The Strategic Planning Process

During the 2012-2013 and 2013-2014 year, the Board of Trustees participated in the Reform Governance in Action initiative through the Center for Reform of School Systems (CRSS) and developed a set of Core Beliefs and Commitments. These beliefs and commitments began the groundwork for Lufkin ISD to start a strategic planning process. In June of 2013, the Board met with consultants Dr. Jenny Preston and Sheri Sides to develop an outline for our strategic plan. In October 2013 a core group of school and community leaders met and targeted six focus areas and twelve strategies for the strategic plan. In November 2013, action leaders were chosen for each strategy. In January 2014, action teams met with the Board of Trustees and began their group work with the action team leaders. By April 2104, we were ready to reconvene the original group to review and approve the action plans. Those plans were then submitted to the Board of Trustees for approval in June 2014. The goals and objectives will now become the focus and direction for all long-range planning in Lufkin ISD through 2018.

Vision
Lufkin ISD… Your Best Choice for Education!

Mission
The mission of Lufkin ISD is to educate and equip all students for success through exceptional learning experiences.

Pack
Belief Statements
We Believe:
• All students can learn.
• Our community’s involvement and diversity are essential for maximizing student learning.
• Lufkin ISD staff is our greatest asset.
• Lufkin ISD achieves higher levels of performance through clearly defined goals with high expectations for all students.
• Lufkin ISD is the district of choice.
• Lufkin ISD must continually progress in everything we do.

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2013-2018

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5 YEAR STRATEGIC PLAN

Dreaming today’s students
Leading tomorrow’s leaders

LUFKIN

Lufkin ISD
2013-2018
Teaching and Learning:
All learners in Lufkin ISD will achieve their full potential.
Implement and monitor a challenging curriculum focused on student achievement.
• Develop and implement a challenging, differentiated and engaging curriculum across all grade levels and content areas, with success measured by student achievement.
• Monitor a challenging, differentiated and engaging curriculum across all grade levels and content areas, with success measured by student achievement.

Design an engaging, quality instructional model for students and teachers.
• Research instructional models that encompass 21st Century learning skills and develop a framework for implementation.
• Develop a system to equip teachers with 21st Century mindset and provide appropriate training and skills.

Funding and Finance:
Create a long-range financial plan to ensure student success.
Pursue additional sources of revenue.
• Develop a comprehensive plan to allow LISD to investigate and identify key sources of additional revenue.

Analyze and adjust expenditures for maximum efficiency.
• Analyze current utility use for inefficiencies and create a district-wide plan to lower our utility costs.
• Evaluate current payroll expenditures and locate areas where costs can be reduced.

Human Capital:
Design a system to attract and retain highly qualified diverse staff.
Develop and implement an exceptional recruiting and hiring process for all staff positions.
• Continue current recruiting and develop partnerships with post-secondary education and other certifying agencies.
• Develop and implement a comprehensive plan to effectively screen, interview and select highly-qualified individuals to meet the needs of available positions.

Design and implement a quality induction and career development plan which enhances loyalty and dedication to Lufkin ISD.
• Immerse new employees in the district/campus culture by providing an in-depth training program that enables them to become valuable members of the LISD team.
• Develop and implement a comprehensive retention plan to keep and foster a highly, effective staff in all areas and at all levels in the district.

Facilities/Safety and Security:
Transform the perception of LISD by maintaining a safe environment and facilities conducive to producing exceptional learning experiences.
Develop a continuous improvement plan to address safety and security issues.
• Create standardized safety policies and procedures to be utilized on all campuses in Lufkin ISD.
• Create a school safety infrastructure for Lufkin ISD.

Analyze facilities on an ongoing basis to assure they support exceptional learning experiences.
• Use existing media to facilitate a positive image of safety in Lufkin ISD schools.
• Create a district-level “Facilities Review Committee” made up of campus, district, parent and community stakeholders.

Technology:
Create a state-of-the-art technology infrastructure that maximizes student learning opportunities.
Evaluate technology needs of the district.
• Develop a process to evaluate and determine technology plans for the district.

Develop a plan that allows the district to acquire and maintain a premier technology environment for the future.
• Develop and execute a detailed plan to equip the district with current technology standards.
• Develop a plan that allows the district to maintain a premier technology environment.

Communications/Community Partnerships:
All stakeholders will engage in consistent authentic communication that improves the perception of LISD.
Celebrate and communicate the achievements of all students and staff through all media.
• Develop a comprehensive communications plan to engage the community.

Welcome community dialogue and participation in order to instill pride in our district.
• Create an openness that allows for two-way dialogue and that ensures all stakeholders have a voice and a venue to participate.
• Develop district-wide communication standards to create a uniform and cohesive approach to community dialogue.