

As our comprehensive strategic plan, Graham2020, passes the mid-point of year 3, we have accomplished several key objectives to be proud of, and we face several ongoing challenges we address together. Here are some of the highlights:

Vision: *Success Today, Prepared for Tomorrow* has become a regular part of our agendas and branding. Community members recognize the phrase. Staff know the language. Our community partners repeat the vision statement. Class of 1958 donations have funded signage at both the GMS and GES main entrances.

Mission: GLS continues to move toward the creation of a rigorous, holistic learning experience for all. We officially recognize formal community partnerships created with partner signs at their sites. We continue to recognize key local, state, and national partners and officials. We have expanded student exposure through experiences at multiple sites, and have developed bi-annual Partner Forums with the Chamber and CEP to create and monitor countywide strategic goals that impact education.

Career Gears, our system of career and college readiness, has been lauded at the state and national levels officially by both AASA and the U.S. Dept. Of Education, including two case studies and a national teleconference spotlighting the work going on at Graham. Both the President of OSBA and Ohio Board of Education Member performed site visits that have put our teachers and schools in the spotlight for innovation in Ohio in the **3 E's: *Enlistment, Enrollment, and Employment***.

Core Values: We continue research and learn about growth mindset to influence both adults and students at all three levels, with PBIS committees using student voice and choice to plan. From the *Leader in Me* implementation at GES to our Assistant Principal/AD team leading *R-Factor* training for adults, we are expanding leadership activities so staff and students grow our culture together. During the second half of the year, staff leaders will implement the Leadership Excellence certification for high school learners, aligning our leadership development content K-12.

Goals:

Student Achievement

- ✓ *Career Gears* programs are adding valuable internship experiences and student leadership opportunities to our high school that reinforce career pathways in the 3 E's: enlistment, enrollment, and employment. The system's newest certification elements include Leadership Excellence, a computer programming course, and soldering.
- ✓ Our achievement as reported on the Ohio Report Card has improved to an overall grade of "C", up for the 2nd year in a row. In the 6 "graded categories", Graham showed growth and improvement in all 6 areas.

- ✓ GHS staff are 6 months into their Transformation Team project, an ongoing plan to study measures of success for a modern high school. Several students, parents, and community members are directly involved.
- ✓ The Leader In Me curriculum has been implemented at the faculty of GES. Beginning in October, all student are now exposed to intentional lesson plans that teach interpersonal communication and leadership skills on a routine basis.
- ✓ Expanded enclave work experiences are exposing 33 students with partners such as CRSI, Tech 2, the Spotted Cow, and UU, for special needs students. 1 graduate who recently completed a paid summer internship was offered full employment by partner Tech II for 2018. An additional 15 students are involved in Job Exploration, site specific exposure for future intern experiences.
- ✓ Over 1600 PreK-12 students were exposed to computer sciences and coding during Hour of Code week-long activities in December.
- ✓ JASON Learning curriculum is being introduced across the district as a new teacher resource Grades 4-12 with 1000s of curated, Open Education Resource lessons that provide a cost effective, updated curriculum at teachers' fingertips.
- ✓ At GMS, STEAM courses have exposed all 8th Graders and half of our current 7th Graders to 2 foundational courses in STEM.
- ✓ Graham has been recognized as Ohio's Green Award Winner, and our GMS Green Energy Team will represent Ohio nationally as the only school district in Ohio to qualify.
- ✓ Staff and students continue to expand Outdoor Education trails, land labs, and work on Falcon Farms to bring outdoor learning to all students. Bee cultures, chicken coops, and composting are just a few activities that are becoming routine.
- ✓ New offerings at UU and a focus on early college have helped grow CCP hours earned by students again this year at GHS.
- ✓ GHS welcomed its 1st foreign exchange student in over a decade to school, and will continue to expand exchange opportunities for students in future to expand global awareness and career preparations that area industry partners asked for, and our families requested.
- ✓ 4 GHS Students serve as technology interns after earning their CompTia certifications. 2 of those students will become the first in Ohio to earn the coveted ISTE technology certification in January.

- ✓ 4 GHS Students have been certified to work with St. Paris and area townships to plot out waterworks using Global Surveying Equipment.
- ✓ Our Naviance Career and College Planning tool was expanded to include 7th Graders to introduce career planning programs and activities.
- ✓ Graham hosted its 1st FIRST Lego Robotics competition in December, and the Gedis team from GES qualified for a regional event in January. League Teams at GES and GMS compete thanks to donor support. A Girls Who Code club launched at GHS last spring.
- ✓ Several new events have been added by staff to highlight October's Manufacturers' Week and May's In Demand Jobs Week for students and parents.
- ✓ Over 20 students K-12 are currently planning April's 3rd annual United Service Day 2019.
- ✓ Department Teams at each building are researching and evaluating the blended content for language arts to supplement and personalize instruction K-12 for the first time.

