



SYCAMORE
COMMUNITY SCHOOLS

Our students. Our future.



2024-2027

SYCAMORE
COMMUNITY SCHOOLS
**STRATEGIC
PLAN**



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OUR MISSION

Create a culture of academic excellence through inclusive and innovative learning opportunities for the whole child.

OUR VISION

Empower all learners to reach their full potential in a globally competitive world.

OUR VALUES

Academic Excellence
Diversity and Inclusion
Community
Character
Collaboration



BOARD OF EDUCATION

MRS. SARA BITTER
President

MR. VICTOR HARRIS
Vice President

MR. PAUL BALENT
Board Member

DR. ADRIENNE JAMES
Board Member

DR. LYNNE STIEGER
Board Member

DISTRICT OFFICE ADMINISTRATORS

Chad Lewis
Superintendent

Jenni L. Logan
Treasurer

Brody Burson
Assistant Treasurer

Brad Lovell
Assistant Superintendent

Meghan Lawson
Assistant Superintendent

Becky Tompkins
Director of Curriculum and Instruction

Christian Long
Director of Technology

Stacey Spencer
Director of Student Services

Misty Belfrom
Special Education Coordinator

Lori Rosen-Malott
Special Education Coordinator

Lisa Zelvy
Pupil Support Coordinator

Amber Aldrich
Preschool Coordinator

Mallory Bonbright
Community Relations Director

Mark Zimmerly
Director of Operations

Michael Miller
Transportation Director

Liz Wellman
Child Nutrition and Wellness Director



BUILDING ADMINISTRATORS

MAPLE DALE

Mindy Zellner
Principal

Danielle Gray
Assistant Principal

SYMMES

Jessica Ralston
Principal

Dr. India Chambers-Richardson
Assistant Principal

E.H. GREENE INTERMEDIATE

Greg Cole
Principal

Tricia Constable
Assistant Principal

Natalie Moss
Interim Assistant Principal

BLUE ASH ELEMENTARY

Natalie Jimenez
Principal

Lindsay Combs
Assistant Principal

MONTGOMERY

Dr. Amy Debelak
Principal

Sally Ganz
Assistant Principal

SYCAMORE JUNIOR HIGH

Janelle Schunk
Principal

Tyler Meyer
Assistant Principal

Samantha Helms
Assistant Principal

SYCAMORE HIGH SCHOOL

Taylor Porter
Principal

Dr. Princess Crenshaw
Assistant Principal

Ashwin Corattiyil
Assistant Principal

Katelyn Robinson
Assistant Principal

Ashley Gallahar
Assistant Principal

Andrew Ovington
Athletic Director



Portrait of an

AVIATOR

**Purposeful Learner • Innovative Collaborator
Dynamic Problem Solver • Empathetic Communicator
Respectful Global Citizen**

A

ACADEMIC ACHIEVEMENT

Establish key performance milestones and learning pathways to enhance student academic achievement.

OBJECTIVE 1

Ensure alignment of current and future academic programming to meet the needs of the students and community.

ACTION STEPS



- Provide professional development opportunities and extended training for all staff members to support the needs of all students in the district.
- Evaluate resources and programming for all learners across all grade levels. Consider the expansion of services to meet the diverse needs of our students.
- Promote and direct pathways for college/career readiness while fostering a culture of high expectations for all students.

OBJECTIVE 2

Prioritize the continued implementation of an aligned K-12 MTSS Framework that supports the needs of all learners in Sycamore Community Schools.

ACTION STEPS



- Provide professional development opportunities and extended training for all staff members to support the needs of all students in the district.
- Establish and promote high academic and behavioral expectations for all learners.



V

VIBRANT COMMUNITY PARTNERSHIPS

Enhance future readiness for students through education, exposure and experiences.

OBJECTIVE 1

Create connections with alumni, staff, and community to impact the Aviator experience for all students.

ACTION STEPS



- Leverage community partnerships to provide enriching experiences for all students.
- Explore options to set up a community education foundation.
- Establish and strengthen community partnerships with local businesses and organizations.

OBJECTIVE 2

Provide dynamic communications in multiple forms that reach all stakeholders in meaningful ways.

ACTION STEPS



- Provide regular, clear, easily accessible information on school finances to foster trust, accountability, and informed decision-making among all stakeholders.
- Continually update user-friendly district website.
- Evaluate external communication channels, including social media, press releases, and community outreach. Ensure consistency, effectiveness, and alignment of district communications with the district's mission and vision.





EXCELLENCE IN OPERATIONS

Maximize financial, operational, facilities, safety, human capital, technology and maintenance capacity to ensure district success in service of the community.

OBJECTIVE 1

Develop effective strategies for attracting, hiring, and retaining high-quality staff.

ACTION STEPS



- Enhance recruitment efforts to attract and retain qualified candidates.
- Prioritize professional learning to foster career growth and job satisfaction.
- Review and adjust salary structures and benefits to remain competitive and attract top staff.

OBJECTIVE 2

Maintain high standards for fiscal responsibility.

ACTION STEPS



- Develop a communication plan that provides timely financial information in a userfriendly format.
- Maintain facilities to ensure safety, longevity, and optimal functionality for all stakeholders.
- Consistently review the priorities and strategic alignment of the district budget.

OBJECTIVE 3

Ensure the safety and security of all students and staff.

ACTION STEPS



- Conduct regular assessments to identify and address vulnerabilities.
- Provide ongoing training for emergency response procedures for students and staff.
- Promote awareness and encourage reporting of any safety concerns within the school community.



STUDENT-CENTERED CULTURE

Lead an aligned high-performing culture that is centered on an inclusive student experience that encompasses each child's health, aspirations and belonging.

OBJECTIVE 1

Foster a positive school climate for academic success and student well-being.

ACTION STEPS



- Build and maintain authentic relationships with students and families.
- Communicate clear behavior expectations and reinforcement strategies conducive to student success and well-being.
- Collaborate with families and community to reinforce positive behaviors in and out of school.

OBJECTIVE 2

Cultivate an inclusive and welcoming school environment where all students feel valued, respected, and supported in their academic and social-emotional growth.

ACTION STEPS



- Promote and celebrate cultural diversity and foster inclusivity districtwide.
- Build and maintain social-emotional support for students and staff.
- Create opportunities for students to build positive relationships and connections.

OBJECTIVE 3

Ensure all students graduate equipped with the competencies outlined in the Portrait of an Aviator.

ACTION STEPS



- Integrate rigorous content and durable skills into daily classroom practice for deeper learning.



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