

Mariemont City School District
District Action Plan
2025-2026 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.**

Destination 2026

At the conclusion of the 2025–2026 school year, Mariemont City Schools will sunset *Destination 2026*, the instructional strategic plan that has served as a vital and effective roadmap for our district since its inception in 2013.

While not outlined as a formal action item in this year's action plan, the development of a new instructional strategic plan will be a major area of focus throughout the 2025–2026 school year. This work will ensure a seamless transition to a new strategic vision, ready for implementation beginning in August 2026.

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 implementation of the grammar guide and writing checklist in grades 5-12 English language arts.	Implemented guide and checklist; assessment data; collaboration team agendas/minutes	Shannon Kromer, Aaron Pfeffenberger, Jim Renner, Trevor Block, Lindsay Oberschlake		X	X	X	
2. Implement the <i>Eureka</i> math curriculum and resources in grade 3 and evaluate current K-2 math curriculum and resources.	Implemented curriculum and resources; recommendations for K-2 math curriculum and resources; assessment data; collaboration team agendas/minutes	Shannon Kromer, Courtney Miller, Holly Zimmerman, John Hill		X	X	X	
CREATE EXPERIENCE							
3. Implement the “Graduate Ready Senior Skills Workshops” to prepare students for post-secondary success. <i>Destination 2026</i>	Implemented workshops; survey results	Brent Wise, Brian Sugerman, Jim Renner, Trevor Block		X	X	X	

4. Continue to refine the implementation of college and career education in grades K-12, including the implementation of the Warriors BEyond advisory board of career professionals. Destination 2026	Implemented college and career education; implemented advisory board; survey results	Brent Wise, Brian Sugerman	X	X	X	X
5. Continue implementation of the four Warriors BEglobal competencies and expand the role of the Warriors BEglobal committee to promote a positive staff, school, and district culture Destination 2026	Implemented competencies; Mariemont Academy agendas; survey results	Brent Wise, Shannon Kromer	X	X	X	X
EMBRACE GROWTH						
6. Provide professional development and implement English language arts instructional best practices to support student growth (i.e., Story Champs (k-1), Bookworms strategies (6-8)).	Mariemont Academy agendas; collaboration team agendas/minutes; assessment results	Shannon Kromer, Lindsay Oberschlake, Courtney Miller, Holly Zimmerman, John Hill, Aaron Pfeffenberger		X	X	X
7. Evaluate grades 5-12 math progression and placement process.	Recommendations for grades 5-12 math progression and placement	Shannon Kromer, Courtney Miller, Holly Zimmerman, John Hill, Aaron Pfeffenberger, Jim Renner, Trevor Block, Colleen Herking		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.							
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WORK SMART							
1. Develop and implement an improved school district app for quick and effective communication with parents and staff.	Implemented app; survey results	Alex Zmina		X	X	X	
2. Continue to communicate and educate about important financial and legislative issues affecting the school district.	Implemented communication strategy; newsletters; videos; website; survey results	Alex Zmina	X	X	X	X	
CREATE EXPERIENCE							
3. Restructure the BEwell advisory board to include all stakeholders (staff, community partners, parents, etc.). <i>Destination 2026</i>	Restructured advisory board; meeting agendas/minutes	Tami Croll, Amanda McHugh		X	X		
4. Continue to refine and practice district emergency/safety procedures, including review of the crisis communication plan, regular safety drills and evaluation/implementation of updated safety resources.	Meeting agendas/minutes; updated safety procedures and plans	Alex Zmina, Lance Hollander	X	X	X	X	

EMBRACE GROWTH

5. Develop expectations and guidelines to assist teachers with consistent parent communication with an emphasis on academic progress.	Developed and implemented guidelines; survey results	Brent Wise, Courtney Miller, Holly Zimmerman, John Hill, Aaron Pfeffenberger, Jim Renner, Trevor Block		X	X	
6. Develop and implement more structured district communication to parents regarding technology expectations, usage, and the Securly Parent Platform to ensure student safety and develop healthy technology habits. Destination 2026	Developed and implemented communication strategy; survey results	Brent Wise, Brian Sugerman, Alex Zmina		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.							
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Action Steps	Ongoing Evidence of Progress	Action Step Leader(s)	Implementation Timeline				
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WORK SMART							
1. Implement the grades K-4 English language arts standards-based report card changes and communicate to parents <i>Destination 2026</i>	Revised report cards; parent communication	Shannon Kromer, Courtney Miller, Holly Zimmerman, John Hill, Lindsay Oberschlake, Brian Sugerman		X	X	X	
2. Refine RTI procedures/processes at all four schools to create consistency in practices	Refined procedures/processes; collaboration team agendas/minutes; assessment results	Tami Croll, Amanda McHugh, Linda Lee, Courtney Miller, Holly Zimmerman, John Hill, Aaron Pfeffenberger, Jim Renner, Trevor Block, Lindsay Oberschlake		X	X	X	
3. Implement the behavioral health index in grades 5-12 to further develop supports for students.	Implemented index	Tami Croll, Amanda McHugh		X	X	X	

4. Continue implementation and provide professional development of the Analytics and Insights Data warehouse and Intervention Database. Destination 2026	Implemented program/resource; professional development resources	Trevor Block, Tami Croll, Amanda McHugh, Lindsay Oberschlake, Linda Lee, Shannon Kromer		X	X	X
CREATE EXPERIENCE						
5. Develop and provide professional development to staff on strategies to respond to student behaviors, mental health and complex needs.	Implemented professional development	Tami Croll, Amanda McHugh, Linda Lee		X	X	X
6. Launch and establish the Success Center to improve graduation rates for students at risk.	Implemented Success Center; student achievement and attendance data	Tami Croll, Amanda McHugh, Linda Lee, Jim Renner, Trevor Block	X	X	X	X
EMBRACE GROWTH						
7. Explore and research best practices and exemplar programs in K-2 gifted education.	Recommendations for K-2 gifted education practices/programs	Tami Croll, Colleen Herking		X	X	
8. Explore and research ways to make English language arts enrichment more robust in grades K-6.	Recommendations for English language arts enrichment	Shannon Kromer, Lindsay Oberschlake, Colleen Herking		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.							
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.							
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WORK SMART							
1. Refine the structure of new teacher training on curriculum materials and grade level instructional practices.	Re-designed materials; implementation schedule and plan	Shannon Kromer	X				
CREATE EXPERIENCE							
2. Analyze and refine the grades K-6 scope and sequence for student experiences and develop common expectations for both schools and all grade levels. <i>Destination 2026</i>	Refined scope and sequence; survey results	Brent Wise, Brian Sugerman, Courtney Miller, Holly Zimmerman, John Hill		X	X	X	
3. Implement the new structure of Warriors BEyond Explorations based on teacher recommendations and feedback. <i>Destination 2026</i>	Implemented program; survey results	Brent Wise, Brian Sugerman, Courtney Miller, Holly Zimmerman, John Hill		X	X	X	
4. Evaluate current staff on-boarding practices and make revisions to improve first impressions for new staff.	Revised practices	Lance Hollander		X	X		
5. Evaluate the need for off-boarding practices and exit interviews with departing staff.	Recommendations for off-boarding practices	Lance Hollander			X	X	

EMBRACE GROWTH

6. Grow in understanding the impact of emerging Artificial Intelligence tools for instructional impact and responsible use.	Implemented AI professional development plan; established expectations for use	Brent Wise, Shannon Kromer, Brian Sugerman	X	X	X	X
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