul style="list-style-type: none"> <li>Summer '23</li> <li>On-going</li> </ul>	<ul style="list-style-type: none"> <li>Incentives are adopted and utilized</li> </ul>
<ul style="list-style-type: none"> <li>Establish a grow your own program to enhance the pool of candidates.</li> </ul>	<ul style="list-style-type: none"> <li>Superintendent</li> <li>Director of T&amp;L</li> <li>Principals</li> <li>Dir of Ops (HR/ Finance)</li> <li>Dir of Communications</li> <li>Pathway Teachers</li> </ul>	<ul style="list-style-type: none"> <li>Scholarships</li> <li>Para to teacher</li> <li>Possible USM partnership</li> </ul>	<ul style="list-style-type: none"> <li>Fall of '25</li> </ul>	<ul style="list-style-type: none"> <li>Program is adopted and approved by board</li> </ul>
<ul style="list-style-type: none"> <li>Enhance personalized professional learning opportunities for all faculty and staff that aligns with district goals/initiatives.</li> </ul>	<ul style="list-style-type: none"> <li>Superintendent</li> <li>Admin Team</li> <li>PDC</li> <li>Instructional Coaches</li> </ul>	<ul style="list-style-type: none"> <li>Survey staff (SAI)</li> <li>PDC</li> <li>Adhere to annual required trainings for specific personnel</li> <li>Utilize Instructional Coaches to lead PD around effective, research-based instr strategies</li> </ul>	<ul style="list-style-type: none"> <li>On-going</li> </ul>	<ul style="list-style-type: none"> <li>PD opportunities developed/approved and PD Calendar is posted on website</li> </ul>
<ul style="list-style-type: none"> <li>Establish a process to develop and implement a set of district core values.</li> </ul>	<ul style="list-style-type: none"> <li>Superintendent</li> <li>Admin Team</li> </ul>	<ul style="list-style-type: none"> <li>"3 C's" (Collaboration, Communication, Coaching)</li> <li>Review other district examples</li> <li>One centered around kindness, respect, inclusiveness, and empathy (students and staff)</li> <li>"All Students Can..."</li> </ul>	<ul style="list-style-type: none"> <li>Fall '23</li> </ul>	<ul style="list-style-type: none"> <li>Process is developed, adopted, and marketed</li> </ul>
<ul style="list-style-type: none"> <li>Enhance mentoring opportunities and on-boarding procedures for all staff.</li> </ul>	<ul style="list-style-type: none"> <li>Superintendent</li> <li>Dir of Communications</li> <li>Admin Team</li> <li>Dir of Ops (HR / Technology)</li> </ul>	<ul style="list-style-type: none"> <li>New teacher check-ins</li> <li>New employee survival guide</li> <li>Employee onboarding checklist</li> <li>Greenbush/KNEA mentoring program</li> </ul>	<ul style="list-style-type: none"> <li>Summer '23</li> </ul>	<ul style="list-style-type: none"> <li>Mentoring enhancements are adopted / implemented</li> <li>On-boarding checklist created and followed for every new staff member</li> </ul>
<ul style="list-style-type: none"> <li>Utilize student perception data to implement strategies to ensure students are engaged and happy at school.</li> </ul>	<ul style="list-style-type: none"> <li>Principals</li> <li>DLT</li> <li>BLT</li> </ul>	<ul style="list-style-type: none"> <li>Review survey options</li> </ul>	<ul style="list-style-type: none"> <li>On-going</li> </ul>	<ul style="list-style-type: none"> <li>Perception instruments are designed, utilized, &amp; analyzed for decision making.</li> </ul>



# DEFINE A SUCCESSFUL GRADUATE

Action Step	Responsible Parties	Resources	Timeline	Evaluation
Develop a portrait of a successful Lansing Graduate.	<ul style="list-style-type: none"> <li>• Superintendent</li> <li>• Admin Team</li> <li>• DLT</li> <li>• BLT</li> </ul>	<ul style="list-style-type: none"> <li>• Diploma plus opportunities</li> <li>• Market Value Assets</li> <li>• Aligned with new graduation req.</li> <li>• Tony Wagner's 7 survival skills</li> <li>• Every student participates in internship or externship before they graduate.</li> <li>• Every college-bound student graduates with College Algebra.</li> <li>• Graduation rate at least 98%.</li> </ul>	<ul style="list-style-type: none"> <li>• Spring '24</li> </ul>	<ul style="list-style-type: none"> <li>• Portrait is developed, adopted, and marketed.</li> </ul>
Intentionally utilize CCR, advisory, IPS opportunities to support whole student development.	<ul style="list-style-type: none"> <li>• Principals</li> <li>• Counselors</li> </ul>	<ul style="list-style-type: none"> <li>• Explain purpose and why of surveys or any other district initiatives</li> <li>• Collect evaluative feedback from students on student learning exp.</li> </ul>	<ul style="list-style-type: none"> <li>• Immediate &amp; On-going</li> </ul>	<ul style="list-style-type: none"> <li>• Opportunities are developed and utilized.</li> </ul>
Develop citizenship and civic engagement skills to enhance real world learning.	<ul style="list-style-type: none"> <li>• Principals</li> <li>• BLT</li> </ul>	<ul style="list-style-type: none"> <li>• Character traits</li> <li>• Soft skills</li> <li>• Real world (life) skills</li> </ul>	<ul style="list-style-type: none"> <li>• Immediate &amp; On-going</li> </ul>	<ul style="list-style-type: none"> <li>• Skills are developed, adopted, and students are evaluated to ensure they are achieving the goals</li> </ul>
Continue and expand building events to ensure each building highlights and reinforces character skills.	<ul style="list-style-type: none"> <li>• Superintendent</li> <li>• Principals</li> <li>• BLT</li> </ul>	<ul style="list-style-type: none"> <li>• Pride Assemblies</li> <li>• Notes from teachers</li> <li>• Mufasa Awards</li> <li>• Pep Rallies</li> </ul>	<ul style="list-style-type: none"> <li>• Immediate &amp; On-going</li> </ul>	<ul style="list-style-type: none"> <li>• Events are adopted and utilized</li> </ul>
Align initiatives to "Kansans Can Vision for Education" to ensure our students are meeting their academic and social needs.	<ul style="list-style-type: none"> <li>• Superintendent</li> <li>• Director of T&amp;L</li> <li>• Director of Special Ed</li> <li>• Principals</li> </ul>	<ul style="list-style-type: none"> <li>• Kansans Can Vision for Education</li> <li>• National Blue Ribbon School Program</li> <li>• KSDE Star Recognition</li> </ul>	<ul style="list-style-type: none"> <li>• Immediate &amp; On-going</li> </ul>	<ul style="list-style-type: none"> <li>• Initiatives are developed, adopted, &amp; students are evaluated to ensure they are achieving the goals</li> <li>• Apply for state &amp; national recognition awards</li> </ul>
Prepare students for post-secondary success.	<ul style="list-style-type: none"> <li>• Superintendent</li> <li>• Director of T&amp;L</li> <li>• Principals</li> <li>• Counselors</li> </ul>	<ul style="list-style-type: none"> <li>• College, career and technical, and military entrance exam prep (i.e. ACT, ACT Workkeys, ASVAB)</li> <li>• Opportunities for students to obtain market value assets prior to graduation</li> </ul>	<ul style="list-style-type: none"> <li>• Immediate &amp; On-going</li> </ul>	<ul style="list-style-type: none"> <li>• Increase in the post-secondary success rate</li> </ul>