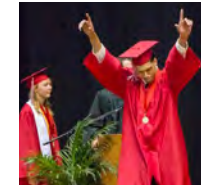


SUPERINTENDENT'S REPORT

for the 2014-2015 School Year





SUPERINTENDENT'S REPORT

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A MESSAGE FROM The Superintendent

Dear Lansing School District Family:

We might want to call this school year, Magical! So many great things to share with you, I hardly know where to begin and what to mention! It was magical because we were reminded once again that we have a wonderfully supportive community, we have terrifically talented students, we have incredibly dedicated staff, and we have families that have been faithful to the Lansing School District for generations!



Yvonne Caamal Canul
Superintendent, Lansing School District

A Wonderfully Supportive Community:

- A \$1 million contribution to the Lansing Promise promoted by the Lansing Regional Chamber of Commerce and spearheaded by Lansing's own Earvin "Magic" Johnson! Only students who graduate from Lansing schools can benefit from this opportunity!
- A partnership with the Metro Lansing YMCA that continues to grow.
- The Lansing SAVE co-sponsored by the City of Lansing and the MSU Federal Credit Union where each LSD Kindergartner begins with a \$5 education savings account.
- A Bully Prevention partnership with WKAR and the City of Lansing to promote positive behavior.
- Partnership with Ingham Intermediate School District for transportation, technology, and school improvement services.
- District and Regional championships in Football and Basketball for Everett and Sexton teams.
- Frank Lara, Willow 3rd grader, named "Safety of the Year" for greater Lansing.
- Amir Eshkuntana, a first grader at North Elementary, had his artwork displayed on a city billboard throughout Reading Month of March!
- Jazmin Payne, Gier Park first grader, won the SodexoMagic-sponsored Future Chef competition with a Fruit Chalupa Parfait! Delicious!
- There were 450 new inductees to the HOPE Scholarship Program!
- Seven seniors graduated from the 1st STEP program at the Board of Water and Light, all with perfect attendance!
- Many, many scholarships to colleges and universities for our seniors!

Incredibly Dedicated Staff:

- Teams from our magnet schools presented at the National Magnet Schools Conference.
- A new Insurance Program/Risk Management course of study in collaboration with Accident Fund and the Insurance Leadership Institute.
- A new Teacher and Administrator Evaluation instrument and system – cutting edge work recognized by others.

- Article in ELeader spring edition about reconfiguration and iCollaborate
- Student Assistance Providers and Behavior Intervention Monitors in every school working collaboratively as a team.
- Let's Talk! a 24/7 communication tool that accesses district staff.
- New district logo, website, and student management system.
- Biggest Spring Expo yet organized by the Innovative Arts and Fitness Team!
- Selection as Michigan's 2015 Superintendent of the Year – that was me!

Faithful Families:

- New Board members Bryan Beverly and Gabrielle Johnson are Sexton Big Reds; Board member Rachel Lewis and Representative Tom Cochran are Everett Vikings! They're paying it forward with their service to our community.
- Representative Andy Schor's children attend our schools! Erin Schor is a member of the Ingham ISD Board.
- Over 20 new alumni videos featuring Quakers, Vikings, and Big Reds.
- District Showcase attracted over 1400 school community members.

Terrifically Talented Students:

- Junior Board's 3.5 Honors' Banquet with 117 students receiving honors!
- Historic increases in ACT scores for Eastern High School!
- Increased graduation rates for Everett and Sexton!
- Over 85% of Sexton, Everett, and Eastern grads are going to 2 or 4-year universities!

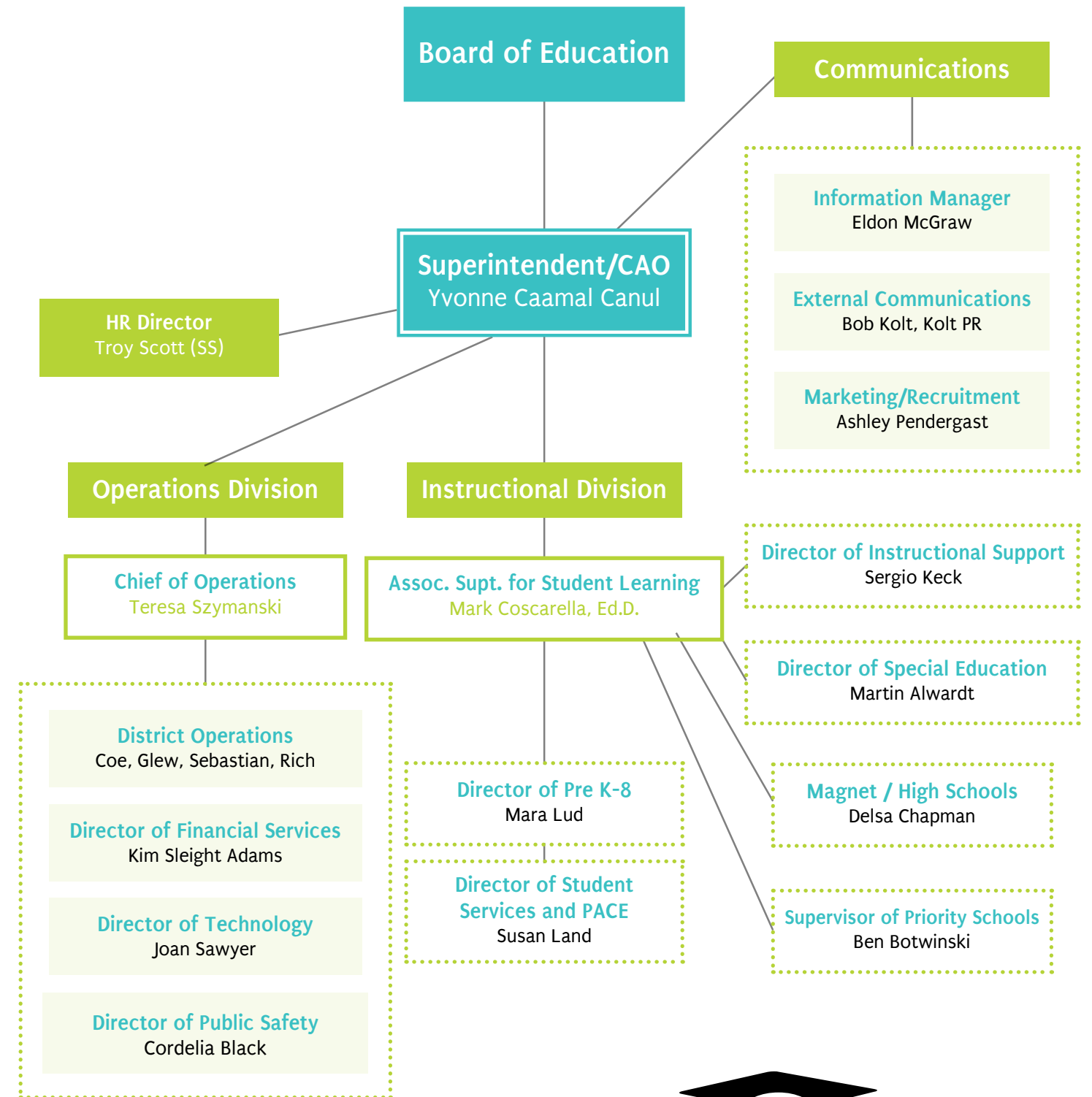
What other school district has this much to brag about? Where else can a family choose from so many educational options and opportunities? We are proud to be the "Capital" District of Michigan. Yes, 2014-15 has been a Magical year.

Our Board of Education has made many courageous decisions on behalf of our students and families – their focus and direction on our core mission is unparalleled among their peers. But, we still have some challenges ahead. Financial pressures are always a reality with declining resources and rising costs. A bond committee has been meeting regularly to tackle the issue of how to invest wisely in the future and upgrade our aging school buildings. Our students deserve to be in 21st Century Learning Environments! They are our future and the future is NOW.

Many thanks to all who have contributed to this "magical" year. I'm looking forward to the horizon ahead.

Yvonne Caamal Canul
Superintendent, Lansing School District

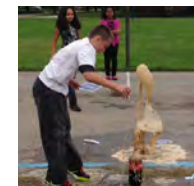
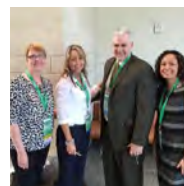
LANSING SCHOOL DISTRICT 2014-2015 Organizational Chart



THE INSTRUCTIONAL DIVISION of the Lansing School District



The Instructional Division of the Lansing School District continually strives for educational excellence in all areas of academics, athletics, and extra curricular opportunities. We are focused on developing partnerships with organizations, local businesses, and community agencies to enhance student programs and to foster an understanding of the educational needs of our school community.



The mission of the Instructional Division is to provide diverse and high quality educational opportunities for ALL students. To accomplish this mission, we have implemented an aligned curriculum, we engage in collaborative inquiry that will drive improvement of our instructional practices, we implement culture and climate expectations in all of our schools, and we work tirelessly with our community to forge partnerships that offer unique educational opportunities. By providing different pathways and resources necessary for teachers to provide 21st Century learning environments, our students will be well prepared for lifelong learning and college and career pursuits.



