Sycamore Community Schools

STRATEGIC PLAN

Our students. Our future.

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MISSION

Create a culture of academic excellence through inclusive and innovative learning opportunities for the whole child.

VISION

Our vision is to empower all learners to reach their full potential in a globally competitive world.

VALUES

Academic Excellence
Diversity and Inclusion
Community
Character
Collaboration

BOARD OF EDUCATION

Mr. Paul Balent

Mrs. Sara Bitter

Mr. Brad Comerford

Dr. Lynne Stieger

Mrs. Melissa Weiss

DISTRICT OFFICE ADMINISTRATION

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Superintendent

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Treasurer

Amy Moore
Assistant Treasurer

Kelly Wegener
Assistant Superintendent

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William D. Fritz
Director on Special Assignment

Mallory Bonbright
Community Relations Director

Brad Lovell
Director of Business Operations

David H. Foster
Support Services Director

Michael Miller
Director of Transportation

Kelsey Warren
Child Nutrition and Wellness Director

Lori Rosen-Malott
Special Education Supervisor

Strategic Theme #1

Academic Achievement

Objective #1

Establish key performance milestones and learning pathways to enhance student academic achievement.

Over the next 3 years we will continue to improve our academic quality, measurement and reporting and build in present academic improvement efforts as a district.

Indicators of success of this objective will be:

- *Provide a high-quality curriculum, K-12, with a variety of programming.*
- *Continue our focus on student-centered instruction and learning.*
- *Create measurement expectations and milestones for all sub-groups reported to the Ohio Department of Education.*
- *Improved test scores and academic progress for ALL students.*

Strategic Theme #1

Academic Achievement

01 Perform a comprehensive curriculum review to ensure vertical and horizontal alignment across all subjects and grade levels; ensure that current courses are aligned with 21st-century job market demand; consider the creation and infusion of new courses that are more deeply aligned to STEAM and other in-demand disciplines while making sure all options lead to equitable outcomes for all students.

02 Define a consistent process and data review system that can provide district personnel with access to all data in an efficient manner; use data to accurately track and monitor student progress and efficiently share that data as students move from building to building.

03 Provide continuing professional development opportunities for teachers and support staff; purposefully infuse student-centered instructional strategies into all PD opportunities to align with the current master facilites projects; establish district-wide standards for best practice instructional methods, pedagogy and operations.

04 Purposefully infuse the competencies ascribed in the Portrait of an Aviator into daily classroom practice while aligning those competencies to the current student performance benchmarks required by the State of Ohio.

Strategic Theme #2

Vibrant Community Partnerships

Objective #2

Enhance future readiness for students through education, exposure and experiences.

Over the next 3 years we will continue to enhance the future readiness of our students through their daily classroom activities, exposure and experiences.

Indicators of success of this objective will be:

• *Partnerships that enhance future-ready experiences and exposure are in place.*

• *Student leaders are measurably more prepared to leave Sycamore using the core competencies established in the Portrait of an Aviator.*

• *Student pathways are in place at E.H. Greene Intermediate, Sycamore Junior High and Sycamore High School.*

Strategic Theme #2

Vibrant Community Partnerships

01 Create a mechanism to engage with local and regional businesses, organizations, universities and nonprofits to create student internship and mentorship programming options; utilize community resources to more deeply impact student learning through the possible creation of a student leadership program, or other initiatives, with area businesses or organizations such as the local Chamber of Commerce.

02 Continue to promote, define and implement direct pathways so students are provided with multiple opportunities to explore available careers beyond graduation, such as college/university, career and technical education, or military enlistment; purposefully communicate a culture of high academic expectations no matter a student's chosen pathway; ensure every student has a post-graduation plan before moving beyond Sycamore Community Schools.

Strategic Theme #3

Excellence in Operations

Objective #3

Maximize financial, operational, facilities, safety, human capital, technology and maintenance capacity to ensure district success in service of the community.

Over the next 3 years we will continue to maximize financial, operational, facilities, safety, human capital, technology and maintenance capacity to ensure district success in service of the community.

Indicators of success of this objective will be:

• *New facilities opened that have re-imagined how students learn.*

• *Strategic development in place to support leaders and teams to achieve the strategic plan.*

• *Technology that supports all aspects of the strategic plan.*

• *Building leader roles redefined with an increased focus on instructional leadership.*

Strategic Theme #3

Excellence in Operations

01 Continue to communicate and develop the master facilities plan to show how it correlates and aligns with the new curriculum review, instructional practices, and maximum use of all facilities on the Sycamore campus.

