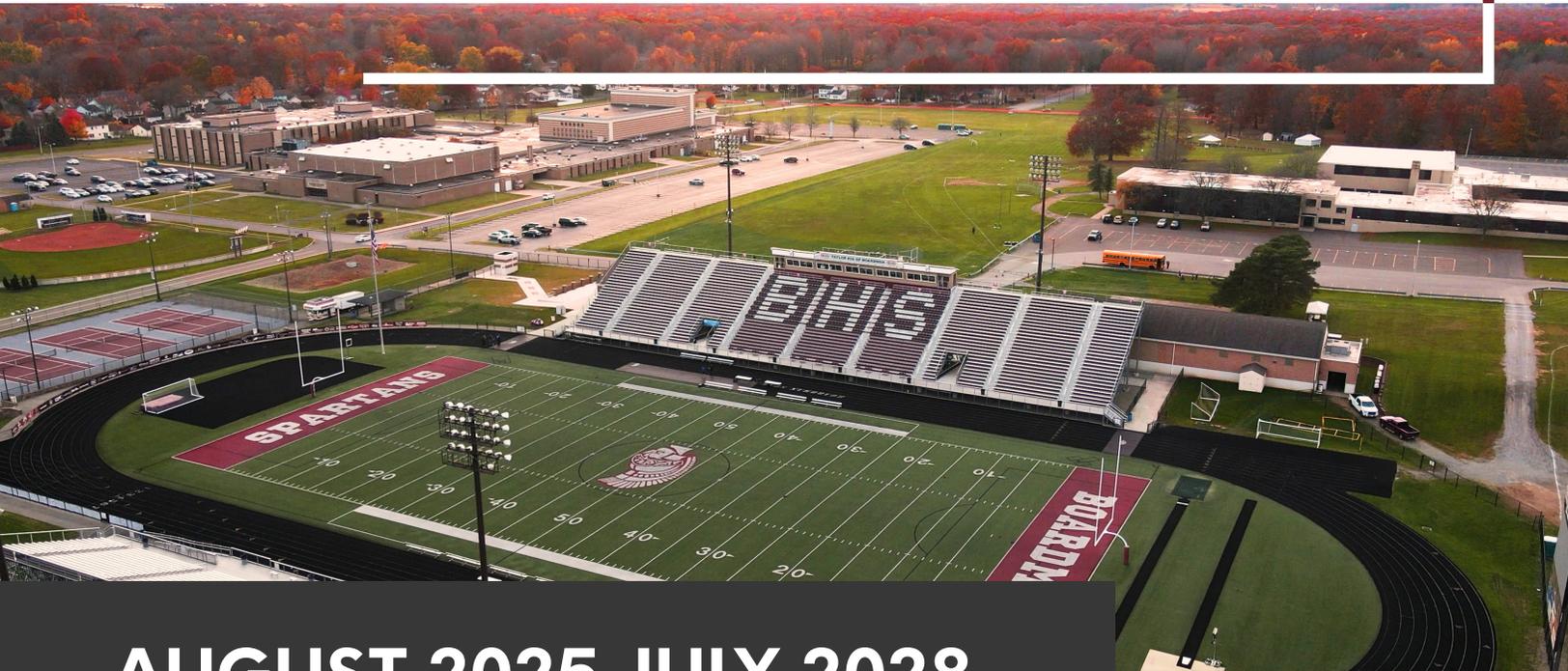




**Boardman**  
Local School District

# STRATEGIC PLAN



**AUGUST 2025-JULY 2028**

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## BOARD OF EDUCATION & LEADERSHIP TEAM



### BOARD OF EDUCATION

**MS. VICTORIA L. DAVIS**, President

**MRS. CANDACE RIVERA**, Vice-President

**MR. JOHN W. FRYDA**, Member

**MR. JOHN P. LANDERS**, Member

**MR. TOM VARLEY**, Member

### LEADERSHIP TEAM

**MR. CHRIS NEIFER**, Superintendent

**MR. A.J. GINETTI**, Treasurer

**MR. JARED CARDILLO**, Director of Instruction

**MS. JENNIFER SCARMACK**, Coordinator of Special Education

**MR. BART SMITH**, Coordinator of Student Supports

**MR. BRIAN FONDERLIN**, Director of Operations

**MRS. AMY RADINOVIC**, Communications Coordinator

**MS. ALYSSA BIRCH**, Graphic Communications Coordinator



# STAR/BELIEF STATEMENTS

The Boardman Local Schools' Positive Behavioral Interventions and Supports (PBIS) initiative uses "Spartan S.T.A.R.." expectations to foster a safe and positive learning environment, ensuring consistency across all school areas.