THE INSTRUCTIONAL DIVISION Accomplishments in 2014-2015

Contributing to Caring, Collaboration and Excellence

- Assisted in the planning for the LSD summer/extended year programs,
- Revised the Professional Council handbook,
- Planned a Bully Prevention forum with MSU at WKAR,

Improving Student Achievement

- Initiated CTE insurance program in partnership with Ingham Intermediate School District the Accident Fund, and the Insurance Leadership Institute,
- Continued work on iCollaborate in grades Pre K-12,
- Finalized work on Pacing Guides for all subject areas,
- Increased proficiency levels at many of our high priority schools,
- Increased blended learning opportunities with online learning platform,
- Started a summer reading program for students in preschooler through third grade in collaboration with RIF and the Lansing Educational Advancement Foundation,



Streamlining the Budget

- Reduced budgets by 10% in most departments,
- Reworked the alternative education program to reduce expenditures and preserve a high quality educational program,

Increasing Efficiency and Effectiveness

- Implemented an Online Administrator Evaluation System that fosters learning and improved results,
- Redesigned the teacher evaluation system that included a quantified rubric,
- Instituted a new hiring process for Turnaround Schools (Willow and North).

FUTURE GOALS

1. Redesign the HOPE/Promise coordinator role to provide more academic support for students along their path to graduation,
2. Increase blended learning opportunities for our students,
3. Implement Early College Programs in our high schools,
4. Continue to build partnerships with community businesses to promote student achievement,
5. Implement Culturally Responsive Positive Behavior Intervention Supports in all schools,
6. Develop quarterly common assessments aligned to Pacing Guides,
7. Revise report cards to reflect the state-adopted curriculum and district Pacing Guides.





ELEMENTARY, MIDDLE YEARS AND ACADEMIES

Accomplishments in 2014-2015

Contributing to Caring, Collaboration and Excellence

- Responded to parent phone calls and requests in a timely manner,
- Participated in the Instructional and Professional Councils,
- Member of the team to transform Priority Schools,
- Provided additional district-wide programs to students,
- Supervised and completed evaluations of seventeen Elementary Principals,
- Member of the Magnet Programs Advisory Council,
- Facilitated the partnership with the City of Lansing, MSUFCU, and the LSD to implement the SAVE Program for our kindergartners,
- Worked in partnership with the Department of Innovative Arts and Fitness team to bring the following programs to the Lansing School District:
 - The Spring Expo,
 - Partnership with the Lansing Symphony Orchestra highlighting our fourth graders playing recorders with orchestra at Wharton Center,
 - REACH Art Studio working with fifth graders on the theme "Music and Me",
 - Eli Broad Museum working with third graders,
 - After school Art classes taught by the Lansing Art Gallery,
 - Expanded Ukulele classes for 4-6 students,
 - Guitars in the classroom for teachers,
 - Lansing Potters Guild/Dental Health Month clay hands on activities,
 - MSU Hip Hop Dance Club,
 - Partnered with JiveOneSeven with a fundraiser for the arts program,
 - Brought special music programs into our schools, i.e. Elkhorn Players, Middle Eastern Wisaal, and Afro Cuban Percussionists.

Improving Student Achievement

- Continued iCollaborate work collecting classroom/teacher data, analyzing the data, and coaching Building Leadership Teams to move results/initiatives/achievement forward,
- Implemented data notebooks in all of the elementary buildings,
- Conducted monthly meetings with principals to discuss issues and share best practices,
- Facilitated a monthly Principal Support Group open to all principals, but aimed at new principals to mentor and problem solve issues,
- Worked with Instructional Support to craft the Consolidated Application for MDE to meet the academic needs of our students,
- Worked with the Department of Innovative Arts and Fitness teachers to complete art, music, and physical education lessons that meet the Common Core State Standards, distributed to all elementary teachers, created community partners to enhance and support art, music, and physical education curriculum,
- Continued the use of Curriculum Crafter,
- Provided professional development for Curriculum Crafter,
- Provided the opportunity for building principals to attend the State MEMSPA Conference.

Reconfiguring the District

- Reconfigured North to a Pk-6 for the 2014-15 school year, retaining the sixth grade ELL students to ensure additional support prior to their 7-12 experience,
- Assisted Kendon in adopting Leader in Me as a focus for the school year beginning 2014-15,
- Assisted Gier Park in adopting Building a Healthy Community as a focus for the school beginning 2014-15,
- Worked collaboratively with the Instructional Division, Human Resources, and building principals on implementing the teacher evaluation process,

- Reinstated the Art, Music, and Physical Education specialists into the elementary buildings for the dual purpose of releasing teachers by grade level for professional learning discussions, and at the same time students receive instruction by a certified specialist. Each child received art, music, and physical education classes four times during this school year,
- Worked collaboratively with the Instructional Division and Human Resources on implementing the new Administrator Evaluation process,
- Collaborated with the Magnet program to ensure smooth implementation,
- Developed a Late Start initiative to be implemented for the 2015-16 school year, working collaboratively with LSEA leadership,
- Worked collaboratively with Dean and Operations to transition transportation, resolve issues throughout the year, and plan for 2015-16,
- Supervised Student Services and the Office of Pupil Accounting,

Streamlining the Budget

- Currently sharing an administrative assistant,
- Organized professional development for teaching staff,
- Supervised the Department of Innovative Arts and Fitness,
- Supervised Student Services and the Office of Pupil Accounting,
- Served as a member of the Consultation Team,

Increasing Efficiency and Effectiveness

- Continued working with building leadership teams to work cohesively, collaboratively, and respectfully to examine building and individual practices resulting in increased student achievement,
- Reduced spending by 10% in building operations and programs,
- Reviewed staffing in each building to reduce staff where needed.



FUTURE GOALS

1. Continue work on iCollaborate,
2. Continue to improve achievement by ensuring best practices are implemented in the buildings,
3. Ensure our instruction and programing is data-driven across the district,
4. Continue curricular work, including Common Core Standards, lesson plans, resources, Smarter Balanced Assessment, district assessments, and Pacing Guides,
5. Continue to bring additional educational opportunities to all of our students in art, music, and physical education,
6. Continue to provide professional development,
7. Continue to work with Human Resources on the teacher and administrative evaluation process,
8. Continue to improve Culture and Climate initiatives across the districts,
9. Organize and implement the late start initiative with fidelity.





HIGH SCHOOLS

Accomplishments in 2014-2015

Contributing to Caring, Collaboration and Excellence

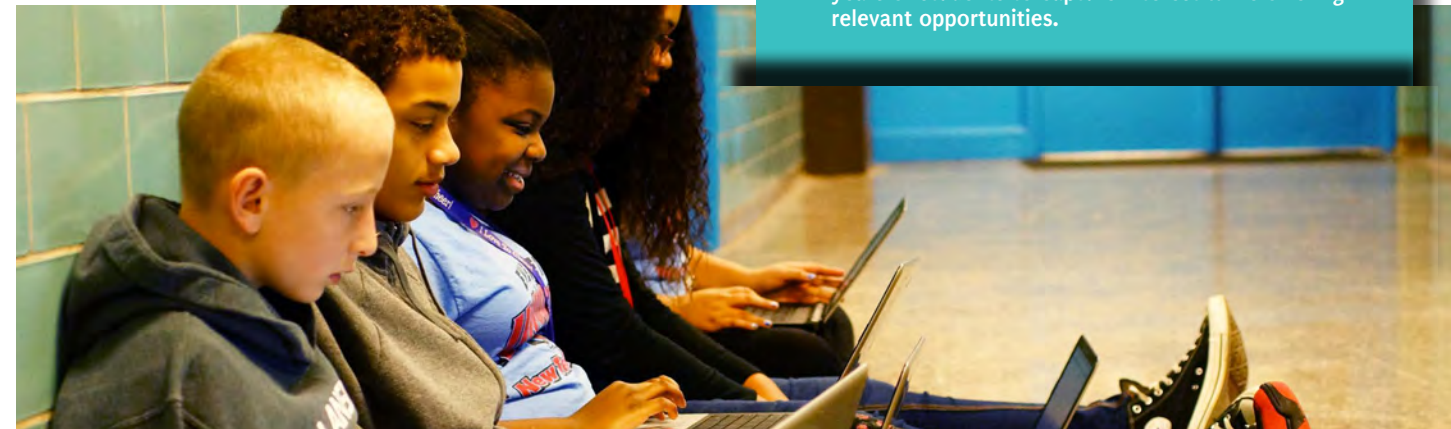
- Sustained support through the MSU College Ambition Program to increase scholarship awards and postsecondary support services programs,
- Expanded opportunities with community partners and business & industry leaders to increase internships and job shadowing appointments,
- Implemented a district-wide College Decision Day program to promote college opportunity awareness,
- Participated in the CAP-CAN College Access Network Committee,
- Sustained Early College and Vocational Program options,
- Responded to community and parent concerns in a timely and respectful manner,

Improving Student Achievement

- Provided extended learning supports via after-school tutoring, on-line enrichment programs, and summer programs,
- Sustained district-wide credit recovery options to maximize opportunities for high school completion,
- Sustained iCollaborate initiative for grades 7-12 with emphasis on school leadership teams quantifying data that impacts curriculum delivery and positive learning environments,

Reconfiguring the District

- Supported building specific initiatives relevant to addressing school culture and climate components with emphasis on assignment of administrative staff to grades 7 and 8,
- Implemented priority school personnel to serve as mentor teachers and instructional coaches,
- Supported Instructional Council initiatives of standards-based district-wide math and science course sequencing,
- Supported Phase I of a district-wide grades 7-12 writing program proposal,



- Expanded Instructional Learning Cycles to support core curricula best practices in reading and mathematics,
- Sustained monitoring and implementation of transformational and school improvement plan,

Streamlining the Budget

- Adjusted staffing based on master schedule enrollment verifications at semester,
- Maximized supplemental instructional supports utilizing relative and sustainable categorical funding,
- Conducted staff to student ratios for efficient school counselor appointments,

Increasing Efficiency

- Required schools to provide consistent communication via robo calls and print materials,
- Implemented Welcome Center procedures for customer service and school safety measures,
- Reviewed all master schedules and staffing for alignment and efficiency.

