



Establishing our Core Values, Mission, and Vision

Monitoring, Examining, and Evaluating for Future Success

Strategic Plan

for Berkshire Local Schools

2024-2027

Encourage. Inspire. Prepare.

Affirming Berkshire's Relationship with our Stakeholders





A Stakeholder-Based Plan for our Future!

The Berkshire Local Schools
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Strategic Planning Process Overview

A timeline to the overall planning process

December 2023
- Planning Process Planned

January 2024
- Engaged Board of Education
- Finalized the planning calendar
- Solicited citizen input

February 2024
- Citizens committee begins meeting
- Core Values discussed
- Berkshire Schools begin sharing with community

March 2024
- S.W.O.T. Analysis conducted
- Core Values finalized

April 2024
- Mission Statement created
- Vision Statement created

May 2024
- Areas of Focus discussed
- S.M.A.R.T. Goals drafted

June 2024
- Administrative team finalized S.M.A.R.T. Goals
- Action steps for each goal are suggested

October 2024
- State of the Schools Presentation

September 2024
- Draft Plan submitted to BOE for adoption

With this Process, the Berkshire Local Schools Has Created:

- Clear Mission, Vision, and Goals
- Reliable, community-driven data for decision-making
- An engaged school family

Berkshire Local Schools

Strategic Planning Process Overview

Community Based Participants in the Process!

The Berkshire Local Schools would like to express its gratitude to the members of our community, our staff, and school family who met to collaborate, review, proactively share input, and ultimately deliver the framework for this revised strategic plan. The individuals listed below are the architects of the final product. The school district thanks them for being true Badgers and for constructively formulating the essence of our path forward. The participating members are:

Strategic Planning Participating Members

Dan Berman
Jennifer Chase
Shaun Forbes
Jon Franks
Heather Giel
Cheryl Goff
Matt Hadsell
Linda Herald
Brian Hiscox
Amy Hochschild
Nicole Holder
Candace Holland
Don Hornak
Laurie Hughes
Paul and Janice Jackam
Stan Koterba
KD Lynce
Beth McCaffrey
Cindy Metzung
Ruth Moore
Matt Morbeto
Charlotte O'Neil
Katherine Parente
Mandy Randles
Amanda Rickelman
Matt Rosati
Jacqueline Samuel
Madison Schultz
Becca Smith
Dawn Tolchinsky
Brandon Townsend
Mandy Townsend
Mike Valentino
Al Vontorcik
Jill Whitfield









CORE Values

CORE VALUES

CHARACTER & INTEGRITY
The Berkshire Local Schools affirms the highest interpersonal standards for all individuals in our school community. Doing what's right in all matters is our standard, even when no one is watching. Berkshire Badgers will be trustworthy decision-makers and reliable, honest advocates for our school district.

COMMUNITY RELATIONSHIPS
The power of meaningful interactions with one another, both on an individual and group basis, will be promoted in the Berkshire Local Schools. Our school district recognizes the importance of stakeholder groups in our greater community, and will be respectful of each, and pursue partnerships that are mutually beneficial.

CAREER READINESS
Students in the Berkshire Local Schools will become world-class participants in filling the employment and career needs of the local, regional, national, and emerging global economy. Staff will be equipped and prepared to promote the belief that all learning experiences in our school district have at their heart, the future career endeavors for our students, including college, career, employment, or military.

BERKSHIRE LOCAL SCHOOLS
CORE VALUES

TRUST
The Berkshire Local Schools will be authentic and honest in all relationships within the Badger school family, recognizing that shared understanding among individuals and groups, improves our district and allows us to pursue the highest standards.

EXCELLENCE
A top-quality experience in the Berkshire Local Schools, among all aspects of our organization, will be pursued by all stakeholders. Our Badgers will have a shared sense of values, pursue the highest standards for culture, curriculum and learning, assessments, and student and staff well-being.

RESPECT
As an important foundational factor in a healthy learning environment, school leaders, teachers, parents, students, families, and stakeholders will demonstrate genuine understanding with one another, exemplify dignity, and allow differences to coexist in a constructive and collaborative manner.

