



Lennox School District 41-4

Serving the communities of Chancellor, Lennox, & Worthing

Strategic Plan (2015-2018)

What We Want to Be: Our Vision

The Lennox School District seeks to create a challenging learning climate that encourages high expectations for success in a safe, caring, and supportive environment and to actively involve our parents, teachers, and community members in our students' learning.

What We Believe In: Our Core Values

- ◆ Students first
- ◆ Rigorous and relevant curricula
- ◆ Quality instruction
- ◆ Continuous improvement
- ◆ Parent/community partnership
- ◆ Accountability
- ◆ Transparency
- ◆ Effective leadership at all levels

Every School.

Every Student.

Every Day.

What We Do: Our Mission & Why We Do it

In partnership with parents and our communities, we will foster a creative population of learners who overcome challenges with hard work, innovation, and collaboration to become responsible and contributing members of society.

What We Want to Accomplish: Our Goals

Academic Excellence

- ◆ The Lennox School District will give students the opportunity to engage in a rigorous and relevant curricula that enables them to achieve personal success.
- ◆ The Lennox School District will attract, hire and retain staff who embrace the accomplishments of our beliefs, mission, and goals.

Safety

- ◆ The Lennox School District will create and maintain a safe and healthy learning environment in each of the schools.

Communication

- ◆ The Lennox School District will improve or enhance the communication with both internal and external stakeholders.

Governance

- ◆ The Lennox School District will be governed in an efficient and effective manner, providing leadership and representation to benefit the students, staff, and patrons of the three communities we serve.

Goal	Strategies	Metrics
<p>The Lennox School District will give students the opportunity to engage in rigorous and relevant curricula that enables them to achieve personal success.</p>	<ul style="list-style-type: none"> ◆ The curriculum design process will be based on: best practice, ongoing evaluation of current and new curriculum, and support & coaching for teaching staff in areas of change. ◆ Standards, curriculum, instruction, and assessment will be aligned to provide clear and consistent expectations for student learning. ◆ Research-based methods of adapting lessons to meet the learning needs of each student and technology integration will be priorities of professional development. ◆ Engage students in meaningful learning through real-world application to develop the 21st Century Skills of critical thinking/problem solving, collaboration, creativity, and communication. 	<ul style="list-style-type: none"> ◆ Formative Assessments ◆ SBAC Results ◆ ACT Results ◆ Stakeholder Surveys ◆ Staff Needs Assessment

Goal	Strategies	Metrics
<p>The Lennox School District will attract, hire and retain staff who embrace the accomplishments of our beliefs, mission, and goals.</p>	<ul style="list-style-type: none"> ◆ Each new employee will receive an orientation regarding the district's beliefs, mission and goals, along with position specific training. ◆ New teachers will participate in a mentorship program that will help them successfully transition into teaching by relying on a veteran teacher who will provide clinical, real-world expertise. ◆ Each teacher will be provided timely and customized professional development, the resources, and ongoing support necessary to be successful in his or her position. ◆ Employ a marketing strategy to attract quality staff. ◆ Offer a competitive salary and benefit package based on current market data. 	<ul style="list-style-type: none"> ◆ Teacher feedback ◆ Teacher retention ◆ Unfilled teaching positions ◆ Advisory committees ◆ SASD Salary Survey

Goal	Strategies	Metrics
<p>The Lennox School District will create and maintain a safe and healthy learning environment in each of the schools.</p>	<ul style="list-style-type: none"> ◆ Implement measures to improve student and staff safety through modifications of school buildings and procedures. ◆ Continually evaluate emergency plans and procedures through drill and practice. ◆ Ensure that the district has a comprehensive and effective harassment policy. ◆ Implement programs or interventions designed to prevent or reduce negative behavior. 	<ul style="list-style-type: none"> ◆ Stakeholder feedback ◆ Discipline referrals ◆ Policy ◆ Advisory Committees

Goal	Strategies	Metrics
<p>The Lennox School District will improve or enhance the communication with both internal and external stakeholders.</p>	<ul style="list-style-type: none"> ◆ Develop, maintain, and update a comprehensive Lennox School District website. ◆ Manage one centralized district activity calendar on district website. ◆ Continue with electronic communication tools to provide information for all stakeholders. ◆ Utilize print media to inform all patrons of the Lennox School District on vital and timely district information. ◆ Work together to coordinate clear and consistent internal communication. ◆ Continue to work with local media sources to promote the achievements of our students and staff. 	<ul style="list-style-type: none"> ◆ Stakeholder feedback

Goal	Strategies	Metrics
<p>The Lennox School District will provide governance that will represent all communities and patrons in the school district.</p>	<ul style="list-style-type: none"> ◆ Review and amend the Lennox School District policy manual to reflect the district's core values and South Dakota Codified Law. ◆ Target specific actions that strengthen the bond between the three communities within the Lennox School District. 	<ul style="list-style-type: none"> ◆ Stakeholder feedback ◆ Policy

