

**Mariemont City School District**  
District Action Plan  
2018-2019 School Year

**Mission Statement**

The Mariemont City School District's mission is to provide the utmost in quality education for our *Scholars of Today* by offering enriching opportunities for individual achievement to inspire our *Leaders of Tomorrow*.

**Action Plan**

The work to guide the Mariemont City School District towards its achievement goal and objectives is defined each year by the District Action Plan, developed by the Superintendent in collaboration with the administrative team. Using the school district's ***Destination 2026*** strategic plan as a blueprint, the Action Plan outlines specific action steps and timelines for this important work of the school district (action steps coming directly from the strategic plan's recommendations are labeled ***Destination 2026***). As a living document, it is not uncommon for adjustments in action steps to be made throughout the school year in response to student and staff needs, changes in state mandates, and other factors that influence the work of the school district. However, this plan does serve as an important guide and reinforcement of our commitment as a school district to **WORK SMART, CREATE EXPERIENCE and EMBRACE GROWTH.**

## Instructional Vision

- Students will be **global learners**.
- Students will have a **well-rounded educational experience**.
- Students will be **deeply committed members of the community** and world.
  
- Students will be **strong communicators** and work collaboratively with others.
- **Positive relationships** will be strong among staff, students, parents and the community.
- **Support organizations and volunteers** will be an integral part of our work.
  
- **High expectations** will define the work of our students and staff.
- **Intelligent risk taking** will be encouraged with students and staff.
- **Data** will be used and analyzed by staff and students to make informed decisions, promote student growth, and maximize achievement.
  
- Students' individual **interests and passions** will always drive our work.
- **Continuous improvement** will be ongoing to meet the demands of our ever-changing world.
- **Best practice, well-researched** instructional strategies and programs will be implemented.
- **Experiences** beyond the school day will be part of the academic program.

## District Achievement Goal & Objectives

**Student success will increase through rigorous curriculum design, instructional best practices, meaningful programming and purposeful environments that maximize learner autonomy and capacity to thrive.**

- Student learning will be enhanced through diverse curricular options and enriching experiences that drive deeper understanding and skill development and support global competency.
- Student learning will be maximized through the creation of purposeful, safe physical and virtual learning environments for students and staff that promote communication and collaboration.
- Student learning will be enhanced through instruction and programming that are responsive to assessment results, designed to meet the individual needs of students and cultivate drive and resiliency.
- Student learning will be maximized through the implementation of innovative instructional practices that stimulate student interests and foster inspiration and passion.

<b>Student success will increase through rigorous curriculum design, instructional best practices, meaningful programming and purposeful environments that maximize learner autonomy and capacity to thrive.</b>							
<b>Objective 1:</b> Student learning will be enhanced through diverse curricular options and enriching experiences that drive deeper understanding and skill development and support global competency.							
<b>Success Indicator(s):</b>							
<ul style="list-style-type: none"> <li>Students will demonstrate expected academic growth and/or achievement on local, state and national assessments.</li> <li>Students will engage in the school community based on their interests and strengths measured by extended learning participation, extra curricular involvement, leadership and service opportunities and feedback and reflection.</li> </ul>							
<b>Implementation Details</b>							
Action Steps	Ongoing Evidence of Progress	Action Step Leader(s)	Implementation Timeline				
			June-Aug.	Sept.-Nov.	Dec.-Feb.	Mar.-May	
<b>WORK SMART</b>							
1. Align and revise curriculum, standards and resources in science K-6.	Aligned and revised curriculum; state assessment results; selected resources	Shannon Kromer		X	X	X	
2. Align and revise curriculum, standards and resources in social studies K-6.	Aligned and revised curriculum; state assessment results; selected resources	Shannon Kromer		X	X	X	
3. Develop a comprehensive K-9 learning skills scope and sequence.	Developed scope and sequence; completed K-9 learning skills plan	Tricia Buchert, Shannon Kromer		X	X	X	
<b>CREATE EXPERIENCE</b>							
4. Continue to refine implementation of the district Warriors BEyond programs K-12 through increased community and business involvement, a focused alignment of experiences K-12 and defined metrics and reflection opportunities to assess progress. <b>Destination 2026</b>	Parent/student survey results; attendance/participation rates; # community/business partners involved	Brent Wise	X	X	X	X	