FUTURE GOALS

1. Provide district-wide blended learning opportunities with emphasis on Early College and Senior Project programs,
2. Establish school to work options that are thematic and relevant to STEM, Visual and Performing, Business, and Manufacturing,
3. Increase student achievement by providing direction and support,
4. Increase graduation rates by focusing on the middle years of students to capture interest while offering relevant opportunities.



OFFICE OF MAGNET PROGRAMS

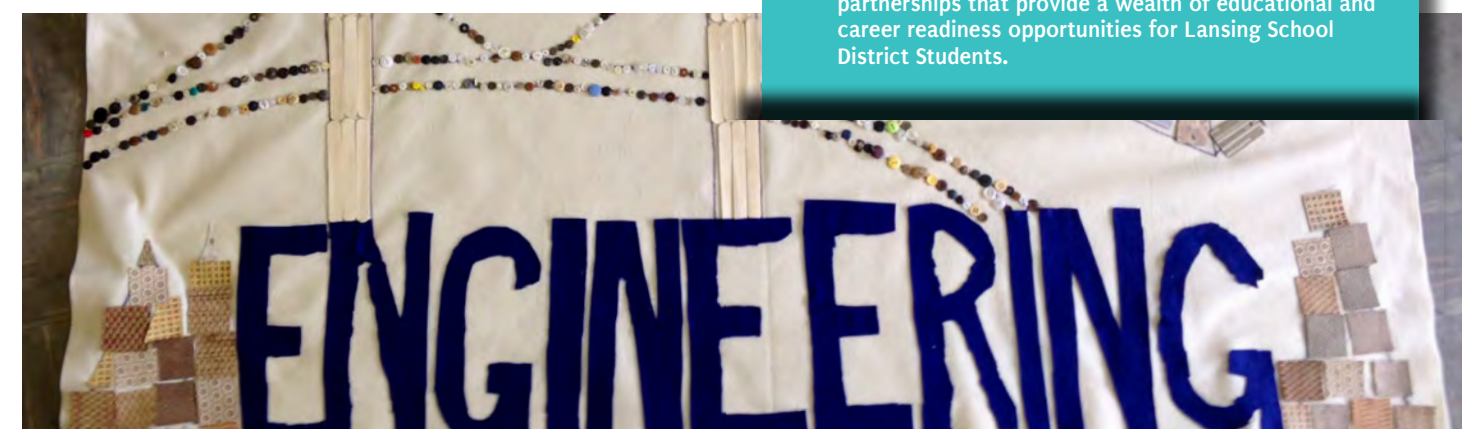
Accomplishments in 2014-2015

Contributing to Caring, Collaboration and Excellence

- Sustained MPAC (Magnet Programs Advisory Committee) with an increased community effort of college and career readiness programs,
- Provided multiple school-level and community information meetings,
- Facilitated the District Showcase as the prime marketing and recruitment event for the year with nearly 1400 attendees and over 30 Community & Business Industry affiliates in partnership with the City of Lansing,
- Initiated quarterly magnet school newsletters while expanded presence via social media,
- Secured approval for use of MSAP (Magnet Schools Assistance Program) funding to include professional service contracts to address the need for additional instructional technology at each magnet school site,
- Supported the expansion of a district-wide marketing plan to include the expertise of an on-site graphic designer to assist with the district-aligned branding of the MSAP CHILD (Choice Helps Individuals Learn and Develop) Project,
- Continued partnerships with the Smithsonian Associates and Buck Institute for Education with follow-up training and on-site coaching for full implementation of Project Based Learning for STEM and STEAM magnet sites,

Improving Student Achievement

- Sustained the implementation of PBL curriculums including EiE (Elementary is Engineering), PLTW (Project Lead the Way), EbD (Engineering by Design) and Discovery Education to support magnet programs with STEM and STEAM themes,
- Expanded the acquisition of Spanish Immersion and Global Studies on-line resources and supplies for the implementation of a 50/50 Two-Way Immersion program via a language learning lab,
- Expanded the acquisition of 1:1 technological equipment including iPads and laptops for Technology Learning Labs at all (6) magnet sites,



- Sustained the implementation of learning excursion partnerships with Impression 5 Museum, MSU Wharton Center, MSU Eli and Edythe Broad Art Museum, and MSU College of Engineering, Emergent Bio Solutions, and Sparrow Health Systems,
- Facilitated the acquisition of FlexCat Classroom Monitoring Audio Systems to support 21st century differentiated instruction and Project Based Learning design process learning environments,
- Participated in K-12 Science Steering Committee to collaborate on the alignment of magnet programs to Next Generation Science Standards,

Streamlining the Budget

- Managed funds to provide supplemental supports to magnet programs,
- Utilized Career Quest Externs for office support during peak application processing time period,

Increasing Efficiency and Effectiveness

- Implemented the MSAP recommended Deliverables Planning process for goals and objectives monitoring with the internationally renowned Gregory & Associates Consulting firm,
- Sustained the monthly meetings of Magnet Principals to provide academic program and fiscal monitoring,
- Supported the implementation of Magnet Focus Teachers monthly meetings for district-wide program planning.

FUTURE GOALS

1. Continue targeted marketing in partnership with promoting Lansing as a district of choice,
2. Assist magnet sites in becoming Magnet Schools of America recognized as National Schools of Excellence and Distinction,
3. Provide parent and community engagement activities that deepen the understanding of magnet schools,
4. Establish and sustain business and industry partnerships that provide a wealth of educational and career readiness opportunities for Lansing School District Students.



SPECIAL EDUCATION

Accomplishments in 2014-2015

Contributing to Caring, Collaboration and Excellence

- Partnered with MSU on programs and studies to increase achievement for students with disabilities,
- Increased Navigator (Peer to Peer) program which provides students with disabilities with a general education peer support from two schools in 2013-14 to five schools in 2014-15; 70+ students participate in the program at Everett,
- Parent Teacher Organization started at Beekman Center,
- Project Unify worked with Student Assistance Providers (SAPs) to create anti-bullying campaigns and is successfully operating in 18 schools,
- Coordinated an anti-bullying rally with special and general education students,
- Worked with Office of Accountability to ensure all students with disabilities are assessed with the appropriate state assessment,
- Partnered with Helping Hands to provide respite care to families of students with disabilities,
- Successful task force with Student Services, MDE-OSE and other community partners to find ways to reduce suspensions of students with disabilities,
- Special Education department collected almost 400 pounds of food for the Greater Lansing Food Bank,
- Partnered with MSU Resource Center to improve resources for visually impaired students,

Improving Student Achievement

- Increased from 52% to 61% the amount of time students with disabilities spend in general education classrooms 80% or more of their school day,
- 67% of students with disabilities will receive high school diploma in June of 2015,
- Special Education Steering Committee has been working on Pacing Guides,

- Increased the number of co-teaching classrooms,
- Increase student proficiency rates on state assessment test MI-Access

Streamlining the Budget

- Continued to monitor students with disabilities and special transportation. Reduced number of students needing specialized transportation,
- Monitored caseloads of special education service providers and maximized budget,
- Increased enrollment at Beekman by adding Early Childhood Special Education and classrooms for the Emotionally Impaired,
- Utilized 31A dollars to provide additional academic and behavioral support to students at the Beekman Center,
- Reduced the amount of overload payments,

Increasing Efficiency and Effectiveness

- Reduced the number of days of instruction lost to students with disabilities and minority students with disabilities,
- Reduce the number of Manifestation Determination Reviews by 15%.
- Used Illuminate Ed IEP Writer saving staff time, allowing IEPs to be student-centered,
- No State citations or investigations against Special Education department

FUTURE GOALS

1. Continue to increase the number of students with disabilities who obtain diplomas and post-secondary engagement,
2. Continue to increase the amount of time students with disabilities spend in general education classes,
3. Reduce the amount of students who are eligible for learning disabilities by increasing services for students needing general education support.



