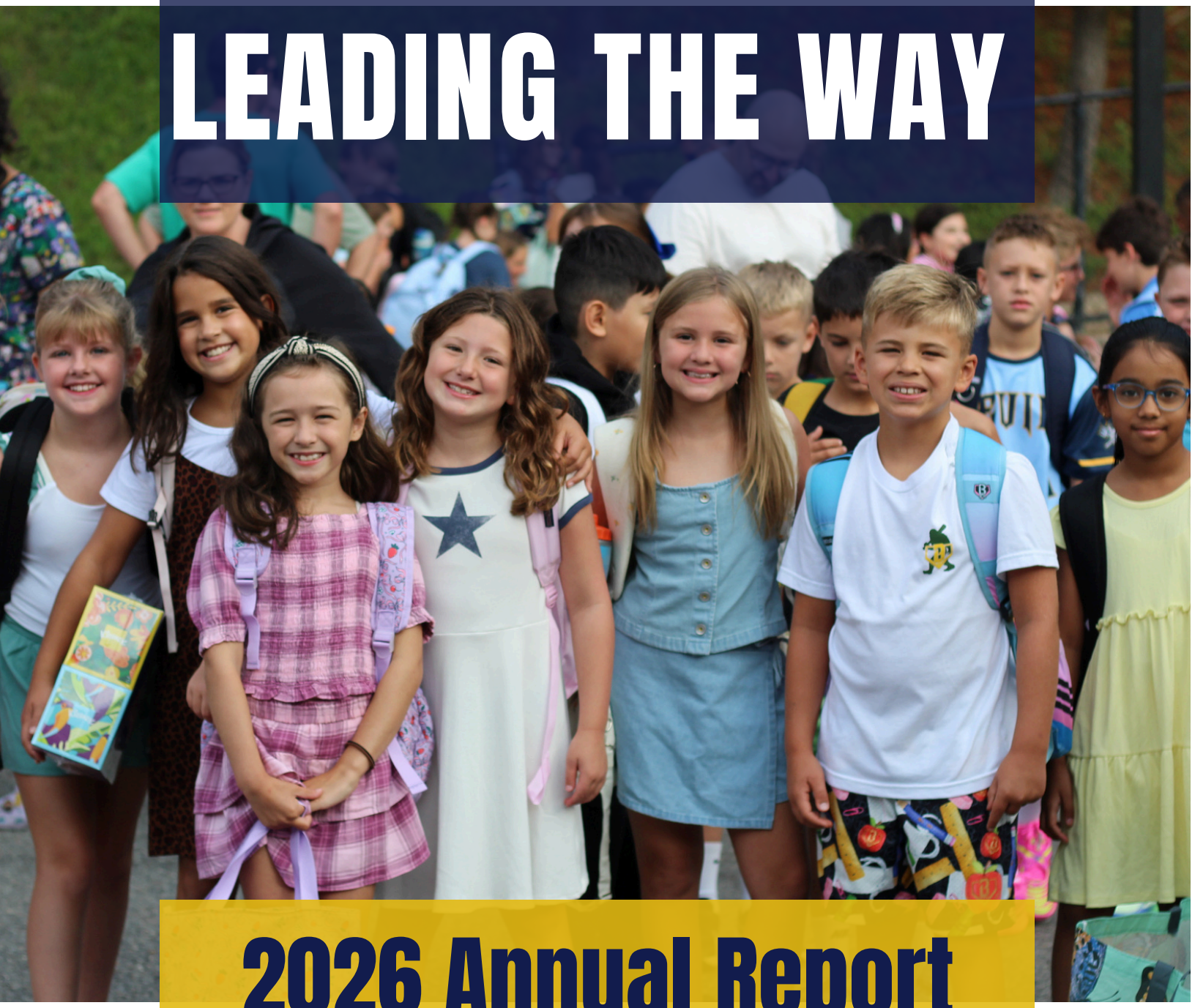
MT. LEBANON SCHOOL DISTRICT

LEADING THE WAY



2026 Annual Report

District Highlights • Student Academic Outcomes • Strategic Plan Update • Financial Stewardship

To provide the best education possible to each and every student.

Leading the Way

A K-12 District of ten schools, serving the families of Mt. Lebanon since 1912.



Leadership begins with vision, grows through collaboration, and thrives when every voice is valued. That belief shaped our 2025–2031 strategic plan, Leading the Way, and it shapes this report.

This year, we are sharing our progress in a new way. This Annual Report brings together highlights from across the District with the student data we previously published on its own in our Student Academic Outcomes Report. In one place, you can see how our students are achieving, how we are investing your resources, and how we are moving forward on our strategic plan.

The 2025–2026 school year was the first year of our seven-year strategic plan. Its five focus areas, Mt. Lebanon L.E.A.D.S., grew out of more than 2,500 survey responses and 500 focus group participants. We set 32 goals for the year, and all 32 are complete, from a Portrait of a Learner that defines what every graduate should know and be able to do to new programs that welcome students into sixth and ninth grade.

Our students continue to lead the way. Nearly 96 percent of the Class of 2026 went on to a two- or four-year college, 311 students earned AP Scholar honors, and our 2025 PSSA results remain more than 30 points above state averages. We are also building a stronger financial foundation, with a balanced budget and a stabilized credit rating.

Thank you for your continued support and partnership. These are your schools, and there is much to celebrate as we lead the way, together.

