August 14, 2025

The Clark-Shawnee Local Board of Education met in a regular session on August 14, 2025, at Clark-Shawnee Local Administrative Offices located at 3680 Selma Road, Springfield, Ohio, 45502. The meeting was called to order at 6:30 p.m. by President Galbreath.

Those answering the roll by Mr. Faulkner:

Mr. DeHart
Mr. Galbreath
Ms. Garrett
Dr. Page
Ms. Pierce

Also present: Mr. Brian Kuhn, Superintendent
Mr. Adam Billet, Assistant Superintendent

All stood and recited the Pledge of Allegiance.

ACCEPTANCE OF THE AGENDA (2025-1521)

Dr. Page moved to accept the agenda and addendum.
Mr. DeHart seconded the motion.

Ayes: Galbrath, Garrett, Page, Pierce, DeHart.
The President declared the motion carried.

All observed a moment of silence for Kelly Lyons, former Clark-Shawnee Teacher, and Joyce Smith, wife of former Clark-Shawnee Superintendent Myron Smith.

REQUESTS AND CONCERNS OF THE GENERAL PUBLIC

None

ROUND TABLE

C.T.C. Update

Mr. David DeHart provided an update to the Board of Education on general operations of the Springfield-Clark Career Technology Center, branding, enrollment, upcoming board meetings, and the Facilities Project.

Assistant Superintendent Update

Mr. Adam Billet, Assistant Superintendent, provided an update to the Board of Education regarding the following topics:

- Provided an update on district facilities projects. See Exhibit A.
- Shared on the Gap Closing Component of the District Grade Card. See Exhibit A.

Superintendent Update

Mr. Brian Kuhn, Superintendent, provided an update to the Board of Education on the following topics:

- Student proposals for Disc Golf on campus
- Strategic Plan update
- Reviewed the Tax Working Group Letter from the CSL Board of Education

ACCEPTANCE OF CONSENT CALENDAR – FINANCIAL (2025-1522)

Mrs. Pierce moved to approve the following:

A. Signing of the Minutes of the Previous Meeting
B. Treasurer's Report and Condition of the Funds
C. Monthly Bills and Allowance of those that are in Order
D. Transfer from General Fund to Permanent Improvement Fund

Mr. Tom Faulkner, Treasurer, is requesting permission to transfer $327,824.00 from the General Fund to the Permanent Improvement Fund upon receipt of the District's tax settlement.

Repayment of Advancement

Mr. Thomas Faulkner, Treasurer, is requesting permission to repay the advance from the Athletic Fund 300 9599 to the General Fund 001 0000 in the amount not to exceed $111,000.00 for the advance approved in June of 2025.

Acceptance of Donation to Shawnee Elementary School

Mr. Thomas Faulkner, Treasurer, is requesting permission to accept an in-kind donation valued at $1960.00 from TruView for the installation of window film on the Shawnee ES gymnasium exterior doors.

Acceptance of Donations to the STEM Classroom

Donation of $1,000.00 by the Borror Family Foundation.

Donation of classroom materials by the Leadwise Foundation/DDC Management valued at approximately $7,200.00. [Reference Exhibit B]

Donation of classroom materials by Lowe's valued at approximately $250.00.

Donation of a case of straws by Chick-Fil-A Springfield.

Permission to raise the mileage rate from $0.67 to $0.70 (IRS Reimbursement Rate) effective 08/01/2025

School Fees--2025-2026 School Year

Elementary School—K-6
- $80.00 General Fee
- $10.00 Choir Fee
- $10.00 Band Fee

Middle School—7-8
- Reference Exhibit C

High School—9-12
- Reference Exhibit D

Ms Garrett Seconded the motion.
Ayes: Garrett, Page, Pierce, DeHart, Galbreath.

ACCEPTANCE OF CONSENT CALENDAR – PERSONNEL (2025-1523)

Dr. Page moved to approve the following:

Resignations

Support Staff

To accept Mrs. Joyce Aills, Secretary, letter of resignation effective at the end of the contract year.

Employment

Support Staff

To approve Miss Kylee Wilson as Aide for the 2025-2026 school year. [Current Assignment: Shawnee MS/HS]

Certified Additional Duty

To approve Mrs. Whitney Adams as Department Head (ELA) for the 2025-2026 school year.

