

The logo for EBR, featuring the letters 'E', 'B', and 'R' in a stylized, serif font. The 'E' and 'B' are connected, and the 'R' is separate. The logo is centered horizontally and positioned above the main title.

EBR

STRATEGIC PLAN

JANUARY 2025 - DECEMBER 2028



Dear EBR Community,

As a united school board with a shared vision of excellence, we have collectively made the decision to revisit the strategic plan. This decision stems from our desire to ensure that the goals are directly aligned with the ever changing needs of our families and students. Education is constantly evolving, and as we navigate these shifts, we recognize the importance of adapting our approach to meet the challenges and opportunities before us.

We are focused on setting targeted, measurable goals that can be achieved within a clear and timely framework. Our strategic objectives will not only be ambitious but also practical, ensuring that every initiative we undertake delivers meaningful impact in a reasonable timeframe. By incorporating measurable outcomes, we aim to track our progress and hold ourselves accountable to the community.

Our commitment is to create an education environment that is responsive to the needs of our families today—prioritizing the academic, social, and emotional well-being of all students. We are building a plan that emphasizes:

- Clear, achievable goals for academic excellence
- Engagement with families to ensure we meet their needs and concerns
- Innovation and flexibility to foster a thriving learning environment

We believe that by refining our strategic direction, we will better serve our students, strengthen our community, and ensure that every child has the opportunity to succeed. We look forward to collaborating with you throughout this process and appreciate your continued support and partnership in shaping the future of our schools.

Thank you for being an integral part of our school community. Together, we will continue to create a learning environment where all students can flourish.

Sincerely,

The East Baton Rouge Parish School Board

Vision

The East Baton Rouge Parish School System envisions an education system that produces successful, confident and lifelong learners who can navigate challenges and contribute meaningfully to society.

Mission

Educating all students for success.

Transforming Lives



Core Commitments



Student Achievement

We will ensure every child maximizes their educational and personal potential by offering robust academic, vocational, and extracurricular programs.



Operational Excellence

We will provide safe, secure, and well-maintained learning environments by conducting regular assessments and proactive improvements.



Employee Development

We will cultivate a culture of continuous growth and collaboration by fostering leadership and professional development pathways for all employees.

Student Achievement



GOALS

- EBR will increase the number of A&B rated schools and decrease the number of D&F rated schools, and be a leader among comparable school systems in improving academic outcomes.
- EBR will increase attendance rates and decrease the percentage of chronically truant students.
- EBR will increase the percentage of students demonstrating grade-level proficiency at major milestones using critical metrics including: Kindergarten-readiness, 3rd-grade literacy, 8th-grade math, 9th-grade preparedness, and on-time graduation.
- EBR will increase the percentage of students graduating having earned 1) industry-based credentials that meet the cities' workforce needs; 2) an associate degree; 3) dual enrollment credits, and 4) advanced placement test scores of 3+.
- EBR will provide robust and effective systems that improve outcomes for students who receive bilingual and exceptional student services.
- EBR will ensure rich learning environments with access to high-quality instructional materials, as well as a robust extracurricular menu.

INITIATIVES

- EBR will develop student-centric district budgets to prioritize accomplishing stated student achievement goals.
- EBR will set a baseline expectation for academic performance at all public schools under EBR's authority and provide direct-run schools with site-specific annual growth targets and resources for addressing areas of needed growth through targeted intervention.
- EBR will convene and contribute to the development of a citywide initiative for increasing the number of birth to 4-year-olds participating in high-quality Early Childcare & Education.
- EBR will annually publish an accessible and understandable academic dashboard demonstrating progress toward annual student performance goals for the district (and each school), present the district dashboard to the board, celebrating success and demonstrating a plan for addressing failure.

Operational Excellence



GOALS

- EBR will ensure the district's transportation services are dependable, high-quality, and streamlined while supporting student achievement goals.
- EBR will develop and implement a facilities alignment plan that provides safe, secure, and welcoming school buildings which will enhance district facilities and security services.
- EBR will provide consistent, accountable, and reliable administrative services to district employees and stakeholders.
- EBR will engage a broader district community than ever before, communicating broadly and equitably.
- EBR will ensure current and potential EBR families can easily access comprehensive information about every school in the district.
- EBR will decrease the administrative hurdles necessary to access the best schools in the district, ensuring access to a broader and more diverse range of families.

INITIATIVES

- EBR will develop transparent and accessible annual budgets and multi-year forecasts rooted in strategic priorities tailored to improving student outcomes, and ensure equity and accountability by classifying spending via easy-to-understand, school-by-school, and districtwide categories.
- EBR will develop and implement a comprehensive plan for realigning EBR's facilities footprint to the needs of the district's students, families, and communities.
- EBR will continuously work to streamline routing and improve transportation services to ensure students arrive to and from school on a timely, consistent and dependable basis in reliable vehicles.
- EBR will conduct a safety audit of each campus, and establish comprehensive safety protocols and mental health resources accordingly.
- EBR will foster clear, inclusive, and multilingual communication to ensure all stakeholders feel informed and valued. Communications will be deployed through a variety of platforms and engagement from our different audiences will be measured so we can adapt to the needs of our families.
- EBR will actively engage with all members of the community to promote equitable participation and access to resources.
- EBR will ensure that all district contracts include metrics by which the board and/or staff will judge their effectiveness, a timeline for contract review/re-bidding, and other appropriate accountability measures

Employee Development



GOALS

- EBR will increase the percentage of highly-effective teachers in struggling schools and throughout the district.
- EBR will create an environment of administrative support, professional development, and collaboration that draws highly-effective educators to work in its schools.
- EBR will compensate employees competitively.
- EBR's principals will be equipped with the skills and resources to maximize student outcomes.
- EBR will reward, recognize, and celebrate excellent educators and support staff.

INITIATIVES

- EBR will develop a comprehensive plan for recruiting, retaining, and developing a skilled educator workforce.
- EBR will participate and improve its standing in external programs that measure workplace culture.
- EBR will measure and increase staff satisfaction with its workplace environment annually via an anonymous survey.
- EBR will analyze employee attendance and retention rates and implement support to foster more collaboration and interest-based professional development opportunities.
- EBR will develop a comprehensive plan for developing literacy teaching skills and highly-skilled literacy coaches; implement numeracy professional development per Act 26O for grades 4-8.
- EBR will ensure every school principal and assistant principal engages in an intensive and intentional development program aimed at ensuring their educational leadership and managerial success.

DISTRICT LEADERSHIP



School Board

District 1	Mark Bellue
District 2	Dadrius Lanus
District 3	Carla Powell-Lewis
District 4	Shashonnie Steward
District 5	Cliff Lewis
District 6	Nathan Rust
District 7	Michael Gaudet
District 8	Emily Soule'
District 9	Patrick Martin V

Superintendent

LaMont Cole



EBR

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