



Madison Local Schools

Expect. Believe. Achieve.

Madison Local Schools

STRATEGIC PLAN

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Expect. Believe. Achieve.

At Madison Local Schools, we believe that when we set high expectations, foster belief in oneself and provide the tools to achieve, there are no limits to what our students can accomplish. Everyone in our district is committed to fostering a learning environment where every student can explore, learn and grow to their fullest potential; ultimately, to empower each individual with the knowledge, skills and values necessary to thrive in an ever-changing world.

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GOAL

1

ENHANCE COMMUNICATION



GOAL 1

ENHANCE COMMUNICATION – EXTERNAL

Strengthen External Communication Framework

Description: Augment the existing external communication program to heighten transparency, foster community support and cultivate a positive brand identity for the Madison Local School District. This revamped program will prioritize effective engagement with all key stakeholders—students, families, community members and partners—by consistently sharing updates and highlighting the district’s successes and contributions to the local community. A special emphasis should be placed on the streamlining of the mediums used to communicate to the identified stakeholders. The first step of the program will be the establishment of a comprehensive communications plan.

Objective 1.1

Expected Outcomes: Enhanced reputation supporting the district as a destination district and increased community understanding of the Madison Local School District.

Address Facility and Infrastructure Needs with Clear Communication

Description: Effectively communicate to the community the critical need for upgrades to the district’s buildings and infrastructure. This involves presenting the current state of school facilities transparently to empower community decision-making regarding necessary improvements. A special emphasis should be placed on the streamlining of the mediums used to communicate to the identified stakeholders.

Objective 1.2

Expected Outcomes: A well-informed community ready to participate in the decision-making process regarding potential school facility upgrades.

Optimize Website Functionality

Description: Execute a comprehensive audit of the current district website to evaluate its functionality, ease of navigation and information accessibility. Recommendations from this audit will guide the enhancements needed to ensure the website serves as a user-friendly, accessible and transparent platform for stakeholder engagement.

Objective 1.3

Expected Outcomes: Improved website accessibility and user experience, leading to greater stakeholder engagement and district transparency.

Continued...

GOAL 1

ENHANCE COMMUNICATION – EXTERNAL

Expand Community Partnerships

Description: Identify and cultivate new community partnerships while strengthening existing ones to support the strategic objectives of the district. These partnerships will be leveraged to enrich educational quality and provide students with opportunities to succeed academically and socially.

Objective 1.4

Expected Outcomes: An expanded network of community partnerships enhancing educational outcomes and opportunities for students.

Standardize Internal Communication

Description: Develop and implement a set of clear, standardized communication protocols and expectations within the district, particularly among administrators and staff. This initiative aims to establish a culture of effective, efficient internal communication, ensuring all staff are informed and aligned with the district's strategic direction.

Points of Consideration:

- Ensuring all staff members are well-informed regarding critical district information.
- Providing clear, consistent communication from senior leadership on the district's strategic direction.

Objective 1.5

Expected Outcomes: A more cohesive, informed and aligned organizational culture within the Madison Local School District.

GOAL

2

EMPOWER AND DEVELOP STAFF



GOAL 2

EMPOWER AND DEVELOP STAFF

Staff Development Objectives – Comprehensive Professional Development Program

Description: Create and execute a multifaceted professional development program tailored to both administrative and teaching staff. This program will emphasize:

- Training staff to communicate effectively with community members with an emphasis on customer service and tactful engagement.
- Training staff to manage behavioral challenges effectively.
- Training staff on how to behave and interact when engaging individuals from different cultures.
- Facilitating productive and sensitive conversations.
- Delivering culturally responsive and social-emotional training.
- Enhancing proficiency in emerging technologies.
- Conducting team building activities to foster unity.
- Aligning staff efforts toward a unified district vision and clarity on strategic objectives.

Objective 2.1

Expected Outcomes: A well-equipped, cohesive staff proficient in addressing the diverse needs of the students and community.

Staff Development Objectives – Enhance Staff Well-Being

Description: Broaden the scope and visibility of initiatives aimed at improving the physical, mental, emotional and social well-being of all staff members. Proposed enhancements may include:

- Improved access to mental health services.
- Introduction of stress management programs.
- Provision of resources encouraging physical activity.