Sincerely,

Dr. Melissa Friez
Superintendent of Schools

32 of 32 **Annual goals completed in 2025-2026, the first year of our seven-year strategic plan**

Our Team

District Administration



Dr. Melissa Friez
Superintendent of Schools



Dr. Natasha Dirda
Assistant Superintendent of Secondary Education



Dr. Joseph Sciullo
Assistant Superintendent of Elementary Education

Administration

Danny Bonaventura
Director of Athletics

Patricia Connolly
Director of Operations
(Business & Human Resources)

Jeff Kaiser
Director of Facilities

Brandi Smith
Director of Communications

Christopher Stengel
Director of Technology



Mt. Lebanon Board of School Directors

Brenna Crable, President
Todd A. Hoffman, Vice President

Melinda S. Berdyck
Dr. Becki Campanaro
Tim Clougherty
Valerie M. Fleisher
Eva Gelman
Joy Givens
Rev. Dr. Laura Strauss

Building Principals

Dr. Jason Ramsey
Foster Elementary School

Dr. Nicole Giehll
Hoover Elementary School

Matthew Rizzutto
Howe Elementary School

Dr. Brett Bielewicz
Jefferson Elementary School

Dan Ridge
Markham Elementary School

Dr. Ron Kitsko
Lincoln Elementary School

Brook Webb
Washington Elementary School

Dr. Sarah Shaw
Jefferson Middle School

Dr. Gina Mahouski
Mellon Middle School

Dr. Joel Thompson
Mt. Lebanon High School

About Mt. Lebanon School District

For more than 100 years, Mt. Lebanon School District has been leading the way in public education. Rooted in the tradition of excellence and driven by forward-thinking, our District is defined by a shared commitment to providing the best education possible to each and every student.

Mt. Lebanon is a nationally recognized school district serving a vibrant community just south of Pittsburgh. Our 10 schools, home to approximately 5,400 students in grades K-12, are woven into the fabric of our walkable neighborhoods, creating special bonds among students, families, educators, and the broader community. Together, we support a public education that is rigorous, inclusive, and deeply connected to the world around us.



Our Mission

Provide the Best Education Possible to Each and Every Student

We believe that every student deserves access to high-quality instruction, meaningful opportunities in the arts, activities, and athletics, and the support they need to thrive.

Our Vision

A Relentless Pursuit of Excellence

Achieving our mission requires organizational excellence. The Mt. Lebanon School District uses criteria recognized throughout the nation as the best measure for defining organizational excellence and manages the performance of the school district by aligning with the strategic plan goals and by deploying and continually improving all systems and processes.



2025-2031

STRATEGIC PLAN

Focus Areas

At Mt. Lebanon School District, leadership starts with a clear vision and grows through collaboration. Centered on the theme Leading the Way, our 2025–2031 strategic plan features five focus areas represented by the acronym L.E.A.D.S.

1 L

Leading For The Future

Cultivate an environment that prioritizes leadership development by strengthening programs, enhancing professional learning, and equipping all learners and employees with future-ready skills.

2 E

Engagement

Foster strong partnerships between students, families, staff, and the community through transparent communication, collaboration, and opportunities for involvement, ensuring every voice is valued.

3 A

Academic Excellence and Innovation

Deliver a high-quality, innovative education that meets the unique needs of all learners through a rigorous and relevant curriculum that empowers students to reach their full potential.

4 D

District Systems and Supports

Advance long-term student success by supporting staff, improving technology and infrastructure, and ensuring efficient operations and fiscal responsibility.

5 S

Safe, Supportive, & Inclusive Environment

Create a safe, supportive, and inclusive environment by prioritizing both physical safety and emotional well-being, and building a positive culture where every student and staff member feels respected and inspired to grow.

District Quick Facts

A K-12 District of ten schools, serving the families of Mt. Lebanon since 1912.

5,430
Students Enrolled
2026-2027 school year

10
Schools
7 elementary, 2 middle, 1 high school

764
Staff Members
Including 435 teachers

12.5
Students Per Teacher
Down from 12.9 in 2017-2018

96%
College-Bound
Class of 2026
Two- and four-year college

311
AP Scholars
2025-2026, up from 195 in 2022

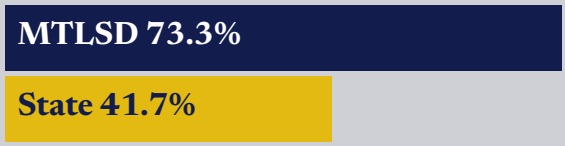
Well Above State Averages

While 2025–2026 PSSA scores were not available at the time of publication, here is the percentage of students in grades 3–8 who scored proficient or advanced in 2024–2025.

English Language Arts



Mathematics



ACT Composite
2026

26.9

2.6 points above PA
7.7 points above National

SAT Average
2026

1,246

154 points above PA
201 points above National

Enrollment By Grade Band, 2026-2027

2,383 Grades K-5

1,307 Grades 6-8

1,740 Grades 9-12

Niche 2027 Best Schools

#1 District with the best teachers in PA

#4 Best school districts in PA

#3 Best school districts in the Pgh area

#3 Best districts for athletes in the Pgh

#26 Districts with the best teachers in America

#39 Best school districts in America

Celebrating Our Success

A look at some of what our students and staff accomplished this year.

