

Lisbon School Department

Serving the communities of Lisbon and Lisbon Falls

Strategic Educational Plan



2016-2018

Lisbon School Department's *Story*

Since October 16, 2013, the Lisbon School Department adopted this Strategic Educational Plan in an effort to promote transformative change within the entire school district. On May 9, 2016, the Planning Team completed an Accomplishments Inventory which allowed the leadership team the opportunity to reflect and celebrate the many accomplishments that have occurred as a result of this work. Although the Planning Team membership has changed significantly since 2013, the Strategic Educational Plan has allowed all new district level administrators, staff and Planning Team members the opportunity to continue progress towards meeting the identified instructional goals and plans.

The Strategic Educational Plan is comprised of four Guiding Principles that shape policies, programs, practices and project decisions system-wide. The Guiding Principles for the Lisbon School Department state that in an ever-changing world:

- Everyone learns in different ways and different timeframes given the appropriate opportunities and resources,
- Learning is a life-long endeavor that requires a personal and community investment,
- Student learning requires complex thinking and problem solving skills to meet the student needs; and,
- Educators require ongoing professional development in order to facilitate and model innovative education.

Within the Guiding Principles, are common themes and goals that represent a direction for the Lisbon School Department. The major themes of the plan include curriculum, instruction, culture, communication, partnerships and family engagement. Within these themes there are action strategies (objectives) which provide the big picture ideas that express the common ground and shared sense of direction of the community and school department.

In an effort to ensure that the goals and objectives within the Strategic Educational Plan are followed, the Lisbon School Department formed a Planning Team comprised of volunteers from the community and staff who brought with them a specific perspective and representation that will continue to strengthen the Strategic Educational Plan. The members of the Planning Team meet quarterly to summarize the progress that has been made meeting the specific responsibilities and goals outlined in the Strategic Educational Plan.

Richard A. Green, Ed.D.



Superintendent of Schools



Strategic Educational Plan

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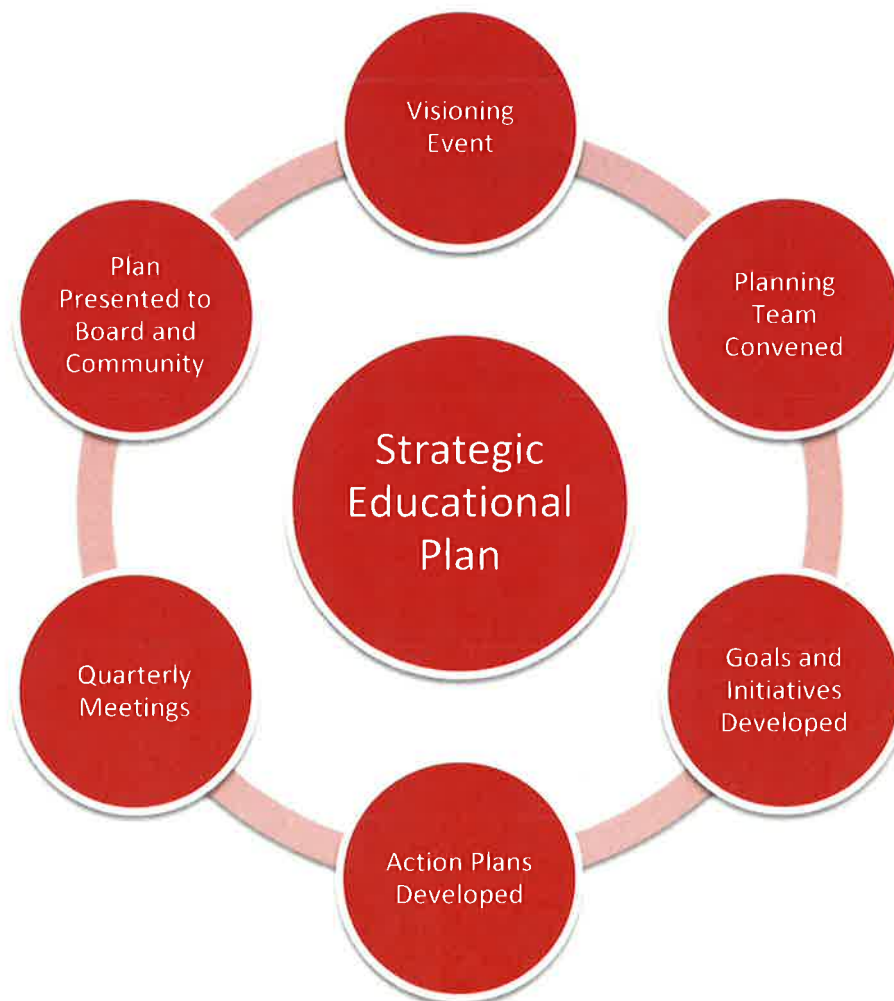
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Strategic Educational Plan *Planning Process*

Process Timeline

Design Team	<i>August 14, 2012</i>
World Café	<i>August 28, 2012</i>
Future Search	<i>October 19-20, 2012</i>
Planning Team	<i>Annually (On-Going)</i>



Lisbon School Department's *Mission & Vision*

Mission

The Lisbon School Department is united with our community to provide a personalized, innovative education for all learners in an ever-changing world.

