



THE AMHERST SCHOOLS

STRATEGIC PLAN

2024 - 2026

The Amherst Schools - A Community of Excellence

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COMMUNITY CONNECTIONS – ACTION PLAN		
Goal: The Amherst Schools will establish consistent communication to strengthen relationships with businesses and citizens and to create an engaged community.		
Objective 1: Consolidate district communications to one platform and increase non-resident communication.		
Action Steps <i>(What will be done?)</i>	Responsibilities <i>(Who will do it?)</i>	Timeline <i>(Launch/Sunset)</i>
1. The district will perform a communication audit.	Community Connections Action Committee	May 2025
2. The district will communicate to the public specific instructions on how to receive district information for specific groups, parents, and community members.	Technology Integration Specialists	May 2025
3. The district will explore options for a new website host/platform.	Communications Specialist, Superintendent, Technology Supervisor	December 2025
4. The district will explore options for mass communication.	Technology Supervisor	May 2026
5. The district will provide professional development for staff regarding the selected communication platforms.	Director of Curriculum, PD Committee, Technology Department	May 2027

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COMMUNITY CONNECTIONS – ACTION PLAN		
Goal: The Amherst Schools will establish consistent communication to strengthen relationships with businesses and citizens and to create an engaged community.		
Objective 2: Target and engage alumni for communication, tracking, fundraising, and events.		
Action Steps <i>(What will be done?)</i>	Responsibilities <i>(Who will do it?)</i>	Timeline <i>(Launch/Sunset)</i>
1. The district will create an Amherst Comets Alumni Association and alumni committee.	Alumni Liaison, Superintendent, Assistant Superintendent	September 2024
2. The district will create an alumni database.	Alumni Liaison, Superintendent, Technology Department	December 2024
3. The district will create an alumni social media presence to showcase and highlight alumni accomplishments and events.	Alumni Liaison, Superintendent, Technology Department	May 2025
4. The district will collect information from out-going seniors to add contact information to the database.	High School Counselors, Technology Department	May 2025
5. The district will connect alumni to current classrooms to share their experiences.	Alumni Committee	May 2026
6. The district will create an alumni website that is linked to the district website.	Communications Specialist, Alumni Liaison, Alumni Committee	May 2026

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COMMUNITY CONNECTIONS – ACTION PLAN		
Goal: The Amherst Schools will establish consistent communication to strengthen relationships with businesses and citizens and to create an engaged community.		
Objective 3: Engage new students and families through welcoming, mentoring, and supporting initiatives.		
Action Steps <i>(What will be done?)</i>	Responsibilities <i>(Who will do it?)</i>	Timeline <i>(Launch/Sunset)</i>
1. The district will develop a welcome packet for new families including an information sheet for each building, nutrition services, transportation, school/district profile, and community information.	Communications Specialist, Assistant Superintendent, Building Principals	May 2025
2. The district will develop consistent opportunities to provide space for new students to ask questions and learn more about the community. (Example: New Student Luncheons).	Building Principals, School Counselors, Support Staff	December 2025
3. The district will develop mechanisms for getting families connected to services like ESL, special education, social workers, and school counselors.	School Counselors, Social Workers, Assistant Superintendent	May 2026
4. The district will host a welcome meeting with a school counselor and then follow up with the new student weekly check-ins.	School Counselors, Social Workers, Assistant Superintendent	May 2026

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COMMUNITY CONNECTIONS – ACTION PLAN

Goal: The Amherst Schools will establish consistent communication to strengthen relationships with businesses and citizens and to create an engaged community.

Objective 4: Engage and involve local businesses in service projects, volunteering, events, lunches, and career fairs.