5. Continue to reinforce and promote school district values and make connections to other district initiatives.	Professional learning activities; staff survey results	Alex Lange, Brent Wise	X	X	X	X
6. Explore and implement additional K-4 STEM experiences and instructional opportunities. <b>Destination 2026</b>	Types and number of experiences implemented	Shannon Kromer, Brent Wise		X	X	
<b>EMBRACE GROWTH</b>						
7. Examine practices within the school district using the “cultural proficiency continuum” and cultural proficiency rubrics to identify any unintended barriers and educational gaps that may exist and explore ways to involve students and community members in developing the capacity to understand global competency and cultural proficiency. <b>Destination 2026</b>	Professional learning activities; committee agendas & minutes	Ericka Simmons		X	X	X
8. Establish building level Global and Cultural Perspective Committees to further develop the capacity of staff to apply the tools of culturally proficient practices in order to build global competencies, bridge gaps and improve student engagement. <b>Destination 2026</b>	Professional learning activities; established building committees; committee agendas & minutes	Ericka Simmons, Thad Highbaugh, Tami Croll, Molly Connaughton, Jim Renner, Trevor Block		X	X	X
9. Refine the 7-12 English/Language Arts experience through continued participation in the Ohio Writing Project, continued literacy coaching, implementation of best practices and implementation of content-area literacy strategies.	Professional learning activities; coaching logs; state and district assessment results	Shannon Kromer, Molly Connaughton, Jim Renner, Trevor Block		X	X	X

**Student success will increase through rigorous curriculum design, instructional best practices, meaningful programming and purposeful environments that maximize learner autonomy and capacity to thrive.**

Objective 2: Student learning will be maximized through the creation of purposeful, safe physical and virtual learning environments for students and staff that promote communication and collaboration.

- Success Indicator(s):
- Students will demonstrate expected academic growth and/or achievement on local, state and national assessments.
  - Students will engage in the school community based on their interests and strengths measured by extended learning participation, extra curricular involvement, leadership and service opportunities and feedback and reflection.

**Implementation Details**

Action Steps	Ongoing Evidence of Progress	Action Step Leader(s)	Implementation Timeline			
			June-Aug.	Sept.-Nov.	Dec.-Feb.	Mar.-May

**WORK SMART**

1. Establish and implement digital safety protocols and procedures district-wide. <b>Destination 2026</b>	Acceptable use policy; internet filters; comprehensive student education plan; parent education plan	Brent Wise			X	X
2. Implement the district 1:1 technology device program in K-8 and continue exploration and planning for 1:1 in grades 9-12. <b>Destination 2026</b>	Implementation of plan; defined plan and timeline for grades 9-12	Brent Wise	X	X	X	X
3. Continue to research and implement additional active, flexible spaces in grades K-8 to inspire and support student learning and higher levels of engagement. <b>Destination 2026</b>	Additional flexible learning spaces	Ericka Simmons, Thad Highbaugh, Tami Croll, Molly Connaughton, Brent Wise		X	X	X

**CREATE EXPERIENCE**

4. Implement the high school “Master Facility Plan” per the established timeline.	Implementation of plan	Lance Hollander			X	X
5. Refine strategies to communicate and showcase the Mariemont Experience.	Defined strategies; # of social media posts, follows	Alex Lange	X	X	X	X

## EMBRACE GROWTH

6. Select a digital "Learning Management System" (LMS) and establish an implementation timeline. <b><i>Destination 2026</i></b>	LMS committee; RFP from vendors; implementation timeline	Brent Wise, Shannon Kromer			X	
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**Student success will increase through rigorous curriculum design, instructional best practices, meaningful programming and purposeful environments that maximize learner autonomy and capacity to thrive.**

**Objective 3:** Student learning will be enhanced through instruction and programming that are responsive to assessment results, designed to meet the individual needs of students and cultivate drive and resiliency.

- Success Indicator(s):**
- Students will demonstrate expected academic growth and/or achievement on local, state and national assessments.
  - Students will engage in the school community based on their interests and strengths measured by extended learning participation, extra curricular involvement, leadership and service opportunities and feedback and reflection.

**Implementation Details**

Action Steps	Ongoing Evidence of Progress	Action Step Leader(s)	Implementation Timeline			
			June-Aug.	Sept.-Nov.	Dec.-Feb.	Mar.-May

**WORK SMART**

1. Refine implementation of the collaboration team model with increased emphasis on quality classroom assessments and the use of data to personalize the educational needs of all students (K-12). <b>Destination 2026</b>	Collaboration team meeting agendas and minutes; meeting observations	Trevor Block, Shannon Kromer, Jim Renner, Molly Connaughton, Ericka Simmons, Thad Highbaugh, Tami Croll		X	X	X
2. Implement the Educlimber “internal” Data Dashboard to assist staff to more effectively and efficiently respond to data, inform instruction, track intervention strategies and meet the needs of students from diverse backgrounds. <b>Destination 2026</b>	Implementation of Educlimber; usage rates; classroom walkthroughs and observations; collaboration team agendas & minutes	Trevor Block, Tricia Buchert	X	X	X	X
3. Establish a District Academic Experience committee to research and develop expectations for classroom assessment systems that ensure alignment with standards and consistency with researched best practice. <b>Destination 2026</b>	Established committee; meeting agendas and minutes; developed expectations	Shannon Kromer, Trevor Block		X	X	X
4. Reconvene the OTES teacher evaluation committee to review and refine the performance rubric and overall evaluation process per state guidelines.	Revised rubric and process	Lance Hollander, Shannon Kromer			X	X

