



Covington EVSD Strategic Planning

Board Approval
May 15, 2024



Process/ Timeline

Board Presentation - August 16, 2023

Kickoff Meeting - September 27, 2023

3 Team Meetings - October 2023 Through January 2024

Core Team - February 26, 2024

Board Review - April 16, 2024

Board Approval - May 15, 2024 Board Meeting

Informing and Implementing - Ongoing

Participants (CORE TEAM)

Academics

- **JIM SAGONA**
- **JIM RENCH**
- Briana King
- Tiffany Shively
- Ed McCord
- Kelli Simon
- Melissa Clark
- Jill Clark
- Lee Donnan
- Angie Marion
- Laura Pellman

Community Relations

- **BRIDGIT KERBER**
- **CHRIS HAINES**
- David Larson
- Sarah Bennett
- April Hall
- Vanessa Tipps
- Julie Blumenstock
- Amber Reyes
- Michelle Hart
- Aaron Shively
- Abby Shively

Student Activities

- **COURTNEY DOWNS**
- **ADAM SWIGART**
- Ashley Johnson
- Julie Edgell
- Derek Shively
- Lisa McCord
- Kelli Simon
- Mellisa Clark
- Steve Deaton
- Sarah Bennett
- Michelle Hart
- Jason Angle
- Nikki Angle
- Amber Reyes

Facilities

- **JOSH LONG**
- **SCOTT MOORE**
- **CARMEN SIEFRING**
- Kerry Murphy
- Mike Maniaci
- Lee Harmon
- Steve Blie
- Bonnie Flora
- Mike Stephan
- Kenny Adams
- Jessica Moore
- Stephanie Maniaci
- Greg Reynolds
- Jesse Reynolds

Core Values

Learning

Safety

Integrity

Work-Ethic

Student-Centered

Communication

Recommendation -
Enhance Vision w/ Strategic Goal Statements

Goals - In a fiscally responsible manner, Covington Schools will:

1. Prepare each student for the next phase of learning by maximizing his or her potential through strategic educational methods.
2. Continuously improve relationships with the community through organized, constant, positive messaging.
3. Strive to provide a safe, fully functional campus that will meet the educational and growth needs of every student.

Strategies

Academics

- Preschool/Latchkey /Daycare
- Electives / STEM
- Personalized Learning

Community Relations

- Communications Plan
- Quality Profile
- PR Person
- Community Events

Facilities

- Stadium Project
- Renovate or New HS
- Master Facilities Plan
- Band Room
- Parking / Traffic Flow

Goal #: 1

Strategy: Preschool / Latchkey / DayCare

Strategy	Assigned To	Target Date	Evidence /Monitor Tool	Completion Date
1. Investigate how other area districts provide preschool 2. Create a Facility Plan to house a preschool 3. Hire a staff, advertise, open a preschool	Elem Principal, Supt, Treasurer	Summer 24 24-25 school year By 26-27 school year	Presentation of Research Findings Facility Preschool Opening	Fall of 2026

Cost to District / Source of Revenue	Benefits to District
State Funding? Staffing Costs - 100K a year, 500K? for facility Preschool Curriculum 10k?	Kids prepared for K, Service to Business and Parents within Community, Opportunities for HS students pre-ed placement

Goal #: 1

Strategy: Electives / STEM Programming

Strategy	Assigned To	Target Date	Evidence /Monitor Tool	Completion Date
1. Create Course Request forms to gauge student interest in Elective Course Offerings 2. Introduce JH Elective Course Offerings 3. Introduce STEM Programming	JH/HS Principals, Counselors, Curriculum Director	24-25 School Year	Course Request Forms, Course Offering Book Enrollment #'s in elective courses	Ongoing
Cost to District / Source of Revenue		Benefits to District		
Textbooks, Materials Staffing - through Upper Valley Career Center for STEM		Widens student exposure Keeps student leaders in building in HS		

Goal #: 1

Strategy: Personalized Learning

Strategy	Assigned To	Target Date	Evidence /Monitor Tool	Completion Date
1. Evaluate and select personalized learning tools 2. Provide Prof Dev on personalized learning and adopted tools 3. Implement personalized learning strategies across all 3 buildings 4. Each building present personal learning strategies	Curriculum Director, Principals	Start in 24-25 school year May 2025	Professional Development agendas Presentations from principals on Personalized Learning in each building	Ongoing

Cost to District / Source of Revenue	Benefits to District
PD Time 10k? For programs such as IXL Teacher time	Each students ind growth Improved district value added scores

Goal #: 2

Strategy: Communications Plan

Strategy	Assigned To	Target Date	Evidence /Monitor Tool	Completion Date
Create and develop a district communications plan • Crisis • Print • Social Media • Classroom / Curricular Communication • School Calendar • Communication with Parents	Admin Team	Summer 2024 rough draft completed	Plan finalized fall of 24, evidence of plan implementation	Ongoing
Cost to District / Source of Revenue		Benefits to District		
PD / Mileage for BASA communication seminar Time from admin 10K for printed materials		Clear and concise messaging Consistent Expectations Formally Approved		