Action Steps <i>(What will be done?)</i>	Responsibilities <i>(Who will do it?)</i>	Timeline <i>(Launch/Sunset)</i>
1. The district will provide opportunities for businesses and vendors to set up tables at school district events.	Superintendent, Athletic Director, and Communications Specialist	May 2026
2. The district will develop an information packet for businesses to help them know how to get involved in the school district.	Communications Specialist, Assistant Superintendent	May 2026
3. The district will host local organization meetings within the district. (Example: Rotary, Lion’s Club, Main Street)	Superintendent, Assistant Superintendent	May 2026
4. The district will provide a QR code to businesses to display and promote the school district and help families access information about district events and resources.	Communication Specialist, Technology Integration Specialists	May 2026
5. The district will create a promotional video to include local businesses that promote our “Community of Excellence”.	Communication Specialist, Superintendent, Assistant Superintendent	May 2027

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COMMUNITY CONNECTIONS – ACTION PLAN		
Goal: The Amherst Schools will establish consistent communication to strengthen relationships with businesses and citizens and to create an engaged community.		
Objective 5: Create inclusive communication around language, culture, and diversity.		
Action Steps <i>(What will be done?)</i>	Responsibilities <i>(Who will do it?)</i>	Timeline <i>(Launch/Sunset)</i>
1. The district will explore options for increasing access to translation services between teachers and families.	ESL Teacher, Building Principals, Teachers	May 2026
2. The district will increase awareness and understanding of inclusive practices with administrators and the district leadership team.	District Leadership Team, Superintendent, Director of Curriculum, Assistant Superintendent	May 2026
3. The district will increase accessibility to the district website, newsletters, and communications to ensure translation to home languages.	Technology Supervisor	May 2027
4. The district will increase awareness and understanding of inclusive practices with building leadership teams and at the building level.	Building Leadership Teams, Building Administrators, Teachers, Support Staff	May 2027

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FINANCIAL STABILITY – ACTION PLAN		
Goal: To ensure financial stability through prudent spending and strategic budgeting to maximize students’ educational experience in order for students to reach their full potential.		
Objective 1: Increase fiscal awareness with all stakeholders through consistent and transparent communication.		
Action Steps <i>(What will be done?)</i>	Responsibilities <i>(Who will do it?)</i>	Timeline <i>(Launch/Sunset)</i>
1. The district will prepare and present financial information such as the five-year forecast and financial reporting to the Board and community.	Treasurer, Finance Audit Committee	Yearly
2. The district will create Comet Conversation videos with specific financial topics aligned with yearly processes and procedures.	Treasurer, Superintendent, Communication Specialist	December 2024
3. The district will publicize the monthly Treasurer’s Report.	Treasurer	December 2024
4. The district will create a quarterly financial communication.	Treasurer, Superintendent, Communication Specialist	May 2025
5. The district will provide opportunities for the public to engage with the Treasurer through in-person communication or meetings. (Example: Coffee Talks)	Treasurer, Superintendent, Board Members, Communication Specialist	August 2025

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FINANCIAL STABILITY – ACTION PLAN		
Goal: To ensure financial stability through prudent spending and strategic budgeting to maximize students’ educational experience in order for students to reach their full potential.		
Objective 2: Maintain a balanced budget while expanding resources for students and staff.		
Action Steps <i>(What will be done?)</i>	Responsibilities <i>(Who will do it?)</i>	Timeline <i>(Launch/Sunset)</i>
1. The district will implement strategic budgeting to determine operational necessities and prioritize discretionary spending.	Treasurer, Administrative Staff	May 2025
2. The district will create and share a complete levy history to the community and develop a comprehensive future levy plan.	Treasurer, Superintendent, School Board	December 2024
3. The district will publish the annual appropriations and other financial reports such as the five-year forecast.	Treasurer, Superintendent, Finance & Audit Committee	May 2025
4. The district will update the Treasurer’s webpage on the district website to include strategic planning efforts and results.	Treasurer, Superintendent, Board of Education, Communication Specialist	May 2025

