

Liberty Public Schools 2023/2024 Strategic Plan © G&D Associates

Vision Area	Vision Statement	Deliverable	Owner	Budget	Due By	Project Title
Learning	Personalized and competency-based learning opportunities are accessible to all learners across grade levels and content areas.	Create structures to assess and adjust common instructional practice expectations.	Michelle Schmitz	District 1% Funds	5/24/24	Design and implement an innovative academic framework that drives personalized and professional learning experiences fostering global thinking.
Learning	Learning experiences extend beyond the classroom in partnership with mentors and experts from a variety of fields.	Partner with external agencies/organizations to provide equitable access to RWL experiences.	Andrea Dixon-Seahorn	\$25,000	5/25/24	Expand Real World Learning experiences for all LPS 8th grade learners to support the development of Individual Career and Academic Plans, as they prepare for high school.
Learning	Personalized and competency-based learning opportunities are accessible to all learners across grade levels and content areas.	Develop an engagement plan for all stakeholders.	Michelle Schmitz	District 1% Funds	5/26/24	Develop and implement practices and structures to increase academic competency-based feedback for students and families focused on celebrating each learner's individual growth and sharing areas for continuous development.
Teaching	Learner needs will be addressed by taking into account the needs of the whole-child.	Create structures to adjust practices for students with IEPs.	Toni Cook	\$600 + Reading Curriculum	5/27/24	Analyze and enhance growth as measured by MAP-A and iReady scores to understand student learning.
Teaching	Integral to the success of our learners and schools are the relationships built between families, teachers, staff, administration and community partners.	Develop an engagement plan for all stakeholders.	Toni Cook	\$0	5/28/24	Create and implement a parent-feedback tool to identify parent understanding and involvement in the IEP process.
Teaching	All learners have access to Real World Learning opportunities through learning experiences designed to enhance teaching and learning for staff and students.	Support Real World learning opportunities that expand and extend beyond traditional school experiences.	Julie Moore	Kauffman Grant	5/1/24	Create a systemic understanding of Real World Learning opportunities through the lens of the Graduate Profile.
Leadership	Learning experiences take into account the diversity found across our community with an emphasis on learner agency and voice.	Foster a culture of belonging through dignity to broaden awareness of the different perspectives and experiences of our stakeholders.	Andrea Dixon-Seahorn	\$125,000	6/30/24	Design and deliver Belonging PD for the district leadership team.
Leadership	Talent development strategies support the District's vision and meet the needs of our diverse learners.	Create a job-embedded onboarding and coaching process for administrators and implement the process for new and experienced leaders.	Julie Moore	\$200	6/1/24	Develop an onboarding and coaching system to support Liberty administrators in their leadership development.
Leadership	Two-way cross-cultural communication structures ensure equitable voice and input from diverse stakeholder groups in service to all learners.	Develop and implement norms and agreements related to two-way communication.	Dr. Jeremy Tucker	\$0	6/1/24	Incorporate research-based practices across all schools and departments focused on building trust throughout the Liberty Public Schools community.
Leadership	Two-way cross-cultural communication structures ensure equitable voice and input from diverse stakeholder groups in service to all learners.	Develop community outreach and feedback opportunities.	Dr. Jeremy Tucker	\$0	6/1/24	Incorporate engagement strategies at the elementary and secondary levels to inform stakeholders of improvement efforts, emerging issues, and ensure two-way communication.

Liberty Public Schools 2023/2024 Strategic Plan © G&D Associates

Vision Area	Vision Statement	Deliverable	Owner	Budget	Due By	Project Title
Leadership	Recruitment, hiring, and retention practices are designed to attract a diverse applicant pool equipped to meet the needs of all learners.	Reimagine our talent acquisition processes.	Sarah Marriott	\$20,000	6/30/24	Research and identify innovative recruitment methods to hire highly qualified employees from diverse backgrounds.
Leadership	Opportunities for LPS stakeholders to receive and disseminate information from the district in a variety of both one-way and two-way communication.	Evolve community engagement strategies, structures, and approaches.	Dallas Ackerman	TBD	5/24/24	Utilize internal LPS staff at the building level to increase opportunities for telling our story and streamlining communication and engagement efforts.
Personal Growth	Professional learning is both personalized and aligned to the District's vision.	Develop professional learning pathways aligned to the Graduate Profile.	Julie Moore	District 1% Funds	6/1/24	Develop and implement personalized professional development for staff aligned to the Graduate Profile.
Community	We will scale experiential learning opportunities across all grade levels and content areas that culminate in immersive Real World Learning opportunities.	Create structures to develop and communicate Real World Learning opportunities PK-12.	Colleen Jones	Kauffman Grant, CCR Budget	5/24/24	Collaborate with staff and develop structures to increase Real World Learning opportunities for PreK-12 students.
Community	Skills, dispositions, and values connect our learners to their local community to raise awareness, empower voice, and discover solutions to relevant issues.	Create and implement structures to raise understanding of the Graduate Profile.	Julie Moore	\$0	6/1/24	Implement processes for staff understanding and implementation of Graduate Profile learner progressions in all LPS classrooms.
				\$170,200		