

**OPEN THE POSSIBILITIES**

**Leon County Schools  
Strategic Plan**

**2021-2027**





Alva Swafford Smith  
(Chair)



Darryl Jones



Rocky Hanna  
Superintendent



Laurie Lawson Cox



Rosanne Wood  
(Vice Chair)



Dr. Marcus Nicolas







2022-2023 SCHOOL BOARD .....Inside Front Cover

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Dear Leon County School District:

It is with great pleasure that we present the 2021-2027 Leon County Schools Strategic Plan. This plan builds on the strong foundation of collaboration and partnership that our school district is known for. A successful school system requires cooperation and effective communications between the elected members of the school board, the elected Superintendent, and the appointed District and school administrators—all acting in concert as a leadership team with a shared vision and mission.

Our collective vision also depends on a strong reciprocal partnership between the District and the community. The Leon County Schools system enjoys support from various components of our community: local business partners, three institutions of higher learning, the non-profit sector, citizen-taxpayers, local and state government, and countless volunteers and partners who reinforce our schools with invaluable contributions of time, talent, services and financial investments.

Our 2021-2027 Strategic Plan continues to focus on academic achievement, but also highlights the importance of school safety and student wellness, which reflects our emphasis on the whole child. This renewed mission of a student-centered focus is reflected in the restructuring of the Strategic Plan pillars, and is grounded in our core values. The Plan implements our mission and vision through five key areas under which specific goals and objectives are aligned. These five areas, or pillars, are:

- I. Safe, Healthy, and Caring Environments
- II. Effective, Innovative, and Relevant Academics
- III. Quality Resources
- IV. Informed, Engaged, and Empowered Community
- V. Fiscal Stewardship and Transparency

During the strategic planning process, we are given the valuable time of reflecting on what we have achieved, the significant challenges we have faced, and what opportunities lay ahead. Our school system has much to be proud of and a bold vision for the future. As a school board, we remain steadfast in our commitment to providing every student the best educational experience possible with the future in mind, helping each one to succeed and accomplish their highest potential during their K-12 experience and beyond.

Thank you for your continued commitment in helping the Leon County School district transform our mission and vision into reality, and opening the possibilities for every student.

Sincerely,  
The Leon County School Board



Message from the Superintendent

Dear Friends of Leon County Schools:

The Leon County Schools 2022-2026 Strategic Plan builds upon the foundation and progress our school district has achieved and will help to guide us forward in the years ahead. As we’ve seen with the impacts of a global pandemic and other shifting sands in the Pre-K—12 education landscape, the surrounding environment is constantly changing, and we must match our mission and objectives with the future in mind.

To further that goal, we must also be aware of how we are staying aligned with what our students and our organization is needing in order to be best prepared for the future. We must continually reimagine and adjust our programs and methods to meet the changing needs of the communities and people we serve. We will closely monitor those needs—and even anticipate them as much as possible—so we can best assist our students, families, and school communities of Leon County.

The framework for our strategic plan incorporates five pillars for success. Each of these pillars is critically important. Just like the pillars of a building, the individual pillar is a vital aspect of supporting the organization as a whole. The five pillars are organized as follows:

- 1) Safe, Healthy, and Caring Environments
- 2) Effective, Innovative, and Relevant Academics
- 3) Quality Resources
- 4) Informed, Engaged, and Empowered Community
- 5) Fiscal Stewardship and Transparency

Our strategic plan represents a comprehensive, well-reasoned guide for accomplishing our organization’s goals, and is a multi-year blueprint for making our District’s vision and mission into a reality.

Over the last several years, as a school district, we have navigated the waves of unprecedented challenges and obstacles that would shake any foundation. I have the utmost confidence that our strategic plan pillars and the goals found therein, will keep our foundation strong and our future bright.

