

Liberty Public Schools Strategic Plan 2020/2021 © G&D Associates

Plan Number	Vision Area	Vivid Vision Category	Vision Statement	Deliverable	Owner	Due By	Project Title
Plan 1	Learning	Competency-Based Learning	Personalized and competency-based learning opportunities are accessible to all learners across grade levels and content areas.	Published learning competencies in progressions and lexicon of competency-based terminology.	Jeanette Westfall	6/30/21	Expand the identified classrooms that are working on competency-based and document the process the current classrooms are experiencing.
Plan 2	Learning	Learner Agency	Regular demonstrations of learning will create a clear view of learner agency and mastery for students, teachers, and parents alike.	Students are able to demonstrate their learning with stakeholders inside and outside of the classroom.	Colleen Jones/Dallas Ackerman	6/30/21	Create opportunities for students to demonstrate their learning with stakeholders inside and outside of the classroom.
Plan 3	Learning	Learner Agency	Collect and reflect on a variety of authentic evidence in order to understand progress toward their identified goals.	Incorporate learning portfolios across grade levels to convey growth in support of the LPS Graduate Profile.	Julie Moore	6/30/21	Develop and pilot a portfolio system to showcase evidence of learning.
Plan 4	Learning	Equitable Access & Opportunity	Equitable access affords all learners personalized educational opportunities and learning experiences in pursuit of their passions and interests.	Increase access and participation for underserved & underrepresented student groups to a wide variety of educational programming opportunities	Andrea Dixon-Seahorn	6/30/21	Develop and implement Equity Action Plans within each school and department.
Plan 5	Learning	Anytime, Anywhere Learning	Leverage learning platforms to provide access to lesson plans and curriculum as well as personalized and adaptive resources before, during, and after the classroom experience	Reimagine summer school programming to enhance learning.	Jeanette Westfall / Christopher Hand	6/30/21	Reimagine summer school programming to enhance learning.
Plan 6	Learning	Anytime, Anywhere Learning	Technology resources and connectivity are available to all learners in support of anytime, anywhere learning.	Develop and implement virtual learning approaches across all grade levels for students interested in full time virtual learning.	Jeanette Westfall / Julie Moore	6/30/21	Identify need and respond to design and implementation of a virtual school beyond the initial pilot year.

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Plan 7	Leadership	Equity Audits/Assessments	Faculty, staff, and administrators are committed to equity through service to our diverse community.	Needs assessment to inform cultural sensitivity and empathy building that may be needed in all schools and departments	Andrea Dixon-Seahorn	6/30/21	Identify equity lens protocols to conduct equity audits in the areas of: District curriculum, library resources, Fine Arts, District-wide audit (Equity in Schools Cohort) to better understand our current reality, and pinpoint areas where more cultural sensitivity & empathy are needed.
Plan 8	Teaching	Culturally Responsive Practices	Teaching practices are culturally responsive and inclusive to meet the needs of our diverse learners.	Culturally responsive teaching professional development modules.	Andrea Dixon-Seahorn	6/30/21	Implement the 1) District NEE Indicator 6.2; 2) DEI online resource hub for LPS staff; 3) Cultural Competency & Beyond PD Series for LPS staff; 4) building level equity cohorts.
Plan 9	Teaching	Multi-Tiered Systems of Support	Diverse needs of learners are addressed through Multi-Tiered Systems of Support.	Multi-Tiered Systems of Support procedural guide in place across all schools.	Jessica Meisenheimer	6/30/21	Create a flowchart outlining district wide procedures, decision rules, and interventions for MTSS.
Plan 10	Teaching	Flexible Scheduling	Flexibility in scheduling provides greater access for all learners to Real World Learning opportunities.	Flexible scheduling designs in place at the high school level.	Julie Moore	6/30/21	Design a schedule that allows all students greater access to RWL opportunities.
Plan 11	Teaching	Project Based Learning	Interdisciplinary Project-Based Learning experiences enhance learners' Communication, Collaboration, Critical-Thinking, and Creativity (4Cs) skills.	Process for middle level to expand interdisciplinary Project-Based Learning to all four middle schools.	Julie Moore	6/30/21	Expand interdisciplinary PBL experiences across all middle school classrooms and content areas.
Plan 12	Learning	Real World Learning	Collect and reflect on a variety of authentic evidence in order to understand progress toward their identified goals.	Increased client-based projects around industry identified problems. Website available for identified regional problems with industry partners	Colleen Jones	6/30/21	Identify and incorporate client-based projects around industry identified problems.
Plan 13	Learning	Real World Learning	Utilize the expertise of teachers, parents, community members, business partners, and peers for academic and social-emotional learning.	Create a website for industries and professionals that can be used for projects, speakers or mentors. Identify parents in schools who are able to fill this roll and utilize the expertise within our district.	Colleen Jones	6/30/21	Develop a platform for teachers to identify opportunities for industry experts to plug into curricular areas.

