



# Strategic Plan Recap

# MISSION & CORE VALUES



## MISSION

Inspire and develop lifelong thinkers for a bright tomorrow.

## CORE VALUES

We embrace the following five Core Values in every aspect of school life:

**Integrity** — Act honestly, fairly, and justly

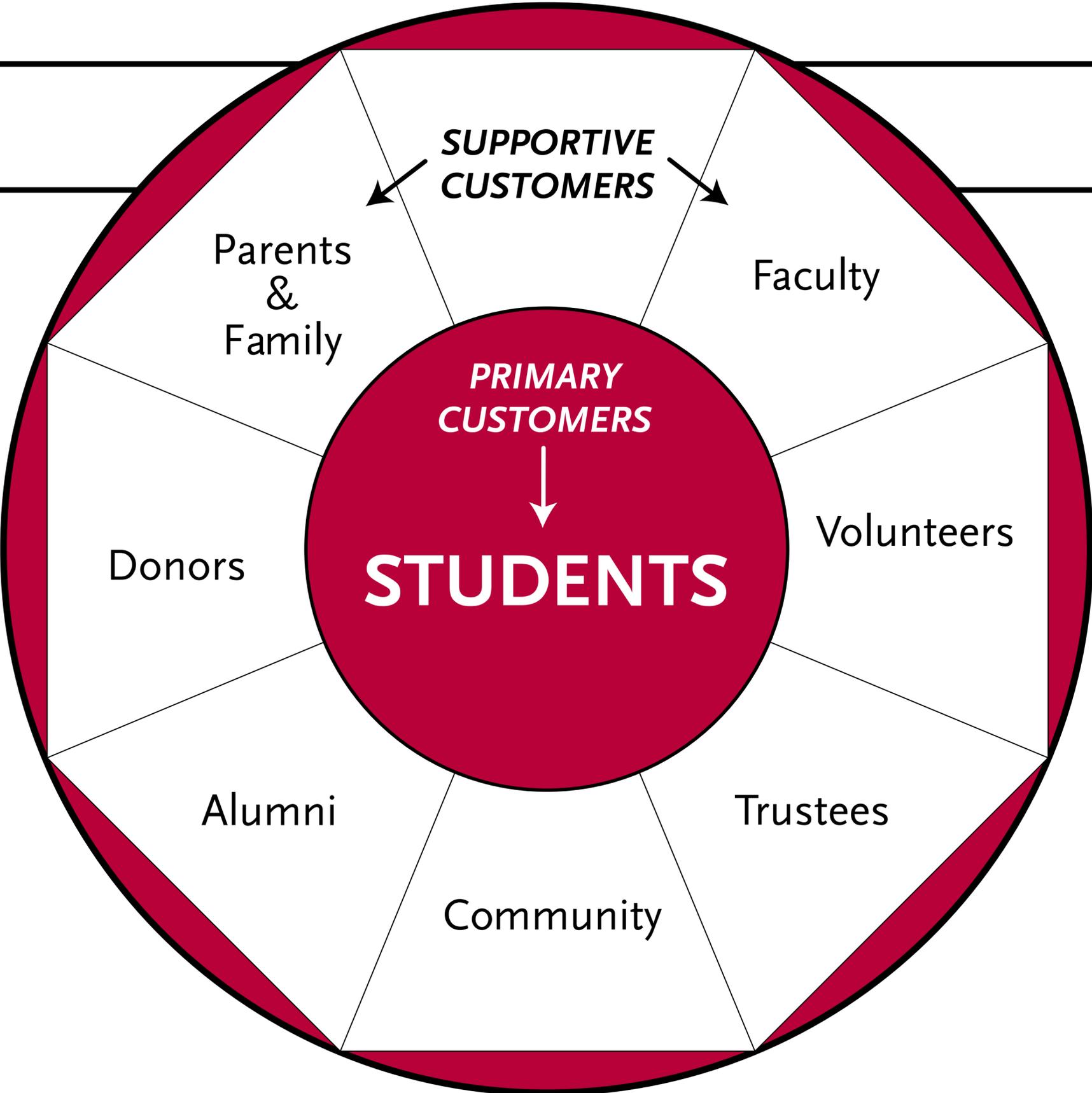
**Kindness of Spirit** — Practice empathy and compassion for others