Vision

All students learn in different ways and in different timeframes.



Lisbon School Department's *Guiding Principles*

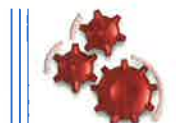
Everyone learns in **different ways** and **different timeframes** given the appropriate opportunities and resources.

Learning is a life-long endeavor that requires a **personal** and **community** investment.

In an ever-changing world:

Student learning requires **complex thinking** and **problem solving skills** to meet the student needs.

Educators require ongoing **professional development** in order to facilitate and model innovative education.



Overarching Goal: Innovative Learning *Curriculum*

An innovative, future focused standards-based curriculum that prepares learners for the changing world.

Point People: Superintendent & Building Administrators

Work Committee Members: Curriculum Team Leaders (CTL), Grade Levels/Content Teams, Building Administrators, & Math/Literacy Specialists

Goal Statement: Use a standard-based curriculum that provides all students the time and opportunity to develop the necessary skills and knowledge.

Action Strategies

- Designate Professional Development time for this purpose,
- Closely Monitor enacted curriculum,
- Establish and sequence district-specific curriculum milestones; and,
- Establish power standards PK-12.



Overarching Goal: Innovative Learning *Instruction*

Point People: Superintendent & Building Administrators

Work Committee Members: Teachers, Team Leaders & Building Administrators

Goal Statement: Use research-based instruction that provides opportunities for all students to learn in different ways and different timeframes.

Action Strategies:

- Gain knowledge about standards-based instruction and assessment (the point person might do visitations at other schools, professional development texts, etc.); and,
- Examine and differentiate the structures (time, grouping, modalities, schedules, etc.) that support standards-based learning,
- Gain knowledge about analyzing and interpreting data for decision-making; and,
- Designate specific time for professional development.



Overarching Goal: Innovative Learning *Culture*

Point People: Building Administrators

Work Committee Members: Guidance, School Resource Officers (SRO), Teachers & Curriculum Team Leaders (CTL)

Goal Statement: Create and maintain emotionally and physically safe and respectful learning environments for all that promote positive relationships.

Action Strategies:

- Continue to implement and assess current programs,
- Review structures that support positive culture change; and,
- Encourage student organizations to access and support respectful safe learning environments.



Overarching Goal: Community Collaboration **Communication**

To involve, educate and inform all stakeholders about our Mission and Vision.

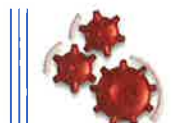
Point Person: Superintendent

Work Committee Members: Lisbon Adult & Community Education Director, School Committee and Parent Representatives

Goal Statement: Enhance communication between the schools and the community.

Action Strategies:

- Facilitate conversations with community and civic groups regarding the vision, mission and guiding principles,
- Capitalize social networking opportunities; and,
- Evaluate the effectiveness of existing communication tools.



Overarching Goal: Community Collaboration *Partnerships*

Point Person: Superintendent

Work Committee Members: Lisbon Adult & Community Education Director, School Committee, Teacher and Parent Representatives

Goal Statement: Create and enhance partnerships with community organizations.

Action Strategies:

- Collaborate with supportive services,
- Link to outside learning organizations; and,
- Incorporate Civic Engagement, Mentorship and Work Study as a graduation requirement.



Overarching Goal: Community Collaboration *Family Engagement*

Point Person: Superintendent

Work Committee Members: Building Administrators, Lisbon Adult & Community Education Director, School Committee, Teacher and Parent Representatives

Goal Statement: Enhance engagement between the schools and families.

Action Strategies:

- Survey community about needs, desires and interests,
- Evaluate parent-teacher collaborative process; and
- Create family-centered events, resources and educational opportunities based on needs assessment(s).



Lisbon School Department's *Planning Team*

On behalf of the Lisbon School Department, we would like to thank all of the participants who have contributed their time helping support us through this change initiative. We especially would like to recognize all past and current members of our Planning Team and our Change Partner, Judy Enright, for facilitating this work.

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