Sincerely,

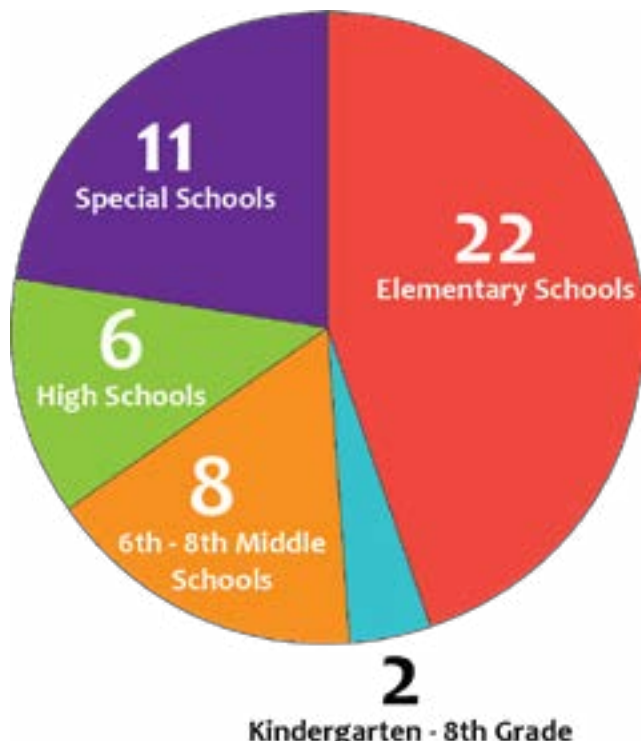


Rocky Hanna  
Superintendent of Schools





# Our District, Our Schools



## Number of Employees



Reported as of 5/2023



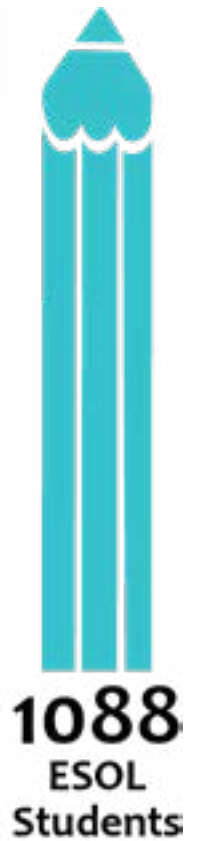
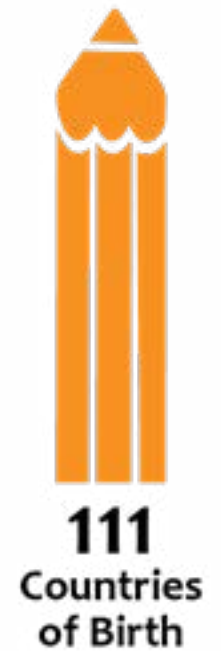
## Nutrition/Meals Served



## Transportation



## 120 Bus Stops



## 1:1 District



Chrome Notebook for every student

Leon County Schools currently has a District strategic plan that was created in 2010 and developed as a planning document for a five year cycle. The purpose of the strategic plan is to construct long-term goals and measurable objectives that will provide continuity and focus for all LCS employees and alignment for everyone from the classroom and hallways to the Superintendent and School Board. The revision of the strategic plan was a long-term process that was comprehensive and involved many stakeholders in order to constructively develop and communicate the vision, mission and objectives of Leon County Schools.

