Quarter 2 Strategic Plan Update

Twinsburg City School District Board of Education Meeting February 15, 2023



21st Century Teaching and Learning

During the 2022/23 school year, the TCSB will

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Twinsburg City School District



2022-23 STRATEGIC PLAN/GOALS ACTION STEPS

Facilities

During the 2022/23 school year, the TCSD will

- update the Facilities Master Plan to ensure proper and strategic annual expenditures so that all projects align with the plan and that expenses can be supported through the Permanent Improvement fund.
- update the Facilities Master Plan to include options for the Figer Legacy Project which are recommended throu ongoing community engagement.
- develop projection models to determine how the economic may impact the Tiger Legacy Project;

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 District employees and

Communication

During the 2022/23 school year, the TCSD will

- communicate to the greater school community including parents of graduates and alumni and collaborate to determine ways they can positively impact our current students.
- continue community engagement as it pertains to the Tiger Logacy Project to inform decisions regarding a possible bond issue.
 - engage in a full-scale crisis drill with community partners and then revise the District's Crisis Communications Plan following an evaluation of the drill and the District's response to it.
 - establish an Equity Steering Committee and develop the committee's structure and processes by which recommendations will be made regarding educational equity.

Culture & Climate

During the 2022/23 school year, the TCSD will

- increase mental health awareness through the successful implementation of the Social-Emotional Learning Curriculum in grades PreK-12
- support a culture of equity where all students and staff are represented and respected through holistic and creative approaches that address substance prevention and intervention, that refine and realign Multi-Tiered
- Systems of Support (MTSS), and which increase student participation in extracurricular and co-curricular activities.







OPEN MINDED!

...prioritizes solutions and focuses on the bigger picture. A critically thinking Tiger consistently improves their own thinking by skillfully analyzing, assessing, reconstructing, and applying disciplined thinking that is clear, rational, and informed by evidence in problem-solving.



COLLABORATIVE!

...articulates thoughts and ideas effectively and listens or communicates to enrich the learning of self and others. A collaborative Tiger strives to elicit, contribute and respond to feedback.



AGILE!

...creates, prioritizes, and adapts based on the situation. A resilient Tiger strives to understand diverse views and beliefs and resolve potential conflict.



ENGAGED

...demonstrates personal, civic, social, local, and global responsibility through ethical and empathetic behaviors. An equity-focused Tiger embraces perspectives through mutual respect and open dialogue and works to contribute to the community.



GLOBALLY AWARE!

...works to understand perspectives, culture, opinions, and feelings of others. An empathetic Tiger is confident in self and strives to demonstrate respect.

EQUITY EQUITY

in the Twinsburg City School District September 2022

"The Twinsburg City School District will empower all staff and students to experience teaching and learning opportunities that honor the diversity of our school community. On our educational equity* journey, through district-wide practices, the TCSD will intentionally allocate resources and provide opportunities for all students."

*Every student has access to the resources and supports they need - at the time they are needed in their education pathway - despite race, gender, ethnicity, language, sexual orientation, ability, family background or family income.



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- establish an Equity Steering Committee and develop the committee's structure and processes by which recommendations will be made regarding educational equity.

During the 2022/23 school year, the TCSD will

 communicate to the greater school community including parents of graduates and alumni and collaborate to determine ways they can positively impact our current students.





Social Media Update

Top Likes and Reactions on Facebook





Top Impressions and Engagements on Twitter





 continue community engagement as it pertains to the Tiger Legacy Project to inform decisions regarding a possible bond issue.

Community Conversations about District Facilities and Finance

- October 6, 2022 @ R.B. Chamberlin
- October 10, 2022, Virtual
- October 11, 2022 @ Twinsburg Senior Center Lunch and Learn

Twinsburg Schools Today November Edition

Finance Committee Meetings

- December 6, 2022 @ Twinsburg City School District Board of Education Office
- January 26, 2023 @ Twinsburg City School District Board of Education Office

Building & Grounds Committee Meeting

February 9, 2023 @ Twinsburg City School District Board of Education Office

engage in a full-scale crisis drill with community partners (MET)



 revise the District's Crisis Communications Plan following an evaluation of the drill and the District's response to it (in progress).

 establish an Equity Steering Committee and develop the committee's structure and processes by which recommendations will be made regarding educational equity.