## STUDENT-CENTERED EXCELLENCE

We put students at the heart of all we do by providing rigorous academics and meaningful opportunities that prepare them for success in college, careers, the trades, or military service. Every student's path matters, and we are committed to helping them reach their fullest potential.

## SPARTAN PRIDE & COMMUNITY

We honor our strong Boardman roots and celebrate "Spartan Pride" by fostering lasting connections among students, families, alumni, and community partners. United by tradition and driven by collaboration, we create opportunities that make great things possible.

## S: SAFE

We believe safety is a shared responsibility that begins with respecting others and staying aware of our surroundings. Simple actions, like treating others with care, help keep everyone secure in classrooms, cafeterias, and buses. When students, staff, and families work together, we create a safe, welcoming environment for all.

## T: TRUSTWORTHY

We believe that trust is the foundation of a strong school community. By modeling honesty, integrity, and personal responsibility in our actions, big and small, we create an environment where everyone feels respected, valued, and safe. As trustworthy individuals, we take ownership of our choices, protect one another's privacy, and do what's right, even when no one is watching.

## A: ACCOUNTABLE

We believe accountability is a shared commitment to follow through on our responsibilities, contribute to a positive learning environment, and represent ourselves and our school with pride. By staying engaged, prepared, and respectful, we help build a culture where everyone can thrive.

## R: RESPECTFUL

We believe respect is the cornerstone of a thriving school community. It's reflected in how we treat one another, with kindness, courtesy, and consideration. By listening actively, communicating thoughtfully, and honoring the dignity of every individual, we create an environment where everyone feels valued and empowered to learn, grow, and succeed.

# MISSION AND VISION



## OUR MISSION

Together, we transform lives through Academics, Athletics, and the Arts.

## VISION STATEMENT

Every Learner. Every Opportunity. Spartan Proud.





# Strategic Planning Engagement Process

The Impact Group led a comprehensive and inclusive community engagement process to guide the development of the Boardman Local School District's new strategic plan. Feedback was collected through ten focus groups, including junior high and high school students, staff, parents, and community partners. The stakeholder input was paired with an in-depth analysis of 1,181 parent/community survey responses and 286 staff survey responses.

