

Mariemont City School District
District Action Plan
2019-2020 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.

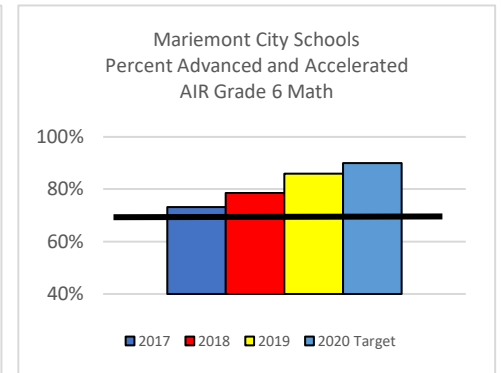
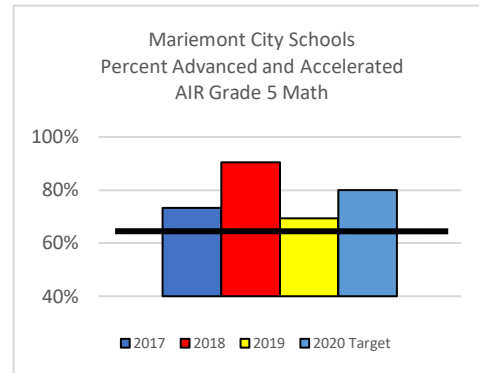
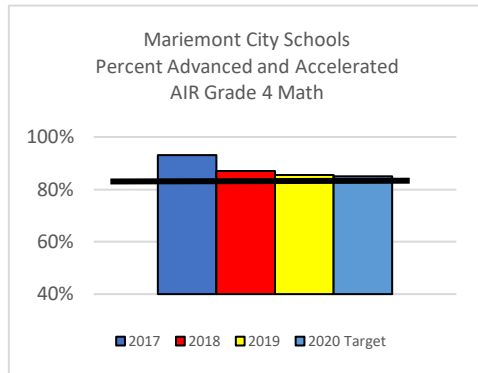
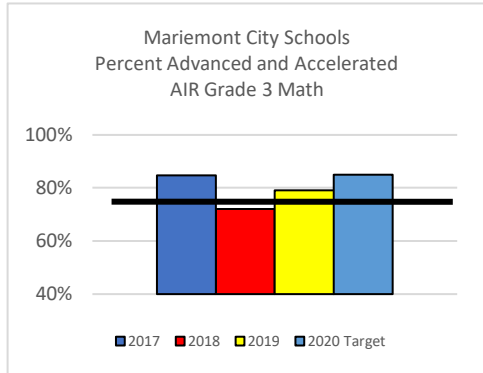
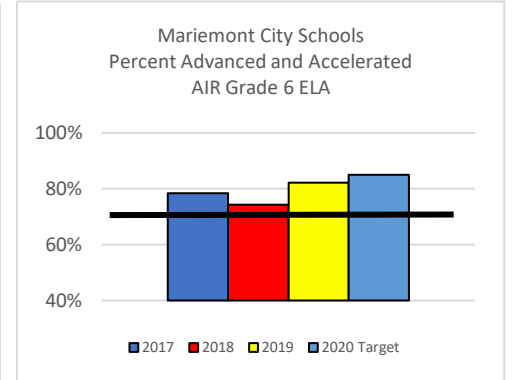
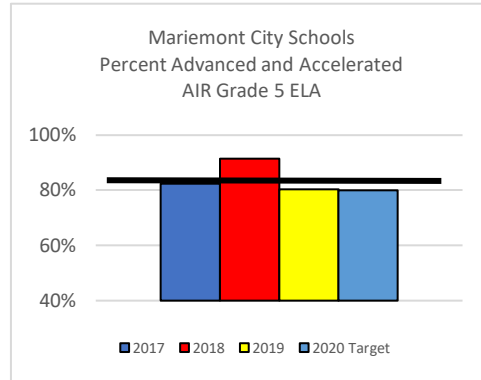
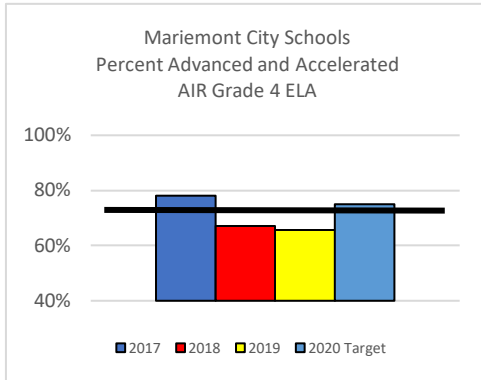
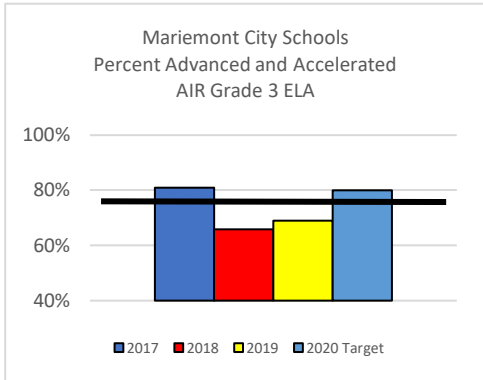
- Students' individual **interests and passions** will always drive our work.
- **Continuous improvement** will be ongoing to meet the demands of our ever-changing world.
- **Best practice, well-researched** instructional strategies and programs will be implemented.
- **Experiences** beyond the school day will be part of the academic program.

