



# Northwest Local Schools

## **STRATEGIC PLAN**

*Achieve with Us!*

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# VISION

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**Northwest Local School District: A premier learning organization – THE gateway to opportunities**

# MISSION

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**We educate, motivate and inspire each student to achieve his or her highest potential.**

# CORE VALUES

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**As we strive to attain our Vision and go about the work in our Mission, we are committed and bound to the following values:**

- An active partnership with parents and community
- Honesty and integrity in all we do
- Respecting tradition while looking to the future
- Equipping educators with the means to provide dynamic learning experience
- Continuous learning and improvement
- Respecting the worth and dignity of each individual, creating a safe learning environment
- Equal and diverse educational opportunities for all students to prepare them to be competitive in a global market
- An environment that reflects our community values and enhances the development of the whole individual

# CENTRAL OFFICE ADMINISTRATION

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**Superintendent – Shawn Braman**

**Treasurer – Stef Fakelis**

**Director of Instruction – Debora Clark**

**Director of Special Services – Lauren Willis**

**Director of Technology – Jeff Ludwig**

## BOARD OF EDUCATION

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**Jim Gindlesberger - President**

**Victor Colaianni - Vice President**

**Julie Barkey - Member**

**Rita Gearhart - Member**

**Adam Tohill - Member**

# District Profile

**The Northwest Local is a public school district located in western Stark County.** The district boundaries include the City of Canal Fulton, Village of Clinton (Summit County), Lawrence Township and Franklin Township.

The district was created when the Canal Fulton and West Franklin school districts consolidated in the 1950s. Today, thanks to monies from the Ohio School Facilities Commission and local funding, the school buildings are all located on a central campus between Canal Fulton and Clinton.

The district has **four school buildings** located on the campus.

**Northwest Primary School** serves students in Grades K-2.

**W.S. Stinson Elementary** serves students in Grades 3-5.

**Northwest Middle School** serves students in Grades 6-8.

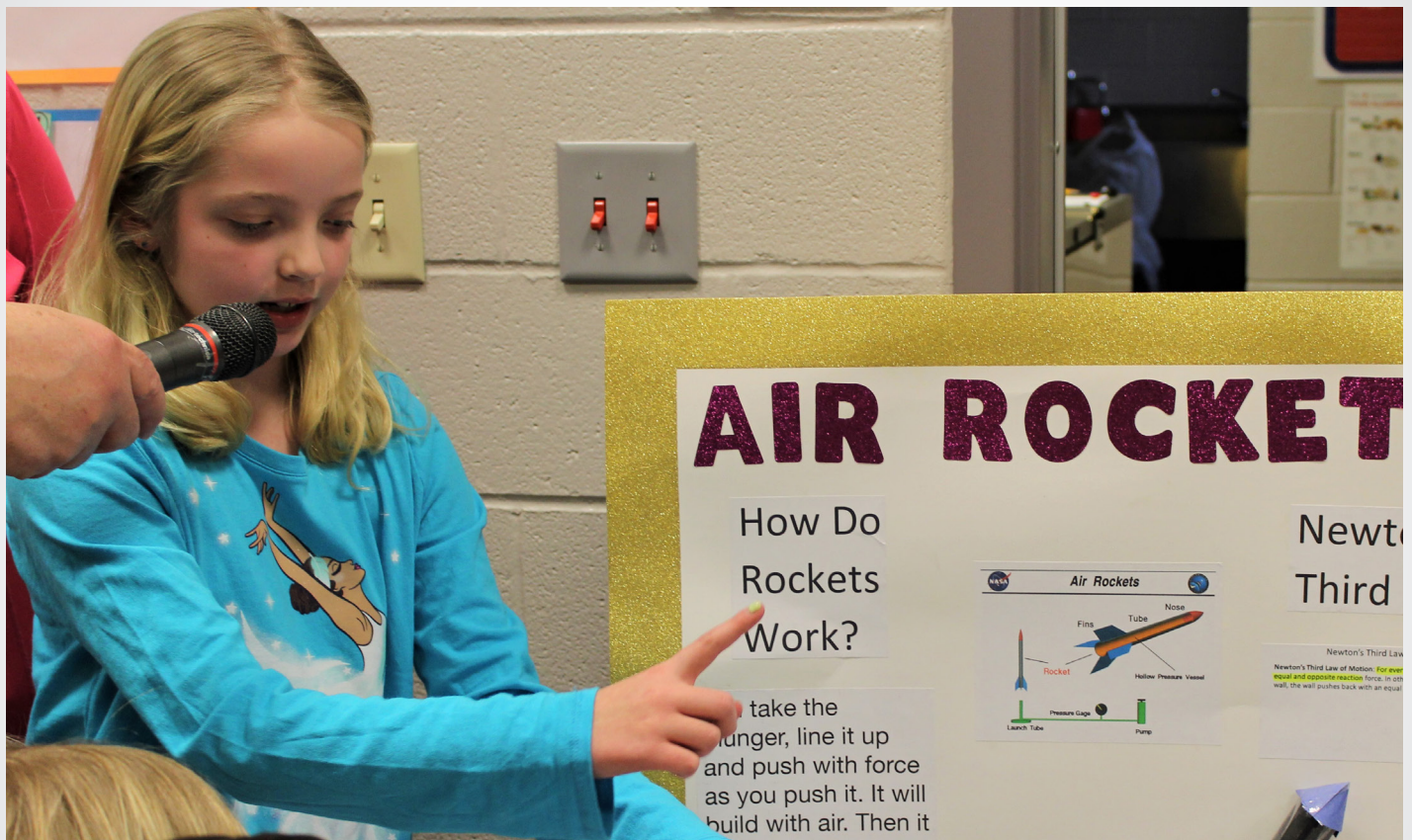
**Northwest High School** serves students in Grades 9-12.