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RETENTION & RECRUITMENT – ACTION PLAN		
Goal: The Amherst Schools will attract, maintain and support the highest quality staff to address the diverse needs of our school district.		
Objective 1: Develop diverse representation of staffing to mirror demographics of the community and provide competitive salary and compensation incentives to attract high quality and talented staff members.		
Action Steps <i>(What will be done?)</i>	Responsibilities <i>(Who will do it?)</i>	Timeline <i>(Launch/Sunset)</i>
1. The district will review all candidates’ credentials and licensure to ensure a fit for each specific role.	Hiring Team, Human Resource Director	Ongoing
2. The district will invite underrepresented class candidates to screening sessions and the interview process.	Hiring Team, Human Resource Director	December 2024
3. The district will attend career and internship fairs at local colleges and universities.	Hiring Team, Human Resource Director	December 2024
4. The district will establish hiring panels that include current teachers, relevant school staff and administration.	Hiring Team, Human Resource Director	Ongoing
5. The district will review compensation and salary data as part of the CBA negotiations process.	Human Resource Director, Superintendent, Assistant Superintendent, Treasurer	May 2025
6. The district will create and utilize consistent messaging and platforms to notify the community of opportunities, announce new hires, and general communication.	Hiring Team, Human Resource Director, Communications Specialist	December 2024

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RETENTION & RECRUITMENT – ACTION PLAN		
Goal: The Amherst Schools will attract, maintain and support the highest quality staff to address the diverse needs of our school district.		
Objective 2: Build the capacity of staff to maintain high expectations through professional development.		
Action Steps <i>(What will be done?)</i>	Responsibilities <i>(Who will do it?)</i>	Timeline <i>(Launch/Sunset)</i>
1. The district will create and conduct meaningful professional development for all certified and classified staff. (Examples: financial wellness, physical wellness, retirement services, etc.)	PD Committee, Curriculum Director, Human Resource Director	May 2025
2. The district will ensure building specific professional development is created and delivered including agenda and sign-in sheets.	Building Principals, Curriculum Director	May 2025
3. The district will review working hours for all groups to properly utilize district PD that is directed at all staff members.	PD Committee, Curriculum Director, Human Resource Director	August 2025

Amherst Schools Strategic Plan 2024-2027

RETENTION & RECRUITMENT – ACTION PLAN		
Goal: The Amherst Schools will attract, maintain and support the highest quality staff to address the diverse needs of our school district.		
Objective 3: Develop a robust onboarding process for classified and certified staff that includes mentoring, building or department specific training, and content specific training.		
Action Steps <i>(What will be done?)</i>	Responsibilities <i>(Who will do it?)</i>	Timeline <i>(Launch/Sunset)</i>
1. The district will create onboarding sessions each month for all new classified staff to assemble together to learn about benefits, retirement, and CBA language.	Human Resource Director, OAPSE President	December 2024
2. The district will create onboarding sessions for certified staff on New Teacher Day and ongoing mentoring opportunities throughout the school year.	Human Resource Director, Mentors, Department Chairs, ATA President	May 2025
3. The district will review mentoring supplemental to clarify roles outside of RESA mentoring.	Human Resource Director, Superintendent, ATA President, Supplemental Review Committee	August 2025
4. The district will establish and strengthen RESA mentor training, benchmarks, and goals.	Human Resource Director, ATA President	August 2025

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QUALITY FACILITIES – ACTION PLAN		
Goal: The Amherst Schools will enhance, maintain, and develop facilities and spaces that meet the academic and extracurricular needs of all stakeholders through a master plan.		
Objective 1: Develop a Facilities Master Plan to identify, prioritize, and schedule short-term and long-term capital improvements, renovations, and upgrades.		
Action Steps <i>(What will be done?)</i>	Responsibilities <i>(Who will do it?)</i>	Timeline <i>(Launch/Sunset)</i>
1. The district will conduct a Master Facility Assessment.	Fanning/Howey Associates	October 2024
2. The Facility Advisory Committee will meet to evaluate and review Master Facility Assessment.	Facility Advisory Committee, Superintendent	December 2024
3. The Facility Advisory Committee will identify, prioritize, and recommend emergency and short-term capital improvements.	Facility Advisory Committee, Superintendent	May 2025
4. The Facility Advisory Committee will identify, prioritize, and recommend long-term enhancements, upgrades, and renovations for future capital improvements.	Facility Advisory Committee, Superintendent	May 2025
5. The Facility Advisory Committee will develop multiple Master Facilities Plan options and recommendations for future facility plans.	Facility Advisory Committee, Superintendent	December 2025
6. The district will explore and identify funding and financing options for the Master Facilities Plan.	Board of Education, Treasurer, Superintendent	May 2026

