

Findlay City Schools Strategic Plan

EXCELLENCE

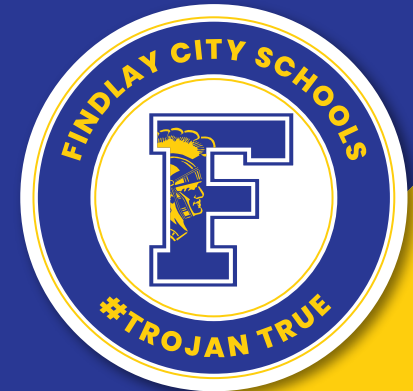


Unlocking the dreams of all students through academic excellence, diverse opportunities and true belonging.

OPPORTUNITY



BELONGING



Welcome To Findlay City Schools...



The Findlay Trojan tradition of excellence in academics, athletics and all extra-curricular activities are based on collaboration between our students, staff, administrators, parents and community who take great interest in our students. We are committed to creating an outstanding learning environment and culture for excellence that supports and encourages our students and staff in their academic, extra-curricular and personal growth.

The Findlay community continues to be ranked the “100 Best Communities Award” for children, and Findlay City Schools is a major factor in attaining that award. We offer programs that help nurture the whole child including service-learning, guidance, wellness, award-winning music programs, nationally recognized journalism, fine arts courses, competitive sports, and continued services for special needs and gifted students. We believe that promoting character is an important part of a student’s experience.

2021-2025 School Board Objectives

Strategic Objective **1** **ACADEMIC ACHIEVEMENT**

By 2025, Findlay City Schools will rank in the top 3 of their 20 similar districts, as defined by the Ohio Department of Education.

Strategic Objective **2** **CULTURE, CLIMATE, MORALE**

Establish, expect, and uphold an environment of belonging for 100% of our students.

Strategic Objective **3** **FINANCE**

Develop and implement plans to ensure sufficient funding for current and future operations, programs, and facilities with transparency for all stakeholders.

Do you have questions about Findlay City Schools?

phone: (419) 427-5488 ▪ findlaycityschools.org

Also check us out on facebook at: www.facebook.com/FCS.org





Students Shamyla, Allie, and Mariah are busy with the #BeBig Pantry student-led team project at Findlay City Schools, Bigelow Hill Intermediate. The #BeBig Pantry team spends their recess time each day organizing, making filers, packing lunches, and stocking the community pantry. Students count input and output and show data through graphs and monthly totals as well as make conference calls and set up donation drop-offs with City Mission and other local businesses. Around 2,000 items leave the #BeBig Community Pantry each month. The #BeBig Pantry Team distributes hygiene kits and snacks to all classrooms. To learn how you can donate to the #BeBig Pantry, contact 419-425-8306. www.fcs.org



Excellence



Strategic Objective 1: **ACADEMIC ACHIEVEMENT**

By 2025, Findlay City Schools will rank in the top 3 of their 20 similar districts, as defined by the Ohio Department of Education.



Harrison Withrow, Christian Thompson, Evan Hooper & Jack Kenny are all smiles as they dissect a sheep's heart.

Action Steps To Ensure We Meet This Objective...

Action **1** **OHIO IMPROVEMENT PROCESS**

Continue to work towards the goals, strategies, and action steps outlined in the district plan developed by the District Leadership Team.

Action **2** **EVIDENCE-BASED PRACTICES**

- Research and implement evidence-based practices, programs, and strategies proven to have an impact on student achievement with a focus on students with disabilities and economically disadvantaged subgroups.
- Research similar successful districts to determine best practices that attribute to their achievement scores.
- Prioritize financial and human resources toward support and implementation of evidence-based practices, programs and strategies.

Findlay City Schools unlocks the dreams of all students through academic excellence, diverse opportunities, and true belonging.



Opportunity

Large image: Lucas Steiner, Hudson Sparks and Marshall Heft are having a blast learning about the circulatory system at Camp Discovery.



Photo credit: Aya Bederman Photography (small image)

Aya Bederman
PHOTOGRAPHY

Objective and Action Plans...



Strategic Objective 2:

CULTURE, CLIMATE AND MORALE

Establish, expect, and uphold an environment of belonging for 100% of our students.

Action Steps To Ensure We Meet This Objective...

Action **1** ANALYSIS SURVEY

Secure a survey to analyze student and teacher sense of what belonging means.

Action **2** ESTABLISH A BELONGING TEAM

Establish a Diversity, Equity, and Belonging Team.

Action **3** INVESTIGATE INVOLVEMENT

- Investigate programs and clubs that fill gaps in student involvement as identified by the survey.
- Establish a system, such as a “club fair,” that includes both school and community groups and resources for all students with an emphasis on middle school.

