




Onward & Upward

2021-2026 Strategic Plan



In the 2020/2021 School Year, Lincoln Parish School District conducted a diagnostic analysis of our current state and identified several key strengths and opportunities. From this, a 5-year strategic plan was developed. The following information includes the school district's goals and objectives and an outline of how we plan to accomplish these aspirations.



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&
Upward**

2021-2026 Strategic Plan

OUR MISSION

To ensure higher academic achievement for all students and prepare them to be effective citizens.



MISSION OBJECTIVES

1. **Develop rigorous and engaging instruction**
Develop teachers' ability to implement Tier 1 curriculum effectively for all students.
2. **Expand individualized support**
Meet students' diverse needs with tiered academic and emotional support structures.
3. **Maintain family engagement**
Authentically engage families to meet their diverse needs.
4. **Grow a diverse and talented team**
Recruit and retain a diverse team of highly effective teachers and leaders.

WHAT WE WANT TO BE TRUE IN THE YEAR 2026

Graduates' capabilities

- All Tops University Diploma graduates or Tops Tech & Career Diploma graduates are ready and possess the credentials they need for college (2 or 4 years) or a specific workforce.

Student performance

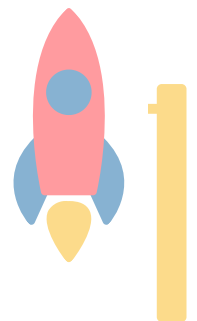
- All of our schools:
 - will be high quality, such that families will be comfortable sending their kids to any of them.
 - will continue to increase the share of students that perform on grade level, with especially significant increases for sub-groups that historically have been underserved.

The student academic experience

- In every course, including electives:
 - Students will be exposed to a high-quality curriculum that is taught as it was designed so that they have the opportunity to grapple with rigorous tasks;
 - Students will contribute to and be able to monitor their own learning.
- All students will have agency over their academic path and feel a sense of ownership.

The student culture experience

- Students will feel safe, able to focus on academics, and successful.
- All adults will be able to support students in their socio-emotional development.





The family experience

- Families will be invested in supporting students in their schools.


The staff experience

- Our staff will feel appreciated and that they are developing.

Operations and finance

- Resources will be channeled 1) equitably to the schools and departments that most need them to support students and 2) to those activities that will have the highest-leverage impact on students.
- Human capital will be allocated to maximize the amount of time that staff can spend directly supporting students.

Equity

- Every student will have equitable access to the highest-quality curriculum, resources, and instruction, regardless of where they live or past performance.
 - Students who have less and need more will get what they need.
 - Adults across the system will be mindful of their biases and reflect on our equity journey.
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HOW DO WE ACCOMPLISH THIS MISSION?

Develop rigorous and engaging instruction

- Significantly strengthen content-based training, planning, coaching, and internalization for teachers and leaders on the curriculum.
- Implement a new social studies curriculum.
- Implement K-2 CLASS assessment.
- Strengthen district-wide infrastructure to analyze and leverage formative assessment data across schools.

Expand individualized support

- Change the Special Education and EL delivery model to primarily push-in services in inclusion classrooms.
- Implement a universal intervention block to frontload access to grade-level content from the adopted curriculum.
- Significantly strengthen and expand access to SEL instruction for all students via classroom teachers, and provide additional targeted SEL instruction (Tier 2 and 3) via push-in support from counselors and other mental health provider roles.
- Revise our approach to responding to severe behaviors/patterns of behavior to make it more inclusive (i.e., less frequently resulting in alternative placements or suspensions).

Maintain family engagement

- Establish and/or strengthen structures to ensure clear, transparent, two-way communication between families and the district/schools (e.g., parent advisory committee, REMIND, annual family survey, comms about our strategic plan, comms about advanced courses/National Honors Society).
- Design and implement other annual initiatives to engage families.



Grow a diverse and talented team

- Establish a formal, multi-year onboarding/support program for new teachers.
- Strengthen school leaders' capacity to implement strong formal evaluation practices that are aligned to actual student achievement.
- Implement a diversity and equity training program for Lincoln staff to strengthen cultural competence.
- Develop and implement other annual initiatives to drive diversity, equity, and inclusion work.
- Improve the effectiveness of central office leaders' communication practices and meetings.

Thank you to the students, families, employees, community members, and Lincoln Parish School Board members who provided support and insight to shape this plan.



A QUALITY EDUCATION FOR A QUALITY LIFE