



# ALL FORWARD

STRATEGIC PATHWAYS FOR  
LOWER MERION SCHOOL DISTRICT

The District recently launched a new strategic plan, created with the input of thousands of stakeholders, including students, staff, parents, alumni and community members. Called “All Forward”, the plan embraces a collective, intentional, positive approach to change. Rather than a tactical guide with step-by-step instructions, the plan serves as the District’s strategic compass for the next five years and beyond.

During the plan’s development, a steering committee of community members developed **five** “bold statements of strategic intent” to provide the framework of the plan. Now that the plan has been approved and we are transforming words into action, the bold statements will serve as our “strategic pathways.”

These pathways indicate our direction as a school community and represent a shift from where we are today in how we define student success, develop curriculum, support professional learning, engage students, and partner with the community. The intent of the plan is not to solve a problem or fix a failure. Rather, it serves as a necessary next step forward in our evolution as one of the finest public school systems in the United States.

## 1 REDEFINING SUCCESS

Transform how we define, measure, and report student achievement with a focus on each student’s individualized growth and mastery in areas that extend beyond traditional academic indicators.

### HOW WE’LL DO IT

#### MEANINGFUL GROWTH METRICS

Expanded metrics for development will include social, emotional and physical wellness, creativity, critical thinking, engagement and innovation.

#### EXPANDED REPORTING STRATEGIES

Reporting procedures will be expanded and individualized to provide a more comprehensive, nuanced view of student performance.

#### BALANCED ASSESSMENTS

A variety of assessment practices will provide deeper, more holistic indicators of growth.

#### RELEVANT REQUIREMENTS

Graduation requirements will reflect a variety of relevant courses and experiences and promote meaningful student learning.

## 2 TRANSFORMATIVE CURRICULUM

Shift from content area silos to a connected curriculum that prepares students to transfer knowledge and thinking strategies across disciplines.

### HOW WE’LL DO IT

#### LEARNING BEYOND SCHOOL

Emerging technology and more flexible, fluid schedules will enable student learning experiences to extend beyond the “traditional” classroom and facilitate deeper curricular explorations, individualized learning and teacher creativity.

#### INQUIRY-DRIVEN EDUCATION

Inquiry will be embedded across the curriculum to facilitate greater student engagement and comprehension.

#### CONNECTED CURRICULUM

The integration of literacy, science, technology, engineering, art and math in all content areas will yield a more connected, relevant curriculum.

#### CULTURAL PROFICIENCY

Culturally-proficient teaching and learning practices will help ensure that the diversity of our students is reflected in the curriculum, informs instruction, strengthens educational outcomes and supports the elimination of achievement gaps.

#### LOCAL IMPACT, GLOBAL PRESENCE

Service learning opportunities will be expanded K-12, culminating in senior year experience. All students will have the opportunity to engage with students from other countries and cultures through virtual formats, travel and exchange programs.

## 3 A COMMITMENT TO PROFESSIONAL LEARNING

Transform professional learning from a top-down model to one that honors and harnesses our educators’ collective wisdom.

### HOW WE’LL DO IT

#### LEARNING BY DOING

Professional learning opportunities will be embedded during the school day, allowing for more peer-to-peer observation, exploration and collaboration.

#### REVISED LEARNING CALENDAR

The professional learning calendar will be revised and streamlined to focus on key areas of emphasis in support of the strategic plan.

#### LEADERSHIP EXCELLENCE

The capacity of educator-leaders will be expanded through dedicated leadership development program mentorship and training.

#### COLLABORATIVE LEARNING

Professional Learning Communities (PLCs) will enable professionals to collaborate, extend their knowledge and refine their practice.

## 4 STUDENT-DRIVEN SCHOOLS

Adjust our system from one characterized by heavily-prescribed requirements to one that affords more self-directed goal setting and positive risk taking – where students navigate their own learning in close partnership with professionals.

### HOW WE’LL DO IT

#### GROWTH MINDSET

Students will engage in learning experiences at all levels that reinforce and stimulate confidence in their capacity for growth.

#### PERSONAL EXPLORATION

Students will have greater individual opportunities to pursue areas of interest within the structured framework of a given lesson or subject and through expanded enrichment opportunities.

#### STUDENT GOAL-SETTING

Protocols will be developed for student goal-setting and self-reflection so that each student has a greater understanding of their individual progress and development.

#### STUDENT VOICE

Opportunities for students to provide direct feedback and share their voices will be expanded across the District and in classrooms.

## 5 A SPIRIT OF COMMUNITY

Transform our approach to community outreach from one that is less coordinated to one that strategically leverages and maximizes community resources to strengthen our schools.

### HOW WE’LL DO IT

#### STRATEGIC PARTNERSHIPS

Students and staff will benefit from expanded partnerships with businesses, community organizations, higher education and alumni that enrich the educational experience and stimulate innovation.

#### ALUMNI ENGAGEMENT

The District will launch a strategic alumni engagement and development program to maintain and maximize life-long connections to LMSD schools and strengthen District resources.

#### COMMUNITY CONNECTIONS

Enhanced communications and opportunities for community feedback will strengthen community trust and support for school programs and practices.

#### LEVERAGING THE BRAND

The District will leverage its expertise and reputation for excellence to create innovative, revenue-generating programs for audiences beyond the school community.

