



Lincoln-Woodstock Cooperative School District Strategic Plan

Lincoln-Woodstock Cooperative School District Strategic Plan (2021-2025)





SAU #68

LINCOLN-WOODSTOCK COOPERATIVE SCHOOL DISTRICT



To All,

As we are living and working in a dynamic world, there is a need to have a clear vision and mission including strategies for long-term growth and success. The need for a Strategic Plan is to be successful in an ever-changing environment in meeting the needs of the students and communities of Lincoln and Woodstock.

Historically, members of the school district have developed the strategic plan. In this iteration, however by including more stakeholders in the planning and preparation, the increased level of involvement and input has fortified and enhanced the planning process rendering a significantly innovative product. The Lincoln-Woodstock Cooperative School District began rewriting the strategic plan in October, 2019. A Steering Committee was then formed including school administrators, teachers, school board members, and community members from both Lincoln and Woodstock. This committee met throughout the 2019-2021 school years, with interruption time due to the COVID-19 virus.

The Steering Committee focused on *The Portrait of a Graduate* as a guide in developing a plan that focused on better meeting the needs of the students of the district's learning community. The Committee began with an analysis of the current plan, creating a revised vision/mission statement; developing objectives and strategies to achieve the vision; and finally, vision implementation procedures and assessments to measure growth.

This plan will guide the district in moving forward and achieve the goals set forth. In moving forward, the district will focus on the goals through continued professional development, the increase of systematic approaches to learning, as well as assessments to measure student growth. Using technology and student portfolios, the evidence-based measures will continue to demonstrate the individual academic growth of each child throughout the years. Working as a collaborative team, Lincoln-Woodstock Cooperative Schools and the community stakeholders will be able to watch this plan manifest and develop as objectives are met and growth is realized. This process allows for all those involved to appreciate and respect the time and level of investment needed in order for a Lin-Wood graduate to be successful and ready for the next chapter in their educational journey. Our vision of a graduate will be realized.

The Steering Committee now presents to the community The Lincoln-Woodstock School District's Strategic Plan for 2021-2025.

Sincerely,

Judith A. McGann, Ed.D.
Superintendent

“A Community of Learners”

PO Box 846, 78 Main St., Unit 3, Linwood Plaza
Lincoln, NH 03251

Telephone (603) 745-2051
Fax (603) 745-2352

The story behind our Strategic Plan and Portrait of a Learner



In October 2019, members of the Lincoln-Woodstock Administrative Leadership Team met to begin to develop a set of questions on how to best prepare our students to meaningfully compete and contribute in the 21st century.

These questions centered on the use of technology, the role the teacher and student play in the educational process and ways to deploy a variety of tools to build a strong learning community that addresses the social and emotional learning of a diverse population.

