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Goal #1

Communications (Internal & External)
Goal #1

Objectives

01
Develop clear procedural expectations for all forms of internal staff communications so that each building and district department receives consistent and timely updates; ensure all staff members are knowledgeable and informed regarding important district information so that they can confidently act as stewards of the district’s vision and decisions. (Internal)

02
Develop a comprehensive external communications program, including an enhanced focus on community members with no direct connection to Sheffield-Sheffield Lake City Schools; create consistent communication expectations with families, community members and other local organizations; establish consistent brand standards and messaging strategies to further reinforce the mission and vision of the district. (External)

03
Foster, grow and promote local relationships with both communities to expand community partnerships; effectively link the school district to support organizations, civic/service organizations, local businesses, elected officials and other stakeholder groups to the school’s mission. (External)
Goal #2

Curriculum & Academic Achievement
Goal #2

Objectives

01 Perform a comprehensive audit of district curriculum and textbooks; communicate the possible need for new/additional books and resources considering the expenditures related to such purchases. Communicate financial needs to district leadership in a timely manner.

02 Create and promote multiple pathways for college, career and life readiness via a relevant, rigorous and aligned K-12 curriculum; purposefully communicate a culture of high academic expectations no matter a student’s chosen pathway.

03 Enhance targeted academic resources for student subgroups including gifted and special needs learners; define a consistent process and data review system to determine appropriate gap closing measures and practices for K-12.

04 Consider the creation and the financial impact of instituting a free, all-day Kindergarten program; identify the possible positive relationship this could create with current or possible new families to the district. Discuss the financial impact this program could potentially have on the district forecast.
Goal #3
Finance, Facilities and Safety
Goal #3

Objectives

01 Review all aspects of physical security throughout the district; recommend changes to policy, application of best practice strategies and necessary updates to safety equipment; ensure consistent application and regular review of all security protocol/procedures for district buildings; identify any misalignment of safety protocols through regular review of procedures.

Analyze current district facilities to make strategic decisions about possible new construction paying particular attention to the elementary buildings. Create a projected final assessment of future facilities needs in concert with master facilities plan; provide community updates related to potential project opportunities, cost, bond issue resources and/or potential OFCC partnerships.

For consideration: Review district athletic infrastructure; consider field, stadium and weight room facilities; consider fine arts space requirements and current usage of stage/cafetorium space to make data informed facilities and infrastructure decisions.

02 Publish and promote a series of simplified/community friendly graphics to educate Sheffield-Sheffield Lake City School District stakeholders and taxpayers more deeply on current and projected (future) expenditures; consistently communicate district financial picture to provide an accurate portrayal of financial standing.
Goal #4

Technology
Goal #4

Objectives

01 Design and implement a district technology integration plan that focuses on the utilization of technology as a transformative creation, advancement and connection tool in the hands of students; 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.

02 Provide continuing professional development opportunities aimed at advancing traditional teaching practices to include a more purposeful use of instructional technology; establish district-wide standards for best-practice instructional methods for K-12.
Goal #5
Climate, Culture & Wellness
Goal #5

Objectives

**01** Engage a district committee to study challenging student behaviors/risk factors and their direct impact on classroom practice; review district anti-bullying policies and practices to ensure consistent implementation at each building and grade level.

*For consideration:* Develop and provide an opportunity for staff to better understand and be trained in research-based practices that prove to reduce the number of classroom disruptions caused by challenging student behavior.

**02** Examine and create positive behavior models at each grade level; ensure consistent delivery of PBIS strategies and messaging district-wide; create professional learning opportunities for all district personnel to engage in PBIS practices.

**03** Provide professional development opportunities and extended training for staff members related to student social-emotional and mental health needs; create mechanisms for dialogue to more deeply understand the complexities of home life and school life.

*For consideration:* Consider the development of a program that provides community outreach and programming to better educate parents and families on how to manage challenging and at-risk behaviors in the home.

**04** Advance school spirit through proactively planned activities and experiences; create consistent opportunities to display district pride and to celebrate student and staff accomplishments; establish additional club and extracurricular activities beyond athletics to provide a wider range of students with a sense of belonging and pride to their school.
Goal #6

Business Operations and Human Resources
Goal #6

Objectives

01

Implement a proactive, targeted system of certified staff member, classified staff member and administrator recruitment; create purposeful systems for the celebration and development of staff members to advance morale and culture building to retain quality employees.

02

Prioritize professional development opportunities for the advancement of all staff members related to district vision and goals; implement support mechanisms to avoid staff member burnout and to ensure their social and emotional well-being is being monitored and addressed.

03

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