

**Mariemont City School District**  
District Action Plan  
2024-2025 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.

<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>							
Implementation Details							
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. Continue staff and community learning/understanding of the state's Read Ohio initiative (the science of reading), including professional development for all K-12 teachers and administrators; create opportunities for staff vertical collaboration to discuss implementation and impact.	Parent communication; professional learning sessions	Shannon Kromer, Tricia Buchert, Linda Lee, Courtney Miller, Tami Croll, Holly Zimmerman	X	X	X	X	
2. Fully implement the math fluency plan and framework (developed by the district math team) in grades K-12.	Professional learning sessions; walkthroughs; successful implementation	Shannon Kromer, Courtney Miller, Tami Croll, Holly Zimmerman, Aaron Pfeffenberger, Jim Renner, Trevor Block		X	X	X	
3. Review math programming and resources in grades K-2 to determine effectiveness and alignment to research and best practice.	Meeting agendas; review results; recommendations for next steps	Shannon Kromer, Courtney Miller, Tami Croll, Holly Zimmerman		X	X		

4. Implement Eureka Squared math resource in grade 4 at Mariemont Elementary and Terrace Park Elementary; pilot the resource in grade 3 at Mariemont Elementary.	Successful implementation; walkthroughs; assessment results; recommendations for next steps	Shannon Kromer, Courtney Miller, Tami Croll, Holly Zimmerman	X	X	X	X
5. Pilot the use of Spring Math (grades K-6), Eureka Squared (grades 4-6) and Zearn Math (grades 7-8) intervention systems, including the use of diagnostics and progress monitoring tools.	Assessment data; recommendations for next steps	Shannon Kromer, Tricia Buchert, Linda Lee, Courtney Miller, Tami Croll, Holly Zimmerman, Aaron Pfeffenberger	X	X	X	X
<b>CREATE EXPERIENCE</b>						
6. Continue the development and implementation of the “high school experience” with an emphasis on (1) core infusion/cross-curricular courses; (2) intentional instruction of life skills; (3) the high school learning series; and (4) experts in residence. <b>Destination 2026</b>	Meeting agendas; professional learning sessions; successful implementation per timeline	Brent Wise, Shannon Kromer, Jim Renner, Trevor Block		X	X	X
7. Continue to refine the implementation of college and career education and exploration in grades K-12 including the development and implementation of a Warriors BEyond advisory board of career professionals to offer suggestions and input on student workforce experiences. <b>Destination 2026</b>	Refined and expanded services; increased parent communication; Board established	Brent Wise, Tricia Buchert, Brian Sugerman		X	X	X
8. Implement the Warriors BEglobal guide and provide additional professional development to staff on the use of the guide. <b>Destination 2026</b>	Successful implementation of guide; professional learning sessions	Brent Wise, Shannon Kromer, Emily James		X	X	X

## EMBRACE GROWTH

<p>9. Provide professional development and implement the new reading support materials (Bookworms) in grades K-5; evaluate the scope and sequence for grammar instruction in grades 6-12.</p>	<p>Professional learning sessions; successful implementation; assessment results; recommendations for next steps with grammar instruction</p>	<p>Shannon Kromer, Courtney Miller, Tami Croll, Holly Zimmerman, Aaron Pfeffenberger, Jim Renner, Trevor Block</p>	X	X	X	
<p>10. Develop and implement professional development on inclusive and culturally responsive practices and environments that best support students' diverse learning and behavior needs. <b><i>Destination 2026</i></b></p>	<p>Meeting agendas/minutes; professional learning sessions</p>	<p>Brent Wise, Shannon Kromer, Emily James</p>			X	