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QUALITY FACILITIES – ACTION PLAN		
Goal: The Amherst Schools will enhance, maintain, and develop facilities and spaces that meet the academic and extracurricular needs of all stakeholders through a master plan.		
Objective 2: Analyze buildings and spaces to identify creative ways to optimize their efficiency, utility, functionality and flexibility.		
Action Steps <i>(What will be done?)</i>	Responsibilities <i>(Who will do it?)</i>	Timeline <i>(Launch/Sunset)</i>
1. The district will conduct a football field and stadium feasibility study to identify ways to enhance and maximize student and community access and usage.	Field Source Ohio, Superintendent	Summer 2024
2. The district will conduct an analysis of school buildings, classrooms, and interior learning spaces to identify creative ways to optimize their efficiency, utility, functionality and flexibility.	Facility Advisory Committee, Superintendent, Ohio Facilities Construction Commission	May 2025
3. The district will conduct an analysis of performing arts, athletic fields, and exterior learning spaces to identify creative ways to optimize their efficiency, utility, functionality and flexibility.	Community Leaders, Facility Advisory Committee, Superintendent	May 2025
4. The district will collaborate with all stakeholders to gather input and solicit feedback on recommendations and plans throughout the facility analysis process.	Facility Advisory Committee, Superintendent	September 2025
5. The district will explore and identify funding and financing options for the Master Facilities Plan.	Board of Education, Treasurer, Superintendent	May 2026

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QUALITY FACILITIES – ACTION PLAN		
Goal: The Amherst Schools will enhance, maintain, and develop facilities and spaces that meet the academic and extracurricular needs of all stakeholders through a master plan.		
Objective 3: Gather stakeholder input and feedback to identify the academic and extracurricular needs of all stakeholders.		
Action Steps <i>(What will be done?)</i>	Responsibilities <i>(Who will do it?)</i>	Timeline <i>(Launch/Sunset)</i>
1. The district will conduct staff surveys and meetings to gather input on academic and extracurricular programming in relation to current facilities.	District Leadership Team, Facility Advisory Committee, Superintendent	May 2024
2. The district will work with parents and community leaders to gather input on academic and extracurricular programming in relation to current facilities.	Community Leaders, Facility Advisory Committee, Superintendent	May 2024

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STUDENT SERVICES & PROGRAMS – ACTION PLAN		
Goal: The Amherst Schools will promote and implement high quality programs and services to improve the physical, social-emotional and academic well-being of all students by providing progressive educational opportunities.		
Objective 1: Evaluate and enhance the continuum of services for both gifted and special education programs to ensure comprehensive support and equitable opportunities for academic and personal growth.		
Action Steps <i>(What will be done?)</i>	Responsibilities <i>(Who will do it?)</i>	Timeline <i>(Launch/Sunset)</i>
1. The district will develop a gifted services handbook.	Director of Curriculum, Gifted Services Coordinator (ESC)	May 2025
2. The district will complete a comprehensive overview of the service delivery model across the district and define the continuum of services available in each building.	Building Administrators, Special Education Coordinator, Assistant Superintendent, Director of Curriculum, Gifted Services Coordinator (ESC), Internal Monitoring Committee	August 2025
3. The district will provide the staff with ongoing professional development in gifted education and special education services.	Professional Development Committee	Ongoing

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STUDENT SERVICES & PROGRAMS – ACTION PLAN		
Goal: The Amherst Schools will promote and implement high quality programs and services to improve the physical, social-emotional and academic well-being of all students by providing progressive educational opportunities.		
Objective 2: Implement a cohesive framework for Multi-Tiered System of Supports (MTSS) and Positive Behavioral Interventions and Supports (PBIS) across the school district, ensuring alignment and consistency to optimize student success and promote a positive school climate.		
Action Steps <i>(What will be done?)</i>	Responsibilities <i>(Who will do it?)</i>	Timeline <i>(Launch/Sunset)</i>
1. The district will complete a comprehensive overview of MTSS to define processes and Tiers of Support across all grade levels and buildings.	Special Education Coordinator, Director of Curriculum, Building Administrators, Building MTSS Teams	May 2025
2. The district will establish a district-level PBIS team to evaluate and define tiers of behavioral support available across the district.	Assistant Superintendent, Director of Curriculum, Building PBIS Teams, Building Administrators	May 2025
3. The district will determine the root causes of student behavior and define the district’s overarching philosophy on student behavior support.	District-Level PBIS Team	August 2025
4. The district will inventory and align intervention curriculum and resources including materials, the person who delivers interventions, the frequency, duration, and locations.	Building Administrators, Special Education Coordinator, Assistant Superintendent, Director of Curriculum	August 2026