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Plan 14	Leadership	Cross-cultural Communication	Existence of two-way cross-cultural communication structures ensure equitable voice and input from diverse stakeholder groups in service to all learners.	Two-way "cross cultural" communication protocols will solicit diverse perspectives and inform District decision-making.	Andrea Dixon-Seahorn	6/30/21	Engage diverse stakeholders in dialogue about LPS culture around Diversity, Equity, & Inclusion through surveys, focus groups, and other forums.
Plan 15	Leadership	Work & Life Balance	A culture of happiness prioritizes time for family and support of both physical and social-emotional health.	Communication materials will articulate what work/life balance means for staff at LPS	Robert Vogelaar	6/30/21	Communication and marketing materials on-hand for distribution to promote and educate staff on the framework for work/life balance.
Plan 16	Professional Learning	Micro-Credentialing	Employees will have the opportunity to collaborate at conferences, workshops, meetings, job shadowing experiences, and externships to gain relevant and timely information that augments personal and professional growth.	Develop structures for school leadership to identify excellent teacher practices in the implementation of district initiatives.	Jeanette Westfall	6/30/21	Develop a system for acknowledging staff for professional learning with badges, micro-credentials or college credit.
Plan 17	Professional Learning	Professional Learning Communities	Professional Learning Communities are advanced across all schools through embedded collaboration time.	Expanded collaboration time in all grade levels and content areas to support Professional Learning Communities.	Julie Moore	6/30/21	Design a structure/calendar that allows for collaborative time.
Plan 18	Professional Learning	On-demand Professional Learning	Professional learning will include job-embedded coaching, on-going in-class support, and identification of new pedagogical tools and methods.	Create a digital menu of course offerings where staff can request job-embedded coaching support to implement appropriate strategies to meet their PD needs.	Jeanette Westfall / Trey Katzer	6/30/21	Create a digital menu through the PDC and advertise for staff to access.
Plan 19	Community	College & Career Readiness Network	Experts from the community support learner interests, passions, and pursuits to access college and career opportunities.	Advisories for PLTW Engineering, BioMed, Business, FACS, EIP held bi-annually.	Colleen Jones	6/30/21	College and Career Readiness Advisories meet regularly. Off-Campus Opportunity Meetings available for parents and students.
Plan 20	Leadership	Recruitment	Recruitment, hiring, and retention practices are designed to attract a diverse applicant pool equipped to meet the needs of all learners.	Reimagine classified recruitment, hiring, and retention processes and structures.	Robert Vogelaar	6/30/21	Develop and implement a new model for recruitment that addresses the lag in filling vacated positions on the classified and support positions of the district.

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Plan 21	Leadership	Well-Being		Identify and implement specific strategies for student and staff member social emotional wellness.	Robert Vogelaar	6/30/21	Create a set of social emotional initiatives for staff and students responsive to high priority needs that exist among those identified populations.
Plan 22	Professional Learning	Cultural Competence/ Proficiency	Teaching and learning experiences are culturally responsive and inclusive to meet the needs of our diverse learners.	Provide professional learning and coaching around culturally responsive teaching practices to meet the needs of a diverse student population.	Andrea Dixon-Seahorn/ Jeanette Westfall	6/30/21	Identify a formal DEI Service Provider to provide high-quality PD on Cultural Competence, Cultural Relevance, Cultural Responsiveness & Unconscious Bias
Plan 23	Leadership	Aligned Late-Stage Recruitment	Recruitment, hiring, and retention practices are designed to attract a diverse applicant pool equipped to meet the needs of all learners.	Identified dispositions of prospective employees in support of the District's Vision and Strategic Plan.	Robert Vogelaar	6/30/21	Leader question templates are in the software system housing all applicant tracking alignment with dispositions.
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