Student Achievements



448 Graduates in the Class of 2026

- 4-year college or university: 87%
- Two-year college: 9%
- Entering the workforce: 3%
- Military service: 1%
- Technical school: *Less than 1%*

85% Class of 2026 students attending 2-and 4-year colleges the top 3 tiers difficulty.

Peterson's Level of Difficulty measures college admissions selectivity, with 85% of schools attended rated most, very, or moderately difficult.

34 National Merit Honorees

The Class of 2026 has 10 Semifinalists and 24 Commended Students.

1,309 AP Exams scored a 3+

In May 2026, students took 1,378 AP exams, with 95% scoring 3 or higher. Mt. Lebanon outscored the national mean in 23 of 24 exams taken. A total of 311 students earned AP Scholar honors, 159 with Distinction.

1,246 Average SAT Score

201 points above the U.S. average and 154 points above Pennsylvania.

First In The World

Following its initial RAIL endorsement in AI Literacy, Safety, and Ethics, Mt. Lebanon High School became the first public high school in the world to earn a second endorsement in Essential Learning Experiences from the Middle States Association.

93% NOCTI Skills Test

Students earned 99 industry credentials, with a 93% pass rate on NOCTI skills exams; 80% scored Advanced.

College Credit in High School

Students can earn college credit through College in High School with Point Park University and dual enrollment programs.

Leading The Way



Best Communities for Music Education (2026)

Named one of the nation's Top 100 Communities for Music Education by the NAMM Foundation for the 19th consecutive year.

Orchestra 100th Year Anniversary

Our high school orchestra will celebrate its 100th anniversary in the spring of 2027.

Middle States Accreditation

For the first time in the Mt. Lebanon School District's history, all 10 schools have earned accreditation by the Middle States Association Commission on Elementary and Secondary Schools, a worldwide leader in accreditation and continuous school improvement. The accreditation will last through the 2030-2031 school year.

Around Our Schools

Ten schools, one community. A few highlights from the start of the 2026-2027 year.



Foster Elementary

Principal Jason Ramsey, Ed.D.

Earned the PBIS Tier III designation from Pennsylvania's Positive Behavior Support Network, the highest tier.



Hoover Elementary

Principal Nicole Giehll, Ed.D.

Will be recognized at the PaPBS MTSS & PBIS Forum for Tier I PBIS Implementation.



Howe Elementary

Principal Matthew Rizzutto

Third-grade students put their engineering design skills to the test by designing and building bridges strong enough to hold 100 pennies.



Jefferson Elementary

Principal Brett Bielewicz, Ed.D.

Launched the SuperStar Squad: 10 fifth graders who lead through kindness, service, tutoring, and role modeling.



Lincoln Elementary

Principal Ron Kitsko, Ed.D.

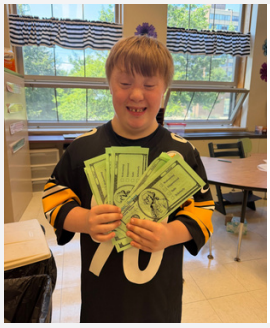
Earned PBIS Tier 1 Sustaining Level status for the second year. Students earned over 500 "Awesome Abe" tickets to unlock a school-wide popsicle party.



Markham Elementary

Principal Dan Ridge

Fifth-grade teachers are working to weave in aspects of the NFeLementary curriculum in collaboration with the Pittsburgh Steelers.



Washington Elementary

Principal Brook Webb

"Math in the Patch" turns the school garden into a coordinate grid. A new VEX Robotics club is underway.



Jefferson Middle

Principal Sarah Shaw, Ed.D.

Tier I: Sustaining Fidelity for the "Take Care" PBIS framework. Students surpassed a 1,000-ticket goal with 1,879 for a school-wide reward.



Mellon Middle

Principal Gina Mahouski, Ed.D.

The student-run Mellon Market is open for business! The school is also adding a Best Buddies club this year.



High School

Principal Joel Thompson, Ed.D.

Model UN students earned five individual awards at the University of Notre Dame conference, competing against schools from across the country.

Leading The Way to Graduation

Every story in our schools is part of a longer journey, one that leads each student toward graduation and beyond. We measure that journey with the end in mind, starting with our graduates and tracing their path back to grade 3.

More Than A Test Score

The following pages of this report focus on academic achievement in core subjects. They do not capture everything that makes a Mt. Lebanon graduate well-rounded. At the high school alone, students choose from:

100+ clubs, activities, & organizations

35 fine arts courses, including 8 Honors & AP options

32 varsity sports programs plus 5 club programs

About These Results

These pages summarize aggregate data from the 2025–2026 school year, drawn from capstone assessments such as the Advanced Placement tests, ACT, SAT, and Keystone Exams. PSSA scores for the 2025-2026 school year were not available at the time of publication. 2024-2025 results are shown.

Our curriculum follows **Understanding by Design:** teachers start with the goal and plan backward, from big ideas and essential questions to assessments and daily lessons. This section does the same. It starts with the end in mind: well-rounded graduates prepared for success in their chosen path, and works back to grade 3. Beyond these results, our administrators, curriculum councils, department chairs, and facilitators study attendance, discipline, graduation rates, and graduate surveys to plan and improve programs.

Identifying Trends

Because single-year data fluctuates naturally, multi-year trends are necessary to draw meaningful conclusions about student performance.

In This Section

Page 10

Advanced Placement

College-level courses, AP exam scores, and AP Scholars.

Page 11

College Admissions Tests

SAT and ACT results compared with Pennsylvania and the nation.