To approve Mrs. Elizabeth Allen as Department Head (Science) for the 2025-2026 school year.

To approve Ms. Stephanie Caraway as Department Head (Spanish) for the 2025-2026 school year.

To approve Mr. Jeffrey Collins as Department Head (Math) for the 2025-2026 school year.

To approve Ms. Jane Hanson as Grade Level Lead (Fourth Grade) for the 2025-2026 school year.

To approve Mrs. Holly Hare as Grade Level Lead (Kindergarten) for the 2025-2026 school year.

To approve Mr. William Henderson as Drama, Fall Advisor for the 2025-2026 school year.

To approve Mr. William Henderson as Drama, Spring Musical Advisor for the 2025-2026 school year.

To approve Mrs. Ashley Hill as Music, Elementary Concerts and Rehearsals for the 2025-2026 school year.

To approve Mrs. Megan Jacobs as Music, Elementary Concerts and Rehearsals for the 2025-2026 school year.

To approve Mrs. Kate Johnson as Home Instruction/Extended School Year Teacher for the 2025-2026 school year.

To approve Ms. Stephanie Lange as Drama, Spring Musical Assistant for the 2025-2026 school year.

To approve Ms. Stephanie Lange as Drama, Spring Musical Music Director for the 2025-2026 school year.

To approve Mrs. Darcy Leis as Lead Teacher (Middle School) for the 2025-2026 school year.

To approve Mrs. Darcy Leis as Power of the Pen Advisor for the 2025-2026 school year.

To approve Mrs. Annette Lloyd as Grade Level Lead (Seventh Grade) for the 2025-2026 school year.

To approve Mr. Matthew Looney as Quiz Bowl Advisor for the 2025-2026 school year.

To approve Mrs. Allison McClintick as Grade Level Lead (MS Special Education) for the 2025-2026 school year.

To approve Mr. Chris McGuire as Grade Level Lead (Eighth Grade) for the 2025-2026 school year.

To approve Mr. Richard Meeks as Department Head (Social Studies) for the 2025-2026 school year.

To approve Mr. Richard Meeks as Lead Teacher (High School) for the 2025-2026 school year.

To approve Mrs. Stacy Mercer as Department Head (Special Education) for the 2025-2026 school year.

To approve Ms. Marlo Mitch as Junior Class Advisor for the 2025-2026 school year.

To approve Mr. Darren Morrison as Grade Level Lead (Related Arts) for the 2025-2026 school year.

To approve Mrs. Megan Morrison as Grade Level Lead (First Grade) for the 2025-2026 school year.

To approve Miss Nyah Pierce as Power of the Pen Advisor for the 2025-2026 school year.

To approve Mrs. Zsuzsanna Przyzycki as Music, Elementary Concerts and Rehearsals for the 2025-2026 school year.

To approve Mrs. Julie Sebastian as Grade Level Lead (Fifth Grade) for the 2025-2026 school year.

To approve Mrs. Wendy Shaffer as Grade Level Lead (Second Grade) for the 2025-2026 school year.

To approve Miss Sarah Smith as Music, Instrumental Head (High School) for the 2025-2026 school year.

To approve Mrs. Molly Stitzel as Grade Level Lead (Third Grade) for the 2025-2026 school year.

To approve Mrs. Liz Stokes as Grade Level Lead (Intervention Specialist) for the 2025-2026 school year.

To approve Mrs. Tami Thomas as Grade Level Lead (Sixth Grade) for the 2025-2026 school year.

To approve Ms. Megan Wright as Yearbook Advisor (High School) for the 2025-2026 school year.

Support Staff – Substitutes

To approve Ms Lee Abston as Substitute Bus Driver for the 2025-2026 school year.

To approve Mr. Jerry Conklin as Substitute Bus Driver for the 2025-2026 school year.

To approve Mr. Thomas Hale as Substitute Bus Driver for the 2025-2026 school year.

To approve Ms Terra Howard as Substitute Bus Driver for the 2025-2026 school year.

To approve Mrs. Drema Jones as Substitute Bus Driver for the 2025-2026 school year.