Goal #: 2

Strategy: Quality Profile

Strategy	Assigned To	Target Date	Evidence /Monitor Tool	Completion Date
Create a Quality Profile publishing highlights of school district	PR Person or assigned to committee	Beg of 24-25 school year	Quality Profile Published	Ongoing

Cost to District / Source of Revenue	Benefits to District
Paper, printing, and Postage	1. Reaches all community members including those not directly involved. 2. Gives information not necessarily seen on Social Media 3. Promotes Positive accomplishments of district

Goal #: 2

Strategy: PR / Communications Support

Strategy	Assigned To	Target Date	Evidence /Monitor Tool	Completion Date
1. Create Job Description for PR Role 2. Research opportunities to collaborate with others (ESC, village, others?) 3. Determine how much time is needed for this position (part-time, ¾ time, etc) 4. Hire PR Person (full-time vs part-time vs supplemental) 5. Monitor, Train, Evaluate	Supt Dir of Tech & Curriculum	Summer 25 Fall 25 Ongoing	Job Description Report of Findings Board Agenda Evaluations	Ongoing

Cost to District / Source of Revenue	Benefits to District
45-50k up to 100k w/ benefits per year	Unified communication strategy Improved “Brand” Eliminating competing channels of comm Content Creation / Graphic Design Consistent positive messaging

Goal #: 2

Strategy: Community Events

Strategy	Assigned To	Target Date	Evidence /Monitor Tool	Completion Date
1. Revise and update facility use forms to encourage community use of facilities 2. Bring in community groups 3. Host community events (festivals, bazaars, informational sessions, etc.)	Central Office	Summer 2024	List of events already hosted by school List of new engagement activities	Ongoing

Cost to District / Source of Revenue	Benefits to District
Custodians Other Staffing as needed for supervision, Time to create list, update forms	Builds trust and engages various groups Encourages community interaction with/at school Positive communications are shared

Goal #: 3

Strategy: Stadium Project (Track, Bleachers, Pressbox)

Strategy	Assigned To	Target Date	Evidence /Monitor Tool	Completion Date
1. Have evaluation of track subsurface, stands and pressbox, concession stand performed by external contractor	Supt	24-25 school year	Recs from external contractor,	August 2025
2. Explore external funding opportunities to offset costs.	Supt	24-25 school year		
3. If renovated, design storage opportunities underneath bleachers, etc	Supt	Spring 2025		
4. Renovate/ replace	Supt	Summer 2025	New Track Renovated/New Press Box & Bleachers	

Cost to District / Source of Revenue	Benefits to District
Track 400K (dependent upon subsurface needs) Pressbox 150K Bleachers w/ handicap access 250K? Fencing 75K	Safety ADA Compliance

Goal #: 3

Strategy: Master Facilities Plan

Strategy	Assigned To	Target Date	Evidence /Monitor Tool	Completion Date
1. Hire architect to create master facilities plan	Board of Edu	24-25 school year	Board Action	Dependent on scope of master facilities plan
2. Develop Master Facilities Plan with multi-purpose rooms for student instruction and activities	Architect	25-26 school Year	Master facilities plan document	
3. Build facility with multi-purpose rooms for student instruction and activities		Future	Expansion/new building	

Cost to District / Source of Revenue	Benefits to District
Millions	Additional space for multiple district needs (activities, pre-school, band, latchkey, 3rd gym for youth sports, community meetings, storage solutions)

Goal #: 3

Strategy: Evaluation of HS - Renovate vs New

Strategy	Assigned To	Target Date	Evidence /Monitor Tool	Completion Date
1. Meet w OFCC - have cost-analysis assessment performed 2. If cost effective - communicate strategies and details to community	Supt	25-26 School Year	Meeting notes for OFCC meetings	Long Term

Cost to District / Source of Revenue	Benefits to District
Initially not much, then 15 mil for new HS, or less for ind room renovations (science labs, then others)	Long-Term Space Solution

Goal #: 3

Strategy: Band Room

Strategy	Assigned To	Target Date	Evidence /Monitor Tool	Completion Date
1. Perform Wenger Assessment for storage and sq ft needs per program enrollment 2. Bid, hire renovation contractors 3. Furnish space with flat floor, storage, & acoustic engineering	Superintendent, MS/HS Music Teacher	December 2024 March 2025 August 2025	Wenger assessment Accepted bids Furnished and renovated classroom	September 2025

Cost to District / Source of Revenue	Benefits to District
Renovate existing space until new room is built (as part of master facilities plan) for 70k?	Music students will have resources they need for continued success as soon as possible. Tiered floor removal makes room more useful for future uses.

Goal #: 3

Strategy: Parking / Traffic Flow

Strategy	Assigned To	Target Date	Evidence /Monitor Tool	Completion Date
1. Improve facility exterior lighting (HS Staff Parking)	Maintenance / Tech Director	Summer 24	Lights in parking lot	August 24
2. Tear down house on Walnut Road	Supt	Begin in 25, Summer 25	House demo, Engineering plans, new exit	Start of 25-26 school year
3. Evaluate potential exit behind building				
Cost to District / Source of Revenue		Benefits to District		
1. Utilize safety grant 10k 2. 20K? Then engineering costs...		Improved Safety		