

# EAGLES

## RISE TOGETHER



### **2023 Strategic Plan**

**May 15, 2023 - Board of Education Meeting**



# Purpose

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To develop a multi-year **Strategic Plan** for North Olmsted City Schools that is rooted in sound educational practices, community expectations and reality.



# Process

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1. Individual depth interview of community leaders to gauge “starting point”
2. Internal Task Force Meetings
3. Community Stakeholder Committee Sessions
4. Online survey available to full community



# Community Stakeholder Committee

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**Jimmy Alexandrou - Principal**  
**Robbie Anderson - Business**  
**Lauren Barr - Teacher**  
**Leah Blaze - Admin**  
**David Brand - Admin**  
**Vera Brewer - Community**  
**Bryan Busold - Principal**  
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**Karen Gallagher - NOCS Staff**  
**Terry Groden - BOE**  
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**Niki Vasu - Teacher**  
**Zach Weagley - Principal**  
**Alison Wilgus - Teacher**  
**Heather DeMain - Teacher**



# Stakeholder Committee Meetings

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*Reviewed detailed data on:*

- Student demographics
- Academic Performance, graduation rates, state tests
- Finances, tax comparisons, budget reductions
- Facilities planning
- Community survey data



# Depth Interview Findings

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- Conducted **16 interviews** including leaders from business, government, education, safety, faith, and parents.
- Proud of diverse demographic, new facilities, strong academics
- Challenged by perception of high taxes, financial concerns, budget reductions
- **High priorities for strategic plan :**
  - Behavioral issues/mental health
  - Professional development
  - Financial stability
  - Transparency
  - Teacher/community buyin
  - Data-focused
  - Career-readiness for students
  - A finance plan for the future



