

Strategic Plan Update

Twinsburg City School District
Board of Education
December 8, 2021

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Finance

Goal #1 Complete Financial Plan to maintain fiscal stability through FY23 which shall include strategies for passing \$5 million renewal levy in November 2020.

- Monitor Levy Cycle and Renewal of 6.9 mill levy in November 2022
- Research strategies for financing the conceptual legacy project and provide guidance to the Board of Education
- Monitor the expenses related to the ongoing COVID-19 pandemic and provide the Board of Education updates regarding the ESSER funds

Finance

Goal #2 Continuing to operate in a fiscally responsible manner by utilizing the benchmarks identified in the Financial Strategic Planning Flow Chart in order to support educational opportunities.

Update the District's Financial Strategic Planning Flow Chart through FY26 and communicate revisions to the public

Finance

Goal #3 Enhanced Financial Communication to all stakeholders.

Provide information on the District's redesigned website regarding the District's finances

Facilities

Goal #1 TCSD will update Facilities Master Plan in order to ensure proper and strategic annual expenditures.

- By November 2021, update 2019 Facilities Assessment with 2022 Pricing and present findings to the Board of Education
- During the 2021-22 school year, update 2019 Facilities Assessment with Lesko Associates/Karpinski Engineering and present summary to the Board of Education along with recommendations during the fourth quarter.



Facilities

Goal #2 TCSD will update Facilities Master Plan and options for Conceptual Legacy Project in order to engage the community.

During the 2021-22 school year, gather feedback relative to the Conceptual Legacy Project through the engagement of the community. Utilize assistance of a marketing consultant, engage the community in focus groups, community outreach, and a phone survey and prepare findings to make recommendations to present to the Board of Education by April 2022



21st Century Teaching and Learning

Goal #1 Provide students with well-rounded content, demanding & real-world learning experiences as well as robust ways for demonstrating knowledge acquisition.

Goal #2 Offer students multiple opportunities to develop knowledge and skills that transfer to college, career, and civic life.

Goal #3 Support the holistic well-being of each child.



IXL Learning

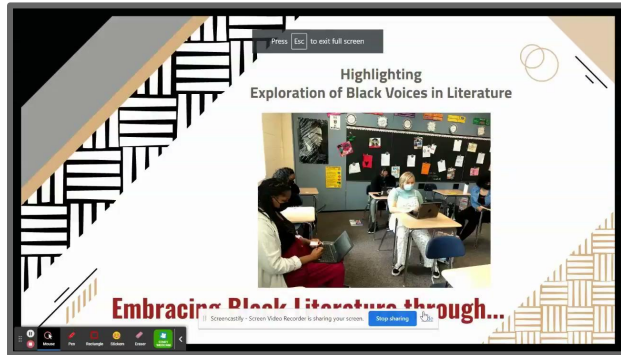
TCSD 2021



21st Century Teaching and Learning

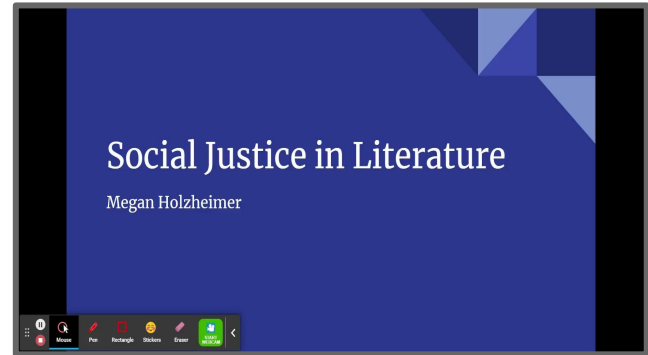
Goal #1 Provide students with well-rounded content, demanding & real-world learning experiences as well as robust ways for demonstrating knowledge acquisition.

Exploration of Black Voices in Literature



Ms. Daneé Pinckney

Social Justice in Literature



Mrs. Megan Holzheimer

21st Century Teaching and Learning

Industry Recognized-Credential Option for THS Students (Class of 2022)

Need: An obtainable industry-recognized credential, partnered with Ohio Means Jobs Readiness Seal completion, for seniors who MAY not obtain competency and two seals for on-time graduation.

Second, show competency

Earn a passing score on Ohio's high school Algebra I and English II tests. Students who do not pass the test will be offered additional support and must retake the test at least once.

Is testing not your strength? After you have taken your tests, there are three additional ways to show competency!