STUDENT SERVICES / PACE

Accomplishments in 2014-2015

Contributing to Caring, Collaboration and Excellence

- Worked collaboratively with buildings on the implementation of the Matrix for Progressive Discipline, made revisions based on feedback from administrators,
- Worked with the Special Education Department to monitor the discipline of special education students,
- Expanded the use of restorative practices to support schools and resolve conflicts,
- Provided support for both students and staff in buildings experiencing a crisis,
- Streamlined schools of choice processes to provide more timely feedback for parents,
- PACE worked collaboratively with Technology on the adoption and implementation of a new student information system,

Improving Student Achievement

- Worked with Woodcreek Achievement Academy on enrollment of students behind in credits,
- Worked with Student Assistance Provider program and Behavior Intervention Monitors program to ensure that students had appropriate supports for success upon return from suspension,
- Assisted with the training of teachers and administrators on the use of the new student information program, making grades and attendance more transparent for all stakeholders,

Reconfiguring the District

- Implemented budgetary guidelines by managing expenditures,
- Eliminated a position, while maintaining level of service to students,

Streamlining the Budget

- Implemented budgetary guidelines by managing expenditures,

- Eliminated a position, while maintaining level of service to students,

Increasing Efficiency and Effectiveness

- Conducted case review three times/week to resolve cases, identify interventions more quickly,
- Collaborated with the Executive Team on a plan to increase the effectiveness of the Consultation Team resulting in a decrease in the number of expulsion referrals to the Board of Education and decreasing the number of days lost to instruction,
- Implemented a data-base to track records requests and ensure timeliness, accuracy,
- Began to digitize records making them easier to locate, decreasing wait time for requested records.

FUTURE GOALS

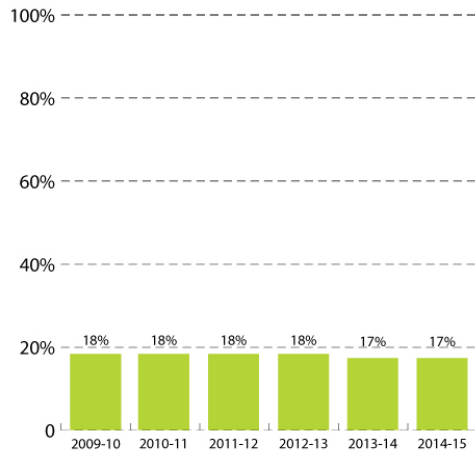
1. Continue to work with schools on the implementation of the Matrix for Progressive Discipline to reduce both the number of suspensions in schools and the days lost to instruction,
2. Implement the use of Teen Court as a strategy to reduce suspensions and provide students and families with important supports for success,
3. Revise procedures related to student enrollment, attendance, record keeping and student count in alignment with the new student information system.



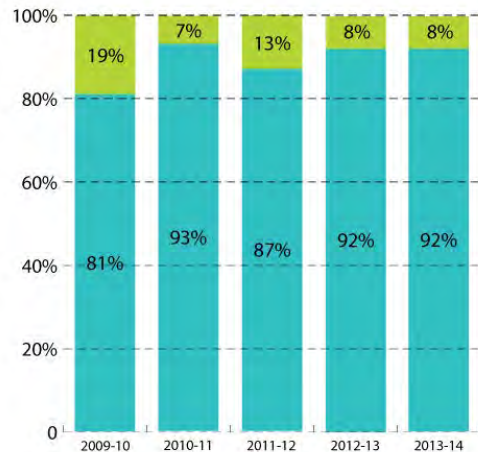
LANSING SCHOOL DISTRICT

2014-2015 Dashboard

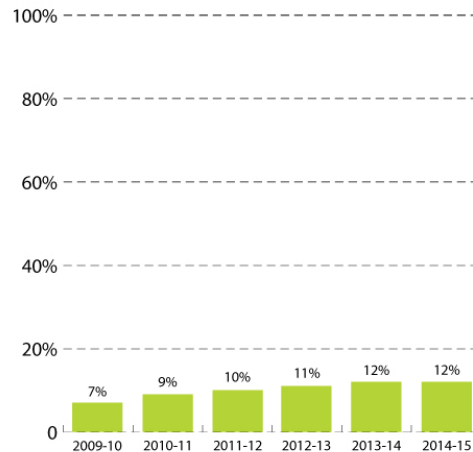
Students with Disabilities



Student Mobility Rates



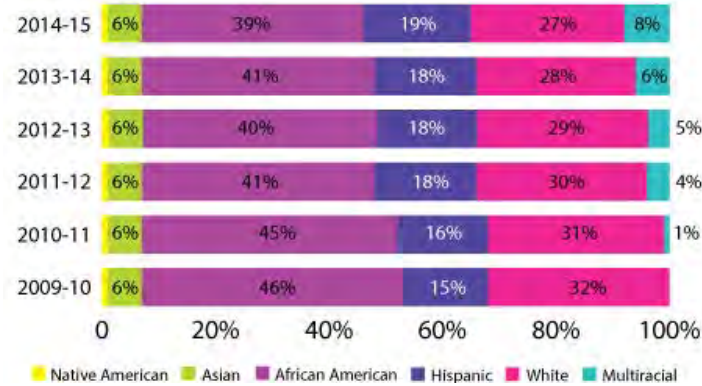
English Language Learners



Economically Disadvantaged



Ethnicity



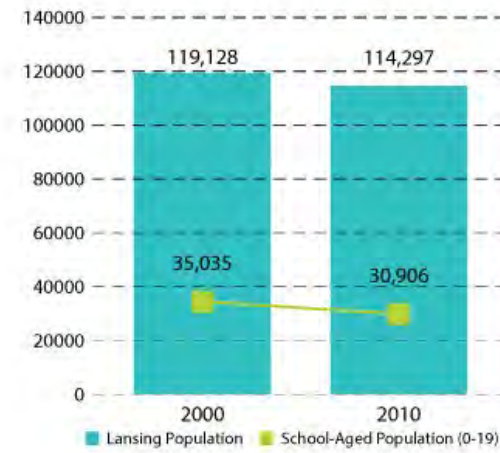
Attendance Rates



Parent Teacher Conference Attendance Rates



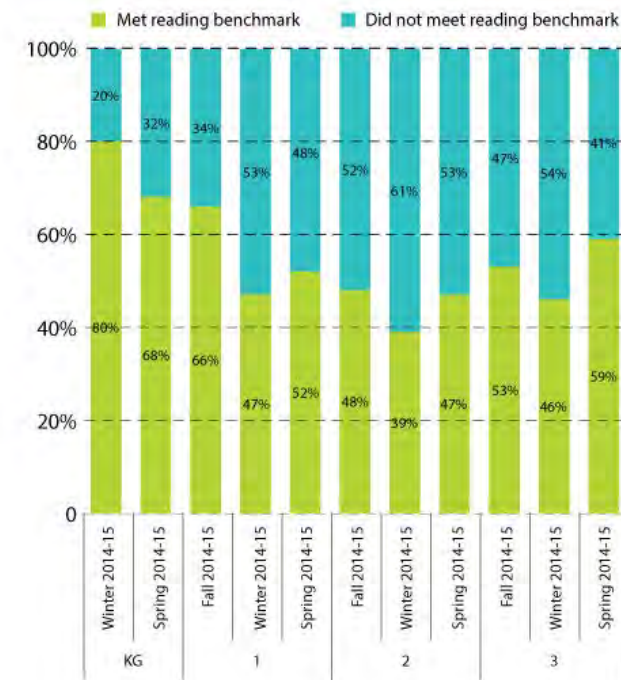
Ten Year Look at City of Lansing Population School-Aged Population and Lansing School District Enrollment



Five Year Enrollment Trend by Grade

Grades	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15
KG	1,299	1,253	1,268	1,164	1,130	1,044
1	1,259	1,190	1,163	1,111	1,075	1,073
2	1,075	1,115	1,074	998	1,018	984
3	1,075	1,011	1,066	956	900	948
4	1,028	1,016	988	943	925	865
5	986	977	955	880	901	862
6	1,010	862	868	860	840	833
7	949	979	891	864	839	801
8	967	933	977	833	841	799
9	1,396	1,312	1,268	1,249	1,162	1,178
10	1,071	982	956	979	963	935
11	876	784	743	761	725	743
12	710	599	537	582	617	608
Total	13,701	13,013	12,754	12,481	11,936	11,673

Developmental Reading Assessment



Class - Dimension Comparison



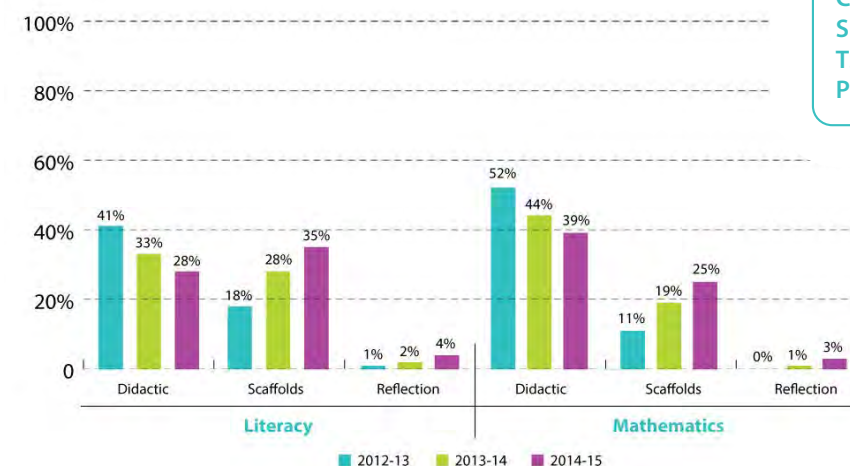
Class Definition

- PC: Positive Climate
- BM: Behavior Management
- CU: Content Understanding
- SE: Student Engagement
- TS: Teacher Sensitivity
- P: Productivity
- AL: Analysis and Inquiry
- RSP: Regard for Student Perspectives
- NC: Negative Climate
- QF: Quality Feedback
- ILF: Instructional Learning Formats
- ID: Instructional Dialogue

