

As we complete our first school year with our new strategic plan, Graham 2020, we have much work to be proud of. As we continue to refine our strategic plan objectives for the future, here are some of the highlights of Graham 2020 this past year:

**Vision: *Success Today, Prepared for Tomorrow*** has been shared at many of our district, county, and state meetings throughout the year. New branding materials also display our Vision and have garnered two state public relations awards. Administrators are using the language more consistently with staff and community partners. We continue to begin leadership and cabinet meetings with a review of the vision and our norms. The Leadership Team reviews district and building objectives quarterly now to measure our progress and focus on key objectives.

**Mission: *Partnering with our community, GLS offers a safe and nurturing environment to educate the whole child, focused on developing responsible individuals and lifelong learners to better our world.*** GLS has been networking with community partnerships for new services and student choices. The Chamber, the Lions, the CEP, and the United Way have become major partners to Graham, as evidenced by our United Service Day event.

Graham's Career Gears system continues to garner national attention.

We have continued to learn more about our community through our partnership with the Ohio Adolescent Health group, ODJFS, and connections with partners like Downsize Farms. We continue to research and learn about growth mindset.

**Core Values: *Respect, Responsibility, Honesty, Caring, Accountability.***

The leadership team is continuing our work on revised plans for more focused objectives to meet in 17-18, and including staff and student input and choice. Teams of staff are already prepping professional development plans for next year to incorporate these goals into our work. We continue our work to implement FIP with fidelity, as well our research into The Leader in Me for our schools, and we are set to launch "R-Factor" to carry forward our growth mindset training.

#### **Goals:**

##### **1. Student Achievement**

- We have increased the number of students involved with leadership development activities in and out of our schools with retreats, field trips, and service learning activities.
- Read Imagine Soar! signed up over 300 families with staff support to grow readers before they enter school
- GES Pre-School was recognized with the 5-Star SUTQ rating for 3 years.
- A new Kindergarten Readiness plan was developed by staff for 2017 to expand parent, student services.
- GES won the momentum Award for growth from the Ohio Board of Education.
- GES and GMS introduced Coding to the curriculum.
- GMS has added 5 new STEAM courses and new activity options.
- GMS and GHS PBL programs were recognized by OSBA.
- GMS Teacher Katie Setty received the Battelle Distinguished Educator Award.

- GHS has added credit flex and revamped its GOAL program to offer options of credit recovery and acceleration options for students Grades 7-12.
- GHS's Career Gears programs have garnered national attention for LEAN certificates, the first Reverse Job Fair and Falcon Signing Day events, and a focus on the 3 E's: enlistment, enrollment, and employment, ahead of Graduation.
- GHS has created multiple student intern opportunities with local organizations
- GHS students have earned over 1.2 Million
- Graham's Board of Education has created the Soars Scholarship program for first generation learners, launching in 2017 with ten 8<sup>th</sup> Graders.
- Administrators and GEA Leadership have approved new MOUs for college credit plus, credit flex, and increased digital options for students.

## **2. Community Perception and Support**

- The Board approved its first strategic plan, Graham 2020, last summer.
- The Board approved its first strategic communications plan last fall.
- The Board committed to two retreats and three additional work sessions to plan and implement Graham 2020.
- 14 Teachers have been featured in area newspapers recently for their work with students.
- Our social media presence has grown through many new feeds this year on Twitter alone, and student interns are now helping create the messages.
- The Superintendent, Treasurer, and several Board members have been meeting with community groups through a series of coffee talks to share our district's goals and financial situation.
- Don Burley has joined the Champaign Chamber Board of Directors and assisted the Food Council with strategic planning.
- Judy Geers joined the Lions and is now acting Secretary, joining President Chad Miller and ten new GLS staff.
- The Telegraph is now available to be delivered in print and online, and received state recognition for its content.
- Graham was awarded two State Awards for excellence in Public Relations in March by the OHSPRA.
- Graham received a Senatorial Proclamation for United Service Day 2017
- Graham's staff and students took on the week long Great Kindness Challenge in 2017 for the first time.
- Graham's United Service Day 2017 brought student leadership to the forefront, brought together partners, and garnered community supports and celebrations
- Graham was recognized with the United Way's Spirit Award for 2016.
- Graham's Board surveyed the interests of the local community between September-April to determine its levy position this spring.
- Mr. Koennecke convened community agencies and organizations for their first strategic planning retreat in November.
- Graham staff has been recognized at the local, regional, state, and national levels with their work on Career Gears policies and program this year.