Page 12

Pathways to Graduation

PSAT/National Merit honors and Act 158 pathways to graduation.

Page 13

PSSAs

Elementary and middle school results by grade and subject.

Advanced Placement

AP courses follow college-level syllabi audited by the College Board.
Exams are scored 1 to 5; a 3 or higher generally earns college credit or placement.

1,378
AP exams taken in May 2026

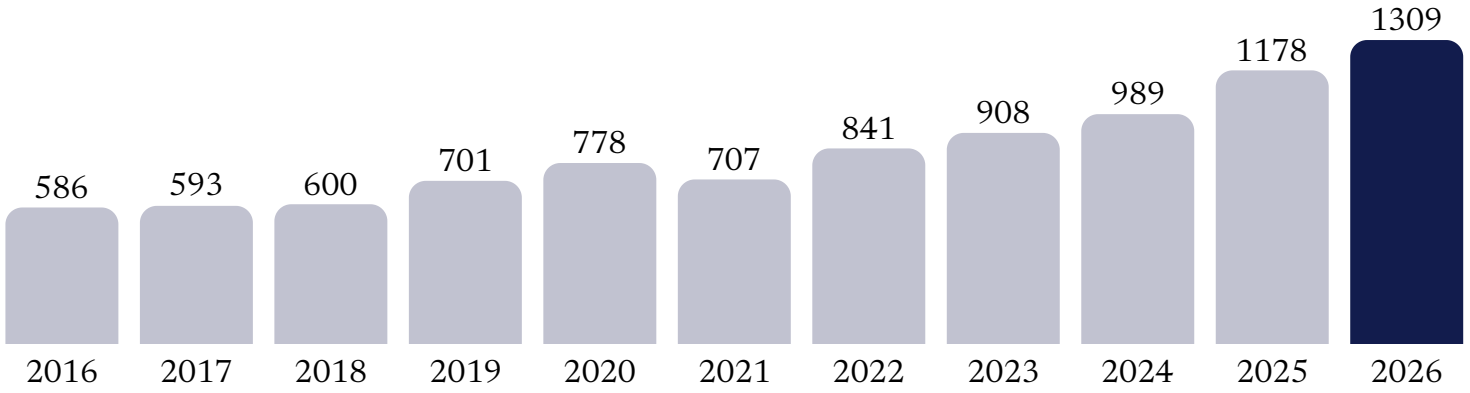
95%
Scored a 3 or higher, up from 88% in 2022

311
AP Scholars, up from 195 in 2022

61.2%
of the Class of 2026 scored a 3+ on at least one exam

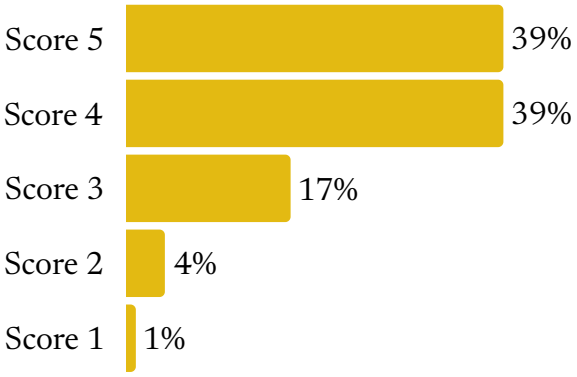
AP Exams Scored 3 or Higher

Number of exams, 2015-2016 to 2025-2026. More than double in ten years.



How 2026 Exams Scored

All 1,378 MTLHS exams.



159 Students earned AP Scholar with Distinction

More than doubled 2022's 65.

Our Largest AP Courses vs. The Nation

Mean exam score, May 2026. Mt. Lebanon students outscored the national mean in 23 of the 24 AP exams taken in 2026.

Course	Tested	MTLHS	Nation
Environmental Science	211	4.15	3.14
Human Geography	154	4.19	3.23
Psychology	124	3.77	3.33
Physics 1	89	4.00	3.19
Macroeconomics	87	3.98	3.22
Biology	86	4.48	3.19
Calculus AB	85	4.34	3.25
Statistics	68	3.91	3.02

College Admissions Tests

The ACT and SAT are nationally normed tests that colleges use in admissions. Students choose whether to take them, so results reflect those who tested.

ACT

2026 average total score

MTLSD	English: 26.1 Math: 26.7 Reading: 27.8	26.9
PA	English: 23.6 Math: 24.0 Reading: 25.3	24.3
Nation	English: 18.2 Math: 19.0 Reading: 19.8	19.2

SAT

2026 average total score

MTLSD	Reading & Writing: 627 Math: 619	1246
PA	Reading & Writing: 557 Math: 535	1092
Nation	Reading & Writing: 528 Math: 517	1045

