



Medina Central School District

2019 - 2024

Previous Strategic Plan (2013-18)

- **Established our Mission and Vision**
- **Established our Core Values**
- **Set Targets for various measure**
 - **Readiness to Learn**
 - **Benchmarks in Running Records & STAR**
 - **Graduation**
 - **Dropouts**
 - **Extracurricular Participation**

VISION OF THE MEDINA CENTRAL SCHOOL

Exemplify excellence in education.

MISSION OF THE MEDINA CENTRAL SCHOOL

Educate to inspire all to reach beyond the expected and positively impact their communities.

2013-2018 Strategic Plan Data

<i>Performance Measure</i>	2013	2014	2015	2016	2017	2018	2018 Target
% entering Kindergartners ready to learn (DIAL)	<i>n/a</i>	85	71	<i>n/a</i>	Pre-K 89 Non PK 60 Total 78	Pre-K 89 Non PK 63 Total 81	92
% K-3 achieving year-end literacy benchmark (Running Records)	-	-	-	54	54	55	82
STAR ELA% proficiency: Gr. 2-7	-	-	48	69	52	65	65
STAR Math % proficiency: Gr. 2-7	-	-	60	74	65	72	75
% cohort graduating (4 yr – 8/31)	82	77	85	81	85	86	93
% cohort receiving Adv Des Dip (4 yr – 6/30)	26	22	28	21	34	32	40
% juniors & seniors completing >=1 dual credit course	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	63	65	67	70
% cohort dropping out (5 yr – 6/30)	13	11	12	5	9	8 (8/2018)	<5
% Gr. 7-12 students participating in >=1 extra – or co-curricular activity*	-	-	-	54	<i>n/a</i>	75	58

2019-2024 Strategic Planning Process

- Data Collected

- All data from previous plan

- Additional Data:

- Assessments compared to neighbors

- Assessments compared to similar schools

- Course/Program Selections

- Demographic Trends

- Focus Groups

- Interviews with ALL employees

- Interviews with 400 HS students

- Parent Survey (200 responses)

- Board Interviews

2019-2024 Strategic Planning Process

- Four Day Plan Generation Process
 - Committee comprised of groups from various employee groups, students, parents, and board members
 - Reviewed all Data
 - Decided Four Key Areas of Focus
 - Created targets for each of the Four Areas
- Strategic Plan Writing (Superintendent)
 - Analyzed targets for each area of focus
 - Created tasks for each area
 - Created yearly targets of focus for the district
- Management Plan (Administration)
 - Written plan to achieve yearly targets

The Medina Central School Strategic Plan is focused on 4 key areas and goals for each:

Academic Excellence: All learners will engage in purposeful and robust learning opportunities to perform at a high level of growth and achievement.

Culture: The District will embrace attitudes and behaviors which promote a positive culture to cultivate a foundation of trust and growth.

Family and Community Partnerships: The District will engage in meaningful relationships with home and community.

Student Experience: The District will create and maintain opportunities that foster the development of students' character and well-being.

Academic Excellence

Goal: All learners will engage in purposeful and robust learning opportunities to perform at a high level of growth and achievement.

Initiative Area: Student Achievement and Support - To provide programming and supports to ensure success of all students.

TASK	CRITICAL PERSON	DUE DATE	PROGRESS NOTES
Identify barriers to high school graduation	Superintendent		
Develop and disseminate professional development focused on special education programming, including but not limited to understanding of service delivery, continuum of services and inclusion.	Director of Special Programs	2019-2020	
Develop and implement policies and procedures to annually evaluate special education continuum of services	Director of Special Programs	2019-2020	
Create and implement a plan to minimize barriers to allow for successful high school completion	Superintendent	2020-2021	
Evaluate the effectiveness of the current AIS/RtI program	Superintendent	2020-2021	
Create and adopt an intervention model to successfully meet the needs of all students.	Superintendent	2021-2022	
Understand and address the impact of poverty on learning	Superintendent	2021-2022	
Investigate and implement best practices regarding classroom placement and configurations	Superintendent	2022-2023	

Academic Excellence

Goal: All learners will engage in purposeful and robust learning opportunities to perform at a high level of growth and achievement.