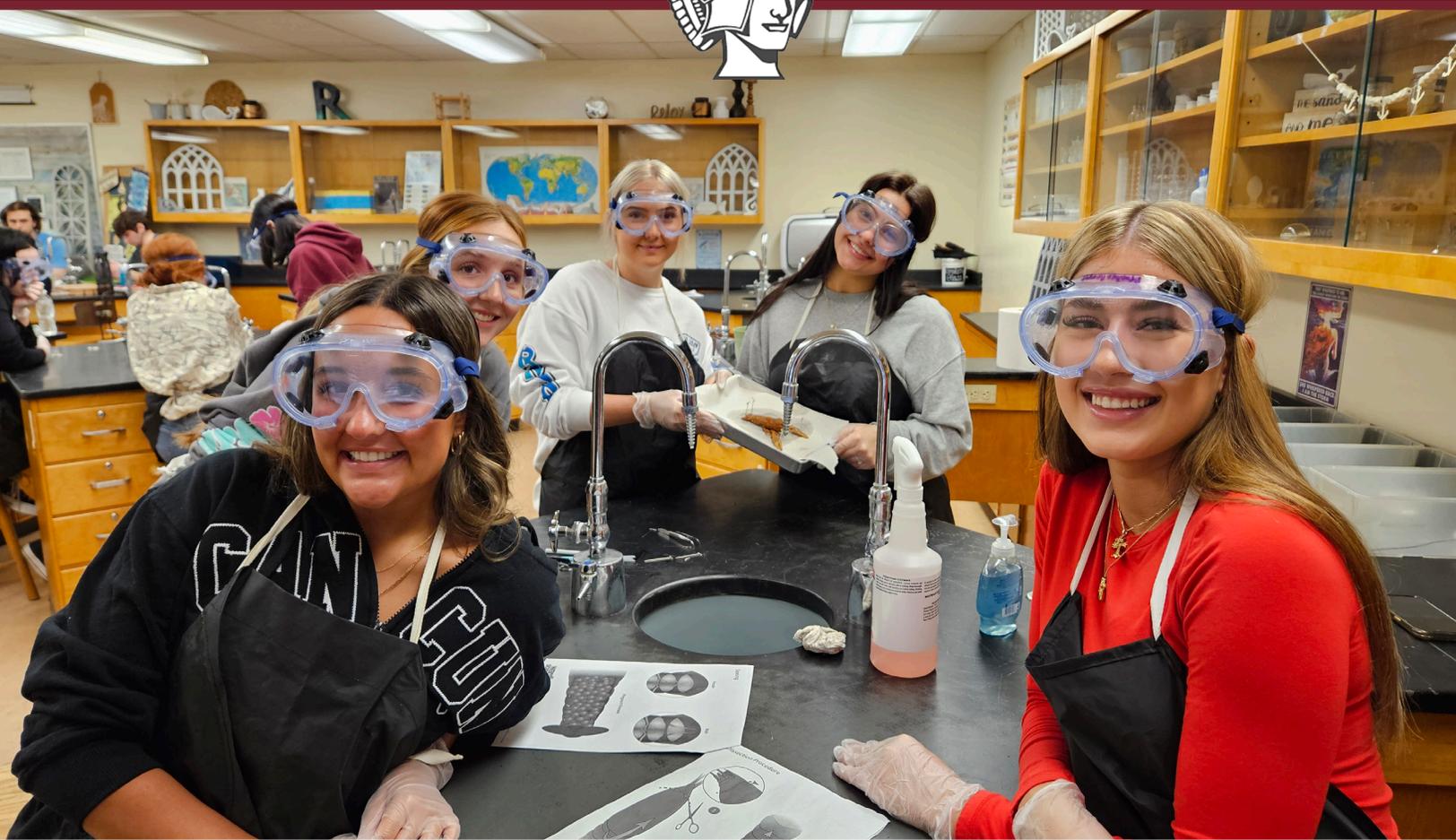
To further shape the district's direction, The Impact Group facilitated a SWOT (Strengths, Weaknesses, Opportunities, and Threats) analysis with the Board of Education and Boardman's Leadership Team, including administrators, principals, and department heads. This session helped identify shared perspectives on the district's vision, strengths, challenges, and future opportunities.

The focus groups also allowed for deeper conversations around emerging themes and brought valuable context to the survey data. Combining the numbers and the voices behind them, The Impact Group developed a well-rounded understanding of what matters most to the Boardman Local School's community. This thoughtful engagement process lays the groundwork for a strategic plan rooted in transparency, collaboration, and a shared vision for the future.

## Thank You, Boardman School Community

The Boardman Local School leadership team sincerely thanks the students, staff, parents, community members, administrators, and Board of Education who shared their time and insights throughout the strategic planning process.

Your input, through surveys and focus groups, was essential in shaping a plan that reflects our school community's values, needs, and aspirations. Your voice is helping guide the future of Boardman Local Schools.



## **GOAL 1**

# **FACILITIES**

Develop a comprehensive and transparent Master Facility Plan with clear timelines and identified funding sources through an inclusive process that actively engages staff, parents, students, and the broader Boardman community to assess, prioritize, and strategically address facility needs, creating a clear proactive approach toward safe and supportive learning environments for all.

# GOAL 1 • FACILITIES



## OBJECTIVE 1.1

Establish and convene a District Master Facility Committee.

## OBJECTIVE 1.2

Conduct a thorough, data-informed assessment of all district facilities' conditions, functionality, and capacity across the district, while understanding previous committee work.

## OBJECTIVE 1.3

Develop, with stakeholder input, clear criteria and a transparent process for prioritizing identified facility needs, safety, and potential solutions, and present these priorities for community feedback.

## OBJECTIVE 1.4

Draft a comprehensive Master Facility Plan detailing prioritized projects, timelines, estimated costs, and potential funding strategies, and invite staff, parents, students, and the community to review and provide feedback on the draft.

## OBJECTIVE 1.5

Develop and implement a clear, consistent, and proactive communication plan to keep all stakeholders informed throughout the Master Facility Planning process, including updates on progress, findings, and opportunities for input.