Mt. Lebanon ACT Scores, Five Years

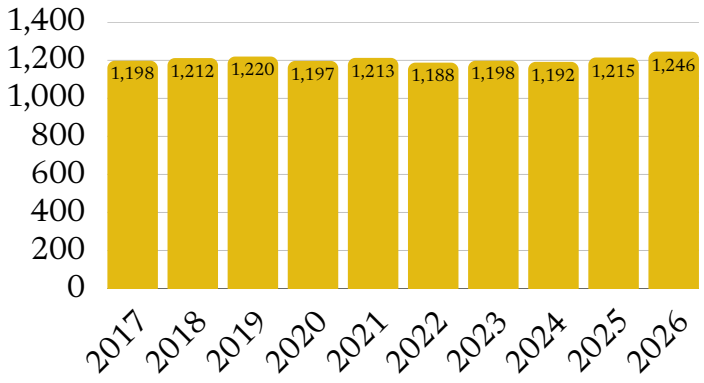
	English	Math	Reading	Science	Composite
2021-22	27.1	25.5	27.3	26.3	26.7
2022-23	25.8	25.0	26.3	25.4	25.8
2023-24	27.6	26.6	28.9	27.1	27.7
2024-25	25.9	26.8	27.8	27.1	27.0
2025-26	26.1	26.7	27.8	28.2	26.9*

**The 2026 composite score does not include science. This matches the ACT's redesign, which made science optional and eliminated it from the composite. If science was averaged in, the composite would be 27.2.*

+154 **+201**

Points above the PA and national averages.

Mt. Lebanon SAT Total, 10 Years



Who Is Testing?

The SAT is now our students' main admissions test: 715 students took it in 2025–2026. Only 107 students took the ACT, down from 367 in 2020, so year-to-year ACT changes reflect a smaller group of students.

National Merit

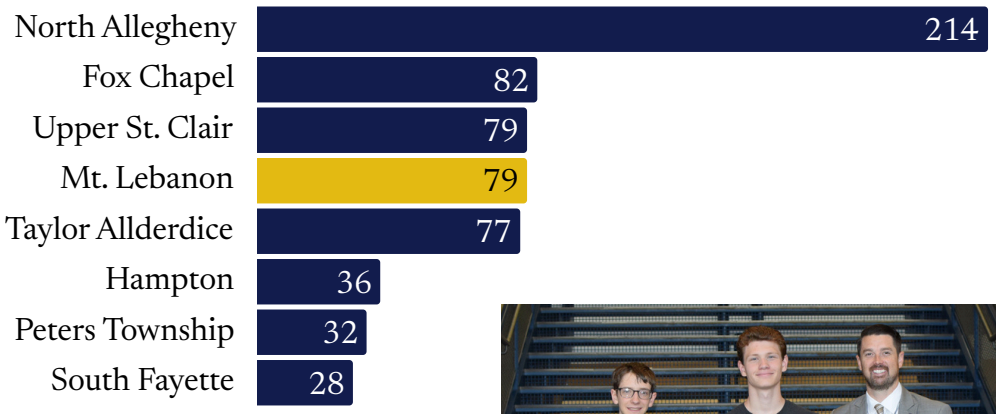
20

National Merit honorees in the Class of 2027.
5 Semifinalists &
15 Commended Students from 451 juniors who took the PSAT/NMSQT.

Semifinalists usually score in the top 1% of Pennsylvania test takers; Commended Students in the top 3% nationally. For the Class of 2027, Pennsylvania's Semifinalist cutoff was a selection index of 219.

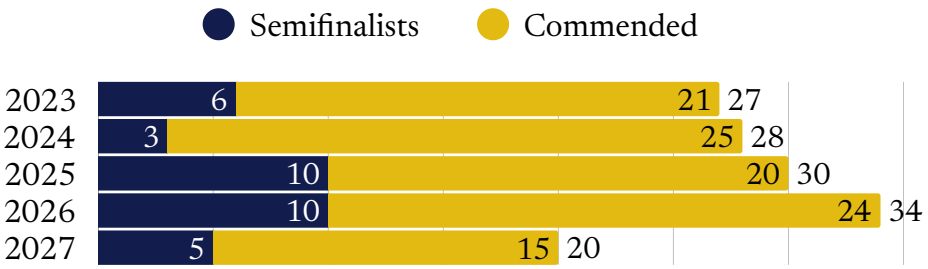
Semifinalists Over 10 Years, Western Pennsylvania

Total National Merit Semifinalists: 10 graduating classes through 2027.
Totals are not adjusted for differences in school size.





The Last Five Classes



Pathways to Graduation

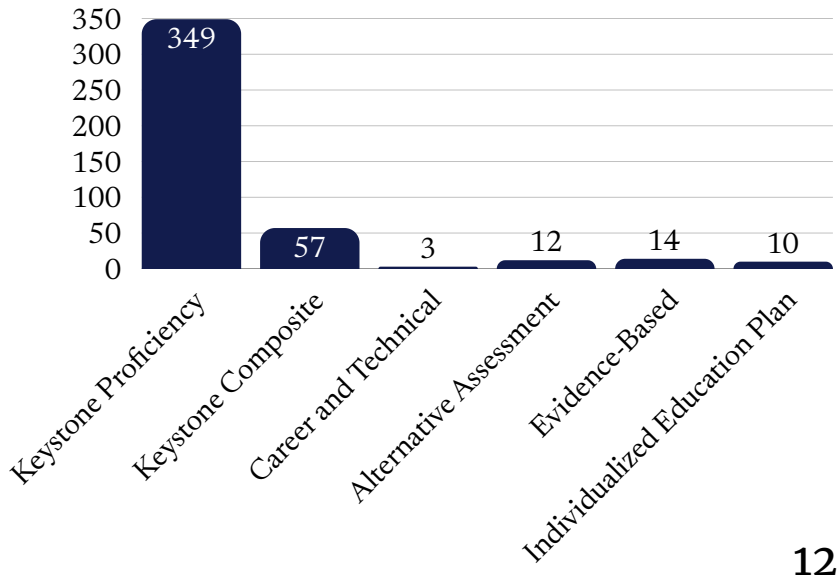
Pennsylvania requires every graduate to show readiness in Algebra I, Biology, and Literature. Most students do this by scoring Proficient or Advanced on the Keystone Exams.

