

**Marysville Exempted Village School District  
Strategic Plan**



**Innovate Collaborate Inspire**

**Board of Education  
Strategic Planning Committee  
Administrative Team**

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## **PREFACE**

Marysville Schools has a well-earned reputation for high quality education programs and excellent achievement on the part of our students.

One of the Board of Education's and Administration's foremost goals is for the District to become one of the most respected K-12 public educational institutions in the state of Ohio, by providing exceptional programming, service and opportunities to the district's students. What follows in this report is the culmination of many months of work on the part of Marysville staff, business leaders, and community members.

Formal work on the Strategic Plan began in August 2012 when we began to dream as a district and formed a district "Transformational Team" of teachers. This committee benchmarked, researched, and learned together by visiting some of the best schools and school districts in Ohio. This team visited Metro Alternative High School, Reynoldsburg's Interest Based Academies, Bexley's International Baccalaureate program, and Wickliffe Alternative Elementary School in Upper Arlington. As a team we developed some common themes that were observed in all of the schools that we benchmarked and researched, to include: providing choice to students; a laser-like focus on student learning; mastery learning as a way to assess, measure and grade student learning; rigor, relevance, and authenticity of assignments by teachers for students; collaboration, creativity, critical thinking, and building empathy were also observed to be thematic skill development of students in each school.

After researching, benchmarking, and visiting these and other schools, the strategic planning committee began to meet in an effort to create a formal strategic plan to include authoring a new mission, commitments, objectives, and strategies for fulfilling our new mission.

## **EDUCATIONAL SERVICE CENTER STRATEGIC PERFORMANCE PLANNING MODEL**

The Educational Service Center (ESC) of Central Ohio is dedicated to assisting districts by providing a simplified strategic plan process. Strategic plans come in many forms and typically deal with the discrepancy between what an organization is now versus what it wants to become. The process of developing a plan causes the organization to seriously consider what it wants to stand for and to clarify what kind of legacy the leaders want to leave. While the importance of educational improvement today certainly warrants a sense of urgency, those who are involved need to realize that the process is a journey that requires a structured plan and adequate time because of the challenges that will be encountered.

The leadership team and stakeholders on the advisory committee must consider state requirements and the desired long term vision for the school district, while also focusing on short term goals, objectives and outcomes which currently exist within the Title I funds (CCIP) or Ohio Improvement Plan (OIP). Alignment of these objectives and work plan will enable the students and professionals within the schools to achieve incremental improvement. Members of the school community must not only recognize the need for the changes, but also feel a sense of ownership and responsibility in the process.

### **COMPONENTS AND BENEFITS OF THE PLAN**

- Mission
- Values
- Objectives
- Strategies

Benefits of Strategic Planning Include:

- Alignment to a common vision and mission to improve performance results
- Title I funds (CCIP) or Ohio Improvement Plan (OIP) incorporation into the central focus of short and long range strategic plans
- Increased credibility and sense of partnership with the community
- Guided process of moving from stage one to implementation

Strategic Planning will lead to better results in the following priority areas through organizational work plans that build communication with school community and partners:

1. Increase student learning
2. Develop 21<sup>st</sup> century skills
3. Ensure financial stability and effective use of resources
4. Create a safe learning environment for students and adults

# **Marysville Exempted Village School District (MEVSD) Strategic Plan**

## **OUR MISSION**

*Innovate, Collaborate, Inspire!*

## **VALUE STATEMENTS**

- We are committed to ensuring that all students can and will realize their full potential.
- A commitment to excellence is crucial to becoming our best.
- Diversity strengthens and enriches our communities.
- Intellectual curiosity develops learners who are prepared for a changing world.
- Service to others creates a caring and compassionate community.
- Stewardship of district funds is critical for our district and community.
- Intellectual, social, emotional, and physical balance is necessary to achieve well-being.
- Dreams are opportunities that inspire creativity, innovation, and achievements.
- Collaboration strengthens our schools and communities.
- Open and honest communication is critical to effective relationships.
- Celebrating success instills pride and confidence and inspires future success.
- Schools must be a safe and secure place for all students and staff.

## **PARAMETERS**

- All students can learn.
- Excellence is always expected.
- We will always support innovation that enhances the performance of our students and staff.