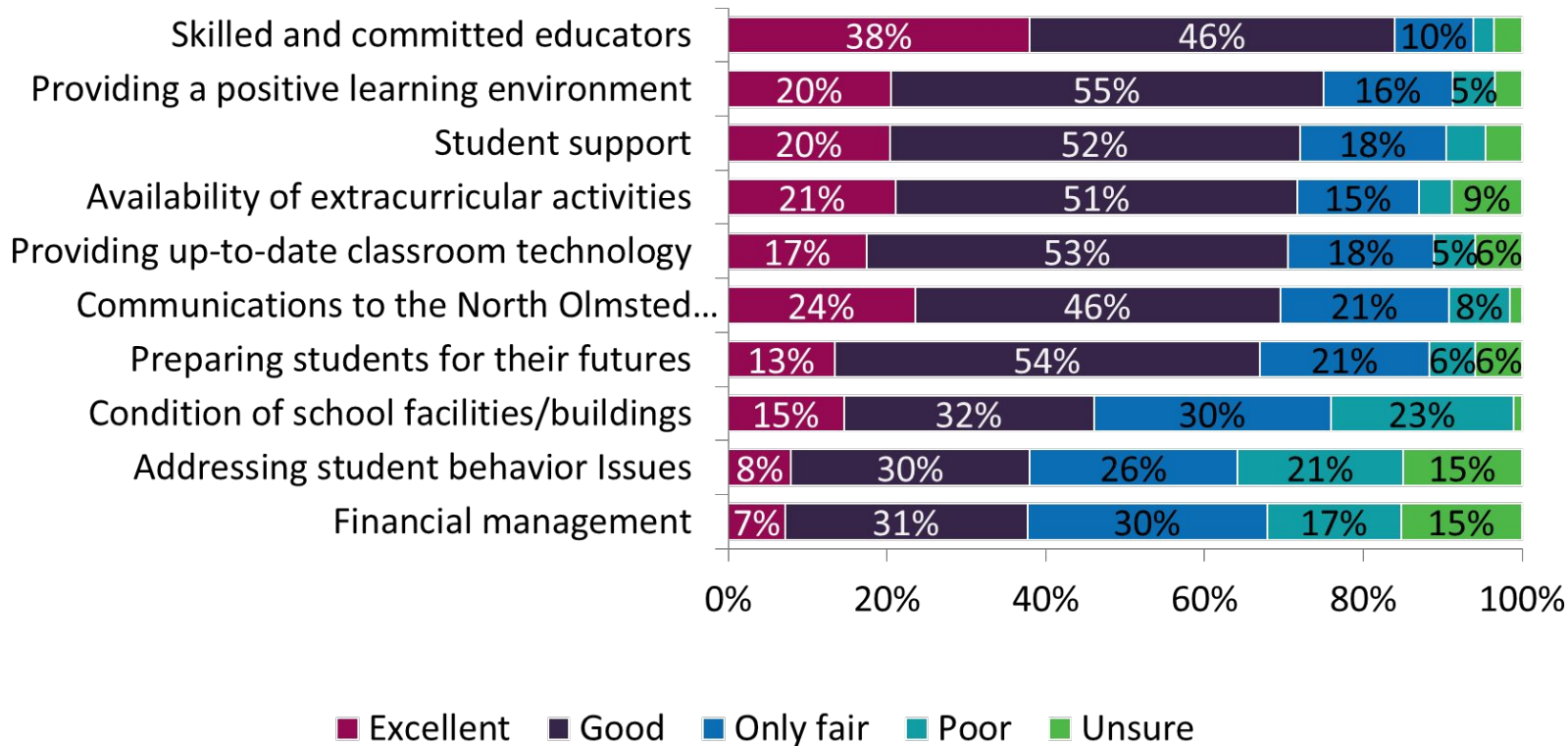
# Community Survey Findings

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- A total of 770 participants completed the survey. This is a self selected sample of NOCS stakeholders, so while results are not statistically valid, they do provide insight into the community's' perceptions, satisfaction, and goals.
- 70% of participants are parents, with the second largest affiliation being teachers at 11%.
- Majority (59%) is aged 35-49, and a fourth of participants (25%) are aged 50-64.
- A plurality of residential participants (30%) have lived in North Olmsted for 21 years or longer, but more than a third (37%) have been residents for a decade or less.
- A majority of participants, 83% rate the quality of education at NOCS is excellent or good.
- 45% of participants indicated NOCS is going in the right direction, 16% wrong direction, and 26% staying the same.