Act 158 adds other routes: a combined Keystone score, a career and technical program, another test such as the SAT, ACT, or an AP exam, or evidence such as college coursework or an internship.



Class of 2027: Anticipated Pathways

445 Students



PSSA: Grades 3-8

Pennsylvania's state assessments test English Language Arts and math in grades 3–8 and science in grades 5 and 8.

A Message From The Pennsylvania Department of Education Regarding 2025-2026 PSSA Scores

"The Pennsylvania Department of Education (PDE) has completed a comprehensive review of the 2026 PSSA Mathematics and English Language Arts (ELA) assessments and Keystone Algebra I and Literature exams. This review followed Pennsylvania's first fully online statewide assessment administration and examined whether performance thresholds established more than a decade ago continue to reflect current academic expectations.

Six committees comprised of 87 Pennsylvania educators ... reviewed academic standards, performance level descriptors, and actual assessment items. ... The process did not change Pennsylvania's academic standards or the assessments students completed; rather, it evaluated whether the score thresholds used to classify student performance remain accurate.

As a result of the Standards Validation process, Pennsylvania educators recommended changes to PSSA and Keystone cut scores. The PDE Board will then consider the recommendations for adoption at the November 19 meeting. ... LEAs will be notified before state-level assessment scores are released publicly, which we expect to happen in early 2027."

What This Means For Mt. Lebanon

At this time, the 2025-2026 PSSA and Keystone results are not yet available. The results on this page are from 2025, the most recent final data.

Once results are available, we will update this report and post the findings on our website.

2025 Results by Grade

Grade	ELA	State	Math	State
Grade 3	74.7	48.6	81.0	53.6
Grade 4	81.7	48.4	82.2	50.6
Grade 5	79.4	44.7	75.6	43.9
Grade 6	80.8	50.8	72.4	37.8
Grade 7	83.5	49.2	67.1	33.7
Grade 8	83.2	49.3	61.5	30.5

Percent Proficient or Advanced. Mt. Lebanon leads the state by 26 to 35 points in every grade and subject.







Mt. Lebanon School District

Financial Stewardship

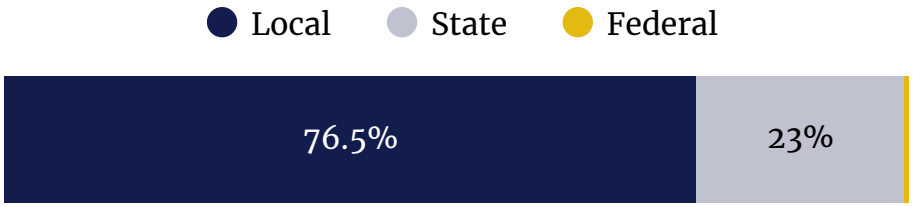
Investing in people, programs, and places while building a stronger financial future.

Where does the District's money come from?

The General Fund pays for day-to-day operations. Here is how the 2026–2027 final budget, adopted May 11, 2026, is funded.

2026–2027 Revenues

$129,216,926



76.5%

Local: $98,906,569

Our largest source comes mainly from real estate taxes, which the state caps each year with its Act 1 Index. It also includes other local taxes, pass-through funds, and program fees.

23.0%

State: $29,750,243

Subsidies and grants from the Pennsylvania Department of Education and other state agencies, set by the state budget. Basic and special education funding are projected flat.

0.4%

Federal: $560,114

Title grants and Medicaid reimbursement that support students who need extra help. Both are projected flat.

What it means for taxpayers

3.5% tax increase, below the 4.1% maximum allowed under the Act 1 Index

Millage rises 1.083 mills, from 30.950 to 32.033, generating $2,905,347 in additional real estate tax revenue.

A balanced budget

- ✓ No use of fund balance to balance the budget
- ✓ No furloughs
- ✓ Tax increase below the state maximum
- ✓ Revenues projected from three to five years of actual results

To avoid relying on reserves, the District weighed every option, including staff reassignments, program changes, attrition, and the timing of capital projects and purchases.