District Achievement Goal & Objectives

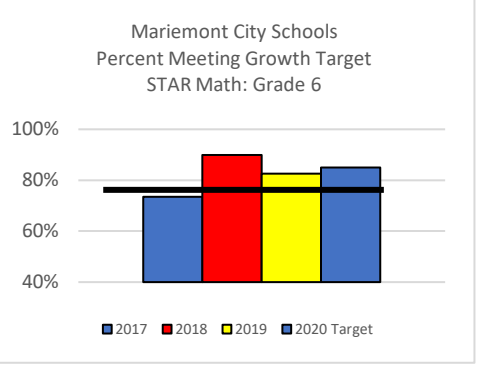
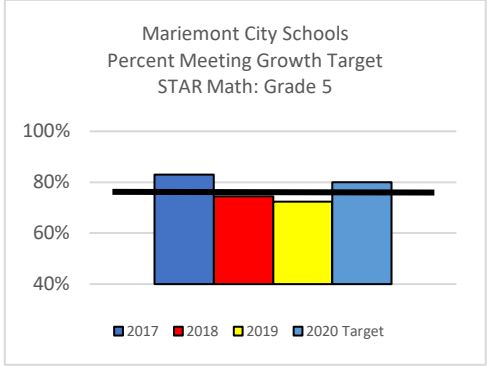
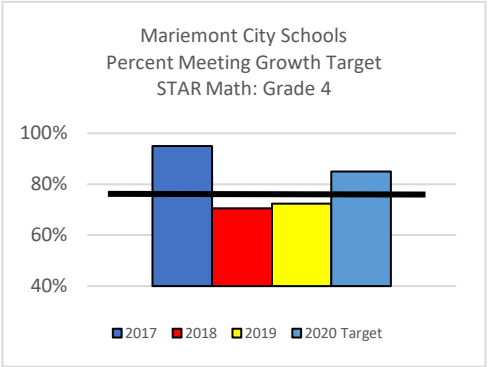
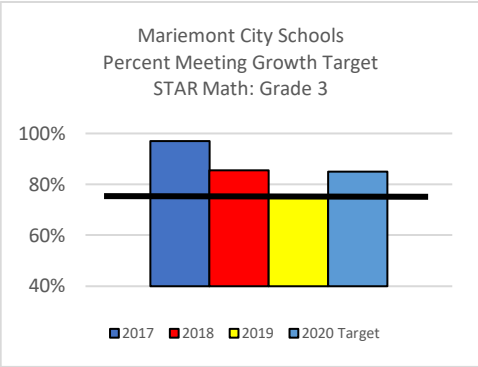
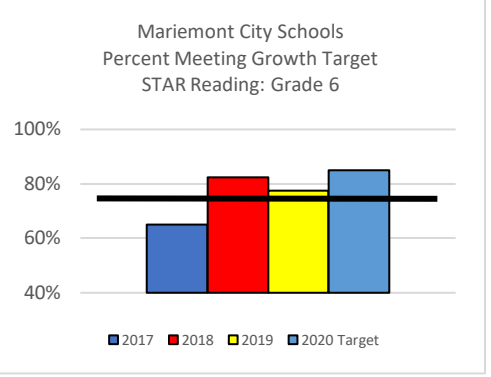
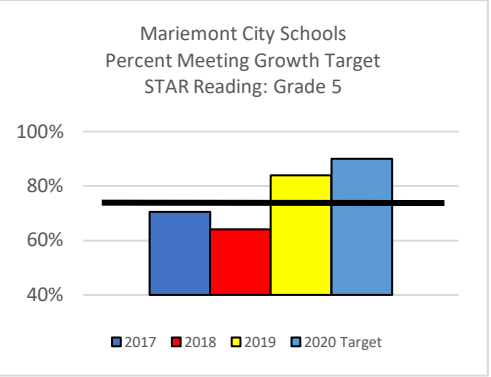
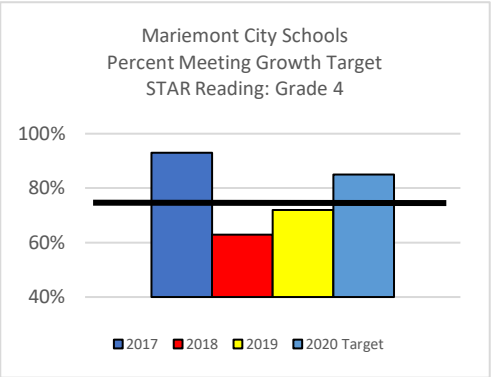
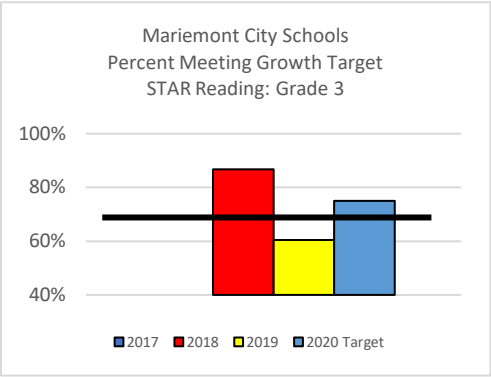
Student success will increase through rigorous curriculum design, instructional best practices, meaningful programming and purposeful environments that maximize learner autonomy and capacity to thrive.