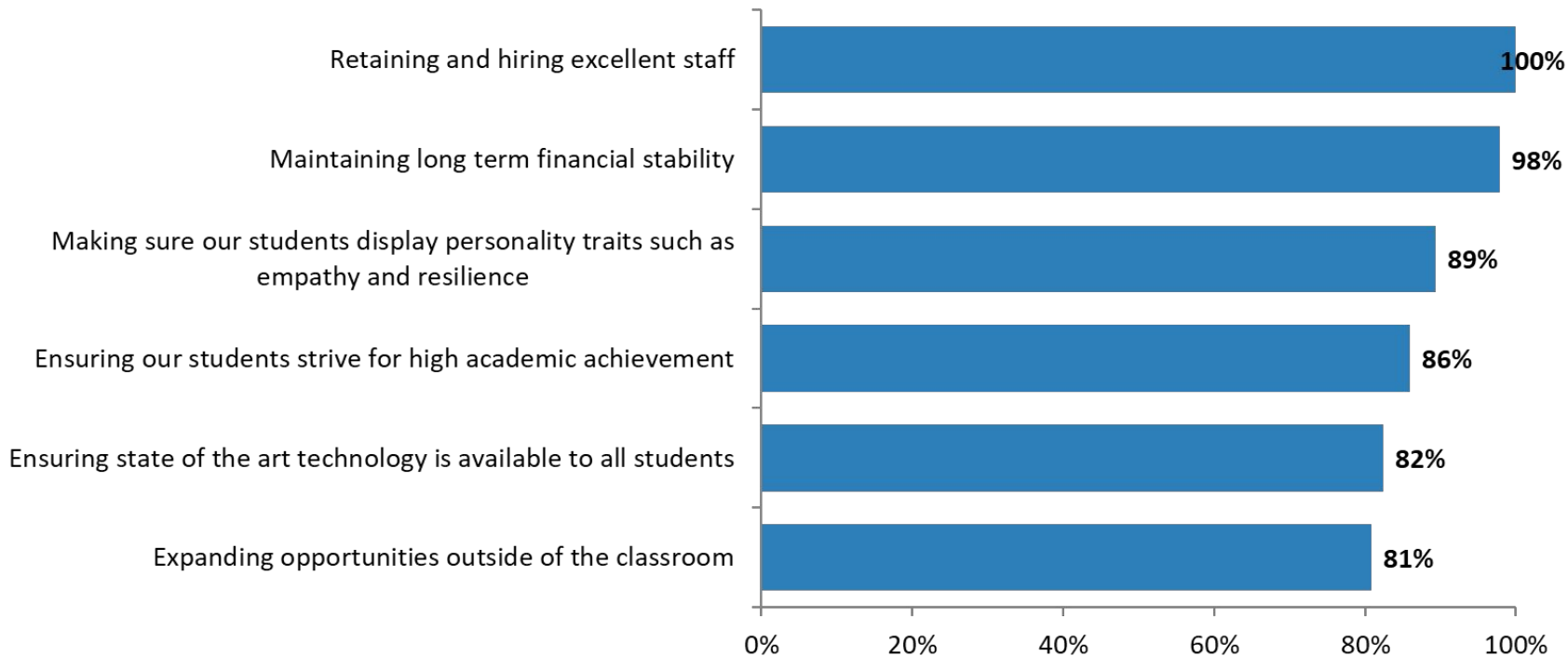


# Community Survey Findings

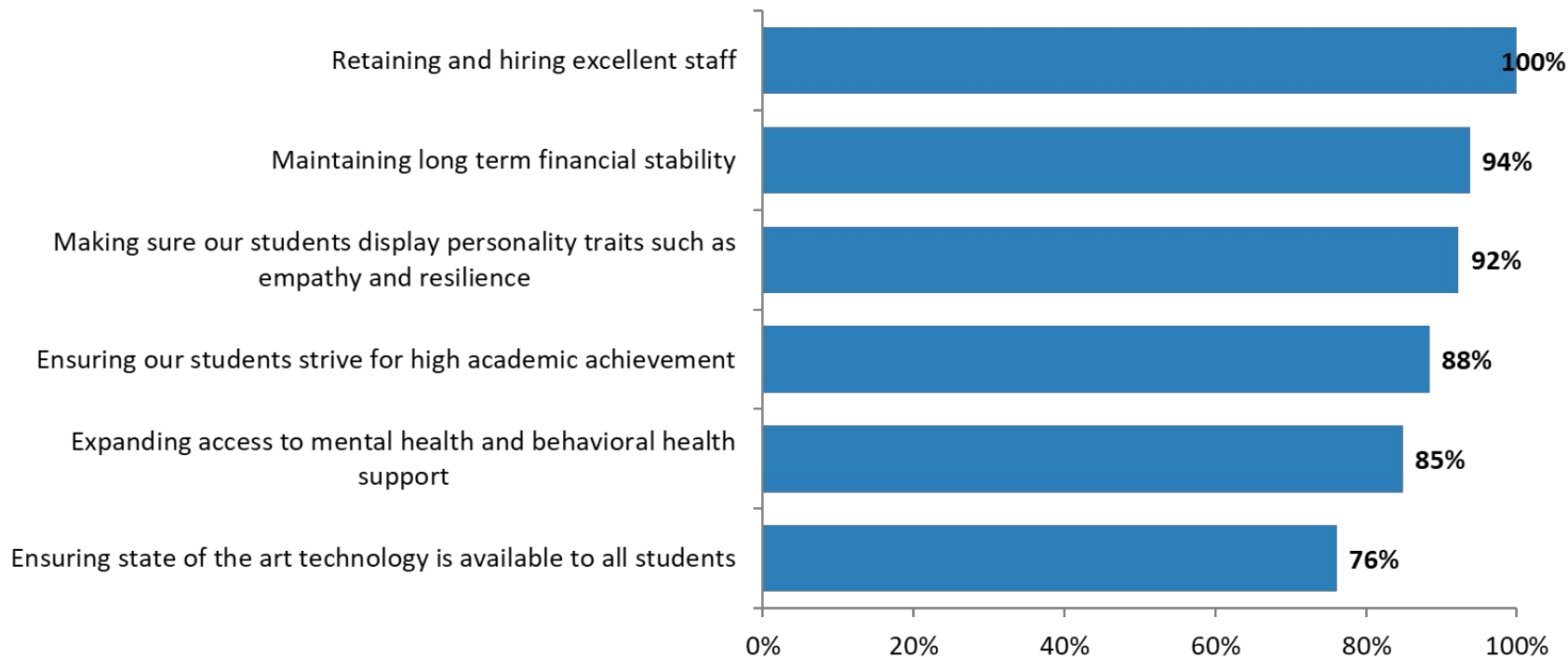