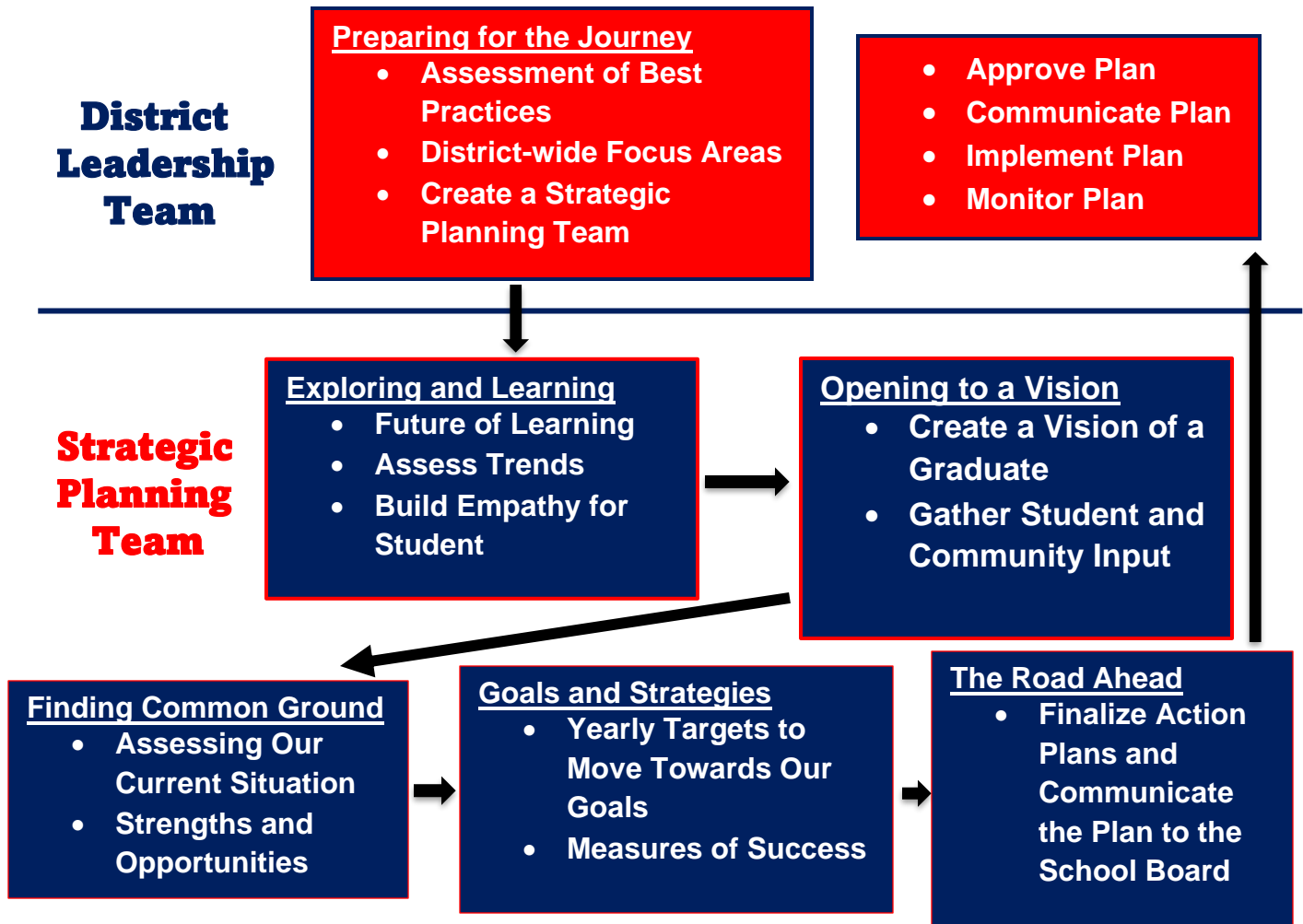
A Strategic Planning Steering Committee was formed and immediately set out to identify strengths and opportunities within the current School District that complimented the work done by the Administrative Leadership Team. This Committee was made up of members of the school and the community and brought energy, passion and multiple perspectives on a variety of issues.

While the planning process was disrupted due to the COVID-19 pandemic, this did not stop efforts to create a new and better plan for the future. The pandemic brought unique challenges that were faced head on. The School District saw increased attention to empathy and wellness and worked collaboratively, elevating communication, to keep the learning going. As a result there has been a greater appreciation and understanding for the work teachers do. The teachers successfully expanded access to and learning with technology. The district continued in its traditions by holding prom dances, sporting events and celebrating high school graduations. These familiar rituals further deepened the pride in the school.

The Planning Committee continued its work in June of 2021 and created a Portrait of a Learner to help guide the planning efforts. Using a framework from Partnership for 21st Century Learning, and input from the Community, the committee developed a set of core values that support skills and competencies necessary for all learners to prepare for life after high school. After several months of work three focus areas were chosen on which to build goals and strategies for the Strategic Plan. These focus areas are:

- 1. Student Success**
- 2. Building a Culture of Continuous Improvement**
- 3. Professional Development for Educators**

Strategic Plan Development Process



The Process - Creating Our Future Together

- Collaborative
 - Diverse Planning Committee
 - Small-Group Work Sessions
 - Community “Listening Sessions”
- The Approach
 - **Student Centered Design** – Developing deep empathy and understanding of the needs and motivations of the students.
 - **Inclusive Design** – Designing for all students.
 - **Innovation** – Looking for new and novel ways to think about education.
 - **Appreciative Inquiry** – A Strengths-Based Approach to Change.
 - **Systems Thinking** – Thinking of the School District as a system will allow you to explore some of the characteristics of systems to understand what it may take to create systemic change.
- Creating a Shared Vision of a Graduate
 - Involves a community conversation.
 - Agreement on what graduates need.



Lincoln-Woodstock Portrait of a Learner

The *Portrait of a Learner* begins with a vision for our school district;

***To develop a thoughtful and capable learner,
supported by an involved community***

The Lincoln-Woodstock Vision will guide our teaching and learning, enabling all learners to confidently contribute to the world in their chosen, future pathways through the core values of the district.