Option 1.

Demonstrate Two Career-Focused Activities*:

Foundational

- Proficient scores on WebXams
- A 12-point industry credential
- A pre-apprenticeship or acceptance into an approved apprenticeship program

Supporting

- Work-based learning
- Earn the required score on WorkKeys Earn the OhioMeansJobs Readiness Seal

Option 2.

Enlist in the Military

Show evidence that you have signed a contract to enter a branch of the U.S. armed services upon graduation.

Option 3.

Complete College Coursework

Earn credit for one college-level math and/or college-level English course through Ohio's free College Credit Plus program.

*At least one of the four must be a Foundational skill

21st Century Teaching and Learning

Solution: Purchase of Rise Up software (ODE Approved) and exam for two separate courses for our students to complete second semester w/ a staff member

Completion and passage of exam:
Retail Industry Fundamentals (6 pts.)
Customer Service & Sales (6 pts.)

Total of 12 IRC pts.

Pair that with completion of **Ohio Mean Jobs Readiness Seal** - students can stay on track to graduate in 2022.

Funding: Expanding Opportunities for Each Child
Non-Competitive Grant



Overview: Rise UP

NRF Foundation: Rise Up



Delivery of Instruction

Identified members of the Class of 2022 will work on the course/exams, and Ohio Means Jobs Readiness Seal (extra stipend to apply) during the months of February and March 2022

The coursework and exams should take approximately 45 hours to complete the program



Define industry terms, recognize the retail cycle and identify the economic impact of retail

Define and understand customer service and sales skills

Understand various technology tools used in retail

Learn industry career paths

**NRF FOUNDATION
RISEUP**

**RETAIL INDUSTRY
FUNDAMENTALS**
SPECIALIST

Delivery of Instruction...continued

Students will work with staff member to complete the curriculum/exam outside of the school day (Saturday mornings) at THS in February/March 2022

Understand omnichannel purchase options

Understand customer life cycle

Assess and meet customer needs

Sales and upselling

Build a resume and then shine in the interview



Safety



Goal #1 Facilitate student oriented groups at each building to discuss creating a safer culture and address concerns.

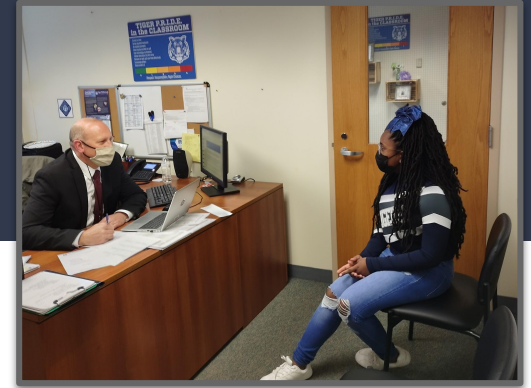
Goal #2 Research and develop intervention and diversion programs to address the needs of students dealing with substance abuse.

Goal #3 Determine the impact of later start times on school transportation, cost efficiency and student wellness.

Goal #4 Perform a security analysis/safety audit for each District building.

Safety

Goal #1



THS: Student Leadership Board/Principal's advisory committee is comprised of approximately 25 students 9-12. These students hold a variety of leadership positions such as student government, minority student union leadership, captains of sports teams, and some counselor and administrator recommendations. We met the week before Thanksgiving break and discussed many initiatives for the school year.

RBC: During the month of October 18 students were selected and introduced to the role of the Principal Advisory Committee. During the month of November 18 individual meetings were conducted with the students to discuss RBC and specifically safety and bullying.