**Openness** — Embrace other perspectives and cultures

**Stewardship** — Care for our school, our community, and the environment

**Social Justice** — Repair the world

# THE LTS CUSTOMERS





- Expand **learner-centered experiences** anchored in real-world connections.
- **Reinforce and celebrate each student's development** by providing diverse opportunities for the student to 'field test' or 'practice' emerging skills in daily activities inside and outside campus.
- Beyond motivating our students to think critically, **teach our students how to learn.**
- Strengthen our school model to prepare students for an unknown future. **Offer a purposeful learning experience** that prepares LTS students to confidently and successfully discern their next life development stage and plan a secure entry.
- Focus on practices and pedagogies that **encourage inclusion and equity.**

# STUDENTS & LEARNING STRATEGIES



- **Celebrate each student.**
- **Set high expectations** of all students.
- **Accept the challenges of IB** where possible.
- **Enhance the school's curriculum** beyond IB.
- **Connect values, counseling, and discipline.**
- **Use the natural environment** of the campus to enrich learning and teaching.
- **Offer a coherent and content-rich curricula** for all grades.
- **Align teaching, learning and assessments** throughout the school.
- Explore ways for all **departments to enrich one another.**

# STUDENT EXPERIENCE STRATEGIES



- **Expand co-curricular programs**, including internships, externships, and travel.
- **Broaden student leadership** opportunities and civic engagement.
- **Increase service options** on and off campus.
- **Encourage participation in athletics** at all levels beginning in 6th grade.
- **Integrate athletics with a wellness program** of physical and mental health.
- **Design a schedule** to enable IB students to participate in all school offerings.

## FOCUS #2:

# SUPPORT FACULTY & STAFF



- **Build capacity** to deliver a **learner-centered experience**.
- **Recruit, develop and retain a world-class faculty** that thrives on **teaching excellence and professional development**.
- **Steward faculty engagement and satisfaction**.

# FACULTY & TEACHING STRATEGIES



- **Share exceptional teaching and define characteristics of professional excellence.**
- **Fund a resonant faculty and staff program for individual and collective growth, including sustained professional development.**
- **Analyze compensation structure and commit to salaries and benefits competitive with peer schools.**
- **Develop a Teaching Fellowship Program to recruit and train teachers at all career stages.**
- **Become a “Cradle of Teaching and Teachers,” a national leader in teaching practices that meet the needs of the 21st century learner.**
- **Empower the LTS community through flexible technology providing access to data, information, knowledge and research.**

## **FOCUS #3:**

# **RETHINK SUSTAINABILITY**



- **Assure the viability, vitality, growth, and prosperity of the school**
- **Expand the school's audience and increase local and national recognition of the LTS Way**
- **Magnify enrollment demand**

# ENROLLMENT & ACCESS STRATEGIES



- **Promote diversity and inclusion** among the entire LTS community.
- **Align promotional efforts** to strengthen LTS reputation.
- **Adopt an Institutional Marketing Plan** to increase LTS visibility in the wider community.
- **Position LTS as educational thought leader**, to attract and retain students and increase funding opportunities.
- **Establish a downtown LTS campus.**

# CAMPUS RESOURCES STRATEGIES



- **Design a campus master plan** in keeping with short- and long-term programmatic and enrollment projections.
- **Maintain physical plant** in excellent condition.
- **Launch a multiyear capital and endowment campaign to secure the financial resources** required to implement strategic and operational initiatives.

# STEWARDSHIP & GOVERNING STRATEGIES



- **Develop contingency plan** to meet a decrease in state tuition funding.
- **Expand the LTS community of parents** in light of geographic dispersion.
- **Explore strategic alliances with other schools,** including K-5.
- **Ensure best practices** in trustee governance.
- **Provide the Board with ongoing training and education.**

A shield-shaped logo with a white border and a black outline, centered on a white horizontal band against a red background. The shield contains the text 'LTS' in large, bold, white letters and '1975' in smaller white letters below it.

**LTS**

1975