- 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.

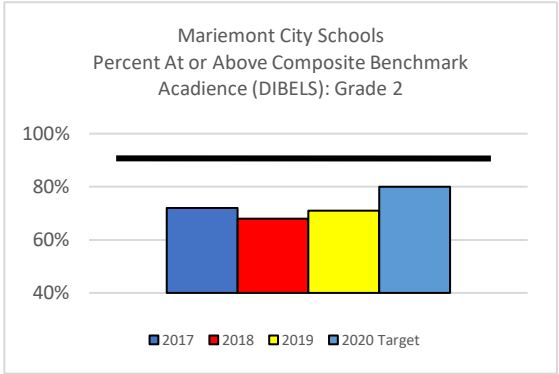
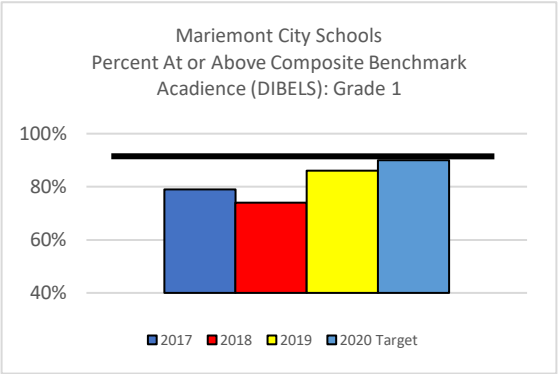
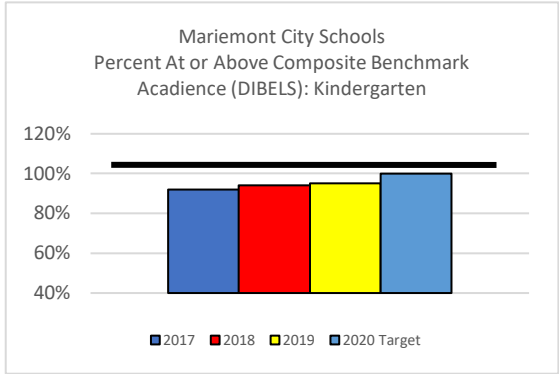
Mariemont City Schools District Metrics: Elementary Ohio State Tests (AIR)



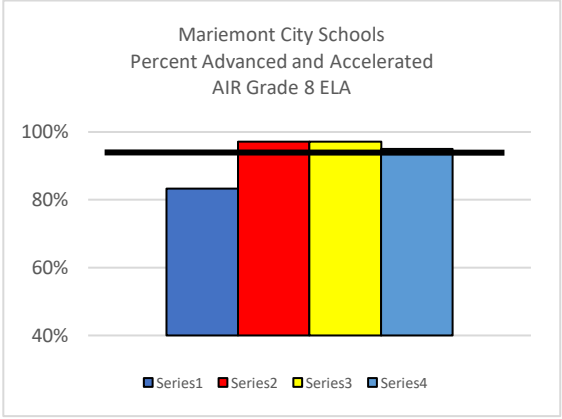
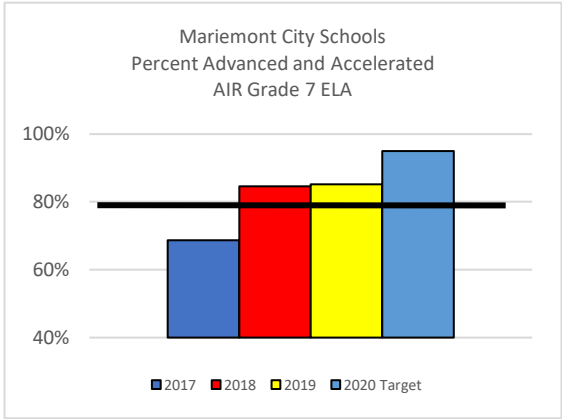
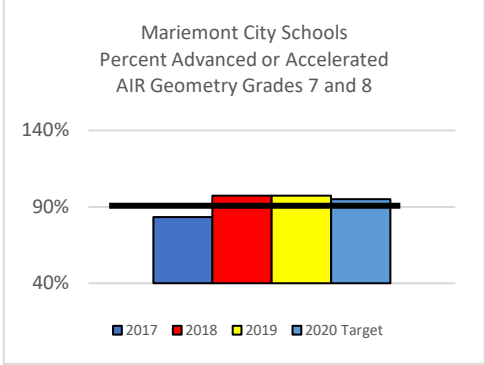
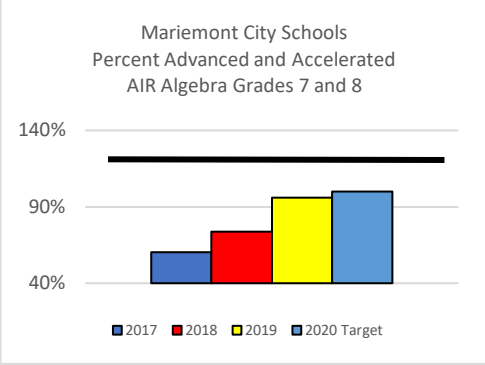
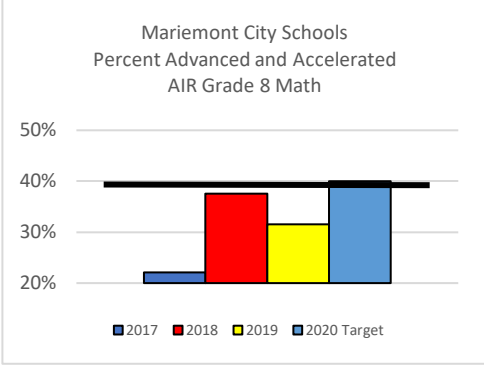
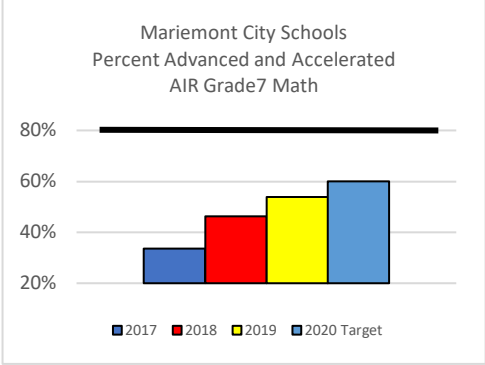
Mariemont City Schools District Metrics: Elementary STAR Assessment