**Goal 1: Student Performance – Student Learning**

MEVSD will increase student performance by establishing individualized, student centered, innovative learning opportunities that engage all students.

**Objectives:**

- 1.1 **Growth:** Increase student performance by providing a more personalized education for all students.
- 1.2 **Opportunity and Innovation:** Increase student performance by encouraging, supporting and providing access to a variety of opportunities that utilize collaboration and innovation meeting the needs of all learners.

**Objective: 1.1: Student Growth**

Increase student achievement by providing a more personalized education for all students.

**Strategies:****As a K-12 system we will:**

- develop and implement individualized learning for all students based on data driven decisions
- collect and analyze student data points to design strategic instructional practices
- implement the use of a district-wide database system.
- develop common aligned, rigorous, and relevant assessments that drive instruction and monitor student learning and growth

**Objective 1.2: Opportunity and Innovation**

Increase student performance by encouraging, supporting and providing access to a variety of opportunities that utilize collaboration and innovation meeting the needs of all learners.

**Strategies:****As a K-12 system we will:**

- design curriculum to support college and career readiness for all students
- efficiently use staff, space, and technology to increase learning options for all students (e.g., blended, online, performance based, internships, capstone)
- focus on and implement Science, Technology, Engineering and Mathematics (STEM) pedagogy and design thinking district wide
- increase utilization of technology for all staff and students
- implement new curriculum targets based on national/common core standards
- provide imbedded 21<sup>st</sup> century skills and a rigorous curriculum K-12

**Goal 2: Financial Stability – Sustainability & Effective Use of Resources**

MEVSD will continue to be fiscally stable which will enable us to provide innovative high quality programming for our students.

**Objective 2.1:**

We will establish trust and confidence with all constituents with regard to district finances.

**Strategies:**

**As a K-12 system we will:**

- develop a communication plan that is multi-faceted to include newsletters, committee work etc
- research and develop additional revenue resources and opportunities
- develop and communicate a clear levy cycle plan including renewals and new money

**Objective 2.2:**

We will maintain fiscal stability by monitoring our spending and efficiencies.

**Strategies:**

**As a K-12 system we will:**

- study and develop compensation/benefit packages that are sustainable, fair, and competitive
- study enrollment projections for the next 5 to 10 years
- study and develop a strategy to pay off debt
- develop a permanent improvement forecast that identifies immediate and long term needs
- continue to implement energy efficiencies to realize energy savings
- have a minimum of one to two months cash carry over balance and ensure the district is not in deficit spending (board policy DBE)

**Goal 3: Maintaining a Safe Learning Environment**

MEVSD will continue to improve the level of safety for all students, staff, and community.

**Objective 3.1:** We will foster a nurturing and safe learning environment for all students, staff, and community.

**Strategies:****As a K-12 system we will:**

- develop a K12 comprehensive safety manual
- develop a needs assessment outlining and prioritizing student safety needs
- develop a communications plan of safety procedures for all stakeholders
- develop a comprehensive drug prevention education plan
- develop and communicate a comprehensive plan for bullying and social media, and use of technology
- develop a systematic process to survey and analyze parent and community feedback regarding their needs on how to maintain safe learning environments

**Objective 3.2:** We will maintain facilities so that they are environmentally and structurally sound.

**Strategies:****As a K-12 system we will:**

- examine organizational maintenance and custodial flow chart and define job descriptions
- develop maintenance and custodial handbook
- develop a system of work order assignments, completion, and tracking
- develop a facilities plan for permanent improvement funds

**Goal 4: Developing Community Partnerships**

MEVSD will maintain and further develop existing and new partnerships that are mutually beneficial for the students, staff, and community.

**Objective 4.1:** Increase our community partnerships in all schools.

**Strategies:****As a K-12 system we will:**

- create a needs assessment to identify gaps and identify potential community based partners
- enhance community-based Science, Technology, Engineering and Mathematics (STEM) opportunities
- establish or enhance meaningful university partnerships (9-12)
  - identify and develop at least one college partnership for student teacher placements and field studies
  - increase dual enrollment, increase our participation for American College Testing (ACT) test takers and overall aggregate score, improve our college and career readiness, sustaining our college enrollment.
- establish or enhance community partnerships (e.g., Moose, Chamber of Commerce, Marysville City Council, Elks, Rotary)
- establish or enhance parent involvement