Initiative Area: Curriculum and Instruction - To ensure all students have access to appropriate and rigorous curriculum.

TASK	CRITICAL PERSON	DUE DATE	PROGRESS NOTES
Establish procedures for collaborative curriculum development.	Superintendent	2019-2020	
Develop a processes and procedures to review, analyze, and evaluate curricular areas and programs.	Superintendent	2020-2021	
Ensure accountability for curriculum development and implementation.	Superintendent	2020-2021	

Academic Excellence

Goal: All learners will engage in purposeful and robust learning opportunities to perform at a high level of growth and achievement.

Initiative Area: Course Offerings - To ensure all students have access to appropriate and rigorous coursework.

TASK	CRITICAL PERSON	DUE DATE	PROGRESS NOTES
Increase academic opportunities for all students.	Superintendent Building Principals	2020-2021	
Explore building reconfiguration based on enrollment.	Superintendent	2020-2021	

Academic Excellence

Goal: All learners will engage in purposeful and robust learning opportunities to perform at a high level of growth and achievement.

Initiative Area: Professional Development - To create and implement professional development that maximizes and supports student growth and meets the needs of all District employees.

TASK	CRITICAL PERSON	DUE DATE	PROGRESS NOTES
Create a culture throughout District employees that encourages and values all forms of Professional Development.	Superintendent	2019-2020	
Conduct a needs analysis and create meaningful professional development opportunities for all District employees.	Superintendent	2020-2021	
Develop a training program for new employees	Superintendent	2021-2022	
Identify supports or programs needed for personnel assigned to new positions within the District.	Superintendent	2022-2023	
Create a teacher leadership model.	Superintendent	2023-2024	

Academic Excellence

Goal: All learners will engage in purposeful and robust learning opportunities to perform at a high level of growth and achievement.

Initiative Area: Data Driven Decision Making - To collaboratively use data to ensure that classroom instruction leads to student learning.

TASK	CRITICAL PERSON	DUE DATE	PROGRESS NOTES
Adopt and implement data analysis protocols and procedures to enhance student learning.	Superintendent	2019-2020	
Identify and create common assessments among grade levels and content areas.	Superintendent	2020-2021	

Culture

Goal: The District will embrace attitudes and behaviors which promote a positive culture to cultivate a foundation of trust and growth.

Initiative Area: Unification - To work together to build trust and achieve growth.

TASK	CRITICAL PERSON	DUE DATE	PROGRESS NOTES
Establish, define and systematize true and honest district and building level committee practices to ensure all voices are heard and decisions are collaborative.	Superintendent	2019-2020	
Celebrate the contributions and accomplishments of staff members as a valued part of our organization.	All	2019-2020	
Hold all employees accountable to the roles and responsibilities of his/her position.	Superintendent All Supervisors	2020-2021	
Create a district brand.	Superintendent	2022-2023	

Culture

Goal: The District will embrace attitudes and behaviors which promote a positive culture to cultivate a foundation of trust and growth.

Initiative Area: Communication (External) - To enhance communication between school, home and community.

TASK	CRITICAL PERSON	DUE DATE	PROGRESS NOTES
Develop and implement a communication plan which uses different modes of communication to reach all community stakeholders.	Superintendent	2019-2020	
Evaluate effectiveness of communication and make necessary adjustments.	Superintendent	2020-2021	
Develop and implement a communication plan for the Board of Education.	Superintendent	2020-2021	

Culture

Goal: The District will embrace attitudes and behaviors which promote a positive culture to cultivate a foundation of trust and growth.

Initiative Area: Communication (Internal) - To enhance communication among those in the District.

