

Mariemont City School District
District Action Plan
2023-2024 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. Pilot the use of “Pulse” surveys to solicit feedback from high school students about current courses and new course proposals. <i>Destination 2026</i>	Defined process; survey results	Brent Wise, Shannon Kromer; Trevor Block		X	X	X	
2. Continue research and visit other high performing/innovative high schools to finalize plans and an implementation timeline for (1) high school pathways, (2) core infusion/cross-curricular courses (3) intentional instruction of life skills to students and (4) the pathway advisor role. <i>Destination 2026</i>	Site visit agendas; developed plan and timeline	Brent Wise, Jim Renner, Trevor Block		X	X	X	
CREATE EXPERIENCE							
3. Continue staff and community learning/understanding of the state’s dyslexia law, the science of reading and implications for literacy instruction in the school district.	Meeting agendas; established expectations; professional learning sessions	Shannon Kromer, Tricia Buchert, Linda Lee, Ericka Simmons, Holly Zimmerman and Tami Croll	X	X	X	X	
4. Restructure the literacy leadership team and onboard the Literacy & MTSS Coordinator and Literacy Support Specialist.	Meeting agendas; established expectations	Shannon Kromer, Tricia Buchert, Linda Lee	X	X	X	X	

5. Continue calibration of tier 1, 2 and 3 literacy instruction across all classrooms and develop a process for grades K-8 resource selection and implementation.	Walkthroughs; professional learning sessions; selected resources; developed timeline	Shannon Kromer, Tricia Buchert, Linda Lee		X	X	
6. Use the district math team to evaluate and identify curricular and resource gaps in mathematics and develop frameworks to close gaps and guide instruction.	Developed frameworks; professional learning sessions	Shannon Kromer, Ericka Simmons, Holly Zimmerman, Tami Croll		X	X	
7. Continue implementation of career education and exploration programming in grades K-6 and expand career and workforce experience opportunities in grades 7-12. Intentionally market and promote district career education practices and opportunities. Destination 2026	Career education scope and sequence; developed experiences/opportunities; communication plan	Brent Wise, Tricia Buchert, Brian Sugerman, Alex Zmina		X	X	X
EMBRACE GROWTH						
8. Continue development of the Warriors BEglobal framework/initiative: (1) finalize the Warriors BEglobal guide to include competencies, grade band outcomes and a glossary of terms; (2) develop a timeline and plan for sharing the guide with staff; (3) develop a Warriors BEglobal teacher resource guide for use to implement competencies and grade band outcomes. Destination 2026	Completed framework guide; developed timeline; completed teacher resource guide	Ericka Simmons, Shannon Kromer	X	X	X	X
9. Continue to provide ongoing professional learning opportunities for the global & cultural perspectives committee, 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. Implement the scope and sequence for the “Growing Up Digital” program and create resources, tips and speaker opportunities for parents/caregivers. <i>Destination 2026</i>	Completed scope and sequence; developed parent resources	Brent Wise, Brian Sugerman		X	X	X	
2. Refine implementation of the Powerschool Student Information System and Power Teacher Pro. Create a staff “expert” team to support staff’s use of the platforms.	Successful implementation; established team	Brian Sugerman, Linda Lee, Tricia Buchert		X	X	X	
CREATE EXPERIENCE							
3. Reinforce expectations for teacher communication to parents; develop and share strategies for teachers to use in strengthening relationships with families.	Established expectations; developed strategies	Brent Wise, Jim Renner, Trevor Block, Aaron Pfeffenberger, Ericka Simmons, Holly Zimmerman, Tami Croll		X			
4. Explore the development of a district parent communication hub to improve communication with parents and caregivers.	Created hub	Alex Zmina		X	X		