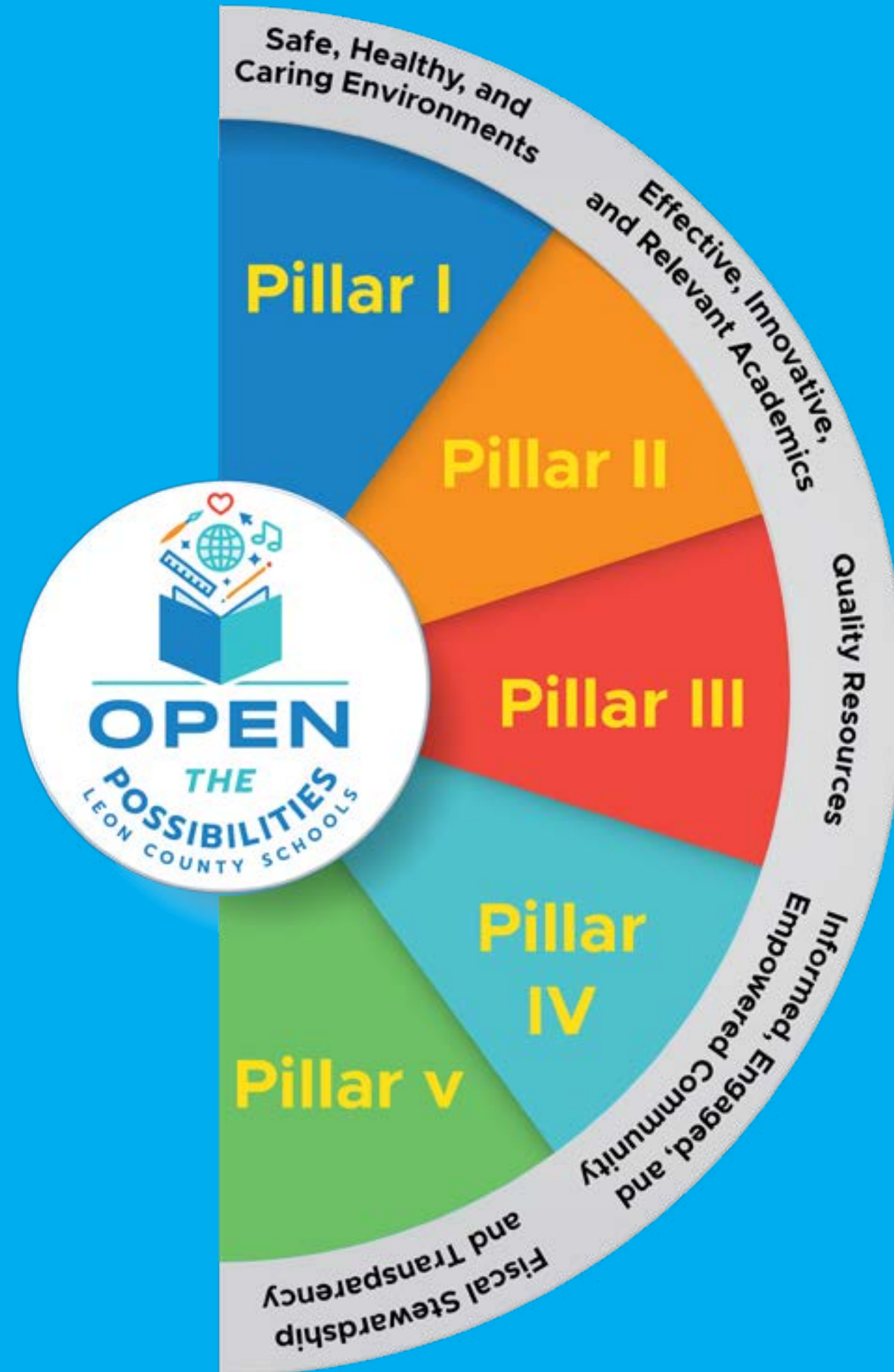
The 2021 - 2027 Strategic Plan was developed using a systems-thinking approach and built on the self-assessment results of the district accreditation process and the Climate Survey. It also utilized the previous strategic plan, vision and mission statements, School Board priorities and the Florida Department of Education strategic areas of focus. Two additional methodologies have been utilized: VMOSA is a model based on the acronym for vision, mission, objectives, strategies and action; and SWOT is a model based on the acronym for strengths, weaknesses, opportunities and threats. Both describe a strategy of defining an organization's current status, determining the direction for the organization and then developing a strategy to get there. Both are process driven and involve many stakeholders. The strategic plan development process was thorough and exhaustive in order to be a realistic expression of LCS' priorities, with strategies to meet each goal. The process was guided by a strategic plan development committee, which included District administrators, data analysts, school administrators, parents, students and teachers.

A strategic plan sets the direction for an organization and must be well conceived and implemented. When everyone is engaged in the process and makes meaningful contributions, it can energize an organization. LCS is fortunate to have a supportive community, as well as dedicated and knowledgeable School Board members, parents, teachers, students, administrators, and staff.





# PILLARS AT-A-GLANCE









# PILLAR I

## Pillar I Summary

Learning and work environments that are safe and healthy are pivotal for student wellness, academic achievement, and overall development. Students who feel safe and well—both physically and psychologically—will feel supported, motivated, and more engaged in learning. Leon County Schools strives to provide safe, healthy, and caring environments that are sensitive to the needs of the individual student, as well as the safety and health of the entire district.