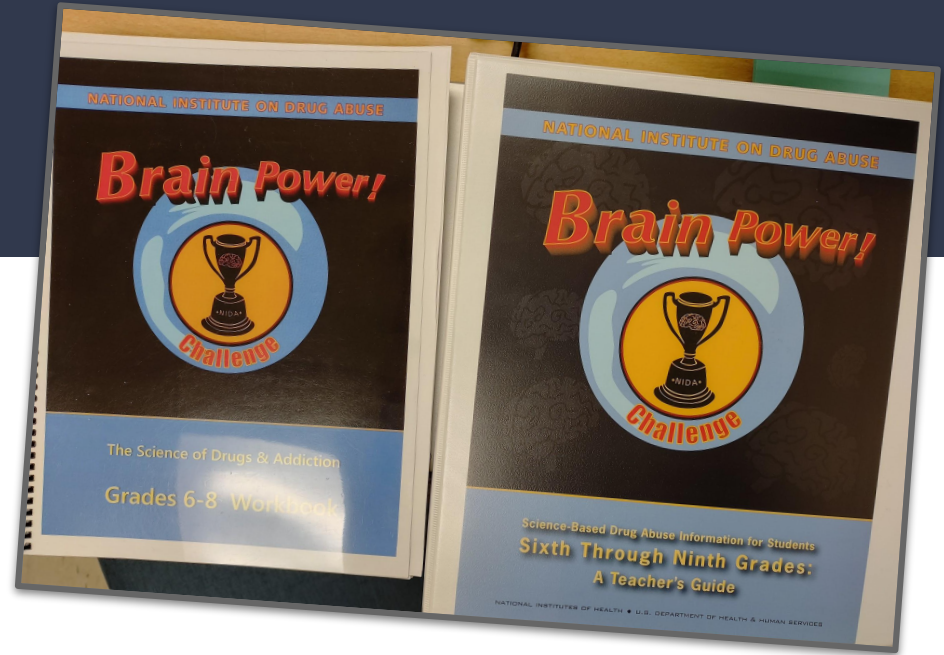
Dodge: "Principal's Stripe Committee" consists of 20 students, one from each team. We require that the committee matches the demographics of our school and is made up of students that are not currently serving in other student leadership roles. We have our first meeting schedule for the last week before winter break and will meet monthly beginning in January.

Bissell: 26 Change Agents met on December 3rd to discuss important topics for improving safety and enhancing routines and expectations at Samuel Bissell Elementary.

Wilcox: The Advisory Committees for K-3 will begin second semester.

Safety

Goal #2



- Meeting with teachers to review the Brain Power curriculum and plan for instruction at each building.
- PD scheduled for January 18-21, 2022.
- Implementation for second semester health and science curriculums

Safety

Goal #3



June-July 2021: Finalized times and new bus routes

August 2021: The Superintendent and Business Manager met with Chief Noga and Lt. Mason

August 2021: Implementation of StopFinder and Z-Pass systems

August-December 2021: Worked through logistics, drop off/pick-up, and traffic pattern issues

September 2021: Conducted traffic study through MurphyEpson

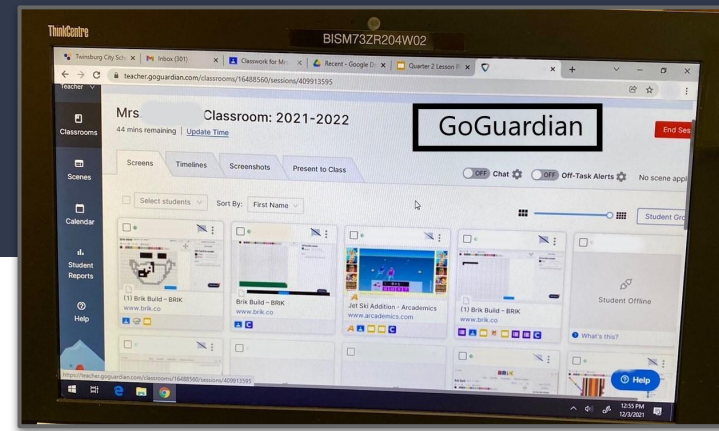
January-March 2022: Creation of survey related to start times

April-May 2022: Gather feedback and make recommendations for 2022-2023 school year

Safety

Goal #4

- Installation of the new sound system at THS and RBC
- Integrating sound system with telephone system in all buildings
- Addition of GoGuardian management software
- New door installation across the District
- Review of current radio system
- Review of current security camera system



Culture and Climate

Goal #1 TCSD will increase mental health awareness for District and community members.

Goal #2 TCSD will support a culture of equity where all students and staff are represented and respected through holistic and creative approaches.

Culture and Climate

Goal #1 TCSD will increase mental health awareness for District and community members.

- During the 2021-22 school year, in collaboration with District staff, develop a Social Emotional Curriculum for Preschool - Grade 12 which aligns with the Social Emotional Learning Standards. The Social Emotional Curriculum will be presented for approval to the Board of Education in June 2022.
 - **August/September: Committee Selection**
 - **October 12 - Direction and Focus of the SEL Committee**
 - **October 26 - Alignment of SEL Standards**
 - **November 2 - Alignment of SEL Standards**

Culture and Climate

Goal #1 TCSD will increase mental health awareness for District and community members.