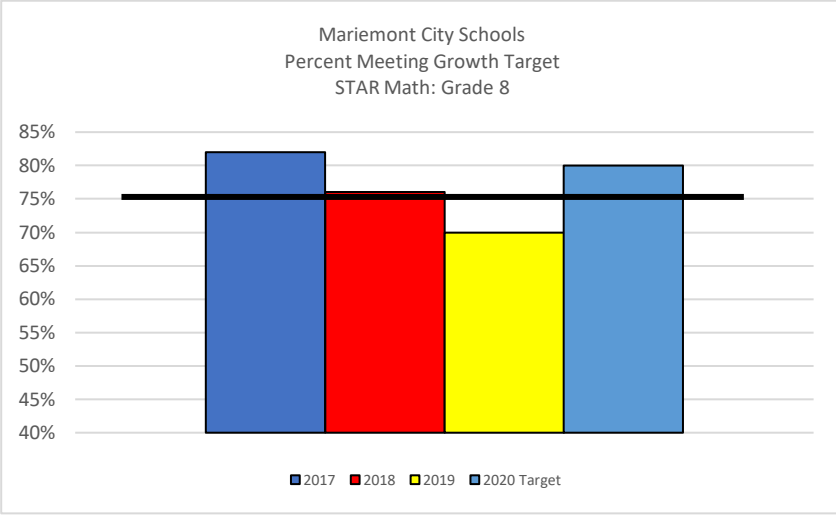
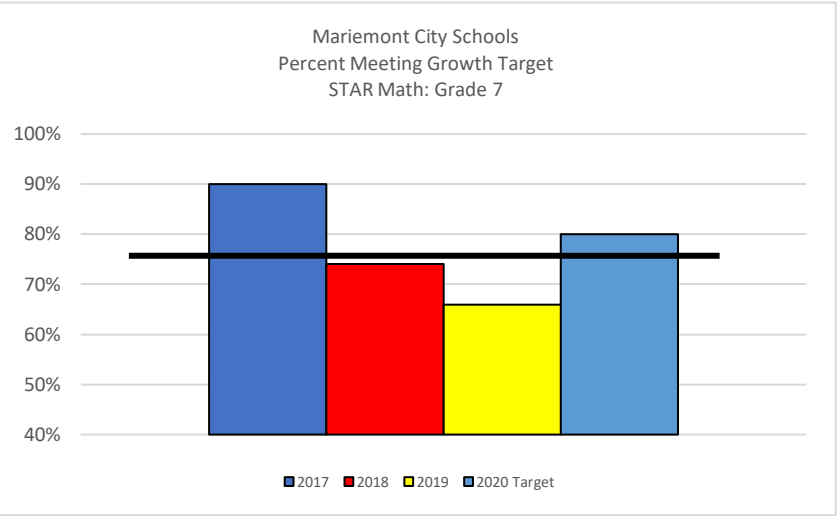
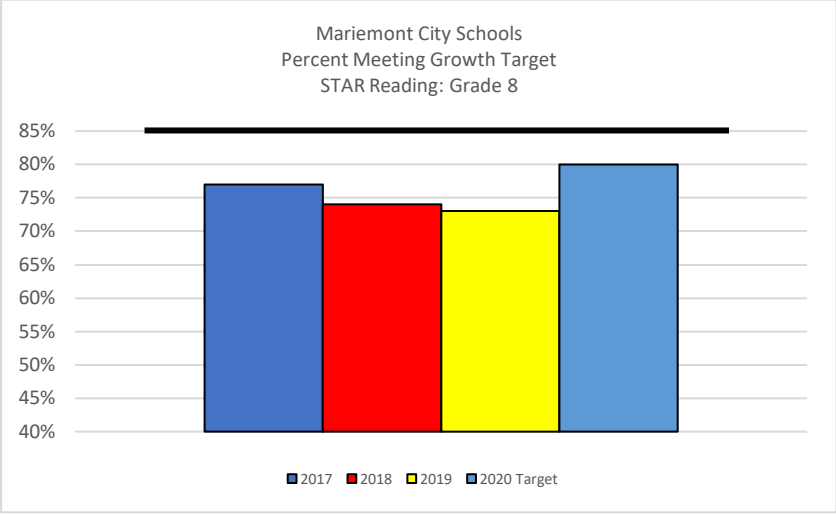
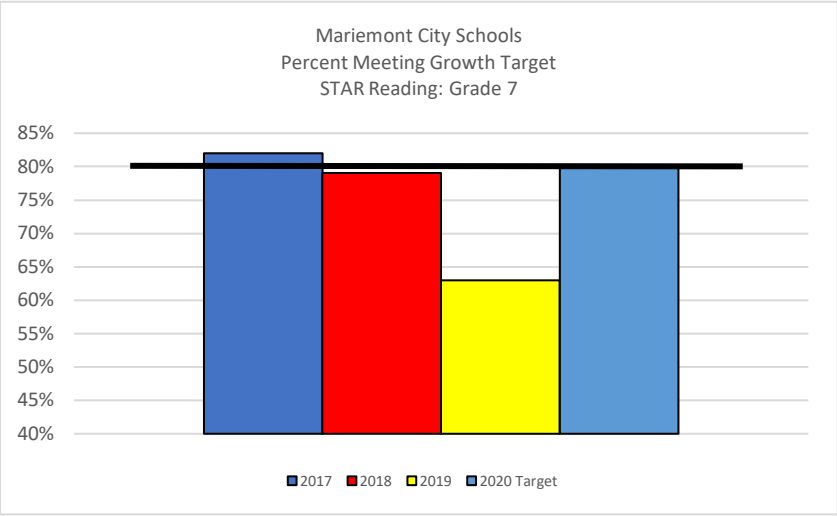
Mariemont City Schools District Metrics: Elementary Acadience (DIBELS)