<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 2:</b> 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"> <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. Explore and develop a process for consolidating, managing and assessing technology resources.	Established process; communication	Brent Wise, Brian Sugerman, Shannon Kromer		X	X	X	
2. Continue the 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, programs, next steps, etc. <b>Destination 2026</b>	Meeting agendas; recommendations for next steps	Brent Wise, Brian Sugerman, Shannon Kromer		X	X	X	
3. Develop expectations and guidance to assist staff with parent communication with emphasis on student academic progress (report card postings, assessment data access, etc.); explore tools/platforms that can be used to provide more general, but consistent, academic information to parents (i.e., PowerHub).	Established expectations and guidance; identified tools to assist with communication	Brent Wise, Shannon Kromer, Brian Sugerman, Alex Zmina		X	X		
4. Streamline district and building social media platforms for communication, optimizing relevance and effectiveness; place intentional emphasis on communicating the student impact of Warriors BEyond experiential learning opportunities.	Consistent use of social media platforms across district; additional posts highlighting experiential opportunities	Alex Zmina	X	X	X	X	

## CREATE EXPERIENCE

<p>5. Explore options to expand makers space/creation areas (video production, audio production, presentation tools, etc.) in the elementary and junior high schools. <b>Destination 2026</b></p>	<p>Identified options; recommendations for next steps</p>	<p>Brent Wise, Brian Sugerman, Courtney Miller, Tami Croll, Holly Zimmerman, Aaron Pfeffenberger</p>		X		
<p>6. Reinforce current policy and practices for student mobile technology use and develop strategies to assist staff with implementation. Establish a task force of internal and external stakeholders to further explore appropriate use of technology in academic settings. <b>Destination 2026</b></p>	<p>Communication to staff; developed and communicated strategies; established task force; recommendations for next steps</p>	<p>Brent Wise, Brian Sugerman, Courtney Miller, Tami Croll, Holly Zimmerman, Aaron Pfeffenberger, Jim Renner, Trevor Block</p>		X	X	
<p>7. Explore opportunities to infuse augmented reality(AR)/virtual reality(VR) in grades K-12 core curricular areas. <b>Destination 2026</b></p>	<p>Identified resources; recommendations for next steps</p>	<p>Brian Sugerman</p>				
<p>8. Continue to refine and practice district emergency/safety procedures including review of the crisis communications plan and regular safety drills.</p>	<p>Completed drills/exercises; refined plan</p>	<p>Lance Hollander, Alex Zmina</p>				

## EMBRACE GROWTH

<p>9. Review and revise the district technology guide with an emphasis on instructional expectations and staff knowledge/understanding. <b>Destination 2026</b></p>	<p>Revised technology guide</p>	<p>Brent Wise, Brian Sugerman, Shannon Kromer</p>		X	X	X
<p>10. Refine and further develop the scope and sequence for digital literacy with an emphasis on microlearning modules; further develop communications to support parents as part of the district's "Growing Up Digital" initiative. <b>Destination 2026</b></p>	<p>Refined scope and sequence; developed microlearning modules; developed communication for parents</p>	<p>Brent Wise, Brian Sugerman</p>	X	X	X	X



<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 3:</b> 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.							
<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>							
Implementation Details							
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. Review and revise standards-based report cards in grades K-4. <b>Destination 2026</b>	Revised report cards	Shannon Kromer, Courtney Miller, Tami Croll, Holly Zimmerman		X	X		
2. Assess the effectiveness of the MAP assessment and explore alternative assessments with emphasis on a tool that can better guide instructional decisions. <b>Destination 2026</b>	Recommendations for next steps	Trevor Block, Courtney Miller, Tami Croll, Holly Zimmerman, Aaron Pfeffenberger, Jim Renner		X	X	X	
3. Develop and establish expectations for staff to access and use academic achievement data in the student transition from 8 <sup>th</sup> to 9 <sup>th</sup> grade.	Developed and communicated expectations	Tricia Buchert, Linda Lee					
4. Implement the use of Student Insights and Analytics (via PowerSchool) for MTSS assessment data and decision making.	Successful implementation	Tricia Buchert, Linda Lee, Brian Sugerman, Trevor Block					
5. Continue to refine and communicate Warriors BEwell with an emphasis on research of mental health benchmark assessments, instructional resources and development of a scope and sequence for character/life skills. <b>Destination 2026</b>	Identified benchmark assessments and instructional resources; developed scope and sequence	Tricia Buchert					