5. Continue to refine the grades K- 4 standards-based report card, and research a plan for possible expansion into grades 5-6. <b>Destination 2026</b>	Draft plan/recommendation for expansion	Shannon Kromer		X	X	
<b>CREATE EXPERIENCE</b>						
6. Refine the District “external” Data Dashboard to include building and department level metrics to monitor and report student success impact.	Implementation of building/department level metrics; usage rates; classroom walkthroughs and observations; collaboration team agendas & minutes	Trevor Block, Brent Wise, Shannon Kromer, Tricia Buchert, Jim Renner, Molly Connaughton, Ericka Simmons, Thad Highbaugh, Tami Croll				X
7. Explore implementation of student digital portfolios to increase student ownership of learning. <b>Destination 2026</b>	Defined plan; implementation timeline	Brent Wise, Shannon Kromer, Thad Highbaugh		X	X	
<b>EMBRACE GROWTH</b>						
8. Explore ways to incorporate more vertical collaboration K-12 to promote consistency of the learning experience and share instructional techniques.	Professional learning activities; classroom walkthroughs and observations	Shannon Kromer		X	X	
9. Implement and expand counseling services and programs (i.e., Sources of Strength Peer-to-Peer Program) for students and training for staff. <b>Destination 2026</b>	Implementation of program; professional learning activities; usage rates/outcomes	Tricia Buchert	X	X	X	X
10. Research best practice on homework and projects outside of class and establish procedures and expectations grades K-12. <b>Destination 2026</b>	Established procedures and expectations	Shannon Kromer, Jim Renner, Molly Connaughton, Ericka Simmons, Thad Highbaugh, Tami Croll		X	X	X



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<b>Objective 4:</b> Student learning will be maximized through the implementation of innovative instructional practices that stimulate student interests and foster inspiration and passion.							
<b>Success Indicator(s):</b>							
<ul style="list-style-type: none"> <li>• Students will demonstrate expected academic growth and/or achievement on local, state and national assessments.</li> <li>• Students will engage in the school community based on their interests and strengths measured by extended learning participation, extra curricular involvement, leadership and service opportunities and feedback and reflection.</li> </ul>							
<b>Implementation Details</b>							
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<b>WORK SMART</b>							
1. Continue to focus professional learning on the characteristics of highly effective teachers and highly engaged students to promote consistent implementation with fidelity in all classrooms. <b>Destination 2026</b>	Progress monitoring through the district data team; classroom walkthroughs and observations; continued use of coaching logs and participation rates	Shannon Kromer, Tricia Buchert, Jim Renner, Molly Connaughton, Ericka Simmons, Thad Highbaugh, Tami Croll	X	X	X	X	
2. Consistently implement reading and math workshop with fidelity in grades K-8. <b>Destination 2026</b>	Classroom walkthroughs and observations; continued use of coaching logs and participation rates; data tracking	Shannon Kromer, Ericka Simmons, Thad Highbaugh, Molly Connaughton, Tami Croll		X	X		X
<b>EMBRACE GROWTH</b>							
3. Continue to refine the implementation of a comprehensive 7-12 instructional coaching model for teachers (literacy, math, intervention, differentiation, peer). <b>Destination 2026</b>	Progress monitoring through the district data team; classroom walkthroughs and observations; continued use of coaching logs and participation rates	Shannon Kromer, Molly Connaughton, Jim Renner, Trevor Block		X	X		X

<p>4. Revise the digital coaching model to ensure transformative instructional practices. <b>Destination 2026</b></p>	<p>Progress monitoring through the district data team; classroom walkthroughs and observations; continued use of coaching logs and participation rates</p>	<p>Brent Wise</p>		<p>X</p>	<p>X</p>	<p>X</p>
<p>5. Provide systematic professional learning opportunities to district staff on innovative practices that empower learners (i.e., blended learning, experiential learning, digital textbooks, AR, VR, Google, etc.). <b>Destination 2026</b></p>	<p>Professional learning activities; developed implementation plan</p>	<p>Brent Wise, Shannon Kromer</p>	<p>X</p>	<p>X</p>	<p>X</p>	<p>X</p>