The district's total enrollment is approximately **1,900 students**.

**Northwest Local** is a member of the Stark County Educational Service Center and our 11th and 12th grade students may select to attend R.G. Drage Career Technical Center in Massillon, Ohio.

## Goal #1

# Communication (Internal and External)



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# Goal #1

## Internal Objectives

- 01** **Develop clear systems and expectations for all forms of internal communication; enhance methods and frequency of internal communications to ensure employees are knowledgeable and informed; establish consistent delivery of critical information so that district employees are informed of such information prior to students and families. (Internal)**
- 02** **Design clear expectations for teacher communication to families at each building and grade level; designate appropriate communication mediums and frequency to achieve consistent messaging across the district. (Internal)**
- 03** **Perform a comprehensive website audit to determine functionality and ease of information retrieval; ensure all components of the district website are up-to-date and consistently monitored. (External)**
- 04** **Develop a comprehensive external communications program, including an enhanced focus on current social media platforms; establish consistent brand standards and messaging strategies to further reinforce the mission, vision and identity of Northwest Local Schools. (External)**
- 05** **Advance relationships and collaborative partnerships with local and regional businesses, civic and support organizations; utilize community relationships to sponsor student internship and mentoring programs; position Northwest Local Schools as a central community hub. (External)**

## Goal #2

# Finance, Facilities and Safety



# Goal #2

## Objectives

- 01** **Publish and promote a series of simplified/community-friendly graphics to educate Northwest Local School District stakeholders and taxpayers more deeply on current and projected (future) expenditures; consistently communicate the district financial picture to provide an accurate portrayal of financial standing.**
- 02** **Provide and maintain excellent facilities that are functional, safe and welcoming. Make strategic decisions with assets and property that align with district needs and community feedback. Communicate all district financial decisions clearly and in a timely manner with explanations of decisions as needed or requested.**
- 03** **Utilize ongoing community engagement opportunities and available resources to develop a multi-year master facilities plan; provide facilities that maximize student and staff safety, promote interaction, create engagement and magnify 21st-century learning.**  
*For consideration: Engage community and district personnel about the use, convenience and accommodating nature of the athletic annex. Consider the remodeling or rebuilding of the annex to make it more accessible to ALL students.*
- 04** **Review all aspects of physical security throughout the district; consider changes to policy and application of best practice strategies; ensure consistent application of security protocols/procedures for district buildings and district events.**
- 05** **Explore and possibly create a plan for the inclusion of additional available food options in the district cafeterias. Consider expanding these options to include those with dietary restrictions such as top 8 allergens or gluten intolerance concerns to provide students and staff with more well-rounded meal options each day.**  
*For consideration: Review and consider the adjustment of the high school master schedule to allow for additional time during the lunch periods, ensuring that all students have adequate access and time for all nutritional options.*