**CREATE EXPERIENCE**

<p>6. 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; (3) review/refine the district's assessment plan; (4) review and communicate expectations for homework. Provide necessary professional development for staff. <b>Destination 2026</b></p>	<p>Meeting agendas; established expectations; assessment plan; homework expectations; professional learning sessions</p>	<p>Brent Wise, Shannon Kromer, Courtney Miller, Tami Croll, Holly Zimmerman, Aaron Pfeffenberger, Jim Renner, Trevor Block</p>		<p align="center">X</p>	<p align="center">X</p>	<p align="center">X</p>
<p>7. Refine building level PBIS systems in all grade levels with an emphasis on staff professional development and parent collaboration.</p>	<p>Refined systems; professional learning sessions</p>	<p>Tricia Buchert, Courtney Miller, Tami Croll, Holly Zimmerman, Aaron Pfeffenberger, Jim Renner, Trevor Block</p>		<p align="center">X</p>	<p align="center">X</p>	<p align="center">X</p>

**EMBRACE GROWTH**

<p>8. Develop and provide professional development to staff on practical strategies to respond to and redirect inappropriate student behaviors.</p>	<p>Professional learning sessions</p>	<p>Tricia Buchert, Shannon Kromer, Linda Lee</p>		<p align="center">X</p>	<p align="center">X</p>	
---	---------------------------------------	--	--	-------------------------	-------------------------	--

<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 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>							
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. Begin the process for the development of a new school district strategic plan to replace Destination 2026 in the 2026-2027 school year.	Defined process; established work groups; timeline; meeting agendas	Brent Wise, Shannon Kromer, Tami Croll, Aaron Pfeffenberger, Trevor Block		X	X	X	
<b>CREATE EXPERIENCE</b>							
2. Develop and communicate a comprehensive Warriors BEyond guide with an emphasis on the development of a grades K-12 experiential learning scope and sequence. <b>Destination 2026</b>	Developed guide; established scope and sequence	Brent Wise, Brian Sugerman		X	X	X	
3. Explore strategies to infuse Warriors BEyond experiential learning into the core curriculum. <b>Destination 2026</b>	Identified strategies; recommendations for next steps	Brent Wise, Brian Sugerman, Shannon Kromer	X	X			
4. Refine the structure/format of Mariemont Academy and staff professional development experiences to ensure high levels of engagement and effectiveness; explore nontraditional staff professional development through experiential learning opportunities.	Refined structure; recommendations for next steps with staff experiential learning opportunities	Brent Wise, Shannon Kromer	X	X	X	X	

## EMBRACE GROWTH

<p>5. Conduct a friction audit of Warriors BEyond programming with an emphasis on elementary Explorations and after school enrichment; begin the process of making adjustments and refinements based on audit results. <b>Destination 2026</b></p>	<p>Completed friction audit; recommendations for next steps</p>	<p>Brent Wise, Brian Sugerman</p>		X	X	
<p>6. Develop a taskforce of internal and external stakeholders to assess the current school calendar structure and make recommendations for the 2025-2026 and 2026-2027 school years.</p>	<p>Established task force; recommendations for 2025-2026 and 2026-2027 calendars</p>	<p>Brent Wise, Lance Hollander</p>				
<p>7. Continue to refine district procedures in human resources/operations with an emphasis on teacher preparation and requirements for a long-term absence and guidelines and professional development for building substitutes.</p>	<p>Refined procedures; identified and communicated procedures; professional learning sessions</p>	<p>Lance Hollander, Shannon Kromer, Courtney Miller, Tami Croll, Holly Zimmerman, Aaron Pfeffenberger, Jim Renner, Trevor Block</p>				