



New Philadelphia City Schools

STRATEGIC PLAN 2023-2025





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Mission



New Philadelphia City Schools will provide all students the opportunity to achieve their highest potential to become educated, self-sufficient, and responsible citizens. We are committed to providing every student a diverse, quality education within a safe and secure environment through a dedicated, innovative and highly qualified staff in partnership with parents and the community-at-large.



Board of Education



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GOAL #1

Facilities, Finance and Transportation





Goal 1

Facilities, Finance and Transportation

- Objective 1** | Utilizing recently obtained community input, address applicable facilities and infrastructure deficiencies to develop a multi-year master facilities plan. Use the input to consider possible new construction and/or renovation opportunities and how all buildings could be updated to maximize student and staff safety, promote interaction, create collaboration and reflect 21st-century learning; provide community updates related to potential project opportunities, cost, or bond issue resources.
- Objective 2** | Review all aspects of physical security throughout the district; recommend changes to policy and application of best practice strategies; ensure consistent application of security protocol/procedures for district buildings and athletic events.
- Objective 3** | To build and maintain community trust, create user-friendly infographics shared on the website to communicate financial status to employees, community and stakeholders.
- Objective 4** | Create and implement audit cycles to conduct operational analyses in food service, transportation and maintenance departments paying particular attention to the transportation concerns created by the recent grade-level banding and changes in building usage in the district.

GOAL #2

Curriculum, Academic Achievement and Student Services





Goal 2

Curriculum, Academic Achievement and Student Services

- Objective 1** | Continue to perform comprehensive curriculum audits to ensure vertical and horizontal alignment across all subjects and grade levels; ensure that current courses are aligned with 21st-century job market demands; continue to develop processes to improve academic achievement scores while also infusing real-world course offerings such as life skills and financial literacy options.
- Objective 2** | 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.
- Objective 3** | Provide continuing professional development opportunities aimed at advancing traditional teaching practices; establish district-wide standards for best-practice instructional methods PreK-12; continue to utilize the professional development committee to plan and implement professional development.
- Objective 4** | Continue to support the PBIS committees at each building as they examine positive behavior models and social-emotional curriculum K-12; review district anti-bullying policies and practices to ensure consistent implementation at each building and grade level.

GOAL #3

Culture and Climate





Goal 3

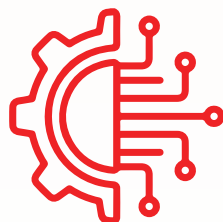
Culture and Climate

Objective 1 | 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.

Objective 2 | Provide professional development opportunities and extended training for staff members related to student social-emotional and mental health needs; create mechanisms for dialogue to understand the complexities of home life and school life more deeply.

GOAL #4

Communication and Technology





Goal 4

Communication and Technology

- Objective 1** | (Internal) Develop clear administrative expectations for all forms of internal staff communications so that each building/level/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; avoid selective pockets and siloed information.
- Objective 2** | (External) Establish a comprehensive external communications program to ensure community stakeholder engagement; develop consensus on appropriate communications channels and tactics; create consistent staff communication expectations with families.
- Objective 3** | (External) Consider the creation of a district-wide bi-monthly communication to all families to share important district information to help keep families informed about important district events; be intentional in these communications to share positive happenings in the schools and build community excitement.
- Objective 4** | Effectively utilize technology as a transformative creation tool in the hands of students; create classroom expectations that engage students in 21st-century learning; ensure technology infrastructure can support this use.
- Objective 5** | Conduct a website audit to further enhance the district's communication strategies and positive story-telling; develop a process to provide strategic communications to support the mission and vision of the district.

GOAL #5

Business Operations and Human Resources

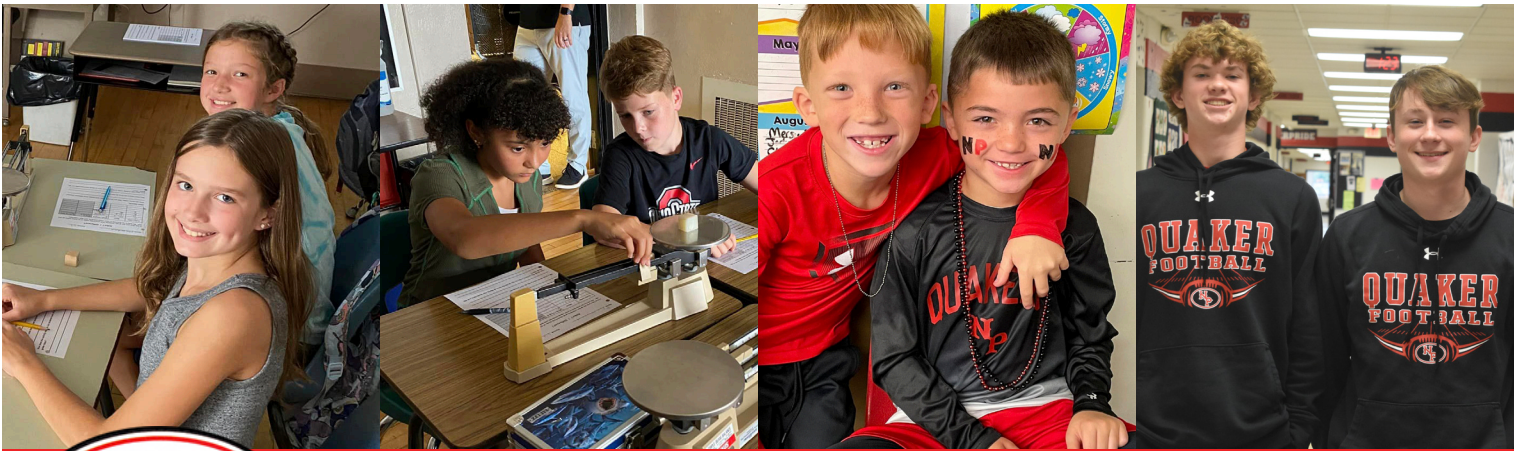




Goal 5

Business Operations and Human Resources

- Objective 1** | Implement a proactive, targeted system of certified staff member, classified staff member and administrator recruitment.
- Objective 2** | Create purposeful systems for the development of staff members to advance morale and culture building to retain quality employees; look for opportunities to develop leadership with current staff to create an organic succession plan in the district.



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