## Goal #3

# Academics and Curriculum Opportunities



# Goal #3

## Objectives

- 01** Provide targeted academic resources and programming for a wide continuum of learners, including gifted, special needs and all learners in between; develop well-defined pathways to meet the needs of diverse learners; aspire to achieve consistent delivery of curriculum from classroom to classroom, across all grade levels and from building to building.
- 02** Define a consistent process and data review system to determine appropriate gap-closing measures and practices K-12. Consider the addition of support staff members to assist those students who need scaffolded supports.
- 03** Continue to expand and grow the options for CCP and AP classes in the middle and high school; consider the requirement of the current high school college prep class for all students to address the continual need for support beyond graduation.
- 04** Advance curricular offerings by exploring the option of additional foreign language classes in the middle and high school; expand these offerings to all students if possible.
- 05** Perform a comprehensive curriculum audit to ensure vertical and horizontal alignment across all subjects and grade levels; ensure that current courses are aligned with 21st-century job market demand; consider the creation and infusion of new courses that are more deeply aligned to STEAM and other in-demand disciplines.
- 06** 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.
- 07** Provide continuing professional development opportunities for teachers and support staff aimed at advancing traditional classroom practices and daily operations; establish district-wide standards for best practice instructional methods, pedagogy and operations.

## Goal #4

### Culture, Climate and Wellness



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# Goal #4

## Objectives

01

**Consider the creation of an initiative that focuses on staff morale and the establishment of a “Culture of Appreciation” for all district employees, at all levels. Develop a purposeful method to show staff appreciation on a regular basis and infuse these methods into the everyday life of every building in the district.**

02

**Create a two-way communication system and protocol aimed at informing parents or guardians when their student is seeking counseling services at school; include families as much as possible to make them partners in their children’s health and wellness.**

03

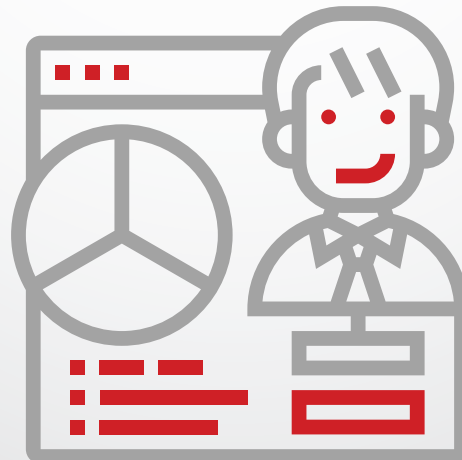
**Continue to develop a culture that is accepting, respectful and appreciative so that every student, staff and community member feels welcome and safe; build traditions of acceptance through purposeful dialogue and engagement of traditionally underrepresented groups; create collaborative opportunities for students that increase interaction and exposure to diverse groups outside of the Northwest school community.**

04

**Consider the creation of a Learner Profile for the District to purposely infuse essential life skills and core competencies expected of each Northwest graduate into the daily curriculum; design district expectations for the infusion of these competencies as part of daily academic content and student experiences.**

## Goal #5

# Human Resource and Business Operations



# Goal #5

## Objectives

01

**Consider the addition of an additional position of college and career-focused counselor at the high school; aim to have this individual available to all juniors and seniors as they prepare for life beyond Northwest Local Schools.**

*For consideration: Create and implement learning opportunities for all families regarding CCP/AP and college enrollment necessities during their high school years.*

02

**Create and implement a system of administrative, teacher, support staff and substitute recruitment to attract, obtain and retain the highest quality, professional staff.**

03

**Perform like-district wage and fringe benefit package audit paying particular attention to substitutes; ensure competitive compensation to recruit and retain top talent. When possible, create full-time positions with benefits for all available positions.**

04

**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.*

## Goal #6

### Technology and Professional Development



# Goal #6

## Objectives

01

**Design and implement a district technology integration plan which focuses on the utilization of technology as a transformative creation, advancement and connection tool; develop and utilize a life-cycle management plan for all district technology to ensure updates and repairs are handled in a timely fashion.**

*For consideration: With the assumption that student 1:1 technology will remain in the classrooms for the foreseeable future, consider the purchase of more advanced personal computers for all students and staff.*

02

**Focus professional development to support the understanding of advanced technology and how to infuse it into daily classroom instruction.**

03

**Provide professional development opportunities and extended training for staff members related to student social-emotional and mental health needs; these opportunities should include options for both student care and self-care for all staff; create mechanisms for dialogue to more deeply understand the complexities of home life and school life.**

04

**Establish a balance of technology utilization throughout the school day; further define parent roles and responsibilities with educational technology; ensure cybersecurity standards are applied across all district devices, staff and students.**