Dimension Average Interpretation Guide

- High Quality: 6-7
- Moderate Quality: 3-5
- Low Quality: 1-2

Snapshot - Dimension Analysis



DEPARTMENT OF ACCOUNTABILITY AND SCHOOL IMPROVEMENT (DASI)

Accomplishments in 2014-2015

Contributing to Caring, Collaboration and Excellence

- Provided a Saturday College Day in collaboration with MSU and LCC to our district's bilingual families,
- Designed and implemented Cultural Awareness Center at Gardner through the Promoting Peace by Expanding Awareness of Culture and Equity Grant (PEACE) to support and bridge cultural gaps between newly arrived students and native population,
- Increased relevancy of external research and community partnerships,
- Increased community activities at the Elmhurst Community Learning Center,
- Implemented the Student Assistance Providers and Behavior Intervention Monitors program in all schools,

Improving Student Achievement

- Implemented new online assessments:
 - Local(L-Step)
 - MI-Access
 - WIDA
 - Acuity
 - M-Step and MME
- Implemented new online surveys:
 - School Climate Survey
 - Presidential Youth Fitness Assessment
- Completed curriculum Pacing Guides for all grades in English Language Arts and Mathematics,
- Implemented district-wide Sex Education programming for 4th and 5th graders,
- Implemented an Extended-Year Program for additional support during the summer break,
- Provided professional development to teachers and school administrators throughout the year,
- Established District's Book Mobile to assist in neighborhood literacy outreach,
- Increased support for priority/focus schools and streamlined school improvement process,
- Secured federal and state grants to supplement district services:
 - Promoting Peace by Expanding Awareness of Culture and Equity (PEACE) grant for five years to promote positive behavior
 - School Improvement Grant for two priority schools
 - Safe Routes to Schools in collaboration with the City of Lansing
- Enhanced understanding of state and federal grants through parent and community meetings,
- Enhanced link between School Improvement Plans and iCollaborate project,
- Trained administrators, content area teachers and Cultural Brokers with Sheltered Instruction Observational Protocol (SIOP),

- Collaborated with Refugee Development Center (RDC) to provide English Learners with a four week summer camp (GLOBE),
- Held after school tutoring programs for English Learners at seven school locations – Cumberland, Eastern, Everett, Gardner, North, Sexton, Sheridan Road,
- Supported schools in providing accommodations for English Learners taking the M-STEP and MME,
- Trained teachers in Physical Education for All Kids (PEAK) Schools – Lewton, North, Riddle, Sexton, STEM,

Streamlining the Budget

- Successful support through strategic management of categorical funds at the district and school level to meet district goals,
- Developed and piloted internal program evaluations,
- Maximize categorical funds and reduced staff while maintaining efficacy,

Increasing Efficiency and Effectiveness

- Achieved exemplary status on Michigan Department of Education Title I audit,
- Increased professional opportunities to schools with data, assessments and analysis,
- Maximized services from Successline to develop local assessments – L-Step,
- Completed district-wide detailed technology inventory,
- Increased efficiency of Time-and-Effort reporting,
- Trained new school principals and administrators in State and Federal funds and fund allowance,
- Increased communication with Michigan Department of Education, schools and departments by using cloud-based technology (DropBox).

FUTURE GOALS

1. Seek grant funds to support student academic, social, emotional, and physical health,
2. Ensure compliance with federal, state, and local regulations,
3. Research, procure, implement, and evaluate all grants,
4. Collaborate with community partnerships and other agencies to better serve our students,
5. Assist and support the school improvement process,
6. Increase support and streamline district and state mandated assessments,
7. Improve lifelong health for student through health educators and support services,
8. Continue to support district staff by providing relevance to data-driven decisions in order to improve instruction,
9. Continue to enhance Pacing Guides with companion documents for the four content areas.

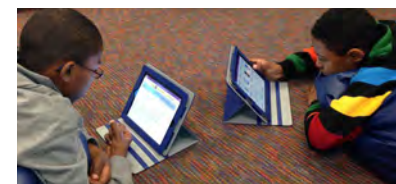
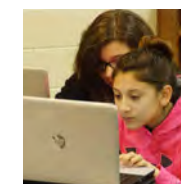
THE OPERATIONS DIVISION

of the Lansing School District



Welcome to the Operations Division of the Lansing School District! The Operations Division provides support services for our school community and consists of the following departments: Technology, Public Safety, Finance, Purchasing, Payroll, Custodial, Maintenance, Grounds, Print Shop, and Food Services. Additionally, we partner and coordinate with Dean Transportation and the Ingham Intermediate School District for our student transportation needs and SET SEG for our employee benefits.

Our core mission is to support our district's core mission. We strive to provide our students and staff with current technology, healthy meals, and clean safe buildings that promote the highest level of learning. Our goals are simple: we are committed to fostering a caring school and community environment, dedicated to a collaborative approach in getting the work done, and driven by an eye for excellence in everything we do. Our students deserve the best.





MAINTENANCE, OPERATIONS AND TRANSPORTATION

Accomplishments in 2014-2015

Contributing to Caring, Collaboration and Excellence

- Prepared quality reports and responded to requests,
- Maintained lease agreement with the city for use of the space at the Hill Center,
- Continued implementation of transportation,
- Worked side-by-side with ISD and Dean Transportation to transport students to and from day care centers and on fieldtrips,
- Continued providing Safeschool training for all district employees,
- Provided and maintained appropriate instructional support services and functional, safe facilities,
- Completed effective building readiness activities for first day of school and numerous special District events,
- Collaborated with exploratory facilities task force and provided requested facilities information,
- Held several cook-offs held at the Service Center with gift card prizes,
- Lunches provided by Sodexo Magic to all operations staff,

Improving Student Achievement

- Provided a clean, safe, comfortable learning environment for students and staff,
- Implemented building improvements for safety, indoor air quality, thermal comfort, lighting and maintenance,
- Safely transported an increased number of homeless students daily,
- Assisted with installment of tech needs for the district,

Streamlining the Budget

- Implemented energy-related projects that resulted in \$47,455 of savings/rebates,

- Continued process of liquidating identified properties and maximizing use of existing properties such as Hill, Wainwright, Elmhurst, Harley Franks, Otto, and the Service Center,
- Reduction of excess inventory
 - Distribution of items throughout district,
 - Held 2 Auctions to liquidate,
 - Recycling of books and scrap material,
 - Sold multiple vehicles,
- Established effective practices to manage the use of procurement of fuel with Fuel Cards,
- Reorganized Physical Plant Management,

Increasing Efficiency and Effectiveness

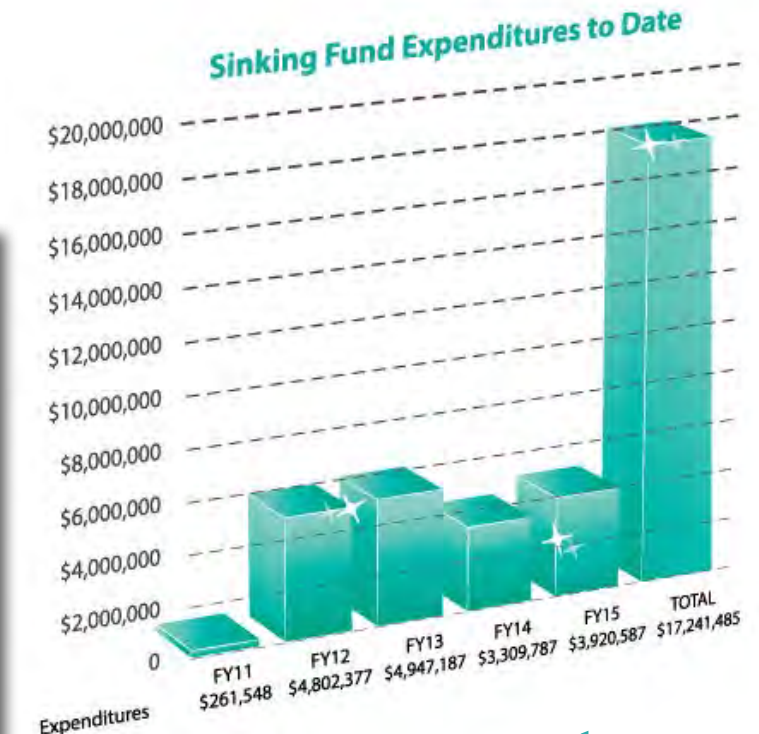
- Installed enhanced building security systems,
 - Maintained security alarm systems,
 - Installed and maintained card access system,
 - Installed and maintained camera systems,
- Completed detailed analysis of critical facility needs and upgrades based on health/safety and code compliance, improved student learning environment, improved operational efficiencies and funding capacity,
- Completed more than \$4 million of capital improvements and Sinking Fund projects,
- Effected a 20% increase of more than 14,800 maintenance work orders with a 90% completion rate,
- Card Access System eliminated needless keys distribution,
- Replaced radio communication with cell phone communication to all operations staff,
- Implemented Facility Rental software,
- Remodeled Everett High School New Tech,

Increasing Efficiency and Effectiveness (continued)

- Relocated Food Service Main Kitchen to Hill Center,
- Moved EMS/Graphic Design programs to Hill Center,
- LPD construction completed at Hill Center/current lease with city is in effect.