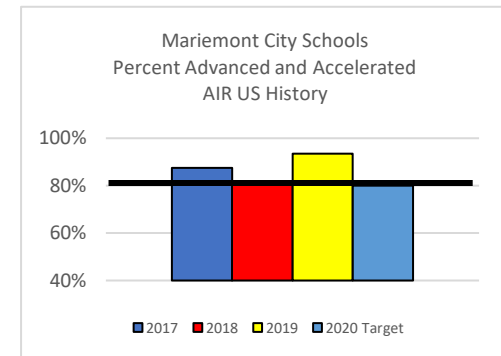
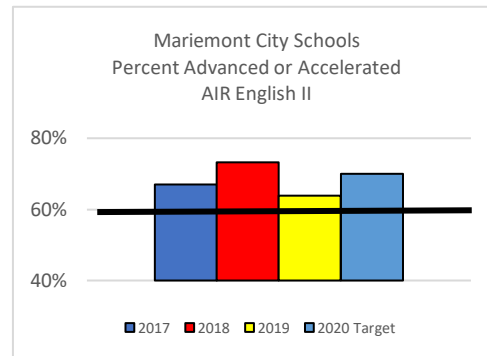
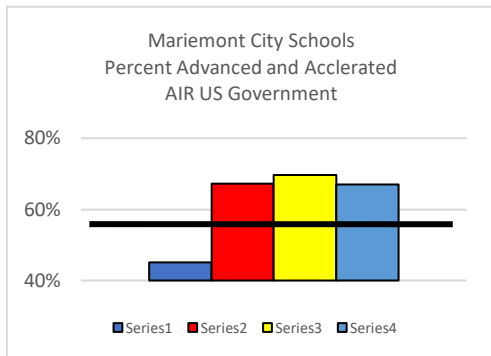
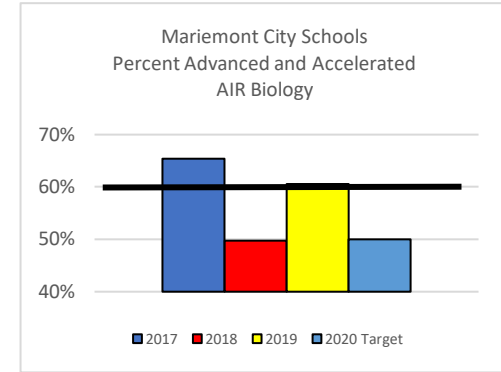
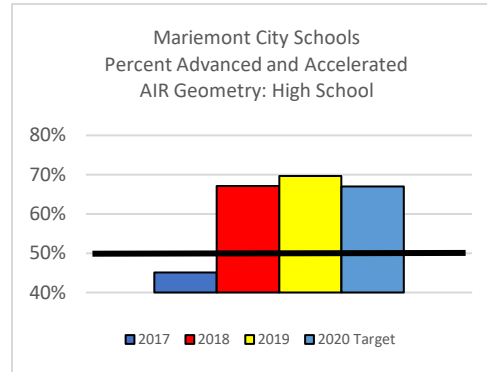
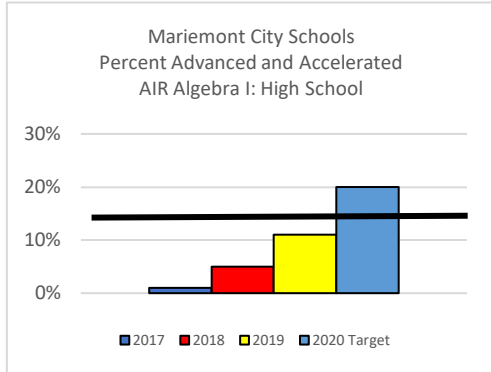
Mariemont City Schools District Metrics: Junior High Ohio State Tests (AIR)