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STUDENT SERVICES & PROGRAMS – ACTION PLAN		
Goal: The Amherst Schools will promote and implement high quality programs and services to improve the physical, social-emotional and academic well-being of all students by providing progressive educational opportunities.		
Objective 3: Develop and implement nontraditional programs aimed at enhancing workforce readiness among students within the school district, providing diverse pathways to success beyond traditional academic approaches.		
Action Steps <i>(What will be done?)</i>	Responsibilities <i>(Who will do it?)</i>	Timeline <i>(Launch/Sunset)</i>
1. The district will build awareness and knowledge about various graduation pathways across the district.	Junior High Counselors, High School Counselors, AJH & Steele Building Administrators, Central Office Administrators	May 2025
2. The district will communicate graduation requirements more clearly to the community.	Junior High Counselors, High School Counselors, AJH & Steele Building, Central Office Administrators, Community Relations Specialist	August 2026
3. The district will develop a plan to expand career exploration opportunities and Career Technical Education (CTE) programming at Steele High School and Amherst Junior High School.	Director of Curriculum, Steele Administrators, AJH Administrators	May 2025
4. The district will provide and encourage opportunities for teachers and staff to participate in job exploration and Career Technical Education (CTE) training for staff.	Director of Curriculum, Building Administrators	August 2025
5. The district will enhance partnerships with local vocational institutions, businesses, and employers.	Director of Curriculum, Building Administrators	August 2026

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STUDENT SERVICES & PROGRAMS – ACTION PLAN		
Goal: The Amherst Schools will promote and implement high quality programs and services to improve the physical, social-emotional and academic well-being of all students by providing progressive educational opportunities.		
Objective 4: Implement parent education and engagement initiatives district-wide to foster collaborative partnerships between parents and educators.		
Action Steps <i>(What will be done?)</i>	Responsibilities <i>(Who will do it?)</i>	Timeline <i>(Launch/Sunset)</i>
1. The district will communicate a comprehensive overview of the service delivery model across the district and define the continuum of services available in each building for parents.	Building Administrators, Director of Curriculum, Assistant Superintendent	August 2025
2. The district will create workshops and resources for parents on topics in child development, communication, academic support, and navigating school resources.	School Counselors, Technology Department	August 2025
3. The district will explore opportunities for parents to participate in school committees and functions in grades 6-12.	School Administrators, School Committees	August 2026

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STUDENT SERVICES & PROGRAMS – ACTION PLAN		
Goal: The Amherst Schools will promote and implement high quality programs and services to improve the physical, social-emotional and academic well-being of all students by providing progressive educational opportunities.		
Objective 5: Strengthen understanding of student demographics, including diverse backgrounds and evolving community dynamics, with a focus on promoting cultural humility initiatives across the district to ensure equitable educational opportunities and supportive learning environment for all students.		
Action Steps <i>(What will be done?)</i>	Responsibilities <i>(Who will do it?)</i>	Timeline <i>(Launch/Sunset)</i>
1. The district will develop an English Learner Services Handbook.	Director of Curriculum, EL Teacher	October 2024
2. The district will partner with an external diversity and culture consultant to develop and implement a framework for staff development.	District Leadership Team and Superintendent	October 2024
3. The district will intentionally consider aspects of diversity and culture when reviewing curricular resources.	Director of Curriculum	Yearly Curriculum Review Process
4. The district will create platforms for student voice and leadership like student councils, focus groups, and student leadership training programs.	School Leadership Teams and Student Council	August 2025
5. The district will explore the integration of restorative practices, onboarding processes, intentional community building and implications on the culture and climate of our buildings and district.	PBIS Committees, Building Leadership Teams, Building Administrators	August 2026