Canfield Local Schools

STRATEGIC PLAN

Goals & Objectives

2022-2027

TABLE OF CONTENTS

4 Goal #1 - Curriculum & Academic Programming

7 Goal #2 - Communications (External & Internal)

11 Goal #3 - Finance & Accountability

13 Goal #4 - Facilities, Safety & Security

15 Goal #5 - Diversity and Wellness

17 Goal #6 - Technology and Infrastructure

20 Goal #7 - Human Resources

Vision

We will create an educational environment that nurtures the whole child inspiring each student to reach their highest potential.

Mission

As a school community, we educate, motivate and innovate for lifelong success.

BOARD OF EDUCATION

Joe Knoll - Superintendent

John Vitto, Assistant Superintendent

Patricia Prince - Treasurer

Nader Atway - President

Matt Campbell - Vice-president

Traci K. DeCapua - Member

Jennifer Kluchar - Member

David J. Wilkeson - Member

Goal #1

Curriculum & Academic Programming

Goal #1

Objectives

01 **Conduct an internal curriculum audit noting curriculum that may be outdated or no longer compliant to the state-required standards. Create assessment maps to ensure alignment both horizontally (within the same grade) and vertically (K-12, same content) throughout the district. Create assessment maps in Reading/Math.**

ACTION STEPS	ASSIGNED	TIMEFRAME	NOTES
Establish baseline	John Vitto, Asstistant Superintendent	**August 2024**	start with math and reading - K-12
Recommendations		**January 2025**	
Implementation		**August 2026**	
Measurement		**Annually**	

02 **Assess all offerings, both state required content as well as extra-curricular offerings, to make sure students have access to multiple options. Advance the curriculum offerings with careful consideration of the infusion of a life-skills curriculum that offers financial literacy skills for all students.**

ACTION STEPS	ASSIGNED	TIMEFRAME	NOTES
Establish baseline	Mike Moldovan, Canfield High School Principal	**April 2022**	
Recommendations		**May 2022**	
Implementation		**August 2024**	Financial Literacy (current 8th graders)
Measurement		**January 2026**	

Goal #1

Objectives

03 **Continue to promote, define and implement direct pathways so students are provided with multiple opportunities to explore available careers beyond graduation, such as college/ university, career and technical education, military and other non-college preparedness opportunities.**

ACTION STEPS	ASSIGNED	TIMEFRAME	NOTES
Establish baseline	Rich Shields, Canfield High School Assistant Principal	**July 2022**	work with Judd Rubin
Recommendations		**August 2022**	
Implementation		**August 2025**	
Measurement		**Annually**	

Goal #2

Communications (External & Internal)

Goal #2

Objectives

01 **Establish a comprehensive external communications strategy that attempts to engage and earn the trust of residents who do not, or no longer have, a direct connection to Canfield Local Schools; develop consensus on appropriate communication channels and tactics; create consistent communication expectations with families and provide needed outreach to the families. (External)**

ACTION STEPS	ASSIGNED	TIMEFRAME	NOTES
Establish baseline	Renee English, Teacher/ Communications	February 2023	
Recommendations		June 2023	
Implementation		August 2024	
Measurement		Bi-Annually	

02 **Enact tactics to address student relocation to other school districts. Continue to promote positive events, staff and student profiles and any other notable achievements regarding the Canfield Local Schools in an attempt to maintain student populations. (External)**

ACTION STEPS	ASSIGNED	TIMEFRAME	NOTES
Establish baseline	Mike Flood, Hilltop Elementary School Principal	June 2022	
Recommendations		July 2022	
Implementation		September 2022	
Measurement		Each Semester	

Goal #2

Objectives

03 **Ensure continued delivery of bi-weekly communication from the superintendent. Return of the printed calendar of events as a way for families and community stakeholders to be informed throughout the entire school year of district events. (External)**

ACTION STEPS	ASSIGNED	TIMEFRAME	NOTES
Establish baseline	Travis Lavery, C.H. Campbell Elementary School Principal	**July 2022**	
Recommendations		**January 2023**	
Implementation		**June 2023**	
Measurement		**Annually**	

04 **Design and implement a comprehensive process for alumni outreach and engagement; utilize alumni connectivity to positively impact student programming and achievement. (External)**