- During the 2021-22 school year, engage community members in mental health awareness through the release of information through bi-monthly media communications. Success of this strategy will be determined by feedback gathered from stakeholders through a survey conducted in Spring 2022. A summary and recommendations will be presented to the Board of Education in June 2022.
 - **Release of information on FB and Student Wellness Website**
 - **OHYES! Information - October (Student Wellness Website Only)**
 - **World Kindness Day - November 13 (Article and FB post)**
 - **Kindness Grams at the HS (not published)**
 - **Anti-Bullying Posts - November 14-19 (Infographic and FB posts)**
 - **Attitude of Gratitude - November 24 (Article and FB post)**
 - **Back to School Push - December 1 (Article and FB post)**
 - **Appreciating Strengths - December 8 (Article and FB post)**



Culture and Climate

Goal #2 TCSD will support a culture of equity where all students and staff are represented and respected through holistic and creative approaches.

- During the 2021-22 school year, utilize the data collected through the NSBA equity audit as well as the OHYES surveys to define our District's specific needs relative to diversity and inclusion and then plan and implement professional development that supports a diverse and inclusive school community. Implementation of the strategies learned through professional development will be observed in classroom walkthroughs, observations and lesson plans. A summary and recommendations will be presented to the Board of Education in June 2022.
 - **OHYES Administered to grades 7, 9 and 11 on November 16 and 17, 2021**
 - **School Climate Survey - December 6, 2021**

Culture and Climate

Goal #1 TCSD will increase mental health awareness for District and community members.

- During the 2021- 22 school year, build capacity for District staff to embrace mental health awareness through ongoing professional development as evidenced through a staff survey. Strategies learning through professional development will be implemented in classrooms as demonstrated during classroom walkthroughs, observations and/or lesson plans. A summary and recommendations will be presented to the Board of Education in June 2022.
 - **PBIS training surrounding HB 318 on November 2**
 - **Wellness PD - August and September**
 - **PD results from Nov 2 and staff PGP**
 - **Restorative practices are processes that proactively build healthy relationships and a sense of community to prevent and address conflict and wrongdoing.**

Culture and Climate

Goal 1: TCSD will increase mental health awareness for District & community members.

George G. Dodge Wellness Center:

The Wellness Center at Dodge is a powerful investment in the social and emotional wellbeing of our students. The dedicated area is designed to provide supportive services to students in small groups, clubs, and working one on one with a School Counselor. The Wellness Center provides a safe, comfortable, and supportive environment for students to come to, where they can meet with a School Counselor to work through conflict, develop life skills and have a place to self-regulate.



Why do Schools need Wellness Centers?

When students or adults feel anxious, angry, or stressed outcomes can be...

Trouble Sleeping

Feeling Poorly

**Impaired Brain Function
& Creative Thinking**

**Overreaction to
Small Things**

**Saying Things
we Regret**

**Overlooking or
forgetting important
Details**

Overwhelmed

Culture and Climate

Goal 1: TCSD will increase mental health awareness for District & community members.

George G. Dodge Wellness Center:
What can students learn and practice?

- Recognizing and understanding your emotional needs
 - Am I in the **Red**, **Yellow**, **Green**, or **Blue** Emotional Zone?
- Self Regulation and Coping Strategies - When I feel sad or confused at School I can.....
- Flexible thinking...
 - I can look at a challenge with a new perspective
 - My thoughts do not escalate my emotions
- Restorative Practices and Social Connections
- Emotional Goal setting, Self monitoring, Self-talk, Self-reinforcement

Self-Regulation Coping Strategies STUDENTS CAN USE AT SCHOOL



Culture and Climate

Goal #2 TCSD will support a culture of equity where all students and staff are represented and respected through holistic and creative approaches.

- During the 2021-22 school year, utilize the results from the Tiered Fidelity Inventory from May 2021 and the data from the monthly staff meetings, to align language, services, and supports provided in each tier of the Multi-Tiered Systems of Support (MTSS) so that expectations are consistently implemented districtwide. Each school will demonstrate consistent implementation through successful application as a PBIS School (Gold, Silver, Bronze) by June 2022.
 - **MTSS Dates of School Meetings Needed /Total sessions**
 - **Tier II Training - Dr. Andrea C. Walker with ESC Summit County (October)**
 - **Tier III Training - Mrs. Lisa Moorer, Mrs. Alecia Henderson and Mrs. Kelly Hrach with ESC Summit County**
 - **December 7 - District PBIS Team Meeting with SST8 for Q/A and digital binder submission conversation**

Communication

Goal #1 Implement District Comprehensive Communications Plan

Goal #2 Develop a District Crisis Communications Plan

Goal #3 TCSD will enhance the District's brand



Communication

Special Communications Project

- Collaboration with VFW 4929
- Created a “living history”
- Aligns with Ohio Learning Standards
- Shared with teachers, students, and part of VFW museum



Communication

Goal #1 Implement District Comprehensive Communications Plan.