ACCOUNTABILITY
The Berkshire Local Schools will be able to answer for the actions and decisions of the school district, and the outcomes of those actions with the community in a transparent and responsible manner. Our school district will rely on the values herein in order to answer why things occur and for what reason in a thoughtful and timely fashion.



S.W.O.T. Analysis

Strengths. Weaknesses. Opportunities. Threats.

A compilation of the aspects of our district's operation that are sound, need improvement, and require our attention.

Strengths

We want to build on these…

- Relationships in the community
- Avenues of opportunity outside the building
- Student-Focused
- Project based learning approach
- Partnerships with community (UH and Kent ST)
- Leadership
- Facilities
- Booster programs
- Innovation - beyond traditional
- Variety of instructional opportunities

Opportunities

We want to invest in these…

- Relationships with county fairgrounds
- Interschool relationships
- Communication with non-family stakeholders
- Understanding of state report card
- Continuity across district for behavior
- Provide additional opportunities/interactive hands-on learning and programming
- Foreign language opportunities
- Mileage between communities
- Exposure to diversity

Weaknesses

We want to revise or improve on these…

- Mailed newsletter
- Creation of alumni association
- Further partnership with Kent State
- Strengthen relationships with community
- Digital world relationships
- Community programs in the school
- Afterschool programs
- Peer modeling
- Create a Parent Liaison program
- Police/Fire programs
- Utilization of property across the street
- Alternative funding opportunities
- Artificial Intelligence
- Grants/fundraising

Threats

We want to monitor and minimize these…

- Negative social media posts
- Private/charter school vouchers
- Budget and funding
- Lack of parental or community involvement
- Community misperceptions
- Misinformation & rumors
- Disengaged families
- Lack of parent/community involvement
- State test scores as only measure of success
- Political climate
- School safety



Mission and Vision Statements of the Berkshire Local Schools

Mission Statement:

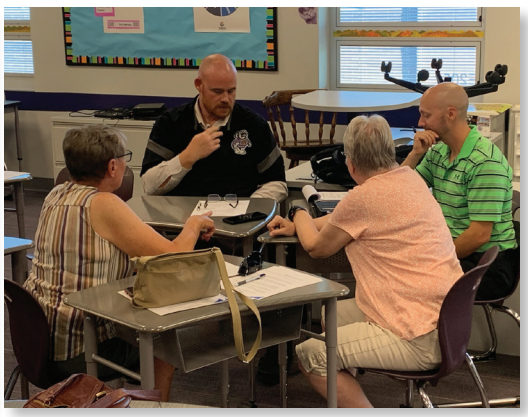
The Berkshire Local Schools exists to encourage lifelong learning, inspire students' highest achievement, and prepare critical thinkers who embody leadership, character, and citizenship.

Vision Statement:

The Berkshire Local Schools will become the premier school district, universally recognized for dynamic student-centered learning, innovative pathways for future readiness, risk-taking, collaborative partnerships, and the accomplishments which enable our children to thrive in the real world.







Strategic Planning Process



Areas of Focus

#1 - STRONG ACADEMIC EXCELLENCE

WHAT ABOUT THE NEED REQUIRES ATTENTION: Understanding state report card. Profile of a graduate, data on academic progress
HOW MUCH TIME IS REQUIRED: Evaluate progress 2x/year, report to the community yearly
WHAT RESOURCES: Data platform, leaders, community involvement

#2 - INVOLVE THE COMMUNITY AND FAMILIES IN MORE EVENTS THAT BRING THEM INTO SCHOOL

WHAT ABOUT THE NEED REQUIRES ATTENTION: Showcase our wonderful assets in a safe and secure manner
HOW MUCH TIME IS REQUIRED: Within the next 1-2 years
WHAT RESOURCES: Safety and security, calendar of activities, stated purposes