02 Purposefully implement scheduling of meetings and other necessary managerial duties that allow for all administrators to flourish as instructional leaders in buildings; ensure time is allotted for visibility within the classrooms and district activities throughout each day.

03 Develop and communicate a development program to internally and organically grow the district's leadership team; create a strategic succession plan to help attract and maintain high-quality leaders.

04 Design and implement a district technology integration plan that focuses on the utilization of technology as a transformative creation, advancement and connection tool; provide professional development for staff to ensure effective instructional use of new technology as it relates to their new facilities and the curriculum provided; establish a balance of technology utilization throughout the school day; ensure cyber security standards are applied across all district devices, staff and students.

Strategic Theme #3

Excellence in Operations

05 Provide training and support regarding internal communication best practices. Develop clear administrative expectations for all forms of internal staff communications so that each building/level/department receives consistent and timely updates; ensure all staff members are knowledgeable and informed regarding important district information so that they can confidently act as stewards of the district's vision and decisions; avoid selective pockets and siloed information. (Internal)

06 Consider creating an initiative that focuses on staff morale and establishing a "Culture of Appreciation" for all district employees at all levels. Develop a purposeful method to show staff appreciation regularly and infuse these methods into the everyday life of every building in the district. Consider the addition of a staff recognition program to recognize years of service to the district.

07 Provide ongoing professional development opportunities on the topic of staff mental health issues and self-care for all staff members.

08 Review all aspects of physical security throughout the district; recommend changes to policy and application of best practice strategies; ensure consistent application of security protocol/procedures for district buildings and district events.

Strategic Theme #4

Student-Centered Culture & Learning

Objective #4

Lead an aligned high-performing culture that is centered on an inclusive student experience that encompasses each child's health, aspirations and belonging.

Over the next 3 years we will continue to lead an aligned high-performing culture that is centered on an inclusive student experience that encompasses each child's health, aspirations and belonging.

Indicators of success of this objective will be:

• *Measurable improvement in culture among all stakeholders.*

• *Integrated vision with reality for preparing students for the world.*

• *Whole Child health equivalent to academic progress.*

• *Students and parents partner in comprehensive learning in Grades K-8.*

• *Fewer measurable performance disparities among student population and culture report of inclusiveness.*

Strategic Theme #4

Student-centered culture & learning

01 Create and administer a district-wide culture and climate assessment for administrators, staff, students and stakeholders to identify opportunities to enhance a positive environment for teaching and learning.

02 Infuse data gathered from culture and climate assessment into daily instruction as it relates directly to the Portrait of an Aviator competencies; provide professional development for all staff to help correlate the data gathered to the Portrait of an Aviator outcomes.

03 Create a wellness task force to study comprehensive student health and well-being, including access to school counselors and other mental wellness professionals; use ODE social-emotional learning standards to create measurable expectations of balanced and healthy achievement expectations as ascribed in both the curriculum and the Portrait of an Aviator; communicate these expectations to students, staff, families and the community.

04 Develop a district equity audit and action plan; ensure district policies promote inclusion and equity of underrepresented groups and address any gaps discovered in the process.

Desired Outcomes

Portrait of an Aviator

Through our strategic planning process, the district has identified the skills, character traits, and social-emotional competencies that students need to succeed in college or career, and life.

Competency categories:

PURPOSEFUL LEARNER

RESPECTFUL GLOBAL CITIZEN

INNOVATIVE COLLABORATOR

DYNAMIC PROBLEM SOLVER

EMPATHETIC COMMUNICATOR

Desired Outcomes

CREATE STUDENT OPPORTUNITIES TO REACH THEIR FULLEST POTENTIAL

ENSURE ACADEMIC GROWTH AND RIGOR FOR EVERY STUDENT
WITH A FOCUS ON IMPROVEMENT FOR ALL

ACHIEVE AND MAINTAIN TOP TIER RANKING ON THE OHIO SCHOOL REPORT CARD

ALIGN & OPTIMIZE HIGH PERFORMANCE CULTURE

RANK AMONG THE TOP FIVE SCHOOL DISTRICTS IN OHIO BASED ON THE OHIO SCHOOL REPORT CARD'S PERFORMANCE INDEX SCORE