EMBRACE GROWTH

5. Create a district Artificial Intelligence (AI) work group to research and analyze the impact and benefits of AI in K-12 education and make recommendations for strategies, policy, programs, next steps, etc.	Established group; meeting agendas/minutes; recommendations	Brent Wise, Brian Sugerman, Shannon Kromer		X	X	X
6. Continue to refine District emergency/safety procedures including the crisis communication plan, safety drills and implementation of the Evolv weapons detection system at Mariemont High School.	Completed drills/exercises; refined plan	Lance Hollander, Alex Zmina, Jim Renner, Trevor Block	X	X	X	X
7. Implement a school building maintenance walkthrough tool to ensure building upkeep and cleanliness.	Walkthrough records	Lance Hollander		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 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):							
<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. Resume the work of the District Academic Experience committee to (1) refine and review expectations for classroom assessments; (2) communicate and implement expectations for classroom assessments and (3) review/refine the district's assessment plan; provide necessary professional learning for staff. Destination 2026	Meeting agendas; established expectations; assessment plan; professional learning sessions	Brent Wise, Trevor Block, Shannon Kromer, Holly Zimmerman		X	X		
2. Develop, communicate and implement consistent state testing protocols and procedures for all school buildings.	Established protocols and procedures	Trevor Block		X	X	X	
CREATE EXPERIENCE							
3. Continue to refine and communicate Warriors BEwell with an emphasis on training for teachers on mental health strategies to improve student behaviors and staff wellness. Destination 2026	Communication; professional learning sessions	Tricia Buchert		X	X	X	
4. Refine K-12 building level PBIS systems with an emphasis on data collection and building calibration.	Behavior data; calibration results	Tricia Buchert, Jim Renner, Trevor Block, Aaron Pfeffenberger, Ericka Simmons, Holly Zimmerman, Tami Croll		X	X	X	

5. Implement districtwide instructional sequences for tier 3 interventions with quarterly fidelity checks.	Fidelity check data	Tricia Buchert, Linda Lee		X	X	X
6. Implement reading and math Acadience and 2 nd level diagnostic assessments for tier 2 and tier 3 student progress monitoring.	Assessment results	Tricia Buchert, Linda Lee, Trevor Block, Ericka Simmons, Holly Zimmerman and Tami Croll		X	X	X
EMBRACE GROWTH						
7. Continue MAP assessment training for staff to refine in-depth analysis of reports, benchmark assessments, etc. to improve instructional decisions.	Professional learning sessions	Trevor Block, Shannon Kromer		X	X	
8. Continue grades K-6 tier 1, 2 & 3 Acadience training to calibrate and improve instructional planning.	Professional learning sessions	Tricia Buchert, Linda Lee, Trevor Block		X	X	
9. Develop a plan for use of Performance Matters (via Powerschool) to be more intentional in sharing and analyzing data to drive instructional decisions.	Implementation plan	Brent Wise, Trevor Block, Brian Sugerman, Holly Zimmerman, Tricia Buchert, Linda Lee		X	X	
10. Evaluate the effectiveness of the grades 3 & 4 math enrichment program with a focus on the academic performance of specific student subgroups.	Student data	Shannon Kromer, Tricia Buchert, Ericka Simmons, Holly Zimmerman and Tami Croll		X	X	
11. Develop and Implement an internal digital data dashboard to monitor and analyze district key performance indicators; explore the development and implementation of a new public data dashboard.	Created internal dashboard	Brent Wise, 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 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 strategies to incorporate more vertical collaboration and cross-curricular opportunities in grades K-12 to promote consistency of the learning experience and share instructional techniques. Destination 2026	Collaboration sessions; meeting agendas; professional learning sessions	Shannon Kromer, Jim Renner, Trevor Block, Aaron Pfeffenberger, Ericka Simmons, Holly Zimmerman, Tami Croll		X	X	X	
2. Continue to implement on-demand professional development for staff; develop a professional learning library for principals to use as needed with staff. Destination 2026	Communication plan; established on-demand professional development program; library	Shannon Kromer; Brent Wise		X	X		

CREATE EXPERIENCE

<p>3. Continue to refine and enhance the Warriors BEyond Mission BEyond, Explorations, Expeditions and Intersession programming to maximize the student learning experience. Destination 2026</p>	<p>Refined programming; student/staff survey results</p>	<p>Brian Sugerman</p>		<p align="center">X</p>	<p align="center">X</p>	<p align="center">X</p>
<p>4. Develop and implement expanded STEM programming in grades 3-8. Destination 2026</p>	<p>Implemented programming</p>	<p>Brent Wise, Shannon Kromer</p>	<p align="center">X</p>	<p align="center">X</p>		
<p>5. Continue development and implementation of 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 support specialists and coaches. Destination 2026</p>	<p>Defined program; professional learning sessions; on-demand professional learning; meeting agendas/minutes</p>	<p>Brent Wise, Shannon Kromer, Lance Hollander</p>	<p align="center">X</p>	<p align="center">X</p>	<p align="center">X</p>	<p align="center">X</p>

EMBRACE GROWTH

<p>6. Implement a fellowship emerging leaders program to grow and develop leadership within the school district. Destination 2026</p>	<p>Established fellowship group; meeting agendas/minutes</p>	<p>Brent Wise</p>		<p align="center">X</p>	<p align="center">X</p>	
--	--	-------------------	--	-------------------------	-------------------------	--