Objective 2.2

Expected Outcomes: Improved overall staff well-being, leading to increased job satisfaction, reduced turnover and a more positive school environment.

Continued...

GOAL 2

EMPOWER AND DEVELOP STAFF

Staff Development Objectives – Cultivate a Culture of Appreciation

Description: Strengthen and expand upon existing systems designed to foster a culture of appreciation within the district. This involves recognizing and celebrating staff achievements and contributions, thereby enhancing morale and establishing a supportive, positive workplace culture.

Objective 2.3

Expected Outcomes: An enriched work environment where staff feel valued and motivated, contributing to higher levels of engagement, satisfaction and retention across the district.

GOAL

3

Enrich Student Experience through Programming, Curriculum and Services

GOAL 3

ENRICH STUDENT EXPERIENCE THROUGH PROGRAMMING, CURRICULUM AND SERVICES

Expand Course Offerings

Description: Conduct a thorough review of course offerings, considering subjects that cater to students' interests and provide them with essential life skills. Prioritize the consideration of courses in financial literacy and personal development, responding to student requests and identified needs.

Objective 3.1

Expected Outcomes: A more diverse and practical curriculum.

Mental Health Resources Evaluation

Description: Undertake an assessment of the current mental health resources available to students to determine their effectiveness and accessibility. This will involve evaluating whether these resources adequately meet the mental health needs of the student body.

Objective 3.2

Expected Outcomes: Enhanced understanding and potential augmentation of mental health supports, ensuring students have access to necessary services.

Communication of Support Resources

Description: Design and implement a communication strategy aimed at promoting the mental health, behavioral and social-emotional support resources available to students, their families and the community. This strategy will prioritize clear, effective dissemination of information to maximize awareness and engagement.

Objective 3.3

Expected Outcomes: Increased awareness and utilization of available support resources, contributing to improved student well-being and a safer, more positive school environment.

Continued...

GOAL 3

ENRICH STUDENT EXPERIENCE THROUGH PROGRAMMING, CURRICULUM AND SERVICES

Career Exploration Opportunities

Description: Provide students with a wide range of opportunities to explore their interests and potential career paths. This involves creating student-centered experiences that facilitate exploration of passions and talents, aligned with future career aspirations.

Objective 3.4

Expected Outcomes: Students equipped with the knowledge and experience to pursue fulfilling careers aligned with their interests and abilities.

Review Discipline Policies

Description: Evaluate current student discipline policies and procedures to ensure they are effective, equitable and reflect best practices. This includes identifying areas for improvement and developing strategies to address any identified concerns.

Objective 3.5

Expected Outcomes: A fair, constructive discipline system that promotes positive behavior, accountability and supports student growth.

Enhance School Spirit

Description: Develop and initiate programs aimed at bolstering school spirit across all levels of the district. Focus on engaging a broader student population in activities and meaningful engagement (beyond academics), fostering a stronger sense of community and belonging.

Objective 3.6

Expected Outcomes: A vibrant school culture that encourages active participation, enhances student engagement and fosters a sense of belonging.

Continued...

GOAL 3

ENRICH STUDENT EXPERIENCE THROUGH PROGRAMMING, CURRICULUM AND SERVICES

Smooth Transition to High School

Description: Implement specific programs designed to facilitate a smoother transition for 8th graders entering high school. This may include school tours, shadowing programs and mentorship opportunities for incoming high school students.

Objective 3.7

Expected Outcomes: Eased transition for 8th graders, characterized by reduced anxiety, enhanced readiness for high school and stronger integration into the high school community.

Continue an All-Day Kindergarten Program, If Finances Permit

Description: Recognizing the critical impact of early childhood education on long-term academic and social development, the district will maintain a full day kindergarten program as long as finances permit.