The Lincoln-Woodstock Core Values

Collaboration and Communication

1. Listening leads to Empathy
2. Working together is the essence of Community

Critical Thinking and Creativity

1. Solution based
2. Awareness and understanding of one's own thought process
3. Unlocking and expressing your inner strength

Resilience and Perseverance

1. Grit, Fortitude and a Flexible Mindset
2. Expecting More from Yourself
3. Goal oriented



FOCUS AREA 1: STUDENT SUCCESS

Goal:

- ☞ **The Lincoln-Woodstock Cooperative School District will support student growth and development by creating a systematic approach to enhance student centered learning resulting in ownership of their education and build personal accountability**

Strategies:

- ✓ **By 2023/2024, Lincoln-Woodstock Cooperative School District will support student growth by establishing/updating student digital portfolios to provide a framework for all students, which will enable student reflection on district values, hone presentation skills and increase student self-advocacy resulting in a senior project/presentation.**
- ✓ **By Spring 2024, all K-12 parent/teacher conferences will be student led conferences.**
- ✓ **By 2024 the School District will conduct student-led conferences through specific artifact collection and reflection. This will be implemented with students who will receive training in presentation and reflection.**

FOCUS AREA 2: CULTURE OF CONTINUOUS IMPROVEMENT

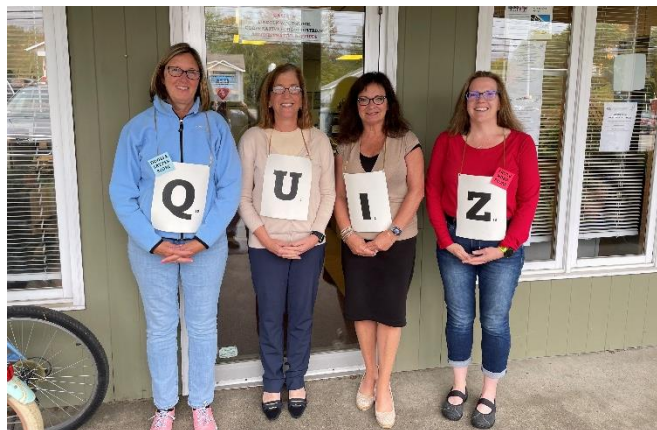


Goal:

- ☞ The Lincoln-Woodstock Cooperative School District will support professional endeavors that focus on continuous improvement of flexible mindsets, collegiality, teacher leadership and improved pedagogy.

Strategies:

- ✓ By end of school year 2021/2022 the School District will set goals and define flexible mindsets, collegiality, teacher leadership and improved pedagogy.
- ✓ By 2022/2023 the administrative team will research, purchase materials and develop implementation strategies with faculty.



FOCUS AREA 3: PROFESSIONAL DEVELOPMENT

Goal:

☞ The Lincoln-Woodstock Cooperative School District will support educators through targeted professional development to aid in meeting professional and district goals; including but not limited to:

- Competency Based Education
- Professional Learning Communities
- Instruction and Assessment

Strategies:

- ✓ Competency Based Education: **By 2022/2023** the School District will provide the training and support for enhancing competency-based education in all curricular areas.
- ✓ Professional Learning Communities: **By 2022/2023** All educators will be working regularly in a Professional Learning Community (PLC) for the purpose of working with data to inform instruction, creating consensus on common assessments for student artifacts (student led conference/advisory), effective strategies for Student Led Conference support (reflection, presentation, digital platform understanding for students)
- ✓ Instruction and Assessment:
 - **By 2022/2023** the School District will research options on project based learning programs K-12.
 - **By 2022/2023** the elementary school will demonstrate the efficacy and proficiency in the use of student data to guide instructional strategies.
 - **By 2023/2024** project based learning is integrated into instruction and assessment, for 50% of summative assessment opportunities.
 - **By 2023/2024** transfer the practice of using student data to guide instructional strategies to the Middle and High School.



Lin-Wood

Strategic Plan Actionable Items

Focus Area	Goal	2021-22	2022-23	2023-24	2024-25	2025-26	Oversee
Student Success	Support Student Growth						
	Update Digital Portfolios for students						
	Support Student reflection on school district values.						
	Implements student led conferences						
Building A Culture of continuous Improvement	Support Professional development focusing on continuous improvement.						
	Foster a flexible mindset amongst all staff members.						
	Build an environment of professional collegiality.						
	Develop teacher leadership skills.						
	Improve teacher pedagogy.						
	Administrative team will research flexible mindset strategies and materials.						
	Administrative team will implement strategies with faculty.						
Professional Development	District will support educators to develop project-based learning.						
	Assessment will be project based 50% of the time.						
	District will support educators by developing effective and efficient professional learning communities.						
	Increase awareness of the importance of collecting data to guide instructional strategies.						
	Increase Middle / High School use of student data to guide instructional strategies.						
	Research student led conferences and provide a system for teachers to implement.						
	Utilize advisories and morning meeting to prep students for leading parent conferences.						

I=Introduce
M= maintain
Gm=Goal Met



“A Community of Learners”

APPROVED: January 26, 2022