Community Perception and Support

- ✓ The *TeleGraham* has helped us reach over 6,000 about who we are. An online version is also available now serving over 1600 adults. Our Facebook, Twitter, and Instagram users have grown dramatically, reaching audiences over time.
- ✓ Graham has partnered with Mercy Hospital to expand services locally and provide student intern learning opportunities at their sites.
- ✓ The Graham Alumni Association has grown its online member link and e-newsletter following, and are working with the district on a new Hall of Fame Project to celebrate Graham graduates in 2019.
- ✓ Principals conducted home visits to support our most at-risk students.
- ✓ Student interns are helping GHS communicate daily across social media feeds from the Athletic Department and Guidance Office.
- ✓ The *Read Imagine Soar* Literacy Foundation surpassed 500 Families registered, expanding opportunities for literacy learning in our communities.
- ✓ We have invited families and partners into the district on many occasions, including new STEAM Tours, the OSBA Small School site visit, Parent Forums,

Senior Citizen coffees, Focus Group meetings, Livestreamed events, and Parent Education programs.

- ✓ Our BOE's Soar Scholarship program expanded, adding the 2nd group of 10- 8th Graders to the first generation scholarship program to raise the total number to 20 now enrolled. Upon graduation these scholars will earn free tuition and books at Clark State.
- ✓ Graham's innovations have been presented in a U.S. Department of Education blog, a national teleconference, an OSBA press release, and documented in several publications.
- ✓ Superintendent Kirk Koennecke was appointed to both the Champaign and Clark Foundation Boards.
- ✓ Jau'more Wilson joined the Graham BOE as our 2nd student Board Member.
- ✓ Kristie Purtee was named Treasurer of Kiwanis.
- ✓ Director of Student Services Emily Smith was named to the MHDAS Board.

Attracting and Retaining Quality Teachers and Staff

- ✓ For the 2nd year in a row, Graham's leadership team is intact, with no personnel changes for the first time in 4 years.
- ✓ 24 staff leaders have led professional learning activities in the district in 2018.
- ✓ 19 staff are now Google Level 1 Certified, and 6 have achieved Google Level 2 Certification.
- ✓ 16 staff at GLS are now Lean Six Sigma Greenbelt certified. 3 are certified trainers of the curriculum. An additional 20 staff are now Lean Yellowbelts. 4 are trainers.
- ✓ 16 district staff members became the first educators certified in Leadership Excellence through Ohio State in 2018. Six staff have been certified as trainers to deliver this credential to students at GHS in 2019.
- ✓ 15 GHS staff attended the Ohio Future Summit on digital transformation with thought leader Eric Sheninger and 3 other Ohio district teams in September.

- ✓ 4 administrators are certified as R-Factor trainers.
- ✓ Director Burley earned his Human Capital Leader in Education certification through AASPA.
- ✓ Principal Chad Miller has completed his Doctoral Program coursework.
- ✓ Principal Chad Lensman has been appointed to the INFOhio State OER Committee.
- ✓ Principal Ryan Rismiller has been selected for the 3rd year in a row as an Ohio Education Technology Review specialist.
- ✓ Teacher Leader Emily Shreve has completed her principal licensure program.
- ✓ District secretaries have taken part in professional training activities in key areas.
- ✓ Teachers, instructional coaches, and admins have been invited to present their work at several statewide conferences.
- ✓ 6 Graham staff led at Crowdstruction 2018, a powerful one-day professional development showcase for area educators.
- ✓ Staff have earned 63 professional certifications or “badges” aligned to our goals as part of the personalized professional learning paths. Voice and choice in learning reinforces our personalized objectives for staff and student development.

Social and Economic Diversity

- ✓ New grant-funded afterschool programs at GMS and GHS with partners at the YMCA have resulted in career path opportunities, STEM learning, swimming, and life skills activities hosted at Graham for the first time. These grants can only be used for afterschool programs, but will provide opportunities for the next 3 years.
- ✓ Urbana University launched the new Opportunity Scholarship program with Graham as a targeted partner. All Graham High School graduates with a 3.2 GPA will be eligible for a scholarship worth up to \$10,000, annually renewable for 4 years.
- ✓ Graham leaders are facilitating the 1st countywide student leadership event with partner Madison ESC in March for teams from all county high schools, and

diverse schools from Columbus. Over 75 students will be exposed to leadership, diversity, and communications training.

- ✓ United Service Day has gone countywide in 2019, with over 3500 anticipated students from all county schools participating alongside Graham and its partners for the first time.
- ✓ We continue to deliver professional learning on poverty awareness, social and emotional distress signs, and behavior strategies with partners from county agencies. CHAMPS and Youth in Government continue to expand their influence at GHS.
- ✓ Our GES Backpack program for students in need delivers over 75 meals consistently, bringing families significant savings and healthy foods on the weekends.
- ✓ The *Ohio Adolescent Health Partnership* network with state agencies and other partners like the YMCA has led to new grant services for Graham families.
- ✓ We continue to learn more about our community through *Sandy Hook Promise* curriculum and the *Great Kindness Challenge*.

Financial Stability

- ✓ BOE work sessions have laid the plans for a 4th consecutive attempt at an income tax levy issue in May, 2019.
- ✓ The district has prepped several levy documents to share related to the Graham 2020 financial goal as well as our 5 year forecast.
- ✓ We are implementing the use of free open education resources planned by staff in core content areas over the next three years as an alternative method to costly textbook replacements in areas such as Science and Social Studies.
- ✓ Our Energy savings project has helped realize a \$50,000 annual savings since 2016.
- ✓ Treasurer Judy Geers was nominated for the OSBA Career Achievement award.
- ✓ Graham's School Board was nominated for the 2nd year in a row for the Gold Award by OSBA for Board Leadership.