FUTURE GOALS

1. Complete more than \$4 million of critical building upgrades through Sinking Fund,
2. Provide clean, safe and healthy building environments,
3. Monitor all Department staff for attendance and work completion,
4. Maintain planned maintenance and operations programs that provide for effective upkeep of facilities,
5. Continue to promote positive work attitude and good customer service,
6. Review current policy and procedures to recommend appropriate changes.



2014-14 Sinking Fund Projects



- Patch, Pave and Seal Parking - \$396,000 (10%)
- New Tech Remodel - \$273,570 (7%)
- Air Monitoring - \$61,325 (2%)
- Replace Concrete - \$120,456 (3%)
- Replace Emergency Generator - \$122,859 (3%)
- Upgrade Fire Alarm - \$129,888 (4%)
- Replace Tile and Carpet - \$359,379 (9%)
- Lighting Upgrade - \$283,091 (7%)
- New Pool Piping \$638,220 (17%)
- Replace Boiler/Hvac Units - \$495,851 (13%)
- Replace Roof Sections - \$732,600 (19%)
- Repair Football Stadium/Safety - \$224,730 (6%)





FINANCE

Accomplishments in 2014-2015

Contributing to Caring, Collaboration and Excellence

- Collaborated with school level administrators to train, review budgets, answer questions and respond to various other requests for assistance,
- Provide friendly support to external partners,
- Provided administrators with guidance on allowable uses of funds and timeliness of purchases to ensure that budget was utilized to the benefit of our students and community,
- Collaborated with Fifth Third Bank with a purchasing card program,

Improving Student Achievement

- Kept abreast of new legislation and guidelines to maximize expenditures on student learning,
- Monitored grants and discretionary budgets,
- Worked with Department of Accountability and School Improvement to assist administrators with ensuring that spending occurred as budgeted to benefit students in a timely manner,

Reconfiguring the District

- Continue relationships with various building and Department administrators,
- Improved customer service by training staff in appropriate customer service skills,
- Provided budget support and training to all new and returning administrators,

Streamlining the Budget

- Monitored spending to ensure funds spent as intended and within budget,
- Worked with administrators to ensure that spending deficits were eliminated by the end of the month,

- Provided cost analysis upon request to leadership making recommendations regarding cost saving measures and/or potential funding sources for new programs with expenditure plans,

Increasing Efficiency and Effectiveness

- Programming, Training and Implementation of new eFinance Software,
- Completed transition from JP Chase Morgan to Fifth Third for the District's purchasing card program,
- Bidding out sinking fund projects earlier to increase the number of proposals received,
- New Contracts implemented with Sodexo for Food Service and Coke for district beverage vending machines,
- Maintained efficiency with reduced staffing,
- Impressed upon staff the importance of accuracy and efficiency with continued expectation of improvement,
- Updated and published written procedures to ensure internal controls were met or exceeded,
- Built capacity by cross-training staff,
- Completed Budget Amendment #1 in December 2014.

FUTURE GOALS

1. Increase customer service and training on the new E-Finance system,
2. Increase accuracy and efficiencies via the new E-Finance system,
3. Keep the Superintendent updated on all financial matters,
4. Improve and strengthen relationships with staff,
5. Continue to improve building/Departmental communications and reporting.



PUBLIC SAFETY

Accomplishments in 2014-2015

Contributing to Caring, Collaboration and Excellence

- Officers participated in the annual Shop With A Cop program,
- Worked in partnership with Student Services to improve year-end SID reporting,
- Mid-Michigan Crime Stoppers Fast \$50 program was successful. \$400.00 was awarded to students and three schools were added to the program,
- Collaboration with local police and emergency leaders ensuring the District is following general guidelines based on local, state and national best practices,

Improving Student Achievement

- Collaborated regularly with Resolution Services Inc., Lansing Police Department, Lansing Area Safety Council and the City of Lansing's Office of Emergency Management,
- Precautionary measures taken to ensure the safety and security of students, staff and property,
- Responded immediately to concerns and requests from administrators, teachers and parents.

Reconfiguring the District

- Increased K-9 unit visibility,
- Increased visibility at the elementary level,
- Assign officers according to daily need.

Streamlining the Budget

- Awarded a \$12,300 Michigan Competitive School Safety Grant. for audio/video buzzer system at each high school,
- Managed expenditures and stayed within budgetary guidelines,
- Closely monitored inventory of equipment and supplies,

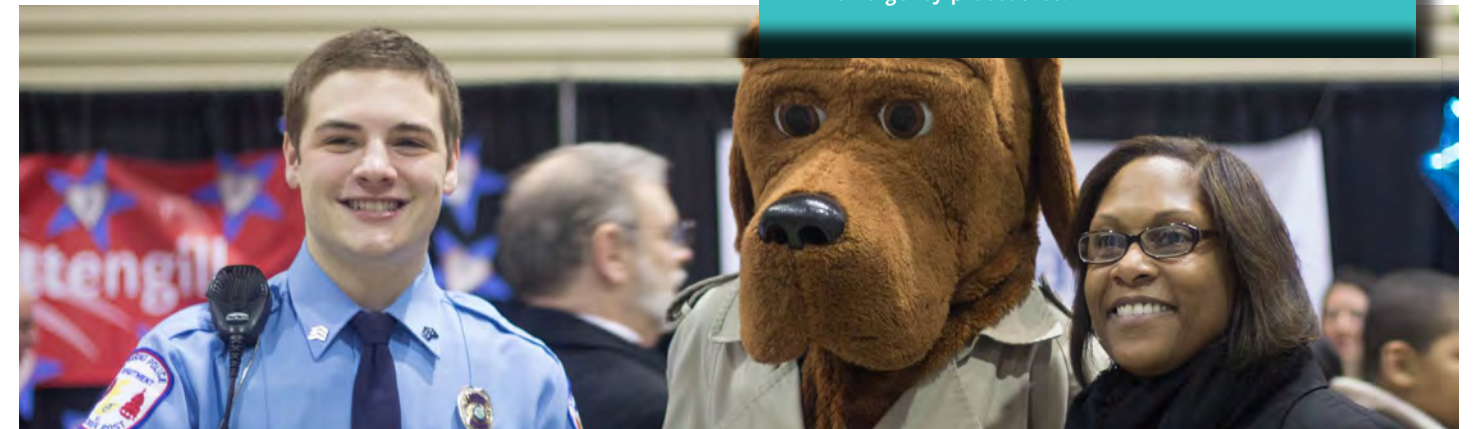
Increasing Efficiency and Effectiveness

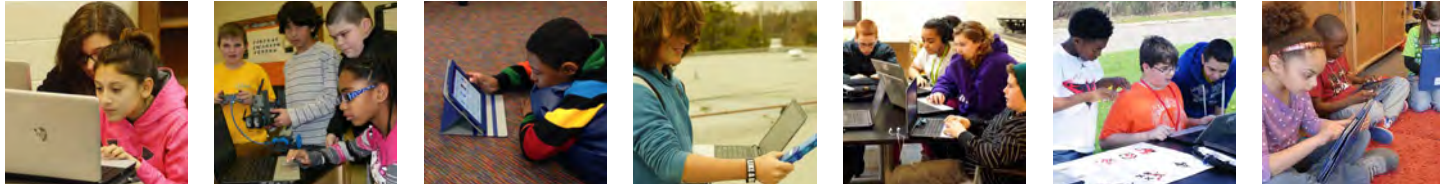
- Lowered use of force incidents by 34 percent.

- Realized implementation and training for new emergency communication radio system at the secondary level,
- Joined the Ingham County 911 Central Emergency Communications System. Building administrators, public safety, and other essential staff members can easily initiate or receive communications from local emergency personnel utilizing their two-way radios,
- Updated and revised the Lansing School District-Emergency Operations Plan (EOP) using best practices and State of Michigan Police guidelines. The 2015 edition includes standards and procedures for visitors, guidance on state mandated emergency drills, cardiac emergency response team action steps, student reunification plan, and new language for external threat perceptions. The EOP has been approved by City of Lansing Emergency Manager,
- New fire, school lockdown, and shelter-in-place policies were established and conducted in accordance with the House Bill 4713,
- Monitored new web-based incident report system and created accounts for all administrators, allowing direct access to building specific incident reports,
- Implemented "Continuous Learning Module Program," for officer training,
- Accelerated performance by delivering clear, continuous feedback.