Enhance District social media initiative by utilizing a marketing consultant, provide timely and frequent District communication using these platforms (ie:Twitter, Facebook).

- October 2021 Launch of website redesign and Allerton Hill Consulting Agency was BOE approved.
- November 1, 2021 The multi-platform social media presence was launched.
- November 6, 2021 District notified of social media launch with instructions on how to submit material to be shared on social media and submission expectations.
- November 14, 2021 District Administration sent a template email to share with buildings on how to submit social media material, what kind of material to share, etc.
- November 22, 2021 Blackboard Connect email sent to families announcing the multi-platform social media launch. Encouraged families to “Like” and “Follow” Twinsburg City School District on all social media platforms.

www.facebook.com/twinsburgcityschooldistrict



www.instagram.com/twinsburgcityschooldistrict/



twitter.com/twinsburgcsd

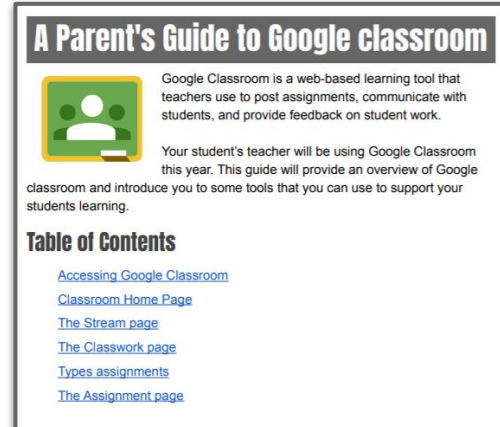
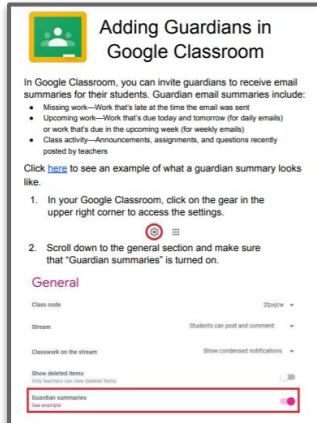


Communication

Goal #1 Implement District Comprehensive Communications Plan.

Develop and post a guidance document for parents inclusive of links to resources, videos, and other relevant information to support parents as partners in the education of our 21st century learners.

- October 2021 - Resources related to Google Classroom Guardian Email Summaries were shared with parents via Blackboard Connect. A Parent's Guide to Google Classroom and a short video tutorial were also shared as resources for support. Links to these resources are posted on the District Website under the Parent Resources tab.



Communication

Goal #2 Develop a District Crisis Communications Plan.

Provide professional development to new staff members with responsibility defined in the District Crisis Communications Plan.

- January 2022, Professional Development planned for new staff members.

Communication

Goal #3 TCSD will enhance the District's brand.

During the 2021-22 school year, the District will secure a cost analysis to target areas (i.e., Welcome Centers at each school, Commons at THS) for the purchase of updated and new signage for high frequency areas and then develop a timeline for implementation.

- Based on sign audit from the 2020-21 school year, have developed draft signage. Presented update to Buildings and Grounds Committee on November 29, 2021.
- Working on cost analysis to be completed in December 2021. Cost analysis will help develop a prioritization of signage, as well as a timeline for implementation.
- Plan to present at future Buildings and Grounds Meeting in Winter/Spring 2022.

Communication

Goal #3 TCSD will enhance the District's brand.

Utilize staff and students recognition programs through inclusion in District publications, on the District website, through social media, through monthly recognition at Board of Education Meetings, and through media releases.

- Planning for the implementation of the Classified Member of the Year/Teacher of the Year Recognition Program.
- September 2021-Monthly student/staff recognitions at School Board Meetings began for the 2021-2022 school year.



Communication

Goal #3 TCSD will enhance the District's brand.

- November 2021-Launch of social media recognitions of students and staff on all district social media platforms.



Questions/Discussion