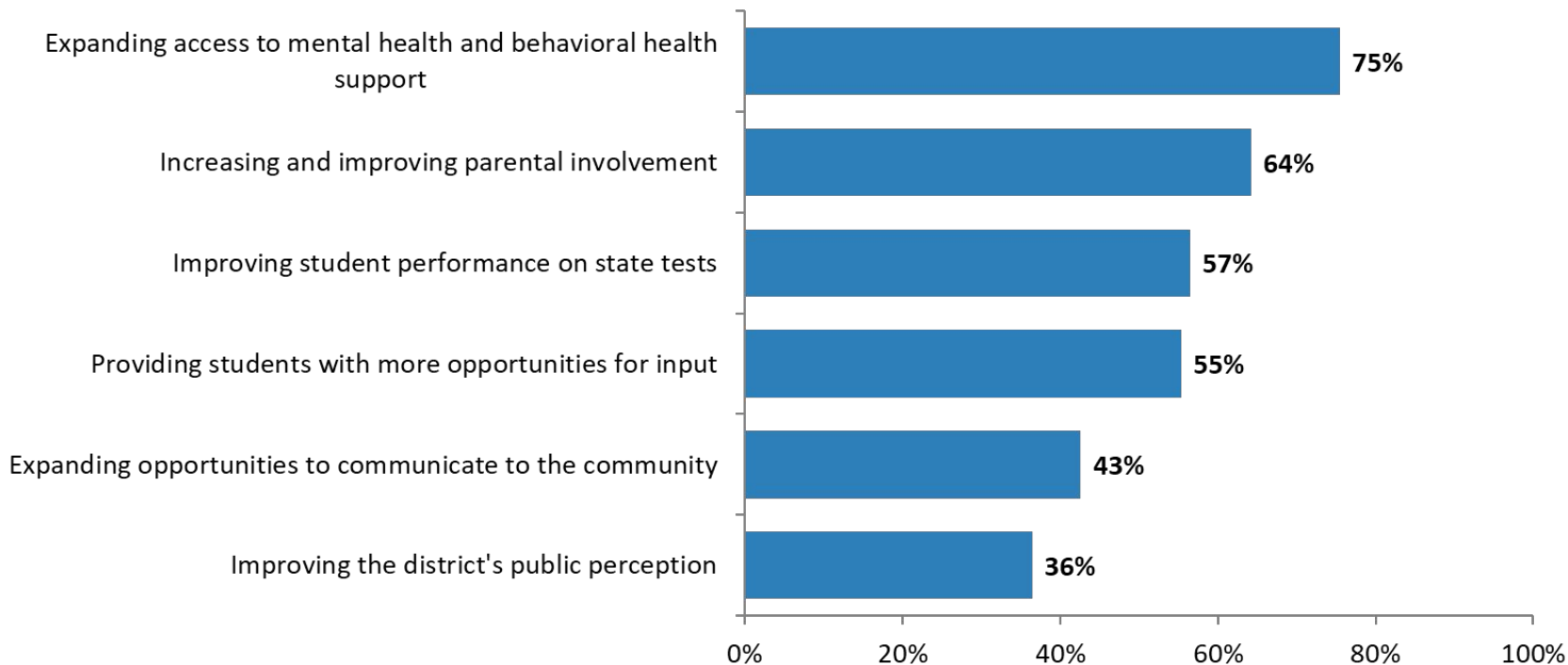
# Top Priorities for Non Staff Respondents