Goal 1. Provide a safe and secure environment for all District students, employees, and visitors.

Implement enhanced security technology to provide more centralized access and management.

1. Continue to coordinate with our School Resource Deputies and School Guardian contractors to comply with the Marjory Stoneman Douglas Act.
2. Provide weapons prevention programs and activities related to weapons detection. Continued collaboration with our law enforcement partners, state attorney's office, and principals to suggest and implement prevention programs.
3. Complete 100% of all Florida Safe School assessments of all of our facilities as required by the Marjory Stoneman Douglas Act each school year.

Goal 2. Promote the physical, emotional, and mental health of students and employees within and beyond school.

1. Increase student and employee participation in District-sponsored wellness initiatives and activities by 10%.
2. Expand school-based mental health care by direct employment of school-based mental health services providers (school psychologists, school social workers, school counselors and other licensed mental health professionals) and interagency agreements with local mental health providers to reduce staff-to-student ratios, and to connect children, youth and families who may experience behavioral health issues with appropriate services.

3. Train at least 80% of district staff in an evidence-based youth mental health awareness and assistance training curriculum to help school personnel to recognize and respond to the signs of emotional disturbance, mental illness and substance use disorders.
4. Annually train 100% of school level threat assessment teams on the Florida Department of Education's behavior threat assessment and suicide risk assessment instrument.
5. Implement a program to decrease student use of drugs, alcohol, and tobacco with measurable outcomes.

Goal 3. Provide the necessary supports to promote student success and engagement.

1. Build partnerships among Leon County Schools and the Tallahassee community to implement programs that reduce student disciplinary incidents by 5%.
2. All schools and applicable district administration will complete School Environmental Safety Incident Reporting (SESIR) system training each year.
3. Report quarterly School Resource Deputy (SRD) activity related to alternatives to arrests and suspensions.







4. Continue to utilize FOCUS (student information system) for schools to document and monitor referrals to identify students needing support, or identifying areas needing improvement for the school.
5. Decrease the number of truant students with 15 or more unexcused absences per ninety days by 10%.
6. Implement consistent Districtwide discipline approach that includes effective alternatives to suspension and expulsion.





## PILLAR II

### EFFECTIVE, INNOVATIVE, AND RELEVANT ACADEMICS





## Pillar II Summary

It is our ultimate goal to provide a world-class education to help students realize their full academic, personal, and career potential. We equip them with the skills necessary for future success—whether it is post-secondary education pursuits or workforce development. Leon County Schools endeavors to deliver innovative, advanced, and relevant academic curriculum, along with real-world opportunities that are responsive to labor market trends, align with students' goals and diverse needs, and prepares them to excel in their chosen profession or career.

### Goal 1. Preparing Students for College and Career

- 1) Provide guidance / career counseling that informs 100% of students of all graduation pathways.
- 2) Provide opportunities such as honors, Advanced Placement (AP), college and career dual enrollment, and International Baccalaureate (IB) programs and courses. Increase overall enrollment by 2% per school year. Increase minority student enrollment by at least 5% per school year.
- 3) a. Continue to build stronger coalitions with private daycare providers, the Early Learning Coalition of Leon, Children's Services Council, Littles to Leaders Birth to 3 Initiative, Whole Child Leon, South City Foundation, TMH Healthcare, and HCA Healthcare in order to provide children of Leon County a head start on education.  
b. Continue to build stronger coalitions with higher education and workforce development leaders locally and throughout Florida to better meet the needs of students for "what is next after high school."
- 4) Reach and maintain 93% graduation rate.
- 5) Continue to provide students with disabilities options for meeting graduation requirements and for post-secondary opportunities.
- 6) Provide a systematic method of ensuring that students who withdraw to attend Adult & Community Education (ACE) follow through with enrollment.

- 7) All high schools will offer a minimum of three career pathways aligned to industry recognized credentials/certifications.
- 8) At least 50% of all students in grades 3-5 will earn one Florida Department of Education (FLDOE) recognized digital tool annually.
- 9) At least 50% of all students in grades 9-12 will earn one FLDOE recognized industry certification prior to graduation.



