

## Graham2020 Update

January 20, 2017

As we pass the mid-point of the school year, we have much work to be proud of, and much still to do. Here are some of the highlights of our strategic plan, Graham2020:

**Vision:** *Success Today, Prepared for Tomorrow* has been added to agendas, brochures, and new branding materials for each building. Administrators are introducing the concept in all meetings with community partners by sharing the new vision and plan for the district. We continue to begin all leadership, cabinet meetings with a review of the vision and our norms. The Leadership Team has reviewed all district and building objectives to measure our progress and focus on key objectives for the second half of the year.

**Mission:** GLS has been building formal community partnerships since April, with new agreements for services, student experiences. Thus far, the district has met with over 34 community partners since August 1. Our partners at the Chamber and CEP, along with Clark State, recently hosted a workforce readiness meeting where over 22 partners attended as Graham presented *Career Gears* elements to the audience. We continue to learn more about our community through *Bridges out of poverty* training, and connections to new partners such as Caring Kitchen and Downsize Farms. And we continue research and learning about growth mindset to nurture our students.

**Core Values:** The leadership team is continuing the work on our "Values Playbook" which will be produced and shared with activities so our staff and students understand these values with examples. This product will be shared and used during the 17-18 school year. During the second half of the year, building PBIS teams will begin to incorporate the new values into their slogans and student materials. We have also begun researching PBIS models for our elementary school for the future.

### Goals:

#### Student Achievement

- ✓ We have presented the new *Career Gears* system to market the career pathways focus on the 3 E's: enlistment, enrollment, and employment. The system's elements include new opportunities at GHS such as Lean training and internships; new STEAM courses at GMS next year, and new learning at GES, where staff have already begun work on Outdoor Education trails and land labs for next year.
- ✓ We have secured the addition of two new "Early College High School" experiences for our students in Precision Agriculture with Clark State and Teaching Professions with Urbana University, to begin 2017. These opportunities will help students realize Associate's Degrees upon graduation along with state certification in their chosen pathway in a high demand career field, and saving their families thousands of dollars along the way.

- ✓ We continue to work on agreements with our area college partners to layer in more CC+ opportunities and additional career pathways for the 2017-18 school year. A new Business Logistics Pathway will be introduced allowing students to earn a career-ready certificate upon completion.
- ✓ German and French will be new foreign language course options for the 2017-18 school year at GHS.
- ✓ We are investing in our staff and curriculum at GMS with new STEAM programming for 2107 through Project Lead the Way materials, equipment, and training. 4 new STEAM courses will allow students to explore paths in the sciences, technology, engineering, the arts, and math.
- ✓ A new Career and College Planning event will be held in February to introduce programs and activities to GMS students and their parents. *Naviance* will be introduced ahead of its roll out to 7<sup>th</sup>, 8<sup>th</sup> Graders next year, along with pathways, course information, and career information.
- ✓ GES staff are working on studying their master schedule and use of time for staff and students.
- ✓ GES won the *Momentum Award* from the Ohio School Board for its overall growth on state assessments the past year.
- ✓ Our Preschool was recognized as a *5 Star* facility for the next three years under the Step Up to Quality rating system from the Ohio Department of Education.

### **Community Perception and Support**

- ✓ New brochures for each building and a redesigned format for the *TeleGraham* have helped us shape a message about who we are. We continue to expand our communication efforts to include the use of social media tools such as Twitter and Instagram; a new web site design; monthly e-newsletter and blog. Student interns are now helping us in these efforts.
- ✓ The *Read Imagine Soar* Literacy Foundation has now surpassed 220 Families registered since October, and has multiple opportunities to connect to families and promote early literacy and learning in our community over the coming months.

- ✓ The district has joined the *Ohio Adolescent Health Partnership* to network with state agencies and other partners, such as the YMCA, to promote positive youth behaviors and services for families.
- ✓ We have invited families and partners into the district for new services and new activities, including a new agreement to host *Adult Education* programming beginning this spring through a partnership with Clark State.
- ✓ The central office secretary team has met twice with the Cabinet to focus our work on customer service norms and office roles and goals for the upcoming school year.
- ✓ Our BOE and Mr. Koennecke are working with partners to secure significant new scholarship funding for first generation families attending GLS, so that we can expand access and financial supports for higher education for our students.

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

- ✓ Approval of our new Human Resource Plan in December will allow the addition of new screening and hiring tools for staff; new interview protocols have been established.
- ✓ The Evaluation Committee met and shared a joint message in January to faculty to re-focus our efforts on growth goals in the evaluation process for teacher supports and development as we move forward together.
- ✓ BOE approved increases to substitute and part-time wages in December so we can become more competitive in our staffing supports.
- ✓ Administrators begin *Humanex Ventures* training in February to implement new screening tools to select staff.
- ✓ Teachers and Principals continue to experience Battelle's SOAR program for their own professional development. At the mid point of the year, over 20 staff members have participated at least once.

### **Social and Economic Diversity**

- ✓ We have delivered professional Development on poverty awareness during two of our waiver days with partners from county agencies.

- ✓ Safety and growth mindset training will be topics of our spring administrative retreat, with new rounds of ALICE awareness training on the horizon for staff and students.
- ✓ Our GES Backpack program for students in need has helped deliver significant amounts of savings and healthy foods for GES families on the weekends.
- ✓ New student activity programming with partners at YMCA has resulted in swimming opportunities for our students, and plans for camps and Kindergarten Readiness activities to be hosted at Graham this summer.
- ✓ We have joined with the Saint Paris Lions to promote their causes as they partner with us. Ten staff members have now joined the Lions since October.

### **Financial Stability**

- ✓ BOE work sessions have laid the plans for a possible earned income tax levy issue to be placed on the November ballot. Mr. Koennecke has been introducing the concept to staff in meetings over the past month.
- ✓ The district is prepping new financial documents and talking points to share related to Graham 2020 objectives and our 5 year forecast.
- ✓ A new Grant vehicle for our Literacy Foundation is being finalized with partners at the ESC and United Way to expand supports for the program countywide. We are also working with Clark State and other partners on federal grants for our innovative programs and community engagement efforts.
- ✓ GES has secured a \$3000 grant from the United Way for a PBIS study project
- ✓ In February we will begin an audit of all vendor contracts as part of a new budget planning activity for all building administrators.
- ✓ We are exploring the use of open education resources, planned by our staff where there is interest, as an alternative to new allocations for textbooks.
- ✓ Our Energy Optimizers performance contracting initiative has saved the district an additional \$325,000 in savings over the past three years, including \$169,000 in 2016.