Kathi Powers and Belinda McKinney are the co-chairs of this committee.

The Equity Steering Committee had their first meeting on January 19, 2023. There were 20 committee members in attendance.

The next committee meeting is February 27, 2023 at 6:00 pm.



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21st Century Teaching & Learning



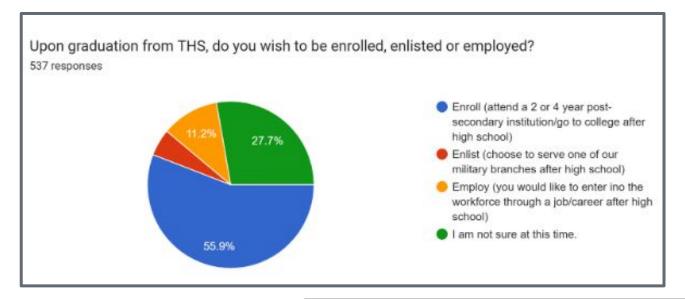
21st Century Teaching and Learning

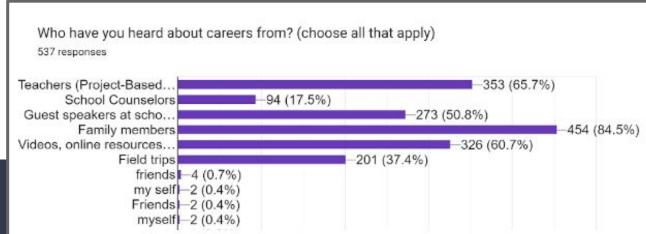
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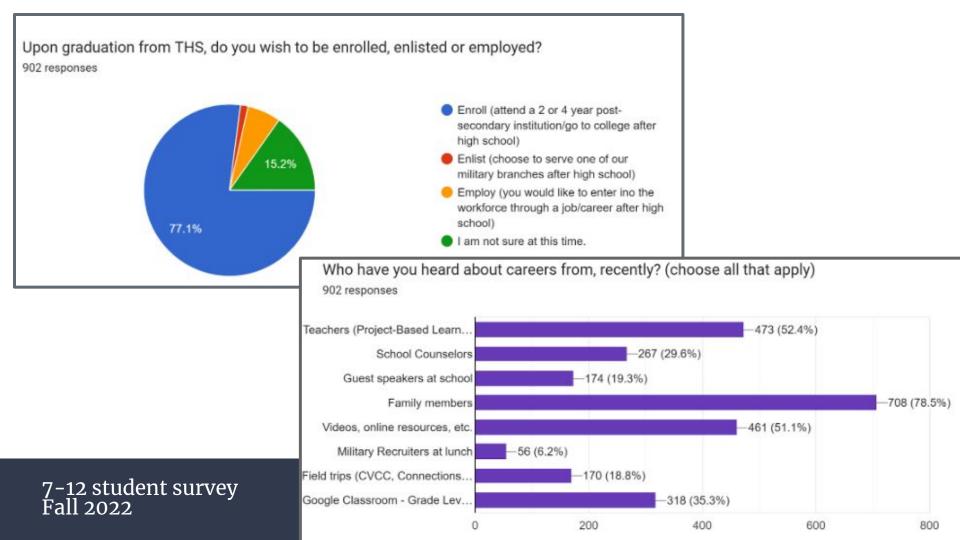
- ensure educational equity and excellence for each and every student by providing staff members with access to support, tools, and systems to improve student achievement.
- continue to ensure educational equity and excellence for each and every student by providing curriculum and programming aligned with preparing students to be enrolled, enlisted, and employed. Highly effective professional learning communities will be utilized as a vehicle for examining school, classroom, and individual progress.
- introduce students in PreK-12 to a variety of careers through intentional, developmentally appropriate efforts such as project-based learning and other extended learning opportunities.