Mt. Lebanon School District

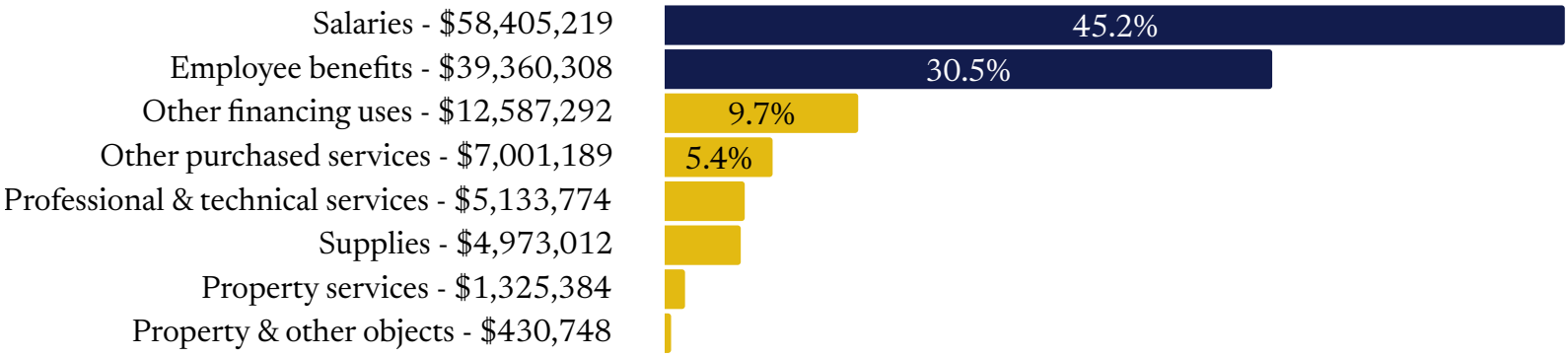
Financial Stewardship

Investing in people, programs, and places while building a stronger financial future.

2026-2027 Expenditures

$129,216,926

76% of spending goes to the salaries and benefits of the people who teach and support our students.

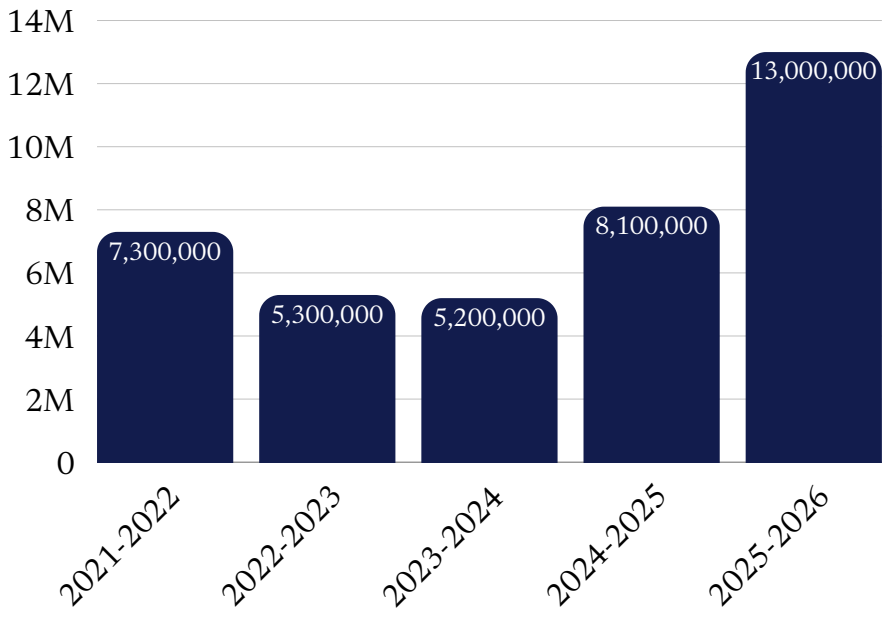


What's Driving Costs

Salary increases set by collective bargaining agreements, an 8.3% rise in employee health insurance, 3–5% higher tuition for out-of-district special education placements, a 10% increase for Parkway West career programs, and a 4% increase in the transportation contract. Department budgets stayed flat or below last year, and one teaching position was reduced through attrition.

Rebuilding our financial foundation

Total Fund Balance, End of Year



- **Rating stabilized.** Our Moody's credit rating has stabilized after a six-year decline, a key factor in future borrowing costs.
- **Surplus.** The 2025–2026 audit states a $4.7 million surplus with no findings.
- **Clear targets.** Board Policy 620 keeps the unassigned balance between 5% and 8% of the budget. Our long-term goal is 15–20% across assigned and unassigned funds.
- **Stronger controls.** Zero-based budgeting, four approval levels for postings and purchases, and monthly reports to the Board.

Mt. Lebanon School District

Investing In Our Schools

Caring for historic buildings and modern systems, paid for within our budget.

Summer 2026 Building Projects

- **Foster:** PA system drive replaced; office carpeting; playground repair.
- **High School:** Center Court roof replaced; stadium Gate D paved; pool refinished; tennis courts recoated; drainage and concrete repairs.
- **Hoover:** new asphalt in the drive and staff lot; LED cafeteria lighting; renovated pond for the school's fish and turtles.
- **Howe:** new fire alarm panel; LED cafeteria lighting; PTA-donated outdoor tables.
- **Jefferson Elementary:** asphalt, brick, and step repairs around the building.
- **Jefferson Middle:** brick pointing; gym steps repaired; new announcement room.
- **Lincoln:** roof replaced on the 1995 addition; LED cafeteria lighting.
- **Markham:** new turf field in the former tennis court space, through a partnership with the Mt. Lebanon Soccer Association; cafeteria lighting and paint.
- **Mellon Middle:** LED lighting in the cafeteria and gym; offices painted; concrete repairs.
- **Washington:** LED lighting inside and out; chiller repair; new Go-Zone signage.

$619,735
budgeted for building and grounds capital projects in 2026–27, paid as we go.

10-year
facilities capital improvement plan in development, aligned with District priorities.

Every School
received floor refinishing, deep cleaning, sidewalk concrete repairs, playground and life-safety inspections.

Technology For Learning & Safety

In Classrooms

New iPads for grades K–2, supported by trained tech coaches. Classroom computers, projectors, and whiteboards were refurbished, and returned Chromebooks were redeployed.

For Students

YouTube restrictions in grades K–8 and quarterly digital wellness lessons for every grade, K–12, taught through libraries and homerooms.