FUTURE GOALS

1. Continue updating the Department Operations Manual,
2. Promote Safe Schools Campaign,
3. Continue to promote intervention/prevention models to support student achievement,
4. Update department team charter,
5. Disseminate the New Emergency Procedures Manual,
6. Training Lansing School District employees on emergency procedures.





TECHNOLOGY

Accomplishments in 2014-2015

Contributing to Caring, Collaboration and Excellence

- Initiated the implementation of a new student information system – Synergy,
- Collaborated with Pupil Accounting and Central Enrollment to create implementation team to lead the district through data conversion, software setup and training,
- Collaborated with Department of Accountability and School Improvement to ensure a successful M-Step testing environment,
- In tandem with Information Services, implemented the Let's Talk communication tool to provide the Lansing community a vehicle to discuss important issues facing the district,
- Met with the Parent Community Advisory Council to solicit input on a new Lansing School district website,
- Provided assistance with the restructuring of the transportation needs of the district,

Improving Student Achievement

- Initiated a district-wide survey of computing devices to determine the possibility of installing memory and upgrading older operating systems,
- Instituted a district-wide review of each schools' testing configuration to ensure all computers met testing requirements including installation of software and building out servers,
- Facilitated the replacement of end-of-life computers in three schools determined to be at-risk for a successful M-Step deployment,
- Assisted the members of the Instructional Technology Steering committee with addressing school technology initiatives,

Streamlining the Budget

- Continued the district's participation in USF programming, providing high percentage reimbursements for basic operations including telephones and broadband services,
- Encouraged and assisted with the continuation of implementing eFinance solutions, specifically the move to paperless payroll, employee timesheets, and leave,
- Addressed increased staffing needs by partnering with grant programs at the same time addressing the need to improve the skill set of department employees,
- Instituted the EES program district-wide, allowing for upgrading to the latest operating system on all computing devices, standardizing software products, and updating anti-virus program,
- Used the Technology Readiness Infrastructure Grant to improve the district's infrastructure and replace end-of-life computers allowing for increased opportunity for anytime-anywhere learning and leveraging technology for learning,
- Researched and recommended a replacement for Edline, Lansing's current Content Management System at considerable savings to the district,

Increasing Efficiency and Effectiveness

- In tandem with the Physical Plant, assisted with the streamlining of the facilities rental process by recommending, implementing, and training district staff on the use of FSDirect software,
- Continued to take the lead in ensuring that the district's inventory of computers, printers, and other electronics was complete and up-to-date,
- Provided support to end users on basic software and hardware needs including training on new software adoptions, instruction on classroom applications, and device usage,
- Instituted a more efficient imaging process allowing department staff to address issues faster,
- Began implementing an improved wireless network configuration including replacement of the wireless controller, continued upgrading of access points, and developed wireless access policies.



FUTURE GOALS

1. Assist with formulating a technology component for the upcoming Bond proposal that addresses the instructional needs of our students and teachers,
2. Continue to implement the Synergy system by studying the feasibility of instituting on-line enrollment, strengthening the communication possibilities of ParentVue, and providing the district with access to up-to-date, pertinent data such as demographic information, enrollment figures, and test scores,
3. Increase administrative efficiencies among departments by fully utilizing the eFinance system, particularly in the areas of workflow and paperless processes,
4. Upgrade the districts WAN to address the exponential growth of electronic devices and data needs including cloud-based applications and streaming audio/video demands,
5. Complete the Windows 7 cutover of all devices currently running windows XP, upgrading memory, and the MS Office version.



FOOD SERVICES

Accomplishments in 2014-2015

Contributing to Caring, Collaboration and Excellence

Caring

- Developed & implemented nutritious dinner programs at Eastern, Everett, Sexton, North & Gardner. Serving over 42,000 meals to students who attend extended day activities,
- Introduced unique fruits and vegetables, on all elementary salad bars, from every letter of the alphabet; such as Ugli fruit & Jicama,
- Hosted two Staff Appreciation meals to promote unity among District Operations personnel,
- Visually improved several District cafeterias by adding bright paint, new lights, decorations and signage to create an inviting place to eat, talk and laugh,
- District and SodexoMAGIC staff at Everett collected donations for the Toys for Tots program,
- Introduced the Junior Executive Development program to selected High School students. This program helps students gain valuable knowledge in business etiquette, thinking skills, networking and leadership,
- Mentoring of Culinary students to help improve their competitive spirit during large competitions

Collaboration

- Increased student nutrition & SodexoMAGIC brand awareness to our students, families & community by:
 - Participating in parent meetings,
 - Providing new product samplings, with student feedback, in cafeterias,
 - Enhancing the department web page with a direct link to student and parent surveys, nutrition information and opportunities to advance humanity,
 - Coordinating a visit from Lift-Off, the SodexoMAGIC nutrition mascot, to Beekman Center, Kendon, North, Cavanaugh and Mount Hope schools to promote healthy eating,



MAGIC #32

Collaboration (continued)

- Participation in Family Fun Nights at Riddle and Lewton,
- Participated in the Lansing Showcase,
- Collaboration with the Greater Lansing Food Bank and Roots Organization to utilize the green house space at the Hill Center,

Excellence

- District wide meal participation in Breakfast & Lunch up 4.7% over last year,
- Hosted a Future Chef challenge and invited all K-5 students to share a healthy snack recipe. The challenge was not solely about who is the best cook but allowed students to be creative, think for themselves and communicate with others,
- Assisted in updating the District's Wellness Policy by attending meetings and providing input,
- Donations to several worthy causes,
 - Spaghetti dinner for the Anti-Bullying event at Pattengill,
 - Box lunches for the Kirk Cousins' Leadership Seminar at Eastern,
 - Bottled water and Fruit for the Innovated Arts & Fitness Team's 2nd Annual Fun Run at Elmhurst,
 - Basketball Team Recognition Board at Everett,
- Providing monthly articles to the District's Bright Side publication, recognizing our staff and their accomplishments,
- Assisted in the completion of the District's Elementary Meal Production site moving from the now closed Otto school to the Hill Center,
- Monitoring and maintaining a \$46,000 grant that helped to provide fruit and vegetable snacks for North, Willow and Kendon; with the goal of improving children's overall diet and create healthier eating habits.



THE SUPERINTENDENT'S OFFICE of the Lansing School District



Peter Spadafore
President

Rachel R. Lewis
Vice President

Myra J. Ford
Secretary

Shirley Rodgers
Treasurer

Bryan Beverly
Amy Hodgin
Gabrielle C. Johnson
Guillermo Z. López
Dr. Saturnino Rodríguez
Trustees

Yvonne Caamal Canul
Superintendent



HUMAN RESOURCES

Accomplishments in 2014-2015

Contributing to Caring, Collaboration and Excellence

- Organized events and celebrations including:
 - Years of Service Awards and Recognition Ceremony for district employees,
 - The Elsie Maile Outstanding Teacher Award,
 - The Hinman Scholarship Awards for teachers and administrators,
- Assisted teachers and administrators to document professional development (KALPA),
- Assisted teachers with state SCECH's,
- Held Quarterly orientation meetings to welcome new employees and establish school district expectations,
- Provided training and support for administrators to address and improve employee relations,

Improving Student Achievement

- Collaborated on new teachers' evaluation tool,
- Participation in Professional Council to help resolve areas of concern that impact student achievement,
- Conducted internal audit to confirm that Priority Schools were staffed with highly qualified personnel,

Streamlining the Budget

- Reduced processing and supply costs with paperless vouchers and paperless leave requests,
- Eliminated department cell phones and wireless plans,
- Assisted other departments with staffing reductions to help meet budget goals,

Increasing Efficiency and Effectiveness

- Reorganized department and realigned duties to improve department service without adding cost,
- Established collaboration meetings with union leaders to improve communication and reduce grievances,
- Selected benefit administration vendor to help improve service, compliance and health care plans,
- Added staffing coordinator to provide more support to administration and staff throughout the district,
- Administered site visits to school buildings by department staff to identify areas needing further support,
- Conducted customer service skills training with department members to improve district support.



FUTURE GOALS

- Expand use of technology to streamline human resource workflow processes,
- Enhance training programs for employee groups and supervisor leadership,
- Develop and communicate HR metrics to assist organizational leaders,
- Decrease employee absenteeism throughout the district.





