

Los Alamos Public Schools Foundation Strategic Plan

Mission

Our mission is to serve as the connection between our community and school district, evaluating needs and investing resources to improve the quality of public education in our community.

Vision

Our schools will have the resources for an exceptional public education for all students.

LAPSF operates with:

- * Integrity
- * Transparency
- * Stewardship

We believe:

Excellent public education is every child's right.

Excellent public education systems depend on:

- * a well-informed and supportive community
- * caring and competent educators
- * supportive and responsive school environment
- * sufficient financing to achieve educational goals

LAPSF can accelerate improvements in public education through the judicious use of private resources.

Goals

Goal A: Fund opportunities and materials for our schools

Objective 1: Create connections between LAPS and LAPS administrators, staff and students to identify needs and aspirations

- * *Strategy 1:* Collaborate with district administrators
- * *Strategy 2:* Hold Teacher Advisory Dinners at least three times a year to get feedback from educators at each school
- * *Strategy 3:* Seek timely information from student board members

Objective 2: Identify and increase academic enrichment opportunities for students Pre K-12

- * *Strategy 1:* Prioritize and provide appropriate materials giving priority to non-consumables

Objective 3: Assess and meet changing needs for teaching and learning within LAPS

- * *Strategy 1:* Be flexible and ready to take advantage of new opportunities within education
- * *Strategy 2:* Be consistent with and aware of LAPS priorities

Objective 4: Focus efforts on selecting projects and programs with the greatest positive impact to students and staff

Objective 5: Leverage resources to meet LAPS goals and objectives

- * *Strategy 1:* Seek ways to actively engage and collaborate with each schools' PTO/PTA
- * *Strategy 2:* Create closer relationships with civic organizations like Kiwanis, Rotary, YMCA, JJAB etc.

Goal B: Create a school environment in which students are inspired to learn and grow

Objective 1: Improve the learning areas within school sites such as classrooms and common areas

- * *Strategy 1:* Coordinate, collaborate and communicate with LAPS on projects
- * *Strategy 2:* Work with community organizations and volunteers to carry out projects

Objective 2: Build community awareness and support for LAPS

- * *Strategy 1:* Partner with other community organizations to carry out the mission of LAPS
- * *Strategy 2:* Utilize resources within the community
- * *Strategy 3:* Publicize LAPS projects and programs within the community to raise awareness

Objective 3: Support initiatives and programs for staff and student safety, health and wellness

- * *Strategy 1:* Engage in projects and activities to raise staff morale
- * *Strategy 2:* Support LAPS efforts to identify and address ways to increase student wellness
- * *Strategy 3:* Support LAPS in providing a COVID-safe environment for students and staff

Goal C: Provide quality professional development opportunities for district educators

Objective 1: Increase professional growth for educators giving priority to high-impact opportunities

- * *Strategy 1:* Provide licensure stipends to teachers moving to higher tiers
- * *Strategy 2:* Provide educator grants for professional development
- * *Strategy 3:* Provide stipends to encourage teachers to become Google Certified Educators
- * *Strategy 4:* Fund initiatives for educators such as professional book groups

Objective 2: Build on LAPS efforts to attract, retain, and recognize educators

**Goal D: Maintain a scholarship program
to recognize outstanding LAHS graduating seniors**

Objective 1: Recognize students who have demonstrated outstanding service to LAHS and the community of Los Alamos

Objective 2: Recognize educators of distinction nominated by LAPSF scholarship applicants

Objective 3: Administer scholarships for local organizations or people who wish to recognize LAHS graduating seniors

**Goal E: Raise money to provide financial support
not available to Los Alamos Public Schools from other sources**

Objective 1: Increase public awareness of LAPSF and why LAPSF is needed

- * *Strategy 1:* Tell the stories of LAPS Educators to actively engage the community with the district
- * *Strategy 2:* Utilize social media to broadcast LAPSF activities and promote donations
- * *Strategy 3:* Communicate successful completed projects and giving

Objective 2: Increase data-driven decisions for marketing and fundraising

- * *Strategy 1:* Tailor marketing pieces to each target market
- * *Strategy 2:* Develop a system for regularly evaluating what works and what doesn't
- * *Strategy 3:* Refine fundraising efforts to eliminate activities that don't have good results
- * *Strategy 4:* Seek new ways to effectively raise funds and market LAPSF

Objective 3: Create/expand a LAPSF endowment to ensure continuation of the Foundation

- * *Strategy 1:* Maintain an investment committee
- * *Strategy 2:* Prioritize consistently funding the endowment

Objective 4: Grow corporate sponsorships

- * *Strategy 1:* Identify potential corporate sponsors and engage their participation
- * *Strategy 2:* Expand relationships with LANL and other community corporations
- * *Strategy 3:* Seek matching opportunities from corporations

Objective 5: Grow alumni donations

- * *Strategy 1:* Regularly communicate and reach out to alumni to build relationships
- * *Strategy 2:* Facilitate LAHS tours for alumni groups

Objective 6: Provide frequent and visible recognition of donors/sponsors

- * *Strategy 1:* Regularly thank donors
- * *Strategy 2:* Develop sponsorship levels/rewards based on donation level
- * *Strategy 3:* Recognize donors in various materials (website, banner, press releases etc.)

Goal F: Develop a high performing Board of Directors, Executive Director and organization

Objective 1: Seek community-minded and diverse BOD members whose qualities will enhance the talents and abilities of the existing BOD

- * *Strategy 1:* Assess current board strengths and abilities to inform the nominating committee

Objective 2: Educate BOD regarding district challenges and opportunities

- * *Strategy 1:* Seek monthly input from superintendent and student board members at Board meetings
- * *Strategy 2:* Meet with each school principal annually
- * *Strategy 3:* Hold Teacher Advisory Dinners at least three times a year to get feedback from educators at each school

Objective 3: Provide professional development and growth opportunities for Board, ED and staff

- * *Strategy 1:* Identify opportunities for training and development as related to goals in the strategic plan
- * *Strategy 2:* Seek out local experts to speak at Board retreat and meetings

Objective 4: Complete the tasks and goals of LAPSF through dedicated BOD member service and volunteering

- * *Strategy 1:* Regularly communicate opportunities to volunteer
- * *Strategy 2:* Utilize board strengths and abilities to accomplish board goals

Objective 5: Operate with transparency and report yearly accomplishments to the public