## PILLAR II

- 10) All elementary schools will offer college and career awareness opportunities.
- 11) Increase the percentage of graduating seniors earning one career or college dual enrollment credit to at least 80%.
- 12) Create a process to explore the reestablishment of middle school career technical education programs and pathways.

Goal 2. Eliminate the achievement gap while accelerating all students to their full academic potential.

- 1) Work with elementary schools to identify under-represented student groups as gifted and talented. Provide mentoring and instructional strategies to school personnel to assist in this process. Fully utilize the Advanced Placement (AP) Potential reports and information provided by the College Board to encourage and inform students and parents about their ability to take honors and AP courses.
- 2) Support and expand initiatives of identified subgroups in the District that need extra support, mentoring and academic assistance. Provide targeted instructional support in the Science of Reading for instructional staff that serve students below the federal index. The 2022-2023 school year will establish the baseline to increase the overall percentage score on the Knowledge of Science of Reading Survey by 5% each year.
- 3) Provide high-quality training and support in Reading to teachers and administrators to identify and close the achievement gap among subgroups of students. One hundred percent of Reading Achievement Initiative for Scholastic Excellent (RAISE) schools will have the opportunity to participate in Science of Reading Professional Learning Communities (PLCS's).

- 4) Increase parent participation at Title I Parent Involvement events by 3% annually.
- 5) School Multi-Tiered Systems of Support (MTSS) teams (to include district staff) will provide guidance and support to teachers in identifying areas of student academic and behavioral concern, and will provide guidance in aligning student specific interventions and monitoring student progress.
- 6) Increase the percentage of students achieving on or above grade-level performance on state assessments in English-Language Arts, Mathematics, Algebra I, Geometry, Science, and Social Studies by at least 2% each year until district receives an overall grade of "A".





- 7) Narrow the achievement gap by increasing the percentage of underperforming subgroups achieving on or above grade level assessments in English-Language Arts and Mathematics at or above the federal index.
- 8) Reduce the percentage of long-term (3 years or longer) English Language Learners (ELL) in the LCS English for Speakers of Other Languages (ESOL) program by 5%.
- 9) Increase the percentage of Voluntary Prekindergarten Program (VPK) students that score ready for kindergarten by 10 percentage points.
- 10) Increase the percentage of students with disabilities in regular class placements from 77.1% to the state target of 77.7%.

Goal 3. Provide equitable access to quality and innovative instructional programs.

- 1) Continue to provide a variety of choice programs at under-utilized schools at every level.
- 2) Conduct annual evaluations of each program considering the quality of instruction offered as well as the number of students enrolled, school capacity and District-wide needs.
- 3) Continue to provide school choice to meet the special needs of families with economic or medical hardships.
- 4) Partner with community agencies to increase opportunities to meet the unique academic and behavioral needs for students in special circumstances and/or who are enrolled in alternative educational programs.

- 5) Provide workforce training, experiences, and continued employment supports, as well as community and life skills training to ensure a seamless transition from school to independent adult life for students with disabilities, including those who have deferred their diploma and are enrolled in district transition programs.
- 6) Provide a continuum of services for students with disabilities within all schools, and include the option of a special day school, Gretchen Everhart, based upon Individualized Education Plan (IEP) team determination.
- 7) Improve school performance to ensure 100% of District schools earn or maintain a grade of C or better as determined by Florida's School Accountability Program.
- 8) Continue to advertise and promote magnet programs to reach capacity enrollment.
- 9) Increase the number of students that participate in District pre-school programs by 10%.
- 10) Increase enrollment of underrepresented subgroups in advanced academic course offerings, including gifted, by 5%.
- 11) Increase participation in under-represented subgroups in the arts, athletics and district student activities by 5%.









## Pillar III Summary

We believe that highly qualified teachers, administrators, and employees are the key to a well-rounded academic experience, along with state-of-the-art educational technology, materials, and facilities. By recruiting, retaining, and developing our LCS teachers, leaders, and employees, our district ensures that students receive highly-effective and responsive employees that are dedicated to all students' personal well-being and academic achievement. Our district also endeavors to provide and utilize technology to enhance student learning, along with continually updating and modernizing our learning environments.