For Families

GoGuardian Parent accounts for every student, attendance forms in the PowerSchool portal, and Raptor VolunteerSafe for volunteer clearances.

Partnering With Our Community

We co-applied with the Municipality for an alternative fuels grant, helped the Fire Department update its emergency pre-plans for every school, and moved facility rental requests to a simple online form.

Mt. Lebanon School District

Our People

Our people are our largest investment, and we manage that investment carefully.

764
Staff members in 2026–2027

435
Teachers on contract

76%
Of the budget for salaries and benefits

4 bargaining units
plus the Act 93 administrative Meet and Discuss

Group	2017-2018	2026-2027	Change
Teachers	428	435	+7
Personal Care Assistants	41	72	+31
Secretaries, Clerks, Aides, Nurses	78	70	-8
Custodial, Maintenance, Facilities	71	74	+3
Food Service	39	41	+2
Admin Assistants, Specialists	29	23	-6
Long-term Substitutes	24	25	+1
Administration	25	24	-1
Total Staff	**735**	**764**	**+29**

Staffing with Discipline

Total staff is 22 below the 2022–2023 peak, reduced through retirements, resignations, and reassignment rather than furloughs. Every posting now needs four levels of approval, and next year's staffing needs are set by March.

Stronger Compliance

A district-wide certification audit, plus new software that manages Act 168 employment history checks digitally and on time.



Most of the growth since 2017–2018 is personal care assistants, who support students according to their individual education plans. Enrollment is steady at 5,430, and there are 12.5 students per teacher, down from 12.9.

Finding & Keeping Great People

University Partners

Carlow, Duquesne, PennWest, Point Park, and the University of Pittsburgh.

Recruiting In The Community

Job fairs and summer events at the Mt. Lebanon Pool.

Student Teacher Stipends

Hosting Carlow, Duquesne, PennWest, Point Park, and Pitt student teachers eligible for $10,000 PHEAA stipends.

A Strong Start

New support staff orientations and monthly onboarding sessions.

Join Our Team

Bus drivers, custodians, cafeteria staff, personal care assistants, substitutes, and more.

mtle.bo/Jobs

Mt. Lebanon School District

Strategic Plan

Leading the Way, 2025-2031

Our strategic plan is built on five focus areas that spell L.E.A.D.S. In the plan's first year, the District set 32 goals across them and completed all 32. Here are some of the results.

1 L

Leading For The Future

Leadership development, professional learning, and future-ready skills for every learner and employee.

- Created a Portrait of a Learner, with input from students, families, staff, PTA leaders, and the Board, describing the skills and mindsets of a Mt. Lebanon graduate.
- Launched an orientation program for every new employee, held four times a year.
- K-12 Digital Wellness lessons on data privacy, informed consent, and algorithmic bias for 2026-2027.

2 E

Engagement

Strong partnerships with students, families, staff, and the community, so every voice is valued.

- Launched a redesigned mtlsd.org in June 2026 that translates into more than 249 languages.
- Weekly family newsletters average an 87% open rate.
- Reached residents without children in school through Superintendent Coffees, Lebo University, Steps with the Superintendent, alumni tours, the Gold Card for residents 62+, and a Business Roundtable.
- Welcomed new families with centralized enrollment and real-time translation tools.

3 A

Academic Excellence and Innovation

A rigorous, relevant curriculum that meets the unique needs of every learner.

- Completed curriculum reviews for K–12 Social Studies, 6–12 Science, 6–12 English, and K–5.
- Math, with all written curriculum now in Atlas.
- Introduced three new core instructional resources in three years, with training for teachers. A math pilot is underway.
- Set clear technology and device guidelines for each grade span.
- Expanded college credit through College in High School with Point Park University and dual enrollment in aviation through Parkway West.

4 D District Systems and Supports

Supporting staff, improving technology and infrastructure, and ensuring efficient operations and fiscal responsibility.

- Adopted a fund balance policy and a ten-year financial recovery plan. The unassigned balance grew from 1.76% to 5.99%, with 8% projected for 2025–26.
- Launched Raptor, a digital volunteer clearance system, for all school volunteers.
- Created and deployed a singular Student, Staff, and Families platform - LeboID - to provide a single digital identity for all stakeholders and distribute targeted resources and application logins through their LeboID LaunchPad.
- Wrote and centralized procedures for communications, enrollment, facility rentals, and gifts and donations.
- Moved facility use requests online and partnered with the Municipality on shared projects.

5 S Safe, Supportive, & Inclusive Environment

Physical safety, emotional well-being, and a culture where every student and staff member feels respected.

- Launched WEB (Where Everybody Belongs) and Link Crew, pairing older student leaders with students moving into sixth and ninth grade.
- Updated Section 504 procedures and trained all administrators.
- Brought students served in out-of-district special education settings into District events, with monthly special education newsletters for families.
- Earned state PBIS recognition at Foster, Hoover, Lincoln, and Jefferson Middle.

Looking Ahead: 2026-2027

Year two of Leading the Way. A few of this year's goals:

- New curriculum reviews in World Languages, School Counseling, and K–5 Library
- A ten-year facilities capital improvement plan
- Consistent supports to reduce chronic absenteeism
- Better language access for multilingual families
- A districtwide framework for academic and
- behavioral supports (MTSS)
- A review of athletics programs
- Wider access to career and technical education
- Updates to school food service to meet student wellness needs