



STRATEGIC PLAN

AUGUST 2023- JULY 2026



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OUR PURPOSE

Inspiring and empowering today's learners to build tomorrow's leaders.

OUR MISSION

As a school community, we will design premier educational experiences that develop innovative, resilient, collaborative, global and empowered students who are architects of their learning, equipped to thrive in their future.





Board of Education

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Operations Manager

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Communications Coordinator

ERIN GREEN
Director of Curriculum

ANDY TRUJILLO
Director of Student Services

PRIORITY
1

Transforming Teaching & Learning

When we Transform Teaching & Learning, we enhance the classroom experience for all students through the implementation of innovative instructional approaches, structures and strategies to inspire and empower our learners.



**PRIORITY
1**

Transforming Teaching & Learning

Objective 1.1 | SCS will advance deeper learning through the integration of rigorous content and durable skills by intentionally infusing the competencies ascribed in the Model Mustang into daily classroom practice.

Objective 1.2 | SCS will develop meaningful learning experiences that are relevant and responsive to all student's needs, skill levels and learning abilities.

Objective 1.3 | SCS will research best practices to create personalized learning pathways (i.e., examining the flexible use of time, space, pace and path), which will empower students to be the thinkers and learners they will need to be to find success in their future.

Objective 1.4 | SCS will implement a rigorous curriculum and an inclusive environment to develop higher academic skills for all, intentionally connecting students' cultures, languages and life experiences to the classroom.



PRIORITY
2

Aligning Staff & Resources

When we Align Staff & Resources, we ensure that our personnel, curriculum, technology and partnerships are optimized to support our Purpose and Mission so that our students are equipped to thrive in their future.



Aligning Staff & Resources

- Objective 2.1** | SCS will perform a comprehensive review of the K-5 English/Language Arts curriculum and supplemental materials. This review will ensure that all teachers have the necessary resources that align with the science of reading methodologies to provide high quality literacy instruction for all students.
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- Objective 2.2** | SCS will integrate technology as an instructional tool in the hands of students and staff, while developing their digital citizenship and considering a meaningful balance of technology utilization throughout the school day.
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- Objective 2.3** | SCS will create and implement a system that actively recruits, attracts, onboards and retains a high quality staff (i.e., administrative, leadership, teacher, support and substitute) that has the cultural knowledge, mindset and experiences to best meet and support the needs of our students.
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- Objective 2.4** | SCS will foster, cultivate and strengthen the school's connection with local and regional businesses, organizations, nonprofits and institutes of higher education to create student internship and mentorship programming options.
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- Objective 2.5** | SCS will examine the resources available (e.g., school counselors, social workers, or behavioral specialists) and develop plans to allocate resources to address the social-emotional, mental health and behavioral needs of our students.
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- Objective 2.6** | SCS will enhance the use of district and building social media platforms, as well as examine other innovative communication platforms as an avenue of celebration and communication. SCS will expand the use of these platforms for sharing district instructional information with the Strongsville community about the innovative, future-ready programming taking place in the schools.
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- Objective 2.7** | SCS will continue to provide professional development opportunities and extended training for all staff members on social-emotional needs, mental wellness, trauma-informed instructional practices and other evidence-based discipline practices.
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- Objective 2.8** | SCS will continue to explore ways to provide high-quality professional development to all staff that is relevant to their particular job and role, demonstrating the connection between initiatives while affording opportunities for collaboration and alignment between ideas and employee groups

PRIORITY
3

Cultivating Culture & Climate

When we Cultivate Culture & Climate, we foster a positive and inclusive environment through evidence-based practices and support that promotes acceptance, respect and well-being for all students, staff and community members.



Cultivating Culture & Climate

- Objective 3.1** | SCS will create opportunities to recognize, celebrate and support all co-curricular and extra-curricular activities through a variety of communication channels, while considering ways to more effectively utilize district resources to equitably support current and future programs, practices and events.
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- Objective 3.2** | SCS will review district behavior policies (e.g., anti-bullying) and study current behavior procedures and practices (including disciplinary) to better understand behaviors that may negatively impact student learning. SCS will consistently implement changes across the district that support a physically and emotionally safe environment for all students through the utilization of evidenced-based discipline practices. SCS will continue to communicate with parents/guardians and staff ways to promote and support positive and healthy student interactions.
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- Objective 3.3** | SCS will create and conduct student programming to address the increasing social and emotional learning needs of our students - to promote student understanding of their own needs, coping skills and opportunities for support throughout the school year.
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- Objective 3.4** | SCS will create mechanisms that promote a positive organizational culture, including opportunities for all staff to meaningfully engage with administration. SCS will expand purposeful systems for the celebration of staff members to advance morale and culture, as well as provide pathways for ongoing feedback and suggestions on the work of the school district and the health and well-being of employees. SCS will also develop mechanisms to address and resolve immediate concerns in a timely and solutions-based manner.
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- Objective 3.5** | SCS will continue to develop a culture that is accepting, respectful and appreciative so that every student, staff and community member feels valued, accepted and heard. SCS will create collaborative opportunities for students and staff that increases interaction and inclusion of all within the Strongsville school community.
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- Objective 3.6** | SCS will define, promote and implement direct pathways for exploration of college/university, career/technical education, military and other non-college preparedness opportunities and purposefully communicate a culture of high academic expectations no matter a student's chosen pathway.

PRIORITY
4

Leveraging Funding & Facilities

When we Leverage Funding & Facilities, we effectively manage and utilize the district's resources to provide safe, modern and high-quality learning environments that afford premier educational experiences.



PRIORITY
4

Leveraging Funding & Facilities

Objective 4.1 | SCS will continue to review and communicate all aspects of physical security throughout the district to ensure consistent application of security protocols/procedures for district buildings and athletic events and recommend changes to policy to support the application of best practice strategies.

Objective 4.2 | SCS will seek out and utilize input from the Strongsville community to make strategic decisions with regard to potential new construction and/or renovation of district buildings. Updates to the Master Facilities Plan will occur to address short-term and long-term plans that emphasize student and staff safety, as well as support and promote classroom collaboration and innovation in all learning spaces.

Objective 4.3 | SCS will create a projected financial assessment of future facilities' and capital improvement needs to provide community updates related to potential project opportunities, costs and/or resources to support and inform the development of the Master Facility Plan.

Objective 4.4 | SCS will remain transparent by publishing financial reports that meet the highest reporting standards and promoting a series of simplified/community-friendly graphics to educate and inform Strongsville City School District stakeholders and taxpayers more deeply on current and projected expenditures. SCS will look for ways to consistently communicate the district's financial picture and continue to provide an accurate portrayal of financial standing to garner continued trust from district stakeholders.





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