

THE SCHOOL SYSTEM'S FOUNDATION DOCUMENTS

The foundation for an effective plan for improving student performance and the organization's capacity to achieve the levels of performance desired and expected is established by the school's Mission, Beliefs, and Profile of Graduates. These foundation documents answer the following questions:

- *What is our vision for a better future for the children of our school?*
- *What beliefs or core values will guide our journey?*
- *What will our students have to know, be able to do, and to demonstrate for us to achieve our mission?*

A. MISSION

A school system's Mission should reflect the deepest desires of the system's community of stakeholders for what they want the school system to become—its future in terms of what it will do for its students. The mission expresses what the adults in the system community commit themselves to doing for the benefit of the students.

The Mission should describe in broad and visionary terms what the school system striving to become. The Mission should be outcome-based, providing clarity regarding the school system's audience (whom it serves), its action (what it commits to doing for its audience), its aim (the purposes for which it exists) and its means (how, in broad terms, it will its purposes).

What is the school system's Mission?

Educating today's learner...for tomorrow's opportunities.

Who among the school system's community of stakeholders was involved in the development/revision/reaffirmation of the Mission?

Joseph	Liberati	Co-Chair/Superintendent
Leah	Christman	Co-Chair/Director of Technology

Marie	Arnold	Parent
Lisa	Auteri	School Board Director
Morag	Christie-Churm	Director of Special Education
Patricia	Combs	Teacher
Edward	Donahue	Middle School Principal
Mary	Farris	Lower Milford Principal
Debbie	Galle	Staff Member
Diane	Keister	Director of Elementary Education
Kristen	Lewis	Liberty Bell Principal
Lori	Limpar	Hopewell Principal
Vince	Mattiola	HS Student
Yessenia	Moreno	HS Student
Bonnie	Organski	Teacher
Jody	Rennie	School Board Director
Karen	Ryan	Teacher
Christine	Siegfried	High School Principal
Patricia	Smiley	Teacher
Lisa	Steirer	Parent
Joan	Takacs	Director of Secondary Education
Patrice	Turner	Middle School Assistant Principal
John	Zuk	High School Assistant Principal

Provide a brief description of process used to develop/revise/reaffirm the school system's Mission.

The district's mission statement was reaffirmed through the Strategic Plan Midpoint Review process completed in August 2011.

B. CORE VALUES

Core Values serve as the foundation of a strong strategic plan. They are the formal expression of a school system's fundamental values and serve as its ethical code. Core Values describe the moral character of a school system.

Because Core Values are a matter of faith, not a matter of fact, they express the school system's overriding convictions, its inviolate commitments. They outline what members of the system's community of stakeholders are willing to "go to the mat" defending. Because Core Values identify the "line in the sand," they can be used as a lens through which to examine the worthiness of the school system's potential decisions or future actions.

What are the school system's Core Values?

In the pursuit of excellence, the Southern Lehigh School District has created a culture of innovation and creativity empowering students for a brighter future in a global society.

The Southern Lehigh School District vision is one where:

- The District strives to meet the needs of all students.
- Our programs provide challenging, relevant learning experiences for the community of learners.
- Students are actively engaged in learning twenty-first century skills including:
 - Core subjects and 21st century themes
 - Learning and innovation skills
 - Information, media and technology skills
 - Life and career skills
- Rigor, relevance, and relationships are the keystones of our competency/ standards-based programs.
- Data-informed decision making guides our path to improvement.
- Communications among our community of learners is open and engaging.
- Students are offered opportunity and choice in learning.
- We collaborate with partners in K-20 institutions, businesses, and community organizations on a local, regional, national, and global level.
- Teachers and administrators are dedicated to high expectations for themselves and their students and model the skills they inspire students to achieve.

Who among the school system's community of stakeholders was involved in the development/revision/reaffirmation of the school system's Core Values?

Joseph	Liberati	Co-Chair/Superintendent
Leah	Christman	Co-Chair/Director of Technology
Marie	Arnold	Parent
Lisa	Auteri	School Board Director
Morag	Christie-Churm	Director of Special Education
Patricia	Combs	Teacher
Edward	Donahue	Middle School Principal
Mary	Farris	Lower Milford Principal
Debbie	Galle	Staff Member
Diane	Keister	Director of Elementary Education
Kristen	Lewis	Liberty Bell Principal
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Patricia	Smiley	Teacher
Lisa	Steirer	Parent
Joan	Takacs	Director of Secondary Education
Patrice	Turner	Middle School Assistant Principal
John	Zuk	High School Assistant Principal

Provide a brief description of process used to develop/revise/reaffirm the school system's Core Values.

The district's Core Values were reaffirmed through the Strategic Plan Midpoint Review process completed in August 2011.

C. PROFILE OF GRADUATES

The Profile of Graduates provides the answer to the following question: When our students have completed our entire educational program and have had the benefit of the services and activities provided by the school system and its community:

- What do we expect them to know?
- What do we expect them to be able to do with what they know?
- What qualities or characteristics do we want them to demonstrate?

A Profile of Graduates:

- Describes the students at the point of exit from the school system;
- States the values, achievement, and readiness that each student will manifest upon graduation;
- Should be considered both as a Bill of Rights and set of corresponding responsibilities for students, faculty, staff, administration, and the school system's community; and
- Defines the outcomes each and every student will attain if the Mission is operative and appropriately translated into programs and services.

A Profile of Graduates serves to:

- Translate the identity, vision, and values expressed in the Mission and Core Values into statements that describe student outcomes;
- Translate and transform concepts from the ideal and global to specific expression in the development of a student in the school system;
- Give expression to what the Mission means in the operational life of the school system;
- Define an outline or shape each student is expected to grow into regardless of specific courses taken or post-graduation plans; and
- A concrete reference point for faculty, staff, and the school system's community when designing curriculum, instructional experiences, service programs, auxiliary resources, and student and family services.

What is the school system's Profile of Graduates?

Graduate Profile Criteria

The graduate profile criteria were established based on the mission statement of “Educating Today’s Learners for Tomorrow’s Opportunities”. In the pursuit of excellence, the Southern Lehigh School District has created a culture of innovation and creativity empowering students for a brighter future in a global society. Southern Lehigh is committed to providing rich and varied learning opportunities for students in order to prepare them for an ever-changing world. Graduates will demonstrate the following:

- Effective communication skills including listening, speaking, writing and reading for understanding.
- Use of critical thinking skills, including problem solving and decision-making, both individually and collaboratively.
- Technological and information literacy skills.
- Collaboration with others using creativity and innovation to solve real world issues
- Use of 21st century skills and attributes.
- Responsible citizenship and ethical behavior.
- Positive self-esteem and respect for others.
- Appreciation for other cultures and global societies.
- Understanding of the importance of being able to adapt to change and continually learn.

Who among the school system's community of stakeholders was involved in the development/revision/reaffirmation of the school system's Profile of Graduates?

The High School Principal formed a committee of teachers.

Provide a brief description of process used to develop/revise/reaffirm the school system's Profile of Graduates.

The committee looked at the work of the Strategic Plan Steering Committee in order to synthesize the district’s core values into the graduate profile format.