TASK	CRITICAL PERSON	DUE DATE	PROGRESS NOTES
Gain an understanding of the internal communication needs of faculty and staff during both routine and emergency situations.	Superintendent	2019-2020	
Create systems to share information with faculty, staff and Board of Education which reflects transparency and follows the chain of command.	Superintendent	2020-2021	
Evaluate the effectiveness of systems of communication and make necessary adjustments.	Superintendent	2021-2022	
Identify and implement varying methods of communicating with students based upon grade level needs.	Building Principals	2021-2022	

Culture

Goal: The District will promote a positive culture to cultivate a foundation of trust and growth.

Initiative Area: Awareness - To educate all staff and Board of Education about what is going on in our schools.

TASK	CRITICAL PERSON	DUE DATE	PROGRESS NOTES
Develop and implement a means to keep the Board of Education informed and up-to-day with instructional programs and student achievement.	Superintendent	2019-2020	
Increase visibility and participation of Board of Education members during the school day and at events.	Superintendent	2019-2020	
Increase staff participation and attendance at Board of Education meetings.	Superintendent	2020-2021	

Family and Community Partnerships

Goal: The District will engage in meaningful relationships with home and community.

Initiative Area: School to Home - To build parent involvement in all aspects of our school program to assist with student success.

TASK	CRITICAL PERSON	DUE DATE	
Create ways for Open House to be more engaging and include more parents.	Principals	2019-2020	
Evaluate eSchool's capability to streamline communication and functions.	Director of Technology	2020-2021	
Provide parent education opportunities to support them as they endeavor to provide for their child's academic and social emotional needs.	Superintendent	2021-2022	
Partner with parents to investigate post-secondary opportunities.	High School Principal	2023-2024	

Family and Community Partnerships

Goal: The District will engage in meaningful relationships with home and community.

Initiative Area: School to Community - To build community involvement in all aspects of our school program to assist with student success.

TASK	CRITICAL PERSON	DUE DATE	PROGRESS NOTES
Identify, enhance and create partnerships with community agencies to support students in a variety of ways.	Superintendent	2021-2022	
Examine ways to promote the district to the community and county.	Superintendent	2022-2023	

Student Experience

Goal: The District will create and maintain opportunities that foster the development of students' character and well-being.

Initiative Area: Health, Wellness and Safety - To provide supports and programs to ensure that all students will be emotionally and physically well-rounded.

TASK	CRITICAL PERSON	DUE DATE	PROGRESS NOTES
Create building and district-wide training programs for safety teams.	Superintendent	2019-2020	
Evaluate programs in the district that address the social, emotional and physical needs of students.	Superintendent	2020-2021	
Increase awareness of services available to support the social, emotional and physical needs of students.	Principals	2021-2022	

Student Experience

Goal: The District will create and maintain opportunities that foster the development of students' character and well-being.

Initiative Area: Diversity and Acceptance - To provide student programs that address and promote acceptance of themselves and others.

TASK	CRITICAL PERSON	DUE DATE	PROGRESS NOTES
Evaluate and adjust current practices addressing social acceptance and diversity.	Superintendent	2019-2020	
Implement peer partnership program.	Building Principals	2022-2023	
Implement a program that addresses the behavioral needs for all students.	Building Principals	2022-2023	

Student Experience

Goal: The District will create and maintain opportunities that foster the development of students' character and well-being.

Initiative Area: Extra-Curricular Opportunities - To provide an opportunity for all students to take part in extracurricular activities.

TASK	CRITICAL PERSON	DUE DATE	PROGRESS NOTES
Explore and assess opportunities available for extra-curricular activities for students in elementary and middle school.	Building Principal	2021-2022	I
Develop and implement procedures to annually evaluate extra-curricular offerings at the high school.	Building Principal	2021-2022	
Create and expand extracurricular opportunities at the elementary and middle school level.	Building Principal	2022-2023	