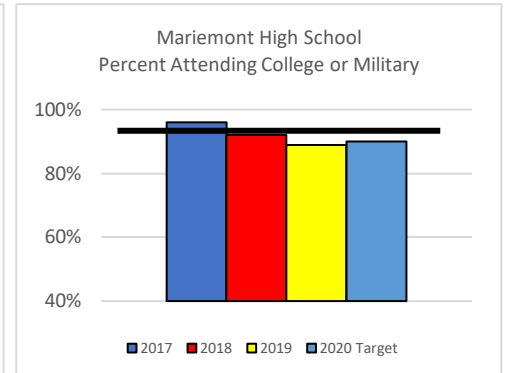
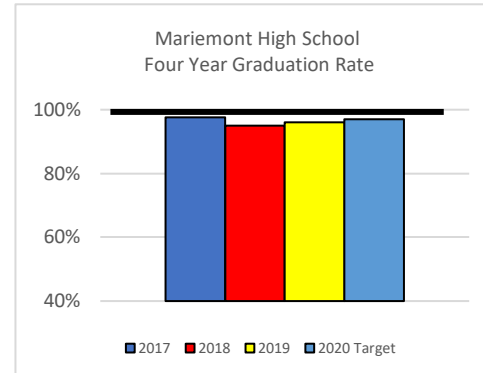
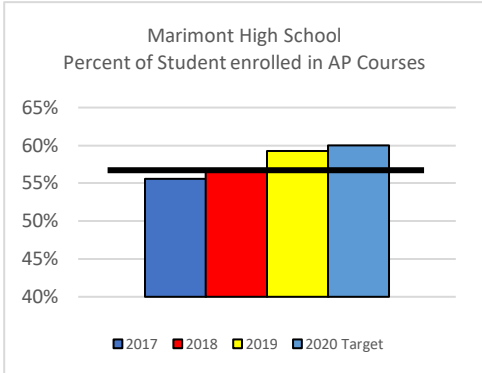
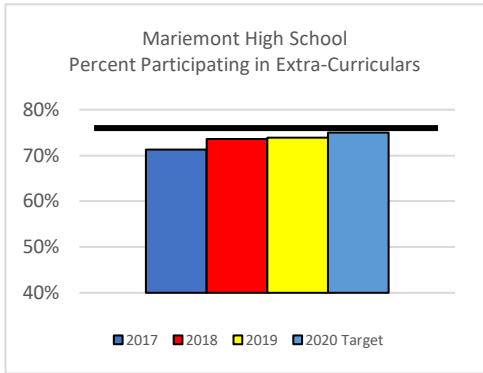
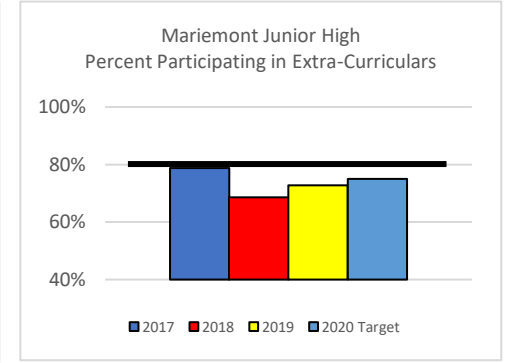
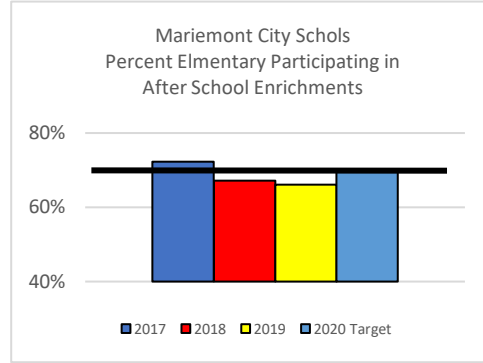
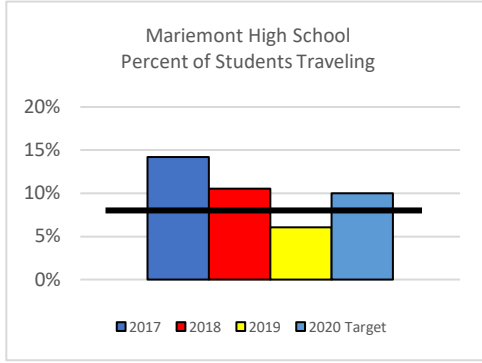
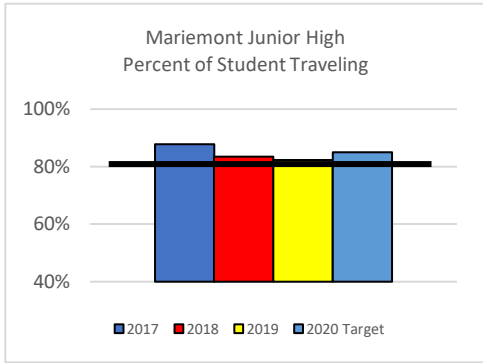
Mariemont City Schools District Metrics: Junior High STAR Assessment