Career Exploration

Mrs. Farthing Mrs. Turner Mr. Ries



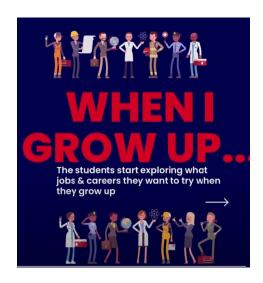




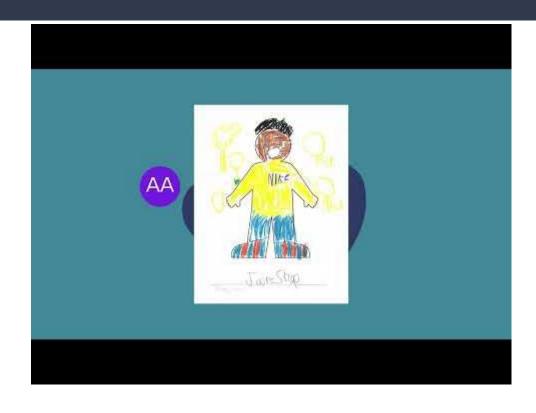
- All kindergarten and first grade students have Technology Time for 45 minutes weekly
- Learning to:
 - Be responsible for their Chromebook
 - Navigate computer, Google Classroom, academic applications
 - Keyboarding skills
 - Create and edit documents

"When I Grow Up" project - Alanna Allen

- Connection to college and career exploration
- Students learned how to:
 - Look for files
 - Photograph and store their art
 - Copy and paste
 - Record audio and video within CANVA



Wilcox Primary School: When I Grow Up



RBC Career Connections with the Community Cleveland Clinic





Connected Career Rounds with the Cleveland Clinic Tuesdays, October - March, from 1:00 - 2:00 p.m. 30 students per session

RBC Career Connections with the Community Cleveland Clinic

Follow Your Heart: Working in Cardiology - Tuesday, January 24th

- Featured Careers: Cardiothoracic Surgeon (MD), Physician Assistant, Cardiovascular Perfusionist
- **Session Description**: Your heart is extremely important, so what happens when something is wrong with it?

Focusing on the Small Stuff: The Pathology Lab - Tuesday, February 7th

- Featured Careers: Lab Administration, Phlebotomist, Cytotechnologist
- **Session Description**: Every time someone draws your blood...

College Knowledge Weeks at RBC





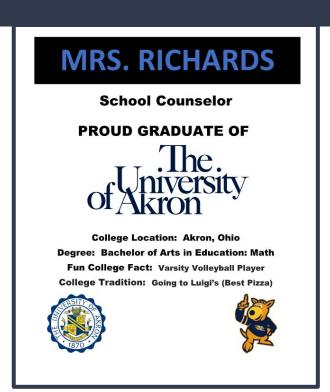


Monday, January 17th Kick-Off Day Wear your College Gear

RBC Staff College Recognition Signs



Posted outside of Staff's Room



Teacher College Signs



Scavenger Hunt Information

RBC College Knowledge Weeks Facts, Trivia, Scavenger Hunt and Prizes

- College Facts Daily morning announcements
- College Trivia Friday, January 20th
- College Scavenger Hunt Week 2
- Prizes given on Fridays





RBC Enlisted Career Connections with the Community



Enlisted Panel for Discussion and Q & A: Lunch Time

RBC Career Connections with the Community CVCC Student Panel Discussion





- Two student panels of THS students from CVCC
- Students attended during LA classes
- Students submitted questions ahead of time for panel.

Job Fair



TWINSBURG HIGH SCHOOL JOB FAIR 2023

CONNECTING THE COMMUNITY TO OUR STUDENTS

Join us at our job fair to highlight any employment, volunteer, or internship opportunities! All junior and senior students will be invited to connect with you.