To approve Mr. Darren Kaiser as Authorized Driver for the 2025-2026 school year.

To approve Mr. Chris McGuire as Authorized Driver for the 2025-2026 school year.

To approve Mr. Jason Mattern as Substitute Bus Driver for the 2025-2026 school year.

To approve Mr. Mark Myers as Substitute Bus Driver for the 2025-2026 school year.

To approve Mrs. Ashley Randall as Substitute Bus Driver for the 2025-2026 school year.

Clark County Substitute Teaching List

Clark County Educational Service Center Substitute Teacher List as approved by the Clark County ESC Board during their regular board meetings throughout the 2025-2026 school year.

Volunteer—Certified

To approve Mr. Richard Walker as a volunteer athletic trainer for the 2025-2026 school year.

Contract Modification

To modify the contract of Ms. Stephanie Lange, Teacher, from 182 contract days to 178 contract days for the 2025-2026 contract year.

Resolution Establishing Substitute Teacher Pay Rate for Retired Classified Teachers

WHEREAS, the Board of Education recognizes the value of employing experienced educators to serve as substitute teachers; and

WHEREAS, certified teachers who have retired from Clark-Shawnee Local Schools possess valuable knowledge of district programs, policies, and students; and

WHEREAS, it is in the best interest of the District to establish a competitive daily rate of pay for such individuals to encourage their continued service;

NOW, THEREFORE, BE IT RESOLVED that the Clark-Shawnee Local Board of Education hereby establishes a substitute teacher pay rate of $120.00 per day for certified teachers who have retired from Clark-Shawnee Local Schools, effective immediately.

Approval of a Memorandum of Understanding with the CSLEA–Amending the Preschool Job Share MOU

To approve a Memorandum of Understanding ("MOU") with the CSLEA to amend the Preschool Job Sharing MOU approved on April 24, 2025. [Reference Exhibit E]

Mr. DeHart seconded the motion.
Ayes: Page, Pierce, DeHart, Garrett, Galbreath.

ACCEPTANCE OF CONSENT CALENDAR – MISCELLANEOUS (2025-1524)

Ms Garrett moved to approve the following:

Memorandum of Understanding–College Credit Plus Incentive Payment

Mr. Brian Kuhn, Superintendent, is recommending approval of a Memorandum of Understanding with the Clark-Shawnee Local Education Association regarding the College Credit Plus Incentive Program. [Reference Exhibit F]

Approval of Strategic Plan

Mr. Brian Kuhn, Superintendent, is recommending approval of the District Strategic Plan. [Reference Exhibit G]

Notice of Board Meetings

September 24, 2025	Administrative Office	6:30 PM
October 23, 2025	Administrative Office	6:30 PM
November 20, 2025	Administrative Office	6:30 PM
December 11, 2025	Administrative Office	6:30 PM
January 8, 2026	Administrative Office	6:30 PM

Mr. DeHart seconded the motion.
Ayes: Pierce, DeHart, Galbreath, Garrett, Page.

ADJOURNMENT

Mrs. Pierce moved to adjourn the meeting at 8:13 pm.
Ms Garrett Seconded the motion.
Ayes: DeHart, Galbreath, Garrett, Page, Pierce.