Action **4** CELEBRATE DIVERSITY

Educate and celebrate the evolving diversity of our global community.

Action **5** PROFESSIONAL EMPLOYEE DEVELOPMENT

Attend professional development for all Findlay City Schools employees to address the growing and changing social/emotional needs of our student population.

Action **6** IMPROVE CLIMATE & CULTURE

Improve the climate and culture within work/school and community by:

- providing staff and students with a clear system of behavioral expectations.
- uniting as Trojan Country.
- educate parents/community on the unique experiences and strengths of Findlay City School students.

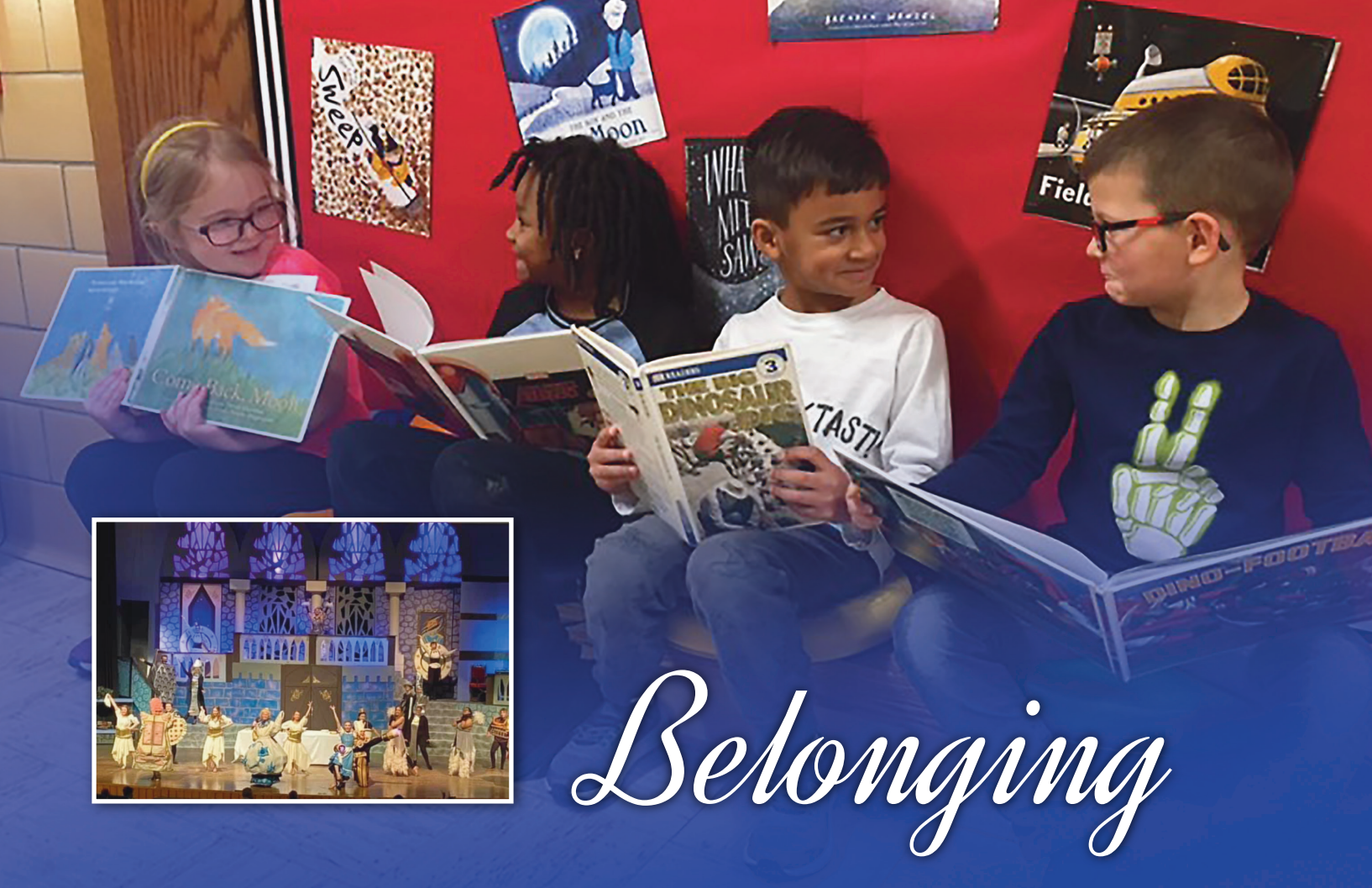
Action **7** COMMUNITY INVOLVEMENT

Create a group of community volunteer ambassadors and students to bridge collaboration between community members and students.