14 MAR



9:30am - 1:30pm



High School Gym



Register Today: https://tinyurl.com/3zbuka5y

EQUITY

in the Twinsburg City School District September 2022

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Culture & Climate



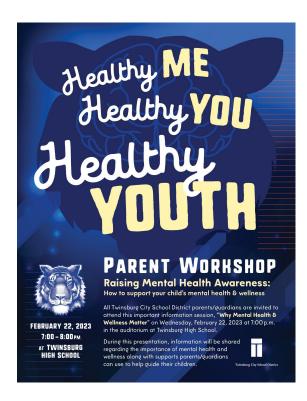
Culture and Climate

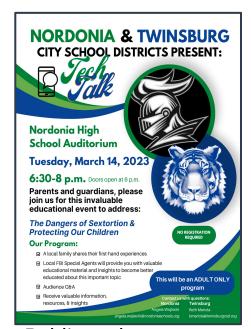
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Healthy Me. Healthy You. Healthy Youth Mini Series

Upcoming Events





Public and permanent responsible use of technology

The WE in Wellness Multi-District Collaboration



Created with the Summit ESC, Twinsburg, Nordonia and Woodridge Schools.

For District Administrator or School Based Mental Health Provider who has been tasked with overseeing various wellness initiatives, and are looking for guidance and support, you won't want to miss this opportunity!

This is NEW network comprised of school based Wellness Providers.

Topics for our first meeting will include: Different approaches to Universal Screeners, Risk Assessments and SEL curriculums.

To Date: 44 registered

Social Emotional Learning Curriculum



Teach students the skills of resilience.



Suicide and Vaping Prevention Programming





Student Engagement -Attendance and Community Closet





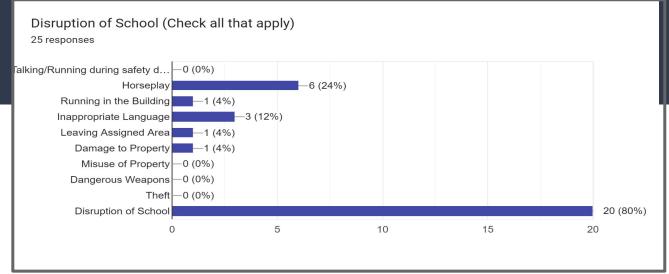
Samuel Bissell Elementary School PBIS -Midyear Review

Where Bissell Tigers R.O.A.R. (Respect, Organization, Achievements, Responsibility)



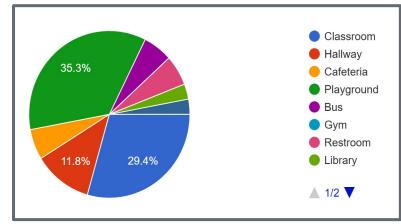
- Recognitions and celebrations of positive behavior
- Identification of small group needs
- Real time data tracking
- Walk through with SST8





Feedback

Location



Samuel Bissell Elementary School PBIS -Weekly Celebrations

	Pink/Green Tickets	GRIT Tickets	Golden Paw Tickets	Random Acts of Kindnes Doves
Quarter 1	319	21	102	11
Quarter 2	454	69	195	10
Quarter 3	143	35	240	6





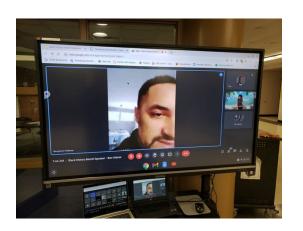


Samuel Bissell Elementary School PBIS

OREGON

PBIS Self Assessment Survey

- Self Assessment Survey is required
- Survey helps to identify areas of strength and areas of growth based on staff feedback
- Identifies systems and processes in place to address problem behaviors
- Compiles feedback data to strengthen PBIS initiatives in the building
- Information is used as part of the TFI (Tiered Fidelity Inventory) review for the evaluation process