## GOAL 2

# STUDENT LEARNING

Foster a dynamic learning environment that increases student engagement, delivers differentiated instruction, and offers diverse pathways to support all learners.

## GOAL 2 • STUDENT LEARNING



### OBJECTIVE 2.1

Strengthen instructional practices across all grade levels to boost student engagement and deliver differentiated instruction that meets the needs of all learners, including gifted and special needs students.

### OBJECTIVE 2.2

Review, revise, and consistently implement a vertically aligned curriculum that ensures a smooth learning progression across all grade levels, maintains high academic standards, and equips every student with the knowledge and skills needed for success.

### OBJECTIVE 2.3

Expand and promote diverse academic, career, and life skills pathways, introducing options to students and families at appropriate grade levels.

### OBJECTIVE 2.4

Establish clear guidelines, policies, and professional development for the responsible and ethical use of Artificial Intelligence and digital tools in teaching and learning.

### OBJECTIVE 2.5

Review and revise curriculum, academic expectations, and instructional practices to ensure strong vertical alignment of learning standards, promote consistency, ease grade-to-grade transitions, and support differentiated and equitable outcomes.



### GOAL 3

# STUDENT SUPPORT SYSTEMS

Enhance and expand a comprehensive and accessible system of student support services to meet all learners' academic, social-emotional, behavioral, and post-graduation needs and foster a safe, supportive, and welcoming environment.

# GOAL 3 • STUDENT SUPPORT SYSTEMS



## OBJECTIVE 3.1

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Conduct a comprehensive evaluation and recommendations for improvement of current student support services to identify gaps, barriers, and improvement opportunities across academic, social-emotional, behavioral, and post-graduation areas.

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## OBJECTIVE 3.2

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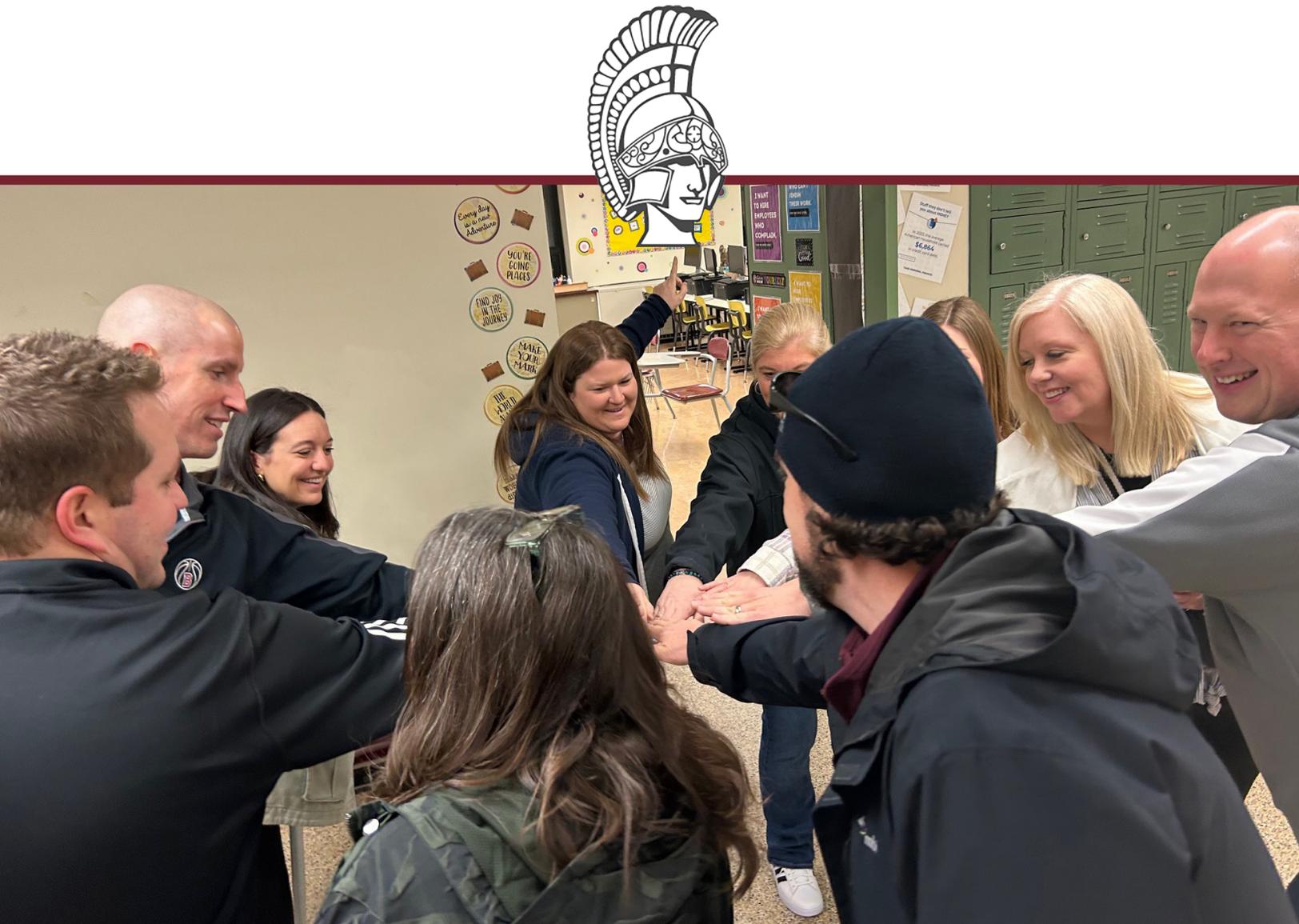
Develop and implement a tiered support system that provides accessible interventions and resources tailored to varying student needs, including gifted learners, students with disabilities, and those requiring mental health or behavioral supports.