Goal 1. Provide highly qualified teachers, administrators and staff

1. Continue to provide high quality and sustained professional development for instructional staff based on the master in-service professional learning plan, which will be updated annually to meet the changing needs of teachers and students. Install a systematic method to gauge the impact of professional development. When following up from professional development, 75% of participants will reach the implementation stage.
2. All teachers and administrators will develop deliberate practice plans based on instructional practice, leadership and school data from the previous year, and includes professional development activities and instructional strategies focused on student achievement. One hundred percent of teachers and school administrators will develop and complete a Deliberate Practice Plan (DPP) annually, unless hired in the last quarter of the school year.
3. Professional development and training for

instructional and non-instructional employees will be based on school improvement plans, deliberate practice plans, student performance data, and/or district and state initiatives as indicators of areas for improvement. All professional development opportunities will be based from one of the indicators above.

4. Evaluate the success of the Career Development Initiative (CDI) program for non-instructional employees and determine the most productive way to move forward, along with increasing the number of non-instructional professional learning opportunities by 10% over 5 years.



## PILLAR III

5. Increase participation in comprehensive training for school bus operators in the areas of bus safety, driving and for all programs such as Exceptional Student Education (ESE), Families in Transition (FIT), foster care, Community Based Instruction (CBI), field trips and alternative schools by 10%.
6. Create leadership pathways and learning opportunities to develop teacher leaders and school administrators into highly-effective school leaders that are knowledgeable of the Florida Educational Accomplished Practices (FEAPs), Florida Educational Leadership Standards (FELSs) and the Leon County School Policies, Procedures and way of work in order to provide a high-quality education for all students.
7. Increase the number of employees participating in opportunities that support employee development, skill growth, and retention by 5% over a 5-year period.
8. Develop and implement district-wide recruitment and retention initiatives focused on appropriately staffing established positions, and increasing the levels of diversity within the workforce to meet the levels of representation within the local community, while reducing voluntary turnover.
9. Increase and retain highly effective teachers at Title One Schools by 5% each year.

### Goal 2. Provide state-of-the-art educational technology, materials and facilities

1. Provide all teachers and staff a unified communications platform—Voice over Internet Protocol (VoIP)—to increase the efficiency and effectiveness of all employees by the 2026-2027 school year.
2. Increase the utilization of technology in the classroom by improving technical support response times for teachers by 10%.
3. Develop a system to prioritize technological support requests that negatively impact learning.

4. Identify or develop a comprehensive professional development/training course on innovative strategies to integrate technology more effectively into their lessons.
5. Develop and implement a district-wide online forms and document repository for critical business functions by 2024-2025 school year.
6. Provide a district-wide data analytics platform that can be used by staff, school-based administrators, and teachers that can be used to support academic growth of students and operational efficiency in the District by the 2024-2025 school year.
7. By the 2027-2028 school year, upgrade district network to provide all sites 10 Gb connectivity.
8. Collaborate with stakeholders, update and implement the District Educational Facilities Five-Year Work Plan, revising and modifying it to address growth.





## INFORMED, ENGAGED, AND EMPOWERED COMMUNITY





## Pillar IV Summary

Partnering and collaborating with community stakeholders is essential to the success of our school district, along with enhancing and diversifying communication strategies to strengthen connections. We continuously seek ways to improve communications both internally and externally, boost involvement and engagement at our schools, improve understanding of our vision and mission, and empower partners to be active participants and advocates for our school district and public education.

Goal 1. Increase and retain student enrollment in Leon County Schools by improving communication and collaboration with all stakeholders in the community.

1. Enhance and expand the brand of Leon County Schools through effective and strategic marketing, storytelling, and advertising using marketing data / research and climate surveys.
2. Utilize student, parent, and employee input from annual Climate Surveys and other systematic, ongoing survey methods to receive input and increase collaborative decision making.
3. Expand remote broadcast services to enable Real Time Messaging Protocol (RTMP) and continue to develop, organize, and promote utilization of on demand services.
4. Explore alternative methods of streaming delivery to boost viewership and accessibility to programmed and stored content. Reach additional viewers and wider demographics by platform experimentation on Roku and Fire TV with customized app-based Video on Demand (VOD).
5. Test, deploy, and experiment with alternative embedded content structured to enhance users' connectivity. Develop instant alert templates that broadcast emergency messages that are deemed critical information to our district and community.
6. Maintain the current practice of holding regular meetings with principals, the District Advisory Council (DAC), the Student District Advisory Council (SDAC), and other stakeholder groups to promote transparency and community input and engagement. Increase attendance at DAC and SDAC meetings by 10%.
7. Conduct communication training sessions for principals, assistant principals, and front office school staff. Increase professional development opportunities on best practices in communication strategies for school-level personnel to engage with parents, visitors, and community members by 10%.