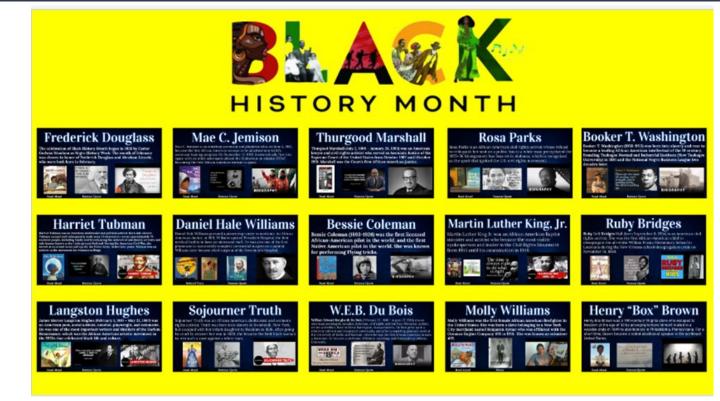






Dodge Sixth Grade ELA





Dodge Sixth Grade ELA

Mae C. Jemison

Mae C. Jemison is an American astronaut and physician who, on June 4, 1987, became the first African American woman to be admitted into NASA's astronaut training program. On September 12, 1992, Jemison finally flew into space with six other astronauts aboard the Endeavour on mission STS47, becoming the first African American woman in space.



Read Aloud



Famous Ouote



Bessie Coleman

Bessie Coleman (1893-1926) was the first licensed African-American pilot in the world, and the first Native American pilot in the world. She was known for performing Flying tricks.







Read Aloud

Famous Quote





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Safety & Security



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- facilitate student-oriented groups at each school which embrace student voice and choice in discussions and lead to the creation of a safer culture and which address concerns through the re-establishment of Principal Advisory Councils.
- collaborate with community law enforcement and safety partners to conduct a full-scale drill in October 2022. Following the drill, the TCSD will evaluate emergency management plans and make revisions accordingly.
- develop and train threat assessment teams to identify, evaluate, and address threats or potential threats to school security.







Principal Advisory Councils

- Wilcox- Our youngest Tigers will be meeting in their first Principal Advisory Council meeting on February 21st.
- Bissell- The Change Agents at Bissell have been busy addressing school safety! In December, they led a month long Kindness Quest and encouraged acts of daily kindness. They also provide safety reminders to students as they transition throughout the day.
- Dodge- The Principal Advisory Council at Dodge has....
- RBC- The RBC Principal's Advisory discussed ways we could promote a culture of respect between students during the last meeting.
- THS- The Principal Advisory Council at THS
- The Principal Advisory Councils at Dodge and Twinsburg High School will have a combined meeting later in February to develop a partnership between buildings.

Bissell Change Agents!

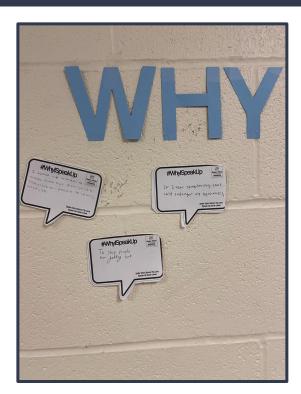














OHIO SCHOOL THREAT ASSESSMENT TRAINING

Offered by The Ohio Safety Center and Ohio Department of Education through the ESC of Northeast Ohio and Ohio Schools Council





Dr. Dewey Cornell's Comprehensive School Threat Assessment Guidelines (CSTAG)

Receive hands-on tools, case studies, resources, and guidelines to use in responding to threats of school violence

Training FREE this school year

Threat Assessment Training

- Numerous Administrators and staff participated in Comprehensive School Threat Assessment Guidelines (CSTAG) on 11/1/2022. Certificates and compliance documentation uploaded in SAFE for compliance.
- At RBC Middle School, this training has been utilized to support our students who have experienced challenges. This training has helped to guide the team in seeking the appropriate response to support these students in these situations.