Action **8** TROJAN TRUE AMBASSADORS

The Trojan Ambassadors will lead FCS staff and the community to unite #TrojanTrue/Trojan Country by:

- directly working with small businesses and Findlay organizations.
- Findlay City Schools branding led by Trojan Ambassadors.



Belonging



Strategic Objective 3:

FINANCIAL

Develop and implement plans to ensure sufficient funding for current and future operations, programs, and facilities with transparency for all stakeholders.

Action Steps To Ensure We Meet This Objective...

Action **1** COMMUNITY INVOLVEMENT WITH FINANCE AND FACILITIES

- Increase communication and financial transparency with all stakeholders.
- Utilize new software and technology to communicate the financial status of the district.
- Involve district leadership in the budgeting process and district spending decisions.

Support Findlay City Schools!
#TrojanTrue



Action **2** FACILITIES AND CONTINUOUS IMPROVEMENT

- Stakeholders will work to develop opportunities for community involvement and feedback in the planning of future Findlay City Schools facilities and assessment needs.
- Stakeholders will maintain a 5-year maintenance plan aligning permanent improvement revenue with capital and maintenance needs.
- Stakeholders will utilize measurement tools to assess building needs, improvements, functionality, maintenance costs and students served.

Action **3** SAFETY & SECURITY

- Findlay City Schools will continually work at providing timely security measures to ensure safe and educational facilities.
- Develop a stakeholder committee to meet monthly, semi-annually, and annually to plan and discuss district-related safety and security.

Action **4** TECHNOLOGY

- Findlay City Schools will provide access to technology that meets the needs of the evolving learner.
- Develop a stakeholder committee to meet monthly, semi-annually, and annually to plan and discuss district technology needs and future planning.

Pride



What We Believe...



- The success of 100% of the students is the responsibility of 100% of the staff.
- Every student must graduate with the tools necessary to be a productive citizen in the community.
- Every student must be provided with effective, evidence-based instruction which leads to increases in academic and social-emotional achievement.
- Meeting the needs of individual students works best when educators work collaboratively, analyze student data, make data-driven decisions, and differentiate instruction.
- Every student must be provided with a safe learning environment where they can take risks in their learning to work towards academic growth (goals).
- An atmosphere of mutual respect and trust is essential for learning and growth to occur.

The **Seven Habits** of highly effective people which supports life skills include...

- Habit **1** Be proactive
- Habit **2** Begin with the end in mind
- Habit **3** Put first things first
- Habit **4** Think win-win
- Habit **5** Seek first to understand, then to be understood
- Habit **6** Synergize
- Habit **7** Sharpen the saw

Findlay City Schools

Mr. Troy Roth
Superintendent

Mrs. Krista Crates-Miller
Assistant Superintendent

Mrs. Pam Harrington
Treasurer

2020 Board of Education

Dr. Kathy Siebenaler Wilson
President

Mr. Matt Cooper
Vice President

Mr. Chris Aldrich
Mrs. Susan Russel
Ms. Laura Eier

2020 Strategic Planning Committee

Dr. Julie McIntosh
Facilitator

Mr. Stefan Adams
Mrs. Becky Biesiada
Mrs. Angela DeBoskey
Mrs. Kelly Donat
Mr. Don Essex

Mrs. Kelee Garmong
Mrs. Pam Hamlin

Mr. Ryan Imke
Ms. Ursulla Jefferson
Mrs. Krista Crates-Miller
Ms. Karen Ouwenga
Mr. Eric Payne

Mrs. Stephanie Renn
Mr. Troy Roth

Mrs. Susan Russel
Ms. Stacy Shaw
Mrs. Precia Stuby
Dr. Kathy Siebenaler Wilson
Mrs. Kelly Young



Choose Excellence
Choose Opportunity
Choose Belonging

Choose Trojan Country



Photo credit: Dave Morrow (small image)

Support Findlay City Schools!

Findlay High School

Donnell Middle School

Glenwood Middle School

Bigelow Hill

Chamberlin Hill

Wilson Vance Intermediate

Jefferson Primary

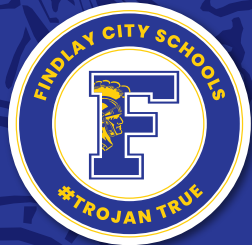
Northview Primary

Whittier Primary

Findlay City Schools Preschool

Millstream Career Center

Trojan Academy



Findlay City Schools

1100 Broad Avenue

Findlay, OH 45840