

Mariemont City School District
District Action Plan
2022-2023 School Year

Mission Statement

Work Smart. Create Experience. Embrace Growth.

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.

District Practices & Expectations

In addition to the action steps included in this annual action plan, the following practices and expectations are consistently implemented every academic year.

- Teachers will embrace and use the Characteristics of the Highly Effective Teacher in their planning and instruction.
- Teachers will promote the Characteristics of the Highly Engaged Student through student learning opportunities in classrooms.
- Staff collaboration teams (by department and/or grade level) will review student assessment data, discuss instructional practices and implement student intervention and enrichment.
- Active, flexible classrooms and spaces will be used to inspire and support student learning and higher levels of engagement.
- Experiential learning opportunities will be available for all students as a way to expand learning beyond the classroom walls and help students pursue interests and passions.
- Teachers will use technology as a tool for instruction and as a way to amplify learning and engagement in the classroom.
- Systematic professional learning opportunities will be offered to district staff on innovative practices that empower learners.
- The district will use storytelling to consistently share the *Mariemont Experience* with staff, students, parents and the greater community.

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 1: Student learning will be enhanced through diverse curricular options and enriching experiences that drive deeper understanding and skill development and support global competency.							
Success Indicator(s):							
<ul style="list-style-type: none"> 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. Develop a formal process to solicit feedback from students on current courses and new course proposals. <i>Destination 2026</i>	Defined process; feedback forms/surveys	Brent Wise, Shannon Kromer		X	X		
2. Research and visit other high performing/innovative high schools to generate ideas for (1) course and program development, (2) refinement of practices and (3) intentional instruction of soft skills to students. Develop a plan and timeline for further study and implementation. <i>Destination 2026</i>	Site visit agendas; developed plan and timeline	Brent Wise, Jim Renner, Trevor Block		X	X	X	
CREATE EXPERIENCE							
3. Onboard new district literacy coach and continue the work of the district literacy team; train staff to lead the K-6 literacy work/programming.	Meeting agendas; established expectations; professional learning sessions	Shannon Kromer	X	X	X	X	

4. Create and implement a district math team to review and develop K-12 math framework/programming to identify gaps in foundational skills and determine remediation instructional strategies needed at higher levels.	Developed framework; professional learning sessions	Shannon Kromer		X	X	
5. Assess the current junior high school schedule for developmental appropriateness of student choice, experiential learning and instructional time and create recommendations for changes/adjustments.	Completed assessment; developed recommendations	Brent Wise, Rob Polca		X	X	
6. Continue to develop, expand and refine career education programming through (1) a defined K-12 career education scope and sequence; (2) collaboration with Warriors BEyond initiatives; (3) exploration of a high school student internship program and (3) implementation of a communication/marketing plan to raise awareness. Destination 2026	Career education scope and sequence; communication plan	Brent Wise, Tricia Buchert, Brian Sugerman		X	X	
EMBRACE GROWTH						
7. Implement the “next steps” identified in the District’s Equity Audit Report: (1) Develop a Mariemont City School District Cultural Intelligence “glossary of terms” to clearly define what concepts mean and how they are applied/used in the school district; (2) Develop Mariemont City School District Cultural Intelligence standards/outcomes for students and staff to more clearly articulate goals and intent of this work; (3) Develop a Cultural Intelligence Overview and Guide to serve as a resource about this work for staff , students, parents and community members. Destination 2026	Meeting agendas/minutes; completed glossary; developed standards/outcomes; completed overview and guide	Ericka Simmons		X	X	X
8. Continue to provide ongoing professional learning opportunities for staff and the administrative team on cultural intelligence and culturally responsive practices. Destination 2026	Meeting agendas/minutes; professional learning sessions	Ericka Simmons, Shannon Kromer	X	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):							
<ul style="list-style-type: none"> 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. Develop and implement a scope and sequence for “Digital Safety” lessons/instruction, grades K-12. Destination 2026	Completed scope and sequence	Brent Wise, Brian Sugerman		X	X	X	
2. Implement a new Student Information System (Powerschool) and special education software (Special Programs) throughout the school district and provide training to staff.	Successful implementation; training sessions	Brian Sugerman, Tricia Buchert, Linda Lee	X	X	X	X	
CREATE EXPERIENCE							
3. Develop and communicate expectations for K-12 teachers on (1) the use of district-adopted learning management systems (i.e., Schoology, Seesaw) and (2) communication with parents.	Established expectations	Brent Wise		X			
4. Continue district communication and look for opportunities to expand building communication related to <i>Destination 2026</i> (how it is being implemented, accomplishments, success stories, etc.) Destination 2026	Newsletters; emails; videos; etc.	Alex Lange		X	X	X	

EMBRACE GROWTH

<p>5. Refine District emergency/safety procedures through additional surprise drills, table top exercises and scenarios to identify strengths and gaps in the District's emergency response plan; implement consistent threat assessment protocol.</p>	<p>Completed drills/exercises; refined plan; defined protocol</p>	<p>Lance Hollander, Alex Lange</p>	<p>X</p>	<p>X</p>	<p>X</p>	<p>X</p>
<p>6. Explore the development of maintenance/operations metrics to be used with the building walkthrough tool to ensure building upkeep and cleanliness.</p>	<p>Identified metrics</p>	<p>Lance Hollander</p>		<p>X</p>	<p>X</p>	