COMMUNICATIONS

Accomplishments in 2014-2015

Contributing to Caring, Collaboration and Excellence

Marketing

- Adopted a new District logo and reproduced the logo for distribution throughout the district.
- Digitally recreated 21 school building logos,
- Created six new Magnet school building logos,
- Created and placed print ads in,
 - Adelante Forward - January and May
 - Lansing State Journal's "Transforming Lansing" - October
 - Dr. Martin Luther King Jr. Program - January
 - MASA Leader Magazine - February
 - Alpha Kappa Alpha Program - May
 - The Chronicle newspaper - September, January, February
- Produced and published print advertising materials for Kindergarten Round-up,
- Produced banners and flyers for Great Start Readiness Program,
- Created flyers promoting activities such as Magnet School Information meetings, transportation services, bilingual showcase flyer and many more,
- Purchased media time for television advertising and NCG Cinema advertising, radio advertising, print media and Fox 47 "Morning Blend" spots,
- Provided school of choice materials at showcase event held at Holt High School in 2015,
- Partnered with the Lansing Promise board to create a marketing plan to promote Promise opportunities to District families,
- Created and implemented a marketing plan for the six magnet school programs. The marketing included print ads, posters, newsletters, radio ads, television ads, Fox 47 "Morning Blend" appearances, WILX "Moms Everyday" appearances, television shows, robo calls, social media announcements and web site content,
- Took high quality photos at 93 district events and used the photos in print publications, print ads, television ads, bulletin boards, web site and social media,

Media Relations

- Responded to 340 media requests for information or interviews with District personnel,
- Released 35 media advisories/news releases,
- Created multiple speech drafts and talking points for District personnel,
- Provided media coaching for all District Administrators,
- Created statements to media,
- Communication team attended all board meetings,

Event Planning

- Provided event planning assistance for the annual Chicano/Latino Advisory Committee Senior Recognition ceremony.
- Event planning, media coverage and a press conference for a visit from Earvin "Magic" Johnson September 2014
- Event planning, media coverage and press conference for the Lansing Promise fundraising event featuring Earvin "Magic" Johnson in April 2015.
- Event planning, marketing plan and implementation 2015 District Showcase in February. The marketing included billboard ads, print ads, 28 school-level banners, 14 department banners, flyers, partner invitations, post cards, posters, registration forms, 28 rack cards for schools and three for departments, radio ads and television ads,

Web and Social Media

- Reviewed 52 flyers for distribution, web and social media publication,
- Increased the number of "likes" on the District Facebook page from 2080 in the 2013-14 school year to 2835 in the 2014-15 school year,
- Published 531 Facebook posts in 2014-15. Postings included student-based stories, flyers and announcements, alumni features, photos, videos, and stories re-posted from local media. The total Facebook status impressions for 2014-15 school year was 777,228,
- Engaged with District parents and the community to answer questions and respond to direct Facebook messages,
- Increased Twitter followers from 51 to 221. In 2014-15, 741 Tweets were published promoting events, student and staff achievements. There were 65,173 tweet impressions in 2014-15 school year,
- Updated content on District website including new slide show on home page, Channel 21 logo/link on homepage, department information, emergency drills, 111 news articles and school of choice information. There were 3,085,849 page views on the District web site in the 2014-15 school year,
- Increased mobile app downloads from 288 to 574. There were 7,300 mobile app page views in 2014-15 school year,
- Sent out 755,932 robo calls and 179,379 e-mails using Parentlink to communicate snow days, school event reminders, Magnet School marketing, millage reminders and other information to parents, community members and District personnel,

Digital Video

- Created and implemented a communication plan for Kindergarten Roundup that include a video, printed materials and web advertisements,
- Installed new A/V and video production equipment in the board of education meeting room to increase the quality of live meeting coverage,

- Created 121 original television programs that highlighted student recognitions, scholarships and awards, board meetings, information study sessions, board candidate interviews, press conferences, alumni features, short promotional features, commencement ceremonies, bully prevention rallies and presentations, guest authors, musicians, performers and speakers, athletic hall of fame inductions, Veterans Day ceremonies, sport team recognitions, M-STEP Assessment Training, 39 episodes of TV program "Conversations" featuring board members, the Superintendent, principals, students and community leaders,
- Coordinated with WKAR and school district staff and students a Bullying Prevention community forum, which included a video PSA produced by Pattengill students

Print Media

- Created a new interactive design and layout of District newsletter "The Bright Side,"
- Published seven issues of "The Bright Side" newsletter to staff, parents and community,
- Increased the depth and scope of articles in "The Bright Side" from two sentence stories to feature length articles,
- Created and published 33 issues of the "Monday Morning Memo" by Superintendent Caamal. The memo was e-mailed to all staff and published on web,
- Redesign of iCollaborate brochure,
- Created newsletters for the Behavior Intervention Monitor/Student Assistance Provider program (every six weeks), Synergy student information system (monthly), and six magnet schools (quarterly).
- Created posters for the Spring Expo and Strategic Plan,
- Created templates for board of education and executive team memos, stationary and notepads,

- Designed a souvenir booklet for the Chicano/Latino Advisory Committee Senior Recognition ceremony, in which we placed advertisements from outside vendors and district organizations. Designed certificates and companion documents,
- Created Commencement ticket request forms, programs, honors certificates, redesigned door banner and assisted with ticket design for Eastern, Everett and Sexton,
- Updated administration building bulletin board promoting District personnel and programs,
- Designed layouts for Pacing Guides,

Streamlining the Budget

- Installed a new robotic video production system in the board room that lowered operational costs and increased efficiency

FUTURE GOALS

1. Launch a new web site for school district and each school,
2. Cooperate on a marketing strategy to prepare for a bond proposal,
3. Increase instructional television programming,
4. Create and implement a communication plan for Synergy student information system,
5. Create and implement a marketing plan to increase enrollment,
6. Create and implement a safety campaign.





VISION STATEMENT

To accomplish our mission we will create a collaborative, high-performing, safe learning environment that is integrated with our communities and focused on preparing students for global citizenship.

MISSION STATEMENT

It is the mission of the Lansing School District to provide educational excellence in a safe and nurturing environment for all students.

WE BELIEVE...

- All students and their families deserve a quality education.
- Staff, students, families and Lansing communities can contribute and learn from each other.
- The needs of our students are our priority.
- Learning occurs best when students are in a safe environment.
- Diversity is our strength.
- Relationships are based on respect for self and others, mutual trust and teamwork.
- Learning is essential for success in a global society.
- The Lansing School District is committed to its responsibility to deliver a quality education for career and college readiness.

STRATEGIC PLAN SUMMARY

2014-2015

STUDENT ACHIEVEMENT

All students will achieve or exceed state performance targets and graduate career and college ready.

OBJECTIVES:

- Increase student achievement proficiency and on-time graduation rates
- Improve data-driven instruction by regularly utilizing various sources, including iCollaborate, student and behavioral data
- Create district wide coherence and improve student learning by implementing curriculum pacing guides and formative assessments
- Identify and implement models and partnerships that will increase students' engagement in career preparation

SUPPORT SYSTEMS

The district will identify, improve and implement effective and efficient support systems.

OBJECTIVES:

- Complete a successful bond campaign in order to improve and reconfigure the district's facilities and provide students with 21st Century learning environments
- Update and/or replace outdated technology in order to provide students and staff with 21st Century learning tools
- Develop and implement rewards and consequences in order to reduce staff absenteeism
- Maximize personnel resources by maximizing staffing efficiencies in all departments

COMMUNITY OUTREACH

The district will maintain and grow strong relationships with greater Lansing's diverse communities, agencies, organizations, and businesses.

OBJECTIVES:

- Explore and expand opportunities for the greater Lansing community to engage with the district
- Improve communication with Lansing's diverse communities, including translation into a other languages
- Explore and expand opportunities for grants, donations, and partnerships in order to increase learning options for students
- Explore and identify approaches that will significantly increase positive family engagement

FINANCE

The district will monitor and adjust resources in order to maintain and improve financial stability.

OBJECTIVES:

- Update district infrastructure by implementing technology solutions to improve efficiencies in finance, human resources, and student information management systems
- Develop and implement strategies for increasing student enrollment
- Identify and implement strategies that will increase the district's fund balance

LEARNING ENVIRONMENT

The district will provide a safe and nurturing learning environment.

OBJECTIVES:

- Identify and adopt models for improving school climate and culture that include professional learning and problem-solving approaches
- Implement programs and protocols that will significantly reduce behavior referrals and out-of-school suspensions
- Implement programs, policies, and protocols that will significantly improve district morale and community perception of the district
- Implement behavior prevention, intervention, and intervention, and supports in all schools

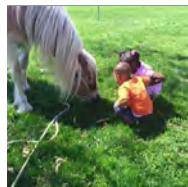
BOARD OF EDUCATION

Peter Spadafore, President
 Rachel R. Lewis, Vice-President
 Myra J. Ford, Secretary
 Shirley Rodgers, Treasurer

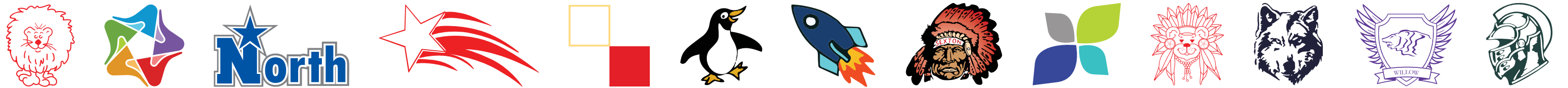
Bryan Beverly, Trustee
 Amy Hodgkin, Trustee
 Gabrielle C. Johnson, Trustee
 Guillermo Z. López, Trustee
 Dr. Saturnino Rodríguez, Trustee

SUPERINTENDENT

Yvonne Caamal Canul



Lansing[®] School District Family



Caring • Collaboration • Excellence