Mariemont City Schools District Metrics: High School Ohio State Tests (AIR)



Mariemont City Schools Student Experience Data



| Student success will increase through rigorous curriculum design, instructional best practices, meaningful programming and purposeful environments that maximize learner autonomy and capacity to thrive. | | | | | | | |
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| 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. Begin alignment and revision of curriculum, standards and resources in math 9-12. | Aligned and revised curriculum; state assessment results; selected resources | Shannon Kromer | | X | X | X | |
| CREATE EXPERIENCE | | | | | | | |
| 2. Continue to refine implementation of the district Warriors BEyond programs K-12 through expanded branding/communication, the creation of “Amplified Learning Awards” and “Student Showcase” days in Explorations and Expeditions. Destination 2026 | Parent/student survey results; attendance/participation rates; | Brent Wise | X | X | X | X | |
| 3. Develop and implement Student Transition teams to define, reinforce and improve expectations and experiences in the transition from grade 6 to grade 7 and grade 8 to grade 9 in the district. | Team implementation; student experience data/feedback | Brent Wise | | X | X | X | |
| 4. Explore and implement additional K-4 STEM experiences and instructional opportunities. Destination 2026 | Types and number of experiences implemented | Shannon Kromer, Brent Wise | | X | X | | |

EMBRACE GROWTH

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| <p>5. Implement ongoing professional development in Cultural Intelligence with administrators, the Global & Cultural Perspectives Steering Committee and community representatives. Destination 2026</p> | <p>Professional learning activities; committee agendas & minutes</p> | <p>Ericka Simmons</p> | <p>X</p> | <p>X</p> | <p>X</p> | <p>X</p> |
| <p>6. Continue building level Global and Cultural Perspective Committee work to identify educational gaps and existing barriers in the district. Destination 2026</p> | <p>Professional learning activities; established building committees; committee agendas & minutes</p> | <p>Ericka Simmons, Thad Highbaugh, Tami Croll, Rob Polca, Jim Renner, Trevor Block</p> | <p>X</p> | <p>X</p> | <p>X</p> | <p>X</p> |
| <p>7. Define and implement the role of a Gifted Intervention Specialist/Coordinator to improve academic outcomes, the student experience and consistency of services for students identified as gifted.</p> | <p>Defined roles; coaching log; gifted student cohort academic performance</p> | <p>Tricia Buchert</p> | <p>X</p> | <p>X</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 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):
- 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

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| 1. Refine the implementation of digital safety protocols and procedures district-wide. Destination 2026 | Acceptable use policy; internet filters; comprehensive student education plan; parent education plan | Brent Wise | | X | X | X |
| 2. Continue to refine and monitor the district 1:1 technology device program in K-8 and finalize plans for the 1:1 program in grades 9-12. Destination 2026 | Implementation of plan; defined plan and timeline for grades 9-12 | Brent Wise | X | X | X | X |
| 3. Evaluate current online educational resources used in district and develop an approval process for purchase/use. | Defined and implemented process | Brent Wise | | X | X | |
| 4. Continue to research, implement and provide professional development for active, flexible spaces to inspire and support student learning and higher levels of engagement with emphasis on preparation for the new high school academic spaces. Destination 2026 | Additional flexible learning spaces; PD for high school staff | Ericka Simmons, Thad Highbaugh, Tami Croll, Rob Polca, Jim Renner, Trevor Block, Brent Wise, Shannon Kromer | X | X | X | X |

CREATE EXPERIENCE

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| 5. Implement the high school “Master Facility Plan” per the established timeline. | Implementation of plan | Lance Hollander | X | X | X | X |
| 6. Develop and implement a Facility Management Program to organize and streamline building maintenance and upkeep. | Developed and implemented program | Lance Hollander | X | X | X | X |
| 7. Refine strategies to communicate and showcase the Mariemont Experience. | Defined strategies; # of social media posts, follows | Alex Lange | | X | X | X |
| 8. Develop a process to streamline communication efforts (digital, paper and social media) throughout the district. | Developed process; implementation data | Alex Lange | | X | X | X |

EMBRACE GROWTH

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| 9. Select a digital “Learning Management System” (LMS) and establish an implementation timeline. Destination 2026 | LMS committee; RFP from vendors; implementation timeline | Brent Wise, Shannon Kromer | | | X | |
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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.