President

Treasurer

RedTree Investment Group

Clark-Shawnee Local School District

US Bank Custodian Acct Ending x70909

Purchases and Sales of Commercial Paper and Bankers Acceptances

From 07-01-24 To 06-30-25

Security	Settle Date	Cusip	Mature Date	Quantity
PURCHASES				
Bank of America	04-16-25	06054PA89	01-08-26	110,000
BMO	04-21-25	06369MAG8	01-16-26	200,000
CIBC Bank	04-15-25	13608AYH3	11-17-25	200,000
Citigroup	04-15-25	17327AYE1	11-14-25	200,000
ING US CP	07-18-24	45685QPJ2	02-18-25	190,000
Mizuho Securities	02-28-25	60689FVR6	08-25-25	150,000
MUFG Bank	08-30-24	62479LST3	05-27-25	100,000
MUFG Bank	05-28-25	62479MBL6	02-20-26	125,000
National Bank CDA	05-30-25	63307MAV1	01-29-26	150,000
RBC	05-30-25	78009BBL5	02-20-26	150,000
TD Bank	05-14-25	89116FB66	02-06-26	200,000
SALES				
Bank of America	08-26-24	06054NHS3	08-26-24	200,000
Bank of Montreal	08-30-24	06367JHW5	08-30-24	100,000
ING US CP	02-18-25	45685QPJ2	02-18-25	190,000
MUFG Bank	11-25-24	62479LLR4	11-25-24	100,000
MUFG Bank	05-27-25	62479LST3	05-27-25	100,000
Natixis NY	08-23-24	63873JHP8	08-23-24	100,000
TD USA	03-25-25	89119AQR2	03-25-25	200,000

RedTree Investment Group

Clark-Shawnee Local School District

US Bank Custodian Acct Ending x70909

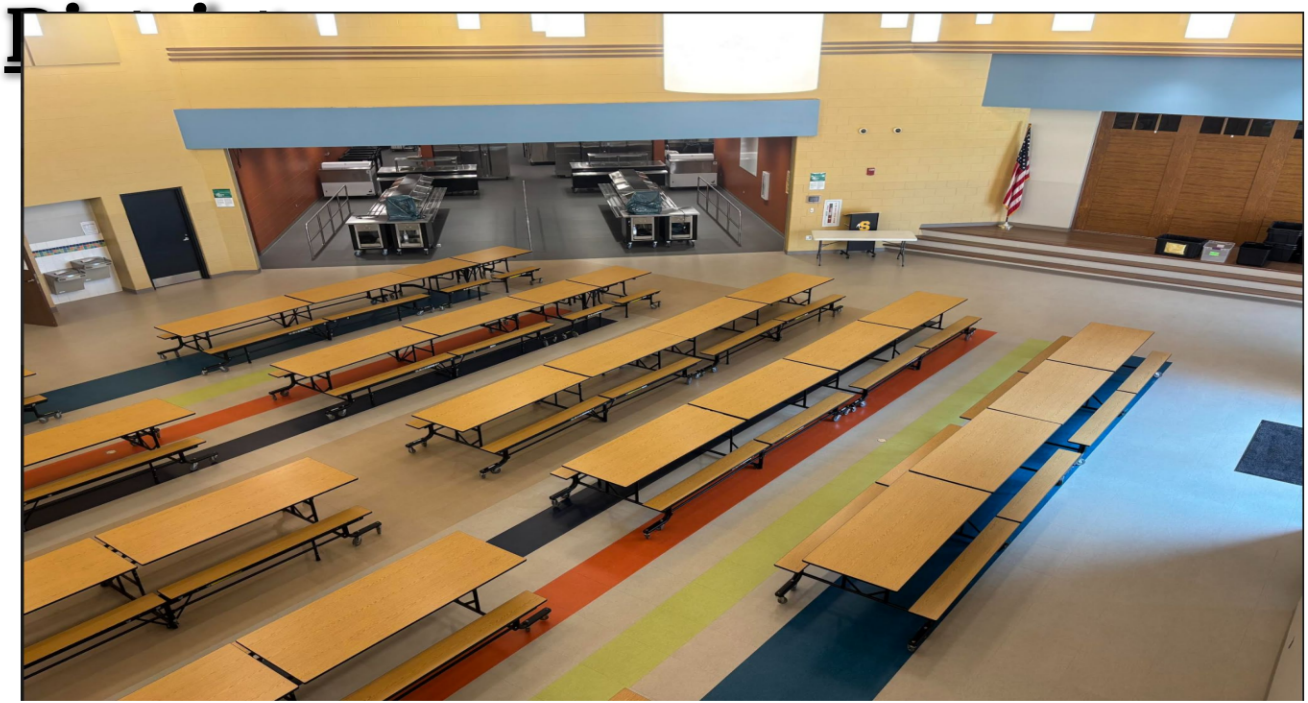
Income Earned from Commercial Paper and Bankers Acceptances