ACTION STEPS	ASSIGNED	TIMEFRAME	NOTES
Establish baseline	Judd Rubin, Canfield Village Middle School Principal	**February 2022**	
Recommendations		**August 2022**	
Implementation		**August 2027**	
Measurement		**Annually**	

Goal #2

Objectives

05

Establish consistent brand standards and messaging strategies to further reinforce the mission, vision and identity of Canfield Local Schools. (External)

ACTION STEPS	ASSIGNED	TIMEFRAME	NOTES
Establish baseline	Renee English, Teacher/ Communications	**June 2024**	Help from Joe Maroni
Recommendations		**July 2024**	
Implementation		**August 2024**	
Measurement		**Monthly**	

06

Provide training and support regarding internal communication best practices. Develop clear administrative expectations for all forms of internal staff communications so that each building/level/department receives consistent and timely updates; ensure all staff members are knowledgeable and informed regarding important district information so that they can confidently act as stewards of the district's vision and decisions; avoid selective pockets and siloed information. (Internal)

ACTION STEPS	ASSIGNED	TIMEFRAME	NOTES
Establish baseline	Joe Knoll, Superintendent	**June 2023**	
Recommendations		**August 2023**	
Implementation		**August 2025**	
Measurement		**Annually**	

Goal #3

Finance & Accountability

Goal #3

Objectives

01 **Publish and promote a series of simplified/community friendly graphics to educate Canfield Local School District stakeholders and taxpayers more deeply on current and projected (future) expenditures; consistently communicate district financial picture to provide an accurate portrayal of financial standing.**

ACTION STEPS	ASSIGNED	TIMEFRAME	NOTES
Establish baseline	Pattie Prince, Treasurer	**May 2022**	
Recommendations		**November 2022**	
Implementation		**May 2023**	
Measurement		**Bi-Annually**	

02 **In an effort to remain transparent, conduct a bi-annual question and answer session regarding the financial standing of the district to better inform the community and parents of the current and projected needs.**

ACTION STEPS	ASSIGNED	TIMEFRAME	NOTES
Establish baseline	Renee English, Teacher/ Communications	**May 2022**	
Recommendations		**November 2022**	
Implementation		**May 2023**	
Measurement		**Bi-Annually**	

Goal #4

Facilities, Safety & Security

Goal #4

Objectives

01 **Review all aspects of physical security throughout the district; recommend changes to policy and application of best practice strategies; ensure consistent application of security protocol/procedures for district buildings and after-school activities; conduct a study of traffic plans and patterns during drop-off and pick-up times, both at the high school and at Hilltop Elementary.**

ACTION STEPS	ASSIGNED	TIMEFRAME	NOTES
Establish baseline	Steve Garstka and Josh Zmuda, SRO	**June 2022**	
Recommendations		**July 2022**	
Implementation		**August 2023**	
Measurement		**Annually**	

02 **Create a projected final assessment of future facilities needs in concert with master facilities plan; provide community updates related to potential project opportunities, cost, bond issue resources and/or potential OFCC development. Continue to communicate all findings and processes to families and the greater community.**

For consideration: Pay particular attention to the aging middle school facilities, along with the AC and other air quality concerns in the elementary buildings.

ACTION STEPS	ASSIGNED	TIMEFRAME	NOTES
Establish baseline	Joe Knoll, Superintendent	**February 2022**	
Recommendations		**February 2022**	
Implementation		**May 2022**	
Measurement		**Annually**	37 years

Goal #5

Diversity and Wellness

Goal #5

Objectives

01 **Continue to promote a culture that prioritizes student and staff social-emotional wellness and development. Provide parents with outside community resources beyond what is available in the district. Partner with outside agencies to bring their resources into the district and/or classrooms.**

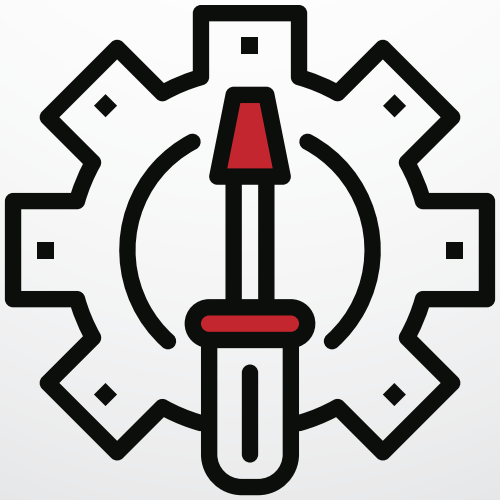
ACTION STEPS	ASSIGNED	TIMEFRAME	NOTES
Establish baseline	David Spalding, Special Services	June 2022	
Recommendations		August 2022	
Implementation		August 2023	
Measurement		Annually	