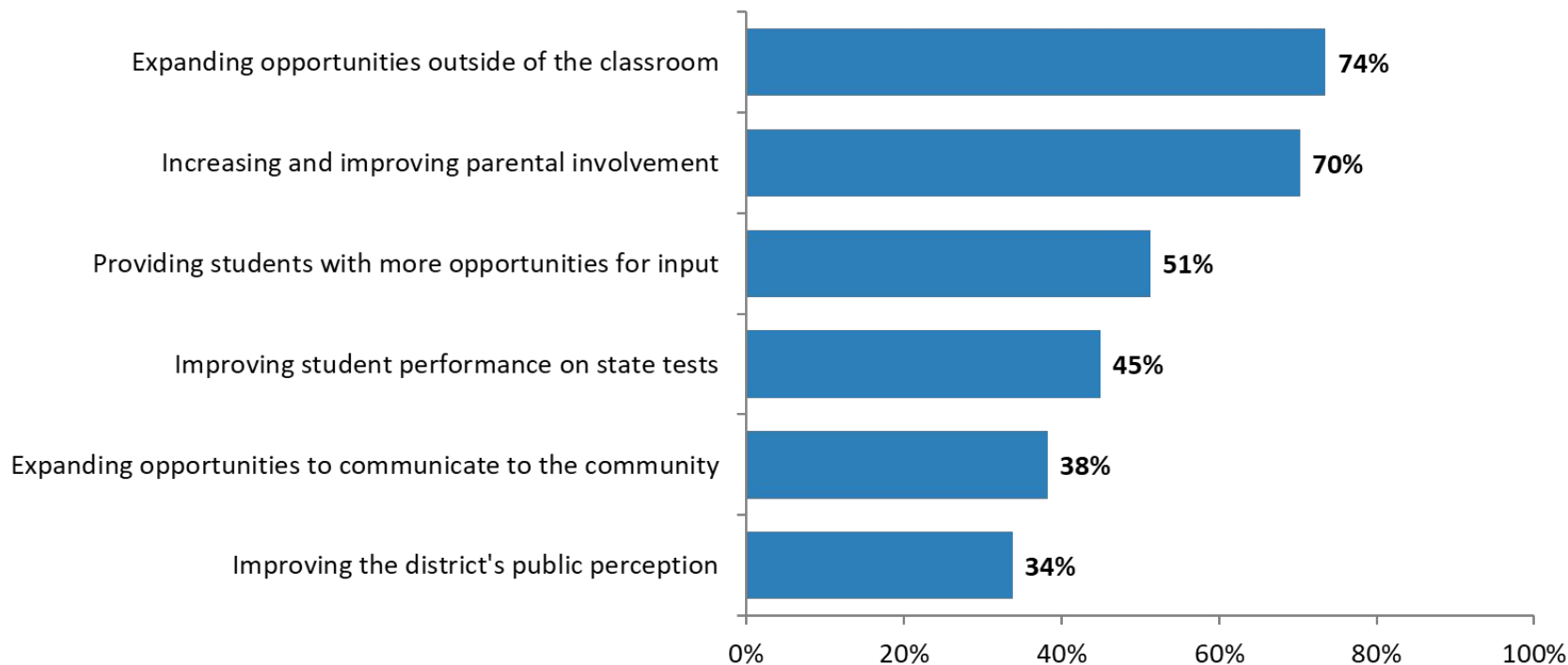
# Top Priorities for Staff



# Additional Priorities for Non Staff



# Additional Priorities for Staff





# Vision

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North Olmsted City Schools:  
where every student develops a  
passion for learning.



# Mission

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Through partnerships between students, staff, parents, families, and community, we will create learning experiences to prepare our students to positively impact the world.