- In collaboration with Local Safety Forces and Armada, the Twinsburg City School District conducted a Full Scale Safety Drill.
- This drill included practicing steps for reuniting families with their children at the Reminderville Athletic Club which is designated as the District Reunification Site.
- Following the drill, participants completed a survey reflecting on points of strength and areas of improvement from the drill.
- The TCSD is utilizing feedback from Armada and other participants regarding the District's performance in the drill to update the Crisis Communications Plan and Emergency Management Plans.

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Facilities



Facilities

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- update the Facilities Master Plan to ensure proper and strategic annual expenditures so that all projects align with the plan and that expenses can be supported through the Permanent Improvement fund.
- update the Facilities Master Plan to include options for the Tiger Legacy Project which are recommended through ongoing community engagement.
- develop projection models to determine how the economy may impact the Tiger Legacy Project.
- continue to pursue grant funds for important building, safety and security enhancements.
- complete Wayfinding signage throughout the District, and improve other banners, signs, etc. as needed.

Safety and Security Grant

The Twinsburg City School District recently applied for and was awarded \$208,481 as part of the Ohio K-12 School Safety Grant Program. For this wave of Safety Grant funding, the District will invest in the following safety & security enhancements:

- Handheld radios
- Communications infrastructure
- Additional security cameras
- Additional badge reader terminals



Energy Conservation Project

In the Spring of 2021, the Twinsburg City School District entered into an Energy Conservation Project with Gardiner Service Company. The project is designed to 'pay for itself' over the course of several years through the energy savings generated by the upgraded components and equipment. This enabled the District to make upgrades to our HVAC infrastructure, LED lighting retrofits, and improvements to numerous other energy systems.

All of the mechanical systems have been upgraded. We are currently working through finishing the automation implementation, and will soon be realizing the full energy efficiency and associated cost savings of the project.

Wilcox Primary School

- New Redundant, Properly-Sized Boilers for the 1991 Section of the Building
- New Heating Pumps for All Boilers of the Building
- New Chiller Unit

Bissell Elementary School

- New Redundant, Properly-Sized Boilers for the 1991 Section of the Building
- New Heating Pumps for All Boilers of the Building
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Dodge Intermediate School

- New Boiler that can handle the requirements of the entire building
- Adjustments to other main HVAC components

RB Chamberlin Middle School

- New Heating Pumps for All Boilers of the Building
- Auditorium VAV Unit

Twinsburg High School

- Cooling Tower Replacement
- Kitchen Make Up Air Unit Replacement

Wayfinding

In response to community feedback, wayfinding signage is being installed throughout the District. These signs help our staff, students and visitors safely navigate our property while they are with us.

We are also replacing banners, handicap signs and stop signs as needed. We have many of these ready to install, and will resume once the winter weather ends.





George G. Dodge Intermediate School

On Christmas Day 2022, a heating coil inside a rooftop energy recovery unit had burst, causing water to go through the ventilation system and flood our Media and Wellness Centers, surrounding hallways, and nearby classrooms. The frigid temperatures ultimately froze all of the water on the roof, but not before the flooding damage had been done. The total cost of the incident has exceeded \$100,000.

While we've mostly returned to normal at Dodge, this situation served as a reminder that we will need to make permanent decisions with this building sooner than later. Its aging systems, failing infrastructure and limited space are not conducive to a safe, warm and dry learning environment.



George G. Dodge Intermediate School

George G. Dodge Intermediate School Student Council Speak on Tiger Legacy Project and Dodge







TIGER LEGACY PROJECT:

Building our Future NOW!

2016

Facilities Assessment commissioned by the District, reported that the cost to maintain George G. Dodge Intermediate School would be \$22.2 million dollars while an option to re-align grade levels and build a brand new three-grade school would cost \$30.7 million.

2018

Development of the TCSD Comprehensive Strategic Plan Begins

Stakeholders identify District Goals; Facilities Planning among them

OCTOBER

Action Teams made up of a cross-section of community stakeholders gathered to work toward the development of a Strategic Plan to serve both internal and external audiences in moving the District forward in the years to come.

