

**STRONGSVILLE BOARD OF EDUCATION  
JULY 8, 2021  
BOARD RETREAT**

The Retreat of the Strongsville Board of Education and any other items germane to the Board of Education was called to order at 6:30 p.m. on Thursday, July 8, 2021 at the **Administration Building, Meeting Room, 18199 Cook Avenue, Strongsville, Ohio**, by President, Richard O. Micko.

All members of the Board and media were notified of this meeting in compliance with Section 121.22 O.R.C., effective November 28, 1975.

The following Board Members answered Roll Call: Mrs. Bissell, Mrs. Buckner-Sallee, Mrs. Housum, Mr. Micko and Mr. Roberts.

Others present were: Dr. Cameron Ryba, Superintendent; Mr. George Anagnostou, Treasurer; Ms. Jenni Pelko, Assistant Superintendent; Mr. Stephen Breckner, Business Services Manager; Ms. Erin Green, Director of Curriculum; Mr. David Binkley, Director of Technology; Mr. Andy Trujillo, Director of Student Services; and Mr. Dan Foust, Communications Coordinator.

**PLEDGE OF ALLEGIANCE**

**DISCUSSION – 2021-2022 DISTRICT GOALS / STRATEGIC PLANNING**

Dr. Ryba began the discussion on District Goals and stated the District's focus for 2021-22 is based on Multi-Tiered Systems of Support (MTSS). He shared hand-outs which included a list of acronyms and a twelve month outlook for COLT – Department/Building Leadership Plan.

Mr. Trujillo explained MTSS.

1. Multi-tiered means a layered continuum of supports.
2. MTSS is made up of three tiers. (Tier 1 – Universal level; Tier 2 – Targeted level; Tier 3 – Intensive Level).
3. Tier 1, when done well, should meet the needs of 80-90% of students.
4. Within this system, educators can support each student, preK-12, with whatever is needed for the student to be successful.
5. Students needing more support beyond Tier 1 receive intensive interventions and additional supports in Tier 2 and/or Tier 3.

The goal is one where every student has increased growth throughout the year. The plan is to help all teachers understand that all parts are necessary but if Tier 1 is done well, fewer students will need Tier 2 and Tier 3 supports.

Ms. Green spoke next: Focus on the systems.

1. Results have to do with the systems we follow.
2. Goals provide us direction, but systems are what make progress.
3. What we really need to focus on are the systems that cause results.
4. In order to improve for good, we need to solve problems at the systems level.
5. A well-designed system is what matters, and committing to the process is what makes the difference.

Mrs. Pelko was the next speaker. Systems of support for school districts are all three-tiered systems that start with a universal base where all students receive support in inclusive and equitable classroom settings. Universal design is good for all kids. She reiterated that help from a teacher perspective is to get them to understand how the tiers all blend together. Mrs. Pelko will be conferring with Jessica Frenchik on themes about what needs to be done. They will take a year teaching standards.

## **DISCUSSION – 2021-2022 DISTRICT GOALS / STRATEGIC PLANNING** (continued)

There was much open discussion with questions and comments during the presentation.

Dr. Ryba continued with specifics of what MTSS is going to look like and where we want to be at end of year. Surrounding the three tiers are Teaching, Learning, and Assessments. On the outside of that circle are Professional Development, Leadership, and Integration and Sustainability.

### **Teaching, Learning, and Assessments**

The areas listed in Teaching, Learning, and Assessments sets the foundation for the District's instructional focus for the 2021-22 school year.

Each Administrator taking the lead on an area of the eight Multi-Tiered Systems of Support (MTSS) for Instructional Learning shared a brief synopsis with examples as listed below. Much discussion was had with questions asked and answered.

Erin Green – Standards, Assessments, Data Analysis  
Jenni Pelko – Universal Design for Learning (UDL)  
Jenni Pelko – Model Mustang Competencies  
Jenni Pelko – Social Emotional Learning (SEL)  
Andy Trujillo – Response to Intervention (RTI)  
Andy Trujillo – Positive Behavioral Interventions and Supports (PBIS)  
Cameron Ryba – Culture/Diversity, Equity, Inclusion (DEI)  
Dave Binkley – Technology Integration and Maker Space

### **Professional Development**

To support our instructional focus for 2021-22, the areas listed in Professional Development outline the year-long plan for new learning / explicit training for applicable staff.

The action to these concepts was discussed next. Mr. Trujillo and Ms. Green led the discussion on Professional Development. Questions were asked and answered.

Andy Trujillo – RTI at SMS and SHS / Performance Matters for RTI / PBIS Tier 1.  
Erin Green – Standards & Assessment / Literacy and Science of Reading (LETRS Training)

### **Leadership**

To support our instructional and operational focus for 2021-22, the areas listed in Leadership outline the year-long plan for leading, coaching, and supporting people and processes to attain the goal systemic integration and sustainability.

Each member of the Leadership Team spoke on their focus for Leadership Integration and Sustainability.

Andy Trujillo – MISS Coordinators / Special Education Coach  
Cameron Ryba stated he already spoke on his leadership focus and deferred to Mr. Foust. Dr. Ryba's focus as presented on the slide included – ALT Coaching and Support / BLP Alignment and Implementation / DEI Integration with PBIS / Vision, Mission, and Strategic Planning.  
Dan Foust – Social Media Ambassadors / Alumni Engagement  
Dave Binkley – Technology Coaches and Media Support  
Erin Green – Gifted and Curriculum Administrators  
George Anagnostou – Food Services RFP / Digitization  
Jenni Pelko – Cohesive Directionality of Directors and New Positions  
Steve Breckner – Transportation / Food Services / Elementary Facility Planning

**DISCUSSION – 2021-2022 DISTRICT GOALS / STRATEGIC PLANNING** (continued)

**Integration and Sustainability**

To support our instructional and operational focus for 2021-22, the areas listed in Integration and Sustainability outline the year-long plan for maintaining the momentum of processes and systems that are in place to foster continued growth that will lead to systemic integration, and organizational sustainability.

Energy will be focused on the items listed below. Mr. Foust and Mr. Breckner shared details on their items of focus.

Dan Foust – Sharing the District Story / Business Partnerships  
Steve Breckner – Transportation Fleet Enhancement

Dr. Ryba then gave the Board an opportunity to ask questions on the remaining items.

Andy Trujillo – RTI at Elementary Schools  
Cameron Ryba – Culture Integration  
Erin Green – Data Analysis  
George Anagnostou – Financial Stewardship and Reporting  
Jenni Pelko – UDL / Model Mustang / Social Emotional Learning Standards

Dr. Ryba asked the Board for feedback. Discussion was had. The Board was pleased with the discussion and the goals

**ADJOURNMENT**

**21-07-01** Moved by Mr. Roberts to adjourn the Retreat of the Strongsville Board of Education, seconded by Mrs. Housum and approved on a roll call vote as follows:

Mr. Roberts, yes; Mrs. Housum, yes; Mrs. Bissell, yes;  
Mrs. Buckner-Sallee, yes; Mr. Micko, yes.  
Motion carried 5-0

Meeting adjourned at 9:36 p.m.

---

Richard O. Micko, President

---

George Anagnostou, Treasurer