

As we complete our second school year with our strategic plan, Graham 2020, we have much work to be proud of. We continue to refine our objectives for the future. Here are just a few highlights of Graham 2020 this past year:

Vision: *Success Today, Prepared for Tomorrow* has been shared and learned by students, staff, and partners. Branding materials display our Vision and have garnered state recognition. Administrators are using the language consistently. We continue to begin leadership and cabinet meetings with a review of the vision and norms. The Leadership Team reviews district and building objectives quarterly to measure our progress and focus our work to create “Future Ready” learners.

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 networked with over 35 community partners for new student opportunities. The Chamber, the Lions, Kiwanis, CEP, and the United Way have become major partners to Graham, as evidenced by our United Service Day event.

Graham’s Career Gears system has garnered much attention. We were visited by the Ohio Department of Education this year several times, as well as the U.S. Department of Education to study our innovations.

We continue to learn more about our community through our partnership with the Ohio Adolescent Health group, ODJFS, CHAMPS, Sandy Hook Promise, and partners like Caring Kitchen and Mercy Hospital. We continue to research and learn about growth mindset.

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

The leadership team developed revised plans for 17-18, including a unique personalized staff development model, and more student input and choices. Teams of staff launched over ten new activities for students including a National Honor Society chapter at GMS, FIRST Lego League Teams, and a first generation scholarship program for ten students, the Soars Scholars. GES researched The Leader in Me for our elementary school, and we launched “R-Factor” to carry forward our growth mindset training.

Goals:

1. Student Achievement

- Graham was named 1 of 20 Model Schools nationally by the International Center for Leadership and AASA.
- GES and GMS were both designated STEM award schools by ODE, 2 of only 55 buildings across Ohio with such honors.
- Graham’s growth on NWEA MAP tests shows marked growth for the 2nd straight year in many areas.
- GHS doubled the number of students earning college credit this year.
- GMS launched middle school FFA for the 1st time.
- Increased the number of students involved with leadership development activities in and out of our schools with new clubs and activities, internships, field trips, and service learning activities.

- Read Imagine Soar! went countywide and has signed up over 300 new families to grow readers before they enter school.
- A GHS student became the first student graduate of the Champaign Leadership Class for 2018.
- Kindergarten Prep class was launched to help our youngest learners ready for school, with great results!
- A new Gifted/Acceleration Plan was developed by staff and leaders to expand choices for learners, and expand credit offerings at GMS.
- GLS and the GMS Energy Team won the 2018 Ohio Green Energy Award for work on environmental education, the only district in Ohio to be recognized.
- GMS added new 5 new STEAM courses and several new STEM activities, including Falcon Farms and Junior Beekeepers.
- Over 110 GHS 11th Graders became the first grade level nationwide to earn their LEAN Six Sigma Yellowbelt certificates
- GIS interns helped St. Paris map their water and sewage system for upgrades.
- Our first 5th Grade student earned his Google Certification
- 8th Graders performed Ted Talks prior to promotion to high school.
- GHS Social Studies students competed statewide for National History Day.
- Girls Who Code was launched.
- Coordinators planned the district's first computer science curriculum k-12, implemented Career Gears policies k-12, and launched a new professional development model for adults.
- Graham's staff was recognized for its Ohio Improvement Plan progress by ODE.

2. Community Perception and Support

- The Board committed to three additional work sessions to implement Graham 2020.
- 20 Teachers and Staff have been featured in area newspapers recently for their work with students.
- The Superintendent facilitates community partner retreats for over 25 organizations in the county quarterly.
- Emily Smith helped launch Kiwanis in Champaign County.
- The new Graham Alumni group began meeting again, and launched social media contacts.
- Graham received the Spirit of United Way Award for the 2nd straight year for its community service campaigns.
- United Service Day 2018 expanded countywide.
- Graham staff has been recognized at the local, regional, state, and national levels with their work on Career Gears policies and programs this year.
- Graham has been the subject of a national case study for innovation by AASA.
- Mr. Koennecke launched the 1st Ohio Small & Rural Schools Day event with a Gubernatorial Proclamation March 1st.
- Mr. Koennecke was selected as Keynote Speaker for Urbana University's Commencement, and was the recipient of the 2018 Innovator in Education Award.

3. Attracting and Retaining Quality Teachers and Staff

- A new evaluation process was implemented for all classified staff members.
- 6 Administrative positions were filled at GMS, GHS, GES, and the district level.
- 7 Admins are certified HR Screeners through Humanex.
- The Leadership Team is now Lean Six Sigma Greenbelt Certified, and can train staff and students.
- Tracy Merica has been nominated for two national STEM teaching awards
- Treasurer Judy Geers was a finalist for the OSBA Achievement Award this spring
- Central office staff have joined Toastmasters to improve communication skills
- Our Athletic Director and Assistant Principals led R-Factor training.
- Teacher-led teams have embedded blended learning practices in the district.
- Staff attendance was over 96% this year.
- This is the first time in 4 years there will be no administrative changes to the team at Graham.

4. Social and Economic Diversity

- United Service Day 2018 was held countywide. Our 2nd student-planned, student-led district service event. Partners and sponsors were involved with a variety of service projects throughout the area.
- Our Enclaves Transitions Model with Ohio Office of Disabilities and partner CRSI expanded to include shuttle service for interns for our special needs students for workforce readiness.
- Graham's students Grades 5-12 learned about the Sandy Hook Promise content for the 1st time.
- Operations trained staff in CPI internally during the 1 year.
- The Leader in Me was launched this June after several years of study at GES
- GMS Caring Closet serves needy families with free clothing.
- GES Backpack program feeds over 75 students over weekends.
- GHS launched Youth in Government and CHAMPS activities.

5. Financial Stability

- Graham attempted two levies this past year for a 1% earned income tax. The latter was narrowly defeated 51%-49% in May.
- The Board took action to reduce its operating budget by \$1.5 million and increased fees for services.
- The Superintendent hosted the 2nd annual State of the Schools program last October.
- The Board of Education held a planning retreat in June to analyze two failed levy attempts and plans for the future.
- Multiple forums, coffee talks, social media events, and site visit meetings were held to educate community about our financial needs.
- The Treasurer and Superintendent hosted our 3rd annual Coffee & Conversation event in April.

- Mr. Koennecke has lobbied area legislators, contributed to white papers, and testified to congressional leaders to promote equity in funding and less bureaucracy for small and rural schools.
- Found savings in staffing, vendors, and operations through review of contracts again this year.
- Graham has saved over \$430,000 with its energy plan over the past 4 years.
- Graham staff were recipients of over \$203,000 grants this past year to support STEAM programming, computer science, new curriculums, and workforce readiness.