# Community Stakeholder Committee

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**What are the major community or global trends that most impact how we should educate students to be prepared for the world and their future?**

- Shift to a more virtual world including: online learning, work from home (and a proper work life balance)
- Increase in technology use in everyday life, and trades
- Need to be more adaptable, rapid rate of change
- More transient workforce (people staying at jobs for shorter durations)
- Bridging generational differences
- Rise of social media and what that means for us, including digital footprints, lack of verbal communication, and how screen time can affect your social-emotional health, as well as physical health
- Global awareness
- More desire for traditional communications- writing/verbal
- Automation (AI)
- Learning shift focus from college-readiness to skills-based learning
- Emphasis on social and emotional health and empathy
- Students having to get jobs to help provide for their families is another noted trend in the community



# Community Stakeholder Committee

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**What skills must our students need to have to address these global or regional trends?**

- Perseverance, grit, resilience
- Critical thinking skills including problem solving, communication, and analysis
- Being coachable and taking initiative
- Functional skills such as writing, reading, math, typing
- Having a growth mindset
- Patience, civility, and tolerance for other opinions and perspectives
- Skills often taught in a home economics class, such as laundry, cooking, sewing, etc.
- Confidence
- Financial literacy - balancing a checkbook and managing a budget
- Executive functioning such as organization, self-regulation, and self-discipline
- Public speaking skills
- Use of tools, such as reading a tape measure and cordless drill, blueprint reading and map reading
- STEM
- Passion for life and learning
- Ability to manage your digital footprint





# North Olmsted City Schools

*Where every student develops a passion for learning.*

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**Student Experience Goal** - We will provide all students with a variety of authentic, challenging, and inclusive experiences that demonstrate high expectations and prepare them for their futures.

**Objective 1: Academic Achievement & Growth** - Guarantee a high-quality and viable curriculum to improve academic achievement and growth for all students.

**Objective 2: Breadth of Experience** - Design programs for students at all grade levels to explore cultural activities, career opportunities, and their community in order to help students discover their interests, skills, and abilities.

**Objective 3: High-Quality Professional Development** - Provide professional learning on creating inclusive, authentic, and engaging experiences.

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# North Olmsted City Schools

*Where every student develops a passion for learning.*

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**Resources Goal** - We will maintain financial stability while allocating resources to support educational excellence for all students.

Objective 1: **Fiscal Health** - Ensure long term financial stability.

Objective 2: **High-Quality Instructional Resources** - Ensure high-quality and rigorous instructional materials for all students.

Objective 3: **High-Quality Staff** - Recruit and retain high-quality staff, and provide intentional and consistent professional development.

Objective 4: **Fiscal Transparency** - Provide regular communication to the community about the financial status of the district.



# North Olmsted City Schools

*Where every student develops a passion for learning.*

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**Connections Goal** - We value our community and seek to create a lasting bond between our schools, our residents, and the greater community.

Objective 1: **Community Partnerships** - Develop a framework that identifies and sustains community partnerships.

Objective 2: **Communication and Engagement** - Communicate with and engage our community about our partnerships, needs, expectations, and successes.

Objective 3: **Collaboration** - Seek ways to provide opportunities for our schools, parents, families, residents, and community partners to work together.



# North Olmsted City Schools

*Where every student develops a passion for learning.*

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**Culture Goal** - We will ensure a culture where everyone feels safe, valued, and supported, and this culture will build pride throughout the community.

Objective 1: **Honoring Diversity** - Design and implement programming that honors our diversity and educates students about the many cultures that exist within our community.

Objective 2: **Positive Relationships** - Seek ongoing and specialized training to ensure we are fostering a sense of belonging that informs how to best serve all students.

Objective 3: **Whole Child** - Create and maintain programming to support the emotional and mental health needs of students.

Objective 4: **Collaborative Culture** - Create intentional and deliberate opportunities for collaboration among staff, administration, families, and students.

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**Goal 1 - Student Experience - We will provide all students with a variety of authentic, challenging, and inclusive experiences that demonstrate high expectations and prepare them for their futures.**

**Objective 1: Academic Achievement & Growth - Guarantee a high-quality and viable curriculum to improve academic achievement and growth for all students.**

**Initiative 1 - Implement Professional Learning Communities**

**Leader(s):**

Action Steps	Timeline	Person Responsible	Progress Monitoring Metrics	Notes	Status

**Technology Integration**

**Communication Strategy**

**Evaluation Strategy**

**Mid-Year Evaluation**

**End-of-Year Evaluation**

**SAMPLE FOR ILLUSTRATIVE PURPOSES ONLY**

# EAGLES

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## Questions



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# THANK YOU!