

# Goals and Objectives

## Strategic Plan



### GOAL #

# 1

## Academic Achievement & Technology



Define consistent processes and expectations for student data review to assist in determining appropriate gap-closing measures/practices PreK-12; create mechanisms to share student data across grade levels for benchmarking and planning purposes.



Partner with local and regional businesses, organizations, universities and nonprofits to create student internship and mentorship programming options; utilize community resources to more deeply impact student learning.



Advance curriculum and pedagogy development to further magnify the real-world application of content, the infusion of problem-based learning and 21st century learning opportunities; purposefully infuse the competencies ascribed in the Galion City Schools Portrait of a Tiger into daily classroom practice; consider the creation of a district Montessori program as a learning option.



Design and implement a district technology integration plan which focuses on the utilization of technology as a transformative creation, advancement and connection tool; study the expansion of remote learning options to potentially link students from other geographic regions to Galion City Schools; establish a balance of technology utilization throughout the school day; further define parent roles and responsibilities with educational technology; ensure cyber security standards are applied across all district devices, staff and students.



Review targeted academic programs that achieve a holistic and comprehensive experience for all students; promote, define and implement direct pathways for exploration of college/university, career and technical education, military and other non-college preparedness opportunities.

### GOAL #

# 2

## Climate, Culture & Wellness



Engage a district committee to study challenging student behaviors/risk factors and their direct impact on classroom practice; examine and create positive behavior models while providing resources and training to assist staff and students who face difficult student challenges and circumstances; ensure consistent application of disciplinary policies for all students.



Create a district diversity and equity advisory council to assist in the development of a district diversity vision and action plan; ensure district policies promote inclusion and equity of underrepresented groups.



Perform a comprehensive audit/review of current district resources that aim to provide students and families with mental health, wellness and suicide awareness resources; promote and create wellness resources where district data confirms the need for new/updated programming.



Create systems and pathways to further advance a district atmosphere that values student ownership and decision-making in the educational process and the development of the school environment.



Advance school spirit through proactively planned activities and experiences; create consistent opportunities to display district pride and to celebrate student and staff accomplishments; establish districtwide standards for external display of school spirit in all buildings.

### GOAL #

# 3

## Communications & Community Integration



Define and create clear expectations and practices for all forms of internal communication at the building and district level; enhance methods and frequency of internal communications to ensure all employees are knowledgeable and informed; ensure consistency of communication between buildings and departments to eliminate communications silos.



Design and implement a comprehensive marketing and communications campaign aimed at recruiting district residents and other interested parties to Galion City Schools; provide targeted messaging to display the value of the district versus other K-12 educational options.



Develop a comprehensive external communications program, including an enhanced focus on community members with no direct connection to the district; create consistent staff communication expectations with district families; establish consistent brand standards and messaging strategies to further reinforce the mission, vision and identity of Galion City Schools.



Construct an effective system for alumni outreach and engagement; utilize alumni connectivity to positively impact student opportunities, programming and achievement; create opportunities for alumni to return to the Galion campus.



Foster, cultivate and grow community relationships and collaborative community partnerships while serving as a central community hub; effectively link to district support organizations, civic/service organizations, local businesses and other stakeholder groups.

# Goals and Objectives

## Strategic Plan



**GOAL #**

**4**

**Facilities, Infrastructure & Safety**



Utilize community engagement and available professional resources to develop a multi-year master facilities plan; study the potential construction of a new auditorium and fitness center complex, as well as a bus garage facility on the main Galion campus; work collaboratively with the City of Galion to establish facilities partnership opportunities.



Review all aspects of physical security throughout the district; recommend changes to policy and application of best practice strategies; ensure consistent application of security protocol/procedures for district buildings and district events; study traffic plans and patterns during drop off and pick up times.



Analyze and prioritize the needs of district athletic facilities as part of an athletic facilities comprehensive plan; complete an on-campus soccer facility.

**GOAL #**

**5**

**Finances**



Perform a comprehensive audit of district revenue sources and non-payroll expenditures; communicate future threats to current revenue sources and potential expenditure reduction or reappropriations.



Define district roles, expectations and processes for the attainment of grants and other forms of non-tax base revenue; consider the efficacy of a district grant coordinator position; partner with local and regional businesses, nonprofits and universities to consider collaborative grant-seeking.



Create a projected financial assessment of future needs of facilities in concert with master facilities plan; provide community updates related to projected cost of potential projects; explore bond issues and other forms non-traditional facilities financing.



Perform like-district compensation and fringe benefit package audit; ensure competitive compensation to recruit and retain top talent.



Formulate discussions and planning for district levy cycles; determine strategy for levy implementation in relation to potential facilities and operational needs.

**GOAL #**

**6**

**Business Operations & Human Resources**



Create system-wide discipline expectations for staff members regardless of building; develop, implement and promote customer service standards for all district employees; create regular communications regarding relevant board policies to share internally to all district employees.



Create and implement department-based audit cycles to conduct human and operational capital analyses; consistently advance the operations and output of the transportation, food service and maintenance departments.



Implement a system of teacher, support staff and substitute recruitment to obtain the highest quality, diverse professional staff.



Conduct classroom aides/paraprofessional audit to ensure optimal staffing levels in each classroom; provide specific guidelines and expectations for paraprofessionals/aides utilization.