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WORK SMART

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| 1. Refine implementation of the collaboration team model with increased emphasis on quality classroom assessments and the work of the Academic Experience committee (K-12). Destination 2026 | Collaboration team meeting agendas and minutes; meeting observations | Trevor Block, Shannon Kromer, Jim Renner, Rob Polca, Ericka Simmons, Thad Highbaugh, Tami Croll | | X | X | X |
| 2. Develop and pilot an assessment walkthrough tool aligned to the district Assessment Toolkit in order to monitor quality assessment implementation and provide professional development. Destination 2026 | Developed and implemented tool; data logs | Shannon Kromer, Trevor Block | | | X | X |
| 3. Continue the work of the District Academic Experience committee to implement expectations for classroom assessments; research and develop expectations for homework and projects; explore school start and stop times; and research the sustainability of class ranking, valedictorian and salutatorian. Destination 2026 | Established committee; meeting agendas and minutes; developed expectations | Shannon Kromer, Trevor Block, Jim Renner | | X | X | X |
| 4. Reconvene the OTES teacher evaluation committee to review and refine the performance rubric and overall evaluation process per state guidelines. | Revised rubric and process | Shannon Kromer | | X | X | X |

CREATE EXPERIENCE

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| 5. Refine the District "external" Data Dashboard to monitor and report district performance. | Refined and implemented dashboard | Trevor Block, Brent Wise | | X | X | |
| 6. Explore the implementation of an Intervention Warehouse to monitor and track student interventions longitudinally. <i>Destination 2026</i> | Implementation timeline; plan | Brent Wise, Tricia Buchert | | X | X | |

EMBRACE GROWTH

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| 7. Continue to explore ways to incorporate more vertical collaboration K-12 to promote consistency of the learning experience and share instructional techniques. | Professional learning activities; classroom walkthroughs and observations | Shannon Kromer | | X | X | X |
| 8. Implement and monitor the use of the Foundations literacy program at the elementary level. | Classroom walkthroughs; intervention data | Tricia Buchert, Shannon Kromer | | X | X | X |
| 9. Conduct a vendor assessment audit to ensure best practice and that academic needs are being met in the most effective and efficient way. | Completed audit; recommendations | Trevor Block | | | 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.

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| Action Steps | Ongoing Evidence of Progress | Implementation Timeline | | | | | |
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WORK SMART

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| 1. Continue to focus professional learning on the characteristics of the highly effective teacher and the engaged student to promote consistent implementation with fidelity in all classrooms. Destination 2026 | Progress monitoring through the district data team; classroom walkthroughs and observations; continued use of coaching logs and participation rates | Shannon Kromer, Tricia Buchert, Jim Renner, Rob Polca, Ericka Simmons, Thad Highbaugh, Tami Croll | X | X | X | X | |
| 2. Consistently implement reading and math workshop with fidelity in grades K-8. Destination 2026 | Classroom walkthroughs and observations; continued use of coaching logs and participation rates; data tracking | Shannon Kromer, Ericka Simmons, Thad Highbaugh, Rob Polca, Tami Croll | | X | X | X | |
| 3. Research and develop a curriculum for digital organization K-12. Destination 2026 | Developed curriculum | Brent Wise | | X | X | | |

CREATE EXPERIENCE

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| <p>4. Research and implement online professional learning opportunities for staff. Destination 2026</p> | <p># of online PD opportunities offered; enrollment/participation data</p> | <p>Shannon Kromer, Brent Wise</p> | | | X | X |
| <p>5. Create opportunities for students to be “technology” experts through the creation of a “genius bar” and student-led professional development in grades 5-6. Destination 2026</p> | <p>#/types of opportunities created; usage data</p> | <p>Brent Wise, Thad Highbaugh</p> | | | X | X |
| <p>6. Develop and implement broadcasting and eSports programs through Warriors BEyond (Explorations, Expeditions, Master Class, etc.) Destination 2026</p> | <p>Implemented program; usage data</p> | <p>Brent Wise</p> | X | X | X | X |
| <p>7. Continue and expand the implementation of student digital portfolios to increase student ownership of learning. Destination 2026</p> | <p>Defined plan; implementation timeline; usage data</p> | <p>Brent Wise, Shannon Kromer, Thad Highbaugh</p> | | X | X | X |

EMBRACE GROWTH

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| <p>8. Pilot and explore additional implementation of co-teaching/cross-curricular collaboration opportunities/courses grades 7-12. Destination 2026</p> | <p>Classroom walkthroughs and observations; implementation plan</p> | <p>Shannon Kromer, Rob Polca, Jim Renner, Trevor Block</p> | | X | X | X |
| <p>9. Provide systematic professional learning opportunities to district staff on innovative practices that empower learners (i.e., blended learning, experiential learning, digital textbooks, AR, use and creation of VR, Google, etc.). Destination 2026</p> | <p>Professional learning activities; developed implementation plan</p> | <p>Brent Wise, Shannon Kromer</p> | X | X | X | X |