- A group of citizens championing the district will be formally sharing details about a levy campaign in June.

### **3. Attracting and Retaining Quality Teachers and Staff**

- The Board approved its first Human Resources plan last fall.
- We implemented *Frontline Applitrack* as our new online entry point to the district for all prospective employees.
- A new evaluation process was implemented for all classified staff members.
- We have invested more time and PD with FIP learning to embed the strategies.
- Administrative positions have been filled at GMS, GHS, and GES, as well as the district level.
- Directors and Principals are being trained through Humanex to screen and select employees.
- Ryan Rismiller, the newly selected GHS Principal, is currently the OASSA Assistant Principal of the Year for 2017 in the state of Ohio.
- Chad Lensman, new GMS principal, was nominated as the 2017 OAESA Assistant Principal of the Year for his work at GES.
- Teacher Katie Setty won Battelle's Distinguished Teaching Award
- Treasurer Judy Geers was a finalist for the OSBA Achievement Award this spring
- Lynette Roeth was selected as GES Assistant Principal
- We created a Dean of Students role at GES to foster leadership development
- Central office staff have joined Toastmasters to improve communication skills
- Mr. Koennecke has been selected to represent Graham for a series of BASA/OLAC leadership development presentations.
- Our Athletic Director and Assistant Principals will lead professional development programs in 2017.
- Teacher-led FIP teams have embedded formative practices in the district.
- The Evaluation Committee communicated a shift to growth oriented evaluation plans.
- Staff attendance 97% this year through first 3 quarters of school year.

### **4. Social and Economic Diversity**

- United Service Day- Champaign County was held April 21. This was our first student-planned, student-led whole district service event. Partners from the United Way, Chamber of Commerce, YMCA, and the Lions were major sponsors, and many area agencies and businesses were involved with a variety of service projects throughout the area that day.
- Our Transitions Model with Ohio Office of Disabilities for our special needs students for workforce readiness will be shared statewide in June at the Battelle Connect for Success Conference.
- Graham joined the Ohio Adolescent Health Partnership for resources for our community.
- Graham's staff took part in *Bridges Out of Poverty* Training.
- Principals have worked on a Family Engagement Plan including home visits to enact for the 2017-18 school year.
- Nurses are working on launching an adolescent screening tool for emotional wellness.

- Operations is adding future safety additions for 17-8.
- Transportation staff created working norms and are collaborating with principals to extend PBIS norms to buses.

## **5. Financial Stability**

- The Treasurer and Superintendent have led Directors and Principals through a new budgeting process to vet the district's vendors, expenses, and needs as we align our finances to Graham2020 goals for 17-18 and beyond.
- The Superintendent hosted the first annual State of the Schools program last November.
- The Board of Education held a planning retreat in February to provide feedback on department, building plans aligned to Graham2020.
- The Board of Education has acted to place a new earned income tax operating levy on the ballot for Nov. 7
- Op Ed pieces on a future levy have been shared with the press consistently.
- 3 Coffee Talks have occurred, with 3 more planned in the coming months.
- The Treasurer and Superintendent hosted our 2nd annual Coffee & Conversation event in May.
- Our 17-18 school calendar is complete and has been shared via social media.
- Mr. Koennecke has lobbied area legislators, contributed to several white papers, and testified to state representatives to promote equity in funding and less bureaucracy for small and rural schools.
- Found savings in staffing, vendors, and operations through review of contracts this year.
- Graham has saved over \$300,000 with its energy plan over the past 3 years.
- Graham staff have researched and submitted applications for 10 state and federal grants this year to support STEAM programming, technology use, workforce readiness, staffing ideas, as well as an expansion of our Literacy Foundation. To date, the district has been awarded over \$104,000 in new grant funds.