#3 - INTERSCHOOL RELATIONSHIPS AND GREATER INTERCONNECTEDNESS

WHAT ABOUT THE NEED REQUIRES ATTENTION: Programming built to bridge student relationships across grade levels
HOW MUCH TIME IS REQUIRED: 12 months – 24 months
WHAT RESOURCES: Planning, personnel

#4 - COMMUNICATION WITH NON-FAMILY STAKEHOLDERS

WHAT ABOUT THE NEED REQUIRES ATTENTION: Recruit retired administrators (with no kids/empty nesters) to help coach and mentor students
HOW MUCH TIME IS REQUIRED: Begin 2024-2025 school year, evaluate after year 1
WHAT RESOURCES: Community / elders/retired, time and volunteerism plan

#5 - ALUMNI RELATIONS/RELATIONSHIP BUILDING & MAINTAINING

WHAT ABOUT THE NEED REQUIRES ATTENTION: Need to create a database of emails and contact info to keep alumni engaged in what is going on at Berkshire. So many rely on Facebook, that isn't good enough.
HOW MUCH TIME IS REQUIRED: About 1 year to set up database, collect information, etc.
WHAT RESOURCES: We would probably need someone to oversee this, probably money to get it going, but it could be a very positive thing. I want alumni to be proud of where they come from and continue to feel a part of the Berkshire community.

#6 - EMPHASIZE MERITOCRACY

WHAT ABOUT THE NEED REQUIRES ATTENTION: Promote competition, provide all students the opportunity to succeed, provide extra support and tutoring
HOW MUCH TIME IS REQUIRED: 2 years
WHAT RESOURCES: Support staff, tutoring, a game plan to promote



Goal Statements

Goal #1

The Berkshire Local Schools will improve academic performance by 10% by the end of the 2024-2025 school year.

Goal #2

The Berkshire Local School District will establish and monitor cross-grade level collaboration practices that support student transitions, teacher-team data analysis and problem solving, and maximizing shared resources by the end of the 2024-2025 school year.

Goal #3

Berkshire Local Schools will improve communications and strengthen relationships with alumni, families, and community members, beginning with the 2024-2025 school year.

Goal Statement Action Steps

Goal #1

The Berkshire Local Schools will improve academic performance by 10% by the end of the 2024-2025 school year.

Action Steps

1.1	The district's Ohio State test scores for English/Language Arts II in grades 3 - 8, will increase by 10%, as measured by proficiency rate.
1.2	The district's Ohio State test scores will increase by 10% for Math in grades 3-8, Algebra I, Geometry as measured by the proficiency rate with ESC support.
1.3	The district's Ohio State test Performance Index will increase by 10%.
1.4	The district will establish a benefits-based accountability system to share academic improvement as a method of demonstrating success beyond the state report card.







Goal Statement Action Steps

Goal #2

The Berkshire Local School District will establish and monitor cross-grade level collaboration practices that support student transitions, teacher-team data analysis and problem solving, and maximizing shared resources by the end of the 2024-2025 school year.

Action Steps

2.1 Provide training and support with the creation of a districtwide data bank of information.

2.2 Establish grade-level norms and protocols to analyze and problem solving using districtwide data.

2.3 Establish cross-grade level norms and protocols to analyze district data that successfully transitions students forward academically and socially.

2.4 Increase cross-grade level collaborative learning opportunities to familiarize students with curriculum across subjects and grade levels to build ongoing support relationships among students and teachers.







Goal Statement Action Steps

Goal #3

Berkshire Local Schools will improve communications and strengthen relationships with alumni, families, and community members, beginning with the 2024-2025 school year.

Action Steps

3.1	The Berkshire Local Schools will create a database that includes all contact information from related and associated groups for communications use.
3.2	The Berkshire Local Schools will post a page on the website specifically for alumni to obtain information, or share information.
3.3	The Berkshire Local Schools will distribute a magazine/email/correspondence 2x per year during the 2024-2025 school year, as a way to stimulate an alumni group to create their own alumni association newsletter.
3.4	The Berkshire Local Schools will create a database of community members and begin to target our communications with them.
3.5	The Berkshire Local Schools will use Infinite Campus to improve relationships with families through principal updates.