Objective 3.8

Curriculum Alignment Analysis and Implementation

Description: Conduct a thorough examination of the current curriculum alignment both horizontally (across the same grade levels) and vertically (from one grade to the next) for all subjects across grades K-12. This strategic initiative aims to identify gaps, redundancies and opportunities for enhancement in the curriculum to ensure a coherent, consistent and comprehensive educational program. Efforts will focus on aligning learning objectives, content, teaching methodologies and assessment strategies across all grade levels and subjects to provide a seamless and progressive learning experience for all students. A solution may be the employment of a district curriculum director to guide this process.

Objective 3.9

Expected Outcomes: The successful alignment of the curriculum will ensure that students in the Madison Local School District experience a logically sequenced and integrated educational journey. This will facilitate a deeper understanding of subject matter, smoother transitions between grade levels and a more cohesive and enriching learning experience that prepares students for post-secondary education and ensures career readiness.

GOAL

4

OPTIMIZE FACILITIES AND OPERATIONS

GOAL 4

OPTIMIZE FACILITIES AND OPERATIONS

Comprehensive Facilities Analysis

Description: Perform a detailed analysis of current district facilities to identify areas requiring development, maintenance or enhancement. This analysis will inform recommendations aimed at ensuring our facilities adequately support the academic, artistic and athletic endeavors of both current and future student generations, in line with the district's strategic priorities. A special emphasis will be directed toward the future facility actions regarding the High School.

Objective 4.1

Expected Outcomes: A roadmap for continuous improvement of facilities that aligns with the evolving needs of the school community and strategic objectives of the district.

Enhance System-Wide Technology Infrastructure

Description: Commit to the ongoing maintenance and necessary upgrades of instructional technology and the broader technology infrastructure. The focus will be on adopting advancements that directly enhance the educational experience for students and facilitate effective teaching methodologies.

Point of Consideration:

A special emphasis should be made on cell phone and wifi service throughout the district.

Objective 4.2

Expected Outcomes: Technologically equipped learning environment that supports dynamic teaching practices and enriches the student learning experience.

Security and Safety Evaluation

Description: Conduct a thorough evaluation of physical security measures and general safety across all school facilities and during school events. This will include a review of current physical structures as well as policies and practices with the aim of identifying areas for improvement. Recommendations will be made for facility and policy adjustments and the adoption of industry best practices to ensure the highest level of safety for students, staff and the community.

Objective 4.3

Expected Outcomes: Enhanced security and physical safety structures and measures taken to provide a secure learning and working environment, reflecting the district's commitment to the well-being of its school community.

GOAL

5

Strengthen Financial Transparency and Community Engagement

GOAL 5

STRENGTHEN FINANCIAL TRANSPARENCY AND COMMUNITY ENGAGEMENT

Establish a Quarterly Session in Which the Treasurer is Available to Interact With Citizens to Present Information and Answer Questions

Description: Initiate the formation of a “Citizens Financial Committee” composed of district residents and stakeholders. This advisory committee will convene with the school treasurer to review and discuss the financial status, budget allocations and fiscal strategies of the district. The aim is to ensure transparency regarding the district’s financial management.

Objective 5.1

Expected Outcomes: Strengthened trust and confidence in the district’s financial operations through regular, transparent communication with the community. The establishment of this committee will serve as a direct line of insight and feedback from the community on financial matters, facilitating informed decision-making and fostering a sense of shared responsibility for the district’s financial health.

Enhance Financial Communication to the Community

Description: Implement a strategic communication plan aimed at providing the community with accessible, understandable and timely information about the financial status of the school district. This will include the dissemination of simplified financial reports, budget summaries and updates on fiscal initiatives through various media channels. The goal is to demystify the district’s financial data and engage the community in meaningful discussions about fiscal planning and priorities.

Objective 5.2

Expected Outcomes: Increased community understanding and awareness of the district’s financial status and strategies. By making financial information more accessible and comprehensible, the district aims to cultivate a well-informed community base.

Exploration for Alternative Funding

Description: Implement a strategic initiative aimed at identifying and securing alternative funding opportunities to support the various activities and programs within the school district.

Objective 5.3

Expected Outcomes: Increased financial resources through successful acquisition of alternative funding, enabling the district to expand and enhance its educational offerings and infrastructure without placing additional burden on the district finances.



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