02 **Provide professional development opportunities and extended training for staff members related to student social-emotional and mental health needs; create mechanisms for dialogue to more deeply understand the complexities of home life and school life. Ensure delivery of new programming or resources available, as a result of provided professional development, to students with their families.**

ACTION STEPS	ASSIGNED	TIMEFRAME	NOTES
Establish baseline	David Spalding, Special Services	June 2022	
Recommendations		August 2022	
Implementation		August 2023	
Measurement		Annually	

Goal #6

Technology and Infrastructure



Goal #6

Objectives

01 **Design and implement a district technology integration plan that focuses on the utilization of technology as a transformative creation, advancement and connection tool and provide professional development for staff to ensure integrity; establish a balance of technology utilization throughout the school day with an infusion of intentional keyboarding skills for all students; ensure cyber security standards are applied across all district devices, staff and students.**

ACTION STEPS	ASSIGNED	TIMEFRAME	NOTES
Establish baseline	John Vitto, Assistant Superintendent	June 2022	
Recommendations		January 2023	
Implementation		June 2023	
Measurement		Annually	

02 **Conduct a technology audit to assess the use of current technology and the staffing necessary to achieve excellence in this area. Consider the purchase of additional laptops to provide a 1 to 1 environment for all Canfield Local School students. Explore the possibility of connectivity funding to ensure proper access to school WiFi and internet away from school.**

ACTION STEPS	ASSIGNED	TIMEFRAME	NOTES
Establish baseline	John Vitto, Assistant Superintendent	June 2022	
Recommendations		January 2023	
Implementation		June 2023	
Measurement		Annually	

Goal #6

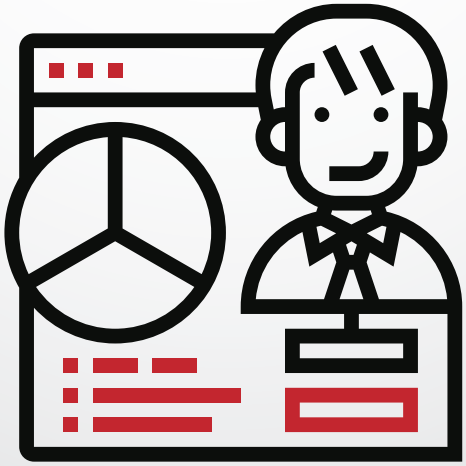
Objectives

03 **Create a life-cycle management plan for all district technology, including hardware and software throughout the district. Ensure that all devices are inventoried and rotated through the plan accordingly.**

ACTION STEPS	ASSIGNED	TIMEFRAME	NOTES
Establish baseline	Joe Maroni, Canfield Village Middle School Assistant Principal	**June 2022**	
Recommendations		**January 2023**	
Implementation		**June 2023**	
Measurement		**Annually**	

Goal #7

Human Resources



Goal #7

Objectives

01 **Advance school spirit through proactively planned activities and experiences; create consistent opportunities to display district pride and to celebrate student and staff accomplishments; establish district-wide standards for external display of school spirit in all buildings.**

For consideration: Return the process of the senior mentoring program allowing high school seniors to tutor younger students. This can be performed through a specific class or can be used as a method to gain community service hours if needed for graduation.

ACTION STEPS	ASSIGNED	TIMEFRAME	NOTES
Establish baseline	Rich Shields, Canfield High School Assistant Principal	**June 2022**	
Recommendations		**July 2022**	
Implementation		**August 2022**	
Measurement		**Annually**	

02 **Establish an intentional morale building program to maintain and build upon the district's positive culture.**

ACTION STEPS	ASSIGNED	TIMEFRAME	NOTES
Establish baseline	Travis Lavery, C.H. Campbell Elementary School Principal	**January 2023**	
Recommendations		**June 2023**	
Implementation		**August 2023**	
Measurement		**Annually**	