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. Resume the work of the District Academic Experience committee to (1) develop, communicate and implement expectations for classroom assessments; (2) conduct a needs assessment to review current district assessments and (3) develop a comprehensive assessment plan; provide necessary professional learning for staff. <i>Destination 2026</i>	Meeting agendas; established expectations; needs assessment results; assessment plan	Brent Wise, Trevor Block, Shannon Kromer		X	X	X
2. Develop and provide professional learning on research-based instructional strategies (i.e., gradual release, learning menus, student goal setting) for successful implementation of the OTES 2.0 teacher evaluation tool .	Professional learning sessions	Brent Wise, Shannon Kromer		X	X	X

CREATE EXPERIENCE

3. Continue to refine and communicate BEWell and collaborate with community partners on the further development of a formal staff BEWell component.	Communication; staff program	Tricia Buchert		X	X	X
---	------------------------------	----------------	--	---	---	---

4. Further develop and implement K-12 building level PBIS systems to include review of data, consistent expectations and explicit instruction.	Behavior data; expectations; lessons/activities	Tricia Buchert, Jim Renner, Trevor Block, Rob Polca, Ericka Simmons, Aaron Pfeffenberger, Tami Croll		X	X	
5. Develop and implement professional learning and support to ensure consistent implementation of tier 2 and 3 intervention and enrichment programs.	Professional learning sessions	Tricia Buchert, Linda Lee		X	X	
EMBRACE GROWTH						
6. Develop purposeful, specific MAP assessment training for staff to promote more intentional use as a tool to drive instructional decisions in all content areas, grades 3-10.	Professional learning sessions	Trevor Block, Shannon Kromer	X	X	X	X
7. Review and revise progress monitoring tools to help teachers and students (1) track progress, (2) assess tier 2 and 3 interventions and (3) establish learning goals.	Established progress monitoring tools	Tricia Buchert, Linda Lee		X	X	
8. Pilot implementation of Performance Matters (via Powerschool) in coordination with the data dashboard to be more intentional in sharing and analyzing data to drive instructional decisions.	Performance Matters pilot	Brent Wise, Trevor Block, Brian Sugerman		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 4: Student learning will be maximized through the implementation of innovative instructional practices that stimulate student interests and foster inspiration and passion.							
Success Indicator(s):							
<ul style="list-style-type: none"> 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. Continue to explore ways to incorporate more vertical collaboration K-12 to promote consistency of the learning experience and share instructional techniques.	Collaboration sessions; meeting agendas; professional learning sessions	Shannon Kromer, Jim Renner, Trevor Block, Rob Polca, Ericka Simmons, Aaron Pfeffenberger, Tami Croll		X	X	X	
2. Begin creating and vertically aligning common assessments in reading and math in grades K-12.	Developed common assessments	Shannon Kromer, Jim Renner, Trevor Block, Rob Polca, Ericka Simmons, Aaron Pfeffenberger, Tami Croll		X	X	X	
3. Communicate and implement on-demand professional development available for staff.	Communication plan; established on-demand professional development program	Shannon Kromer; Brent Wise		X	X		

CREATE EXPERIENCE							
4. Refine the Warriors BEyond Explorations, Expeditions and Inter-session proposal process to meet defined quality metrics and maximize the student learning experience. Destination 2026	Refined proposal process; defined quality metrics	Brian Sugerman	X	X	X		
5. Expand experiential learning opportunities for students in grades K-4. Destination 2026	Identified/defined opportunities	Brian Sugerman					
6. Research nano-learning and other strategies to increase student interest, attention spans and personalized opportunities.	Completed research	Brent Wise, Shannon Kromer		X	X		
7. Develop and implement a more robust induction program for new staff to include: (1) identified training needed; (2) on-demand professional development; (3) refined monthly meetings; (4) involvement of District instructional coaches.	Defined program; professional learning sessions; on-demand professional learning; meeting agendas/minutes	Brent Wise, Shannon Kromer, Lance Hollander	X	X	X		
EMBRACE GROWTH							
8. Explore additional implementation of cross-curricular collaboration opportunities/courses grades K-12. Destination 2026	Additional/expanded opportunities and/or courses	Shannon Kromer, Jim Renner, Trevor Block, Rob Polca, Ericka Simmons, Aaron Pfeffenberger, Tami Croll		X	X		
9. Develop a framework for peer mentoring and observation to promote best practice instruction and provide opportunities for teachers to learn from each other. Destination 2026	Developed framework	Brent Wise, Shannon Kromer			X	X	

10. Research and implement best practices in hiring and other human resources protocols/procedures; explore the development of an “emerging leaders” program.	Research findings; established activities, procedures and protocols	Lance Hollander, Brent Wise		X	X	
---	---	-----------------------------	--	---	---	--