8. Increase communications with an emphasis on underrepresented communities by 10%.
9. Increase District social media followers, reach and impressions by 10%.
10. Increase internal communications to ensure all employees receive important District news and information. Activate the Peachjar District employee distribution component.
11. Conduct annual Climate Surveys and continue to add the data to the Climate Survey dashboard for analysis and response.
12. Enhance District and school websites with a focus on sharing information on student curriculum, magnet, workforce, technology and Science, Technology, Engineering Arts and Math (STEAM) programs and offerings, along with athletic, arts and extra-curricular programs and clubs.
13. Establish a Public Notice website in order to better communicate a clear and concise way to communicate statutory requirements with our stakeholders.

Goal 2. Increase community involvement throughout Leon County Schools in order to provide a community-wide network of support for students and families

1. Ensure 100% of schools have a plethora of school volunteers, mentors, and community partners to support students and families.
2. Ensure students develop positive relationships with adults who support their educational experiences by increasing volunteers and mentors by 10%.
3. Expand existing partnerships and establish new ones with public and nonprofit social service agencies, and faith-based organizations to communicate more effectively with these organizations and our families.

4. Continue creating collaborations with the City of Tallahassee, Leon County, the Greater Tallahassee Chamber of Commerce, Capital City Chamber of Commerce, Big Bend Minority Chamber of Commerce, and local law enforcement that provide mutual support and increased awareness of Leon County Schools.
5. Promote and support the Foundation for Leon County Schools as the primary support mechanism for our teachers and classrooms and increase revenue by 10%.









## Pillar V Summary

Ensuring sound and efficient fiscal stewardship, transparency, and effective business practices is why we continue to remain in a strong financial position, year-after-year. Our goal is to promote the value and benefits of taxpayer investment in Leon County Schools, along with implementing a culture of continuous improvement, reducing debt and energy waste, encouraging sustainability practices, and optimizing efficiency and effectiveness.

Goal 1. Promote the value and benefits of taxpayer investment in LCS through transparency. (Florida Statutes 215.985, 1011.03 and 1011.035)

1. Publish budgeted capital projects online (Leon County Schools website) separately by site each fiscal year and include semi-annual updates.
2. Publish capital project completions online separately by site each fiscal year.
3. Continue to publish entire budget online.
4. Publish budget amendments online during the year immediately subsequent to Board approval.
5. Continue to publish audited financial reports online.
6. Continue to annually update the financial transparency dashboard.

Goal 2. Implement a culture of continuous improvement, including the application of best business practices.

1. Maintain excellent financial audit comments and findings, prioritizing corrective actions to reduce or eliminate future related findings, as evidenced by the number and severity of comments compared on a year-to-year basis. (Order of severity of finding: 1. Material Weakness; 2. Significant Deficiency; 3. Compliance and Other Matters.)

2. Maintain excellent Internal Account audit comments (R. Wood), prioritizing corrective actions to reduce or eliminate future related findings, as evidenced by the number and severity of comments compared on a year-to-year basis.
3. Convene the Leon County Schools Audit Committee at least two times per school year. Ensure the Audit Committee is comprised of credentialed members with sufficient financial, operational and audit expertise. Develop an instrument the Audit Committee can use to provide feedback on District operations for the Superintendent and Board.





## PILLAR V

Goal 3. Quarterly engage our local business community and expand access to diversify the District's business partners.

1. Implement a bid posting notification system that will send automated notices to interested vendors.
2. Revise the District's purchasing policies and procedures to make them clear and easily understandable.
3. Provide resources for vendors on the LCS website to make it easier to do business with the District.
4. Offer training opportunities for our vendor community.
5. Actively engage with the local chambers of commerce to encourage participation from local small businesses.

Goal 4. Encourage community involvement from our contracted vendors.