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## OBJECTIVE 3.3

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Increase student and family awareness of available support services through clear communication, outreach, and engagement opportunities.



## **GOAL 4**

# **THRIVING STAFF**

Cultivate a thriving professional environment by strengthening support systems, providing comprehensive professional development, ensuring effective communication, and promoting practices to attract, retain, and empower high-quality staff committed to student success.

## GOAL 4 • THRIVING STAFF



### OBJECTIVE 4.1

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Expand professional learning with relevant, accessible development opportunities tailored to staff needs and guided by input, including technology (AI), staff wellness, specialized instruction, and curriculum alignment.

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### OBJECTIVE 4.2

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Improve internal communication through clear, consistent, and transparent practices that promote timely updates, two-way dialogue, and stronger relationships between leadership and staff.

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### OBJECTIVE 4.3

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Improve recruitment and retention by implementing strategies to attract and keep high-quality staff, addressing workload and staffing concerns, and developing a district-wide staff recognition process.



## GOAL 5

# FINANCIAL STEWARDSHIP

Ensure responsible, transparent financial management that builds trust, supports district priorities, and secures long-term stability.

# GOAL 5 • FINANCIAL STEWARDSHIP



## OBJECTIVE 5.1

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Strengthen financial information access and communication by providing clear, consistent updates on budgets, levies, spending priorities, and challenges across multiple platforms.

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## OBJECTIVE 5.2

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Establish a financial advisory committee to engage staff and community members in providing input on budget decisions that align with strategic priorities, support student learning, address facility needs, and promote the responsible use of public funds.

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## OBJECTIVE 5.3

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Strengthen financial understanding among stakeholders by educating staff and the community on funding sources, economic constraints, and the district's overall financial health.



## GOAL 6

# COMMUNICATION

Strengthen communication with parents, community members, and stakeholders to build trust, foster engagement, and effectively share the district's story, including its successes and challenges.

# GOAL 6 • COMMUNICATION



## OBJECTIVE 6.1

Deliver timely, easy-to-understand updates on district finances, budgets, levy use, spending priorities, and financial challenges to help the community understand how tax dollars are used.

## OBJECTIVE 6.2

Streamline tools and practices across all schools to ensure families receive clear, consistent, and accessible information through multiple formats, including improved website and app experiences.

## OBJECTIVE 6.3

Regularly update families and the community on key topics such as facilities projects, academic performance, student supports, safety measures, and available student opportunities.

## OBJECTIVE 6.4

Create meaningful communication channels, increase parent and community involvement opportunities, and actively seek input to strengthen relationships and trust using listening sessions, focus groups, community forums, or advisory groups (as examples).



# Boardman

Local School District

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PREPARED BY:

