

Mariemont City School District
District Action Plan
2021-2022 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 (i.e., workshop model, remote learning, personalized professional development {EdgeUBadging}, Seesaw and Schoology).
- 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):**
- 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 approve, develop, monitor and evaluate new course proposals. <i>Destination 2026</i>	Defined process; templates	Shannon Kromer		X	X	X
2. Research and visit other high performing/innovative high schools to generate ideas for course and program development and refinement of practices. 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. Create and implement a district literacy team to lead the K-6 literacy work/programming.	Established team; meeting agendas, processes	Shannon Kromer	X	X	X	X
4. Develop an “experiential transcript” process for students to capture activities and experiences they completed beyond the traditional classroom. <i>Destination 2026</i>	Defined process; transcript template	Brian Sugerman, Brent Wise		X	X	

EMBRACE GROWTH

<p>5. Review the findings of the district Global & Cultural Perspectives Audit in the 7 different domains researched: (1) Climate; (2) Environment and Resources; (3) Leadership and Governance; (4) Continuous Improvement and Inquiry; (5) Instruction and Assessment; (6) Student Engagement and Outcomes; (7) Family and Community Partnerships <i>Destination 2026</i></p>	<p>Audit findings</p>	<p>Ericka Simmons</p>		<p style="text-align: center;">X</p>		
<p>6. Develop a process for reviewing and selecting topics and resources aligned to <i>Cultural Intelligence</i> research; develop a scope and sequence by grade level/grade band. <i>Destination 2026</i></p>	<p>Established process; templates; scope and sequence</p>	<p>Ericka Simmons, Shannon Kromer</p>		<p style="text-align: center;">X</p>	<p style="text-align: center;">X</p>	<p style="text-align: center;">X</p>
<p>7. Continue providing ongoing professional development opportunities for staff and the administrative team on cultural intelligence and culturally responsive practices. <i>Destination 2026</i></p>	<p>Agendas; resources</p>	<p>Ericka Simmons, Shannon Kromer</p>	<p style="text-align: center;">X</p>	<p style="text-align: center;">X</p>	<p style="text-align: center;">X</p>	<p style="text-align: center;">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 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							
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WORK SMART							
1. Further communicate and use the developed district technology guide with staff, students and community members and revise and continue implementation of “Digital Safety” lessons/instruction through expanded/refined use of digital coaches. <i>Destination 2026</i>	Developed digital safety lessons; expectations for coaches	Brent Wise, Brian Sugerman		X	X	X	
2. Implement outdoor wi-fi on all campuses to expand learning opportunities and spaces.	Established expectations; protocols	Brent Wise, Brian Sugerman		X			
CREATE EXPERIENCE							
3. Implement and provide professional learning for active, flexible spaces to inspire and support student learning and higher levels of engagement with emphasis on the new high school spaces. <i>Destination 2026</i>	Professional development sessions; training agendas	Shannon Kromer, Brent Wise		X	X	X	
EMBRACE GROWTH							
4. Refine and implement regular emergency communication protocols, reminders and refreshers to reinforce the district’s emergency response plan.	Protocols; refresher activities	Alex Lange, Lance Hollander		X	X	X	
5. Explore the development of a maintenance/operations building walkthrough tool to ensure building upkeep and cleanliness.	Walkthrough tool	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.

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- 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			
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WORK SMART

1. Resume the work of the District Academic Experience committee to implement expectations for classroom assessments; research and develop expectations for homework and projects; provide professional learning for staff in the creation of high quality assessments. <i>Destination 2026</i>	Meeting agendas; established expectations; professional learning sessions	Shannon Kromer, Brent Wise, Tricia Buchert, Jim Renner, Trevor Block, Rob Polca, Ericka Simmons, Aaron Pfeffenberger, Tami Croll		X	X	X
2. Develop and provide professional learning to successfully implement the OTES 2.0 teacher evaluation tool.	Performance rubric; established evaluation process	Brent Wise, Shannon Kromer		X	X	X
3. Research and pilot evidence-based math intervention in grades K-4.	Resources; professional learning sessions	Tricia Buchert, Linda Lee		X	X	

CREATE EXPERIENCE

4. Examine structure, content and supervision of Learning Lab in the elementary schools and develop recommendations for changes.	Developed recommendations	Tricia Buchert; Linda Lee, Ericka Simmons, Aaron Pfeffenberger, Tami Croll		X	X	
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5. Examine structure, content and supervision of Warrior Bell in the junior high and high schools and develop recommendations for changes.	Developed recommendations	Tricia Buchert, Linda Lee, Jim Renner, Rob Polca		X	X	
6. Develop and implement a student transition committee to define, reinforce and improve expectations for students receiving intervention and specialized (IEP) services in grades 7-12.	Developed process for tracking transition activities	Tricia Buchert; Linda Lee		X	X	X
7. Develop and implement a “new family” welcome program.	Established program	Brent Wise, Tricia Buchert		X	X	
EMBRACE GROWTH						
8. Continue to refine and communicate BEWell and collaborate with counselors, students and the BEWELL advisory to examine root causes of student mental health issues.	BEWELL activities; meeting agendas; mental health data	Tricia Buchert		X	X	X
9. Increase understanding of the MAP assessment tool and reports to drive instructional decisions.	Implemented assessment; data; professional learning opportunities	Trevor Block		X	X	X

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Objective 4: Student learning will be maximized through the implementation of innovative instructional practices that stimulate student interests and foster inspiration and passion.

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 - 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.

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WORK SMART

1. Implement new career education programming and evaluate effectiveness. <i>Destination 2026</i>	Implementation evaluation; data	Tricia Buchert		X	X	X
2. Continue to explore ways to incorporate more vertical collaboration K-12 to promote consistency of the learning experience and share instructional techniques.	Identified gaps in curriculum; scope and sequences	Shannon Kromer, Jim Renner, Trevor Block, Rob Polca, Ericka Simmons, Aaron Pfeffenberger, Tami Croll		X	X	X
3. 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
4. Develop and implement an annual professional learning calendar for staff; research and develop a professional learning “certification” process.	Established calendar	Shannon Kromer; Brent Wise	X	X		

CREATE EXPERIENCE

5. Refine the Warriors BEyond Explorations, Expeditions and Intercession programs to maximize the student learning experience. <i>Destination 2026</i>	Implemented programs	Brian Sugerman		X	X	X
6. Explore the development of a high school student internship program. <i>Destination 2026</i>	Research findings; implementation plan	Brian Sugerman, Brent Wise		X	X	
7. Expand experiential learning opportunities for students in grades K-4. <i>Destination 2026</i>	Additional opportunities	Brian Sugerman		X	X	X
8. Explore the development of a “Capstone Experience” at the 6 th , 8 th and 12 th grade levels. <i>Destination 2026</i>	Research findings; implementation ideas	Brian Sugerman, Brent Wise, Shannon Kromer		X	X	

EMBRACE GROWTH

9. Explore additional implementation of co-teaching/cross-curricular collaboration opportunities/courses grades K-12. <i>Destination 2026</i>	Additional/expanded opportunities and/or courses	Shannon Kromer, Jim Renner, Trevor Block, Rob Polca, Ericka Simmons, Aaron Pfeffenberger, Tami Croll		X	X	
10. Explore opportunities to develop a Mariemont-specific Resident Educator program to enhance on-boarding, mentorship and retention of new employees.	Established activities, procedures and protocols	Brent Wise, Lance Hollander			X	X
11. Research and implement best practices in hiring and other human resources protocols/procedures.	Research findings; established activities, procedures and protocols	Lance Hollander		X	X	