1. Include provisions in all Request For Proposals (RFP), Intent To Negotiate (ITN), and Request For Quote (RFQ), where vendors provide a plan of their involvement in the community including plans to mentor local vocational students, volunteer, and provide other meaningful engagement with our local community. This section will be scored as part of the award process.
2. Work with our prime contractors to stress the importance of using local small businesses as subcontractors.
3. Identify opportunities for agreements with community partners to provide necessary services to students and their families.

Goal 5. Expand competition and drive cost efficiencies by developing vendor management and strategic sourcing practices.

1. Expand the utilization of the ITN method of procurement.
2. Implement the use of commodity codes to allow for a thorough analysis of District spending to identify strategic sourcing opportunities.
3. Update the District's solicitation templates to make them easier for vendors to read and respond.

Goal 6. Enhance vendor accountability by establishing a contract administration and management program.

1. Identify a Contract Administrator for the District and implement contract administration policies and procedures.
2. Develop training for contract managers responsible for contracts over \$50,000.
3. Implement a contract tracking system.
4. Implement a formal contract review process.
5. Implement a contract numbering system.

Goal 7. Incorporate sustainability practices throughout Leon County Schools.

1. Incentivize responsible stewardship and cost saving measures of energy, water, and other resources.
2. Support healthy learning environments and sustainability as an economic, environmental, and social priority to be taught and practiced throughout the district.
3. Collect individual school and district environmental performance data in an annual report to monitor progress and inform decision making.



Want to support our efforts in bringing the Leon County Schools mission and vision to life?

1) Volunteering and Mentoring

Make a personal difference in a student’s life and future by registering to become a volunteer or mentor. Since 1969, volunteers have been enriching and shaping our community’s future by sharing their gifts of time and talent with the students of Leon County Schools. Volunteers can serve in a myriad of ways from assisting teachers, working in the media center, to helping with student recognition activities. The possibilities are endless.

Each school year, Leon County Schools recruits mentors who are matched one-on-one with students and meet weekly from September-May. The mentor provides academic assistance, guidance, support and encouragement to the mentee. Mentors play a vital role in inspiring students to realize their goals and reach their full potential. The time commitment is usually between 30-45 minutes each week.

To become a volunteer or mentor, please complete the volunteer application at this link: [www.leonschools.net/domain/4993](http://www.leonschools.net/domain/4993)

2) The Foundation for Leon County Schools

The Foundation for Leon County Schools (Foundation), a 501 ( c ) (3) non-profit organization, connects the business community to the classroom with dedicated fundraising that directly impacts LCS teachers, students, and schools. The Foundation was established in 1986 when forward-thinking business, community, and education leaders came together with a common goal of enhancing educational opportunities and experiences for Leon County students in order to assist in delivering a superior education.

Under the leadership of its Executive Director and a volunteer Board of Directors, the Foundation remains focused on enhancing programs that include Innovative Teacher Grants, dropout prevention, scholarships, professional development for teachers, Science Technology Engineering and Math (STEM) development, and health and wellness. The Foundation also serves as the 501 ( c ) (3) for Internet for All, KEYS, The Girl Flo Project, Two Regimes, and oversees the Partners for Excellence program. For more information on how you can donate or support the Foundation’s efforts visit [www.foundationforlcs.org](http://www.foundationforlcs.org)



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Our many thanks to the district leaders, departments, and staff who helped to compile the information for the 2021-2027 Strategic Plan.





### Nondiscrimination Notification and Contact Information

“No person shall on the basis of sex, marital status, race, religion, ethnicity, national origin, age, color, pregnancy, disability, military status or genetic information be denied employment, receipt of services, access to or participation in school activities or programs if qualified to receive such services, or otherwise be discriminated against or placed in a hostile environment in any educational program or activity including those receiving federal financial assistance, except as provided by law.” No person shall deny equal access or a fair opportunity to meet to, or discriminate against, any group officially affiliated with the Boy Scouts of America, or any other youth group listed in Title 36 of the United States Code as a patriotic society.

An employee, student, parent or applicant alleging discrimination with respect to employment, or any educational program or activity may contact:

Deana McAllister, Assistant Superintendent

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Leon County School District

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A student or parent alleging discrimination as it relates to Section 504 of the Rehabilitation Act may contact:

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