2019

Strategic Plan Finalized (2019-2024)

Facilities Goal Identified:

- Update the Facilities Master Plan to ensure proper and strategic annual expenditures
- Update the Facilities Master Plan and options for the Conceptual Legacy Project to engage the community

2022

JANUARY

Action Team Reconvenes

Identifies Immediate Needs (Phase-in Plan):

- New building for Grades 4-6 (replace George G. Dodge Intermediate School)
- Relocate Tiger Stadium to the campus at Twinsburg High School
- Replace roofing, repair/replace playgrounds, safety upgrades (warm, safe, dry)

Costs of Phase 1: \$54,900,000

FEBRUARY - APRIL

District reengages community in conversations about phasing in the Facilities Plan

MAY

Superintendent reports community feedback regarding the Facilities Plan to the Board of Education

NOVEMBER
Possible Bond Issue

2021

Strategic Plan Focus Identified for the 2021/22 School Year

OCTOBER

Board of Education identifies Facilities Planning as a Primary Focus

Impact of COVID-19 on the Conceptual Legacy Project

· Cost of labor and materials increase at 25%

NEW Total Cost of Project: Various Options Between \$50 million and \$75 million

Maintain: \$49,100,000 (fixes, extended life of current facilities)

Renovate: \$77,900,000 (no upgrades, just bringing it all up to code)

THE BOTTOM LINE: There is a cost to maintain facilities. The longer we wait to engage in this building project, the more expensive construction will be and the higher the costs will be to maintain current facilities.

2020

FEBRUARY Facilities Phone Survey Conducted

- Majority of District supporters (62%) believe George G. Dodge Intermediate School should be replaced at a different location
- Majority (83%) support warm, safe, dry upgrades to buildings
- Cost of the project is an issue with respondents

Total cost of project: between \$40 and \$60 million

MARCH COVID-19 Pandemic Begins

Like all schools across the country, the District focuses on maximizing learning opportunities during the COVID-19 pandemic, therefore, pauses community engagement regarding facilities.

Other Possible Financial Considerations (Financial Strategic Planning Flow Chart)

- Levy Renewal Cycle
- Operating Levy for additional operating funds

EQUITY

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Finance



During the 2022/23 school year, the TCSD will

- develop a financial plan to maintain fiscal stability through FY23 which shall include strategies for passing the 6.9 mill renewal levy in November 2022.
- continue to operate in a fiscally responsible manner by utilizing the benchmarks identified in the Financial Strategic Planning Flowchart to support educational opportunities.
 Included in this effort will be continued planning for the Tiger Legacy Project, including funding options, along with planning for a possible new money issue.
- enhance financial communications to all stakeholders by updating the Treasurer's webpage, by introducing new reports to the BOE and community that communicate relevant and timely financial information to assist in understanding various aspects of financial stability, and by updating procedures in the Treasurer's Office which impact District employees and improve efficiencies.

During the 2nd quarter of the 2022/23 school year:

- November 7, 2022 Passage of Issue 7, the District 6.9 mill renewal levy
- Thank you residents!

During the 2nd quarter of the 2022/23 school year:

- November five year forecast presentation/discussion acknowledging deficit spending started in fiscal year (FY) 2020 and negative cash balances starting FY25
- December 6th Finance Committee meeting
 - included economic update,
 - historical cash flow analysis,
 - review of investments portfolio,
 - ARP ESSER funds,
 - nutrition services,
 - liquid cash analysis.
- In order to continue to operate in a fiscally responsible manner, the Treasurer made recommendations for cost reductions.

During the 2nd quarter of the 2022/23 school year:

- District received notification from the Ohio Department of Education designating that the Twinsburg City School District is in a "Precautionary" financial state
- District has until February 28, 2023, to submit a plan explaining how expenditures will be reduced by at least \$2.1 million to defray the deficit in FY25

Questions?