From 07-01-24 Through 06-30-25

Security	Pay-Date	Cusip	Mature Date	Amount
COMMERCIAL PAPER				
Natixis NY	08-23-24	63873JHP8	08-23-24	2,944.03
Bank of America	08-26-24	06054NHS3	08-26-24	8,145.00
Bank of Montreal	08-30-24	06367JHW5	08-30-24	4,050.00
MUFG Bank	11-25-24	62479LLR4	11-25-24	3,915.00
ING US CP	02-18-25	45685QPJ2	02-18-25	5,821.13
TD USA	03-25-25	89119AQR2	03-25-25	7,755.00
MUFG Bank	05-27-25	62479LST3	05-27-25	3,450.00
				36,080.16
				36,080.16

Facility Update

Clark Shawnee Local School



Clark-Shawnee Local Schools

Facility Update

Elementary Building





Clark-Shawnee Local Schools

Facility Update

High School / Middle School



Clark-Shawnee Local Schools

Facility Update

High School / Middle School





Facility Update

Clark Shawnee Local School District

Left to Right

Bret
Marcus
Stacy
Scott
Mark
Sharon
Cole
Ethan
Elizabeth

Not Pictured

Bonnie
John



Clark-Shawnee Local Schools

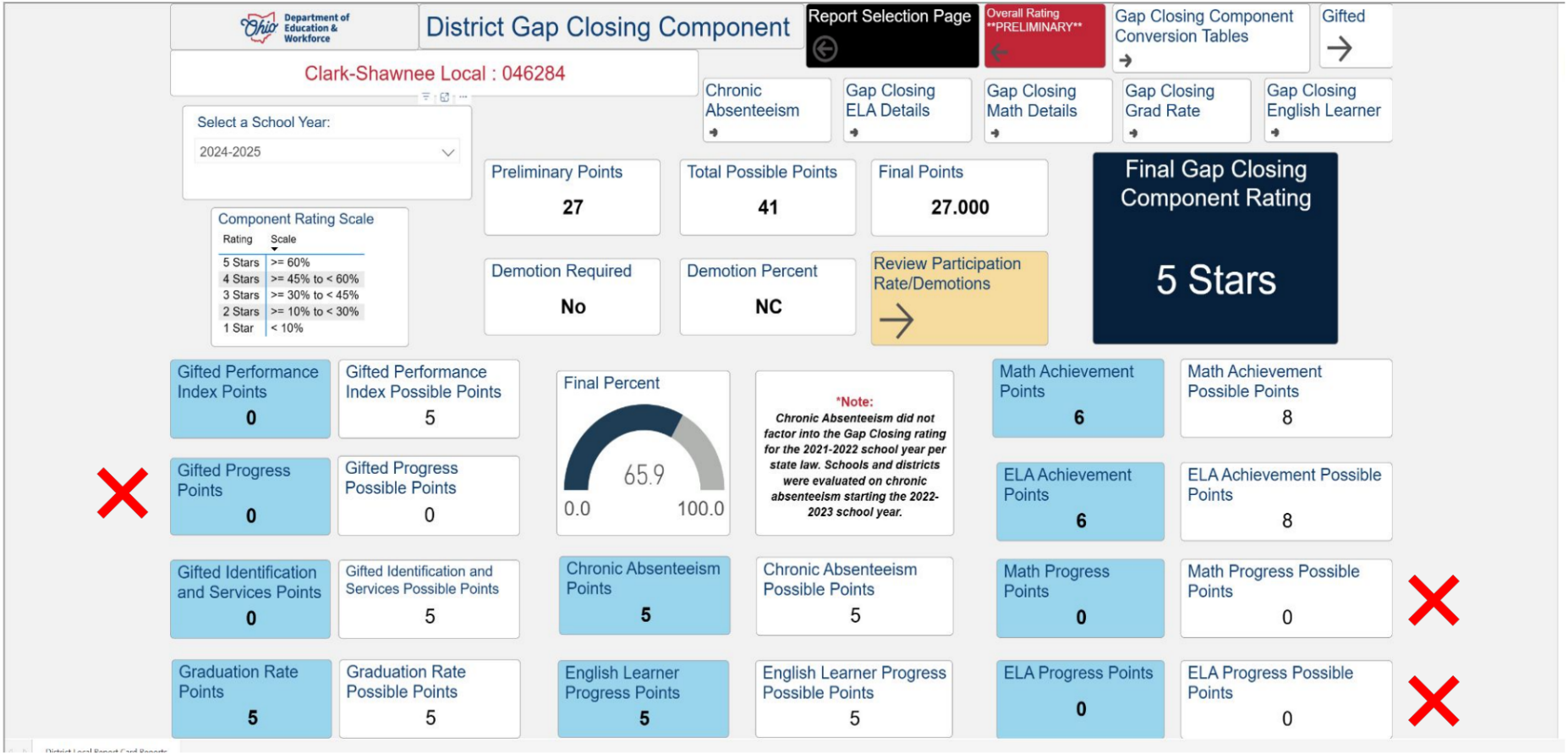
District Grade Card

Overall Rating
PRELIMINARY
4 Stars

Achievement Component Rating	Gap Closing Component Rating	Graduation Rate Component Rating	Early Literacy Component Rating	College, Career, Workforce and Military Readiness Component Rating
4 Stars	5 Stars	4 Stars	3 Stars	4 Stars

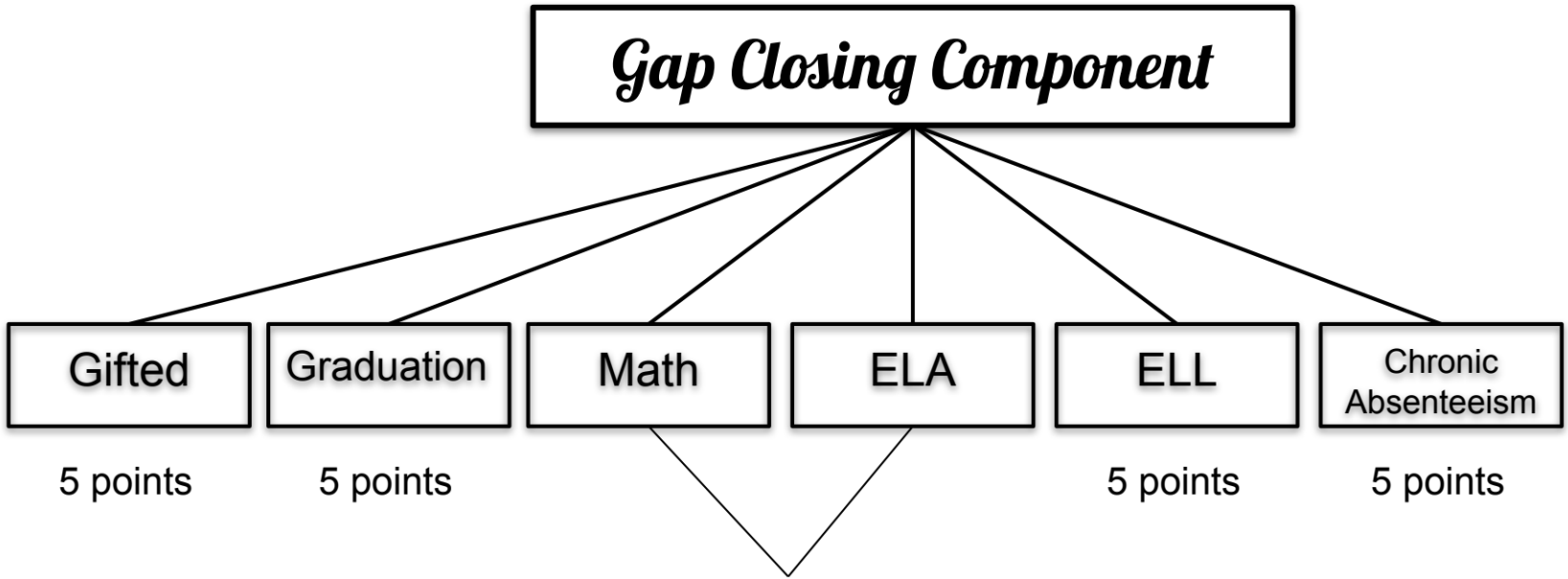
Clark-Shawnee Local Schools

District Grade Card



Clark-Shawnee Local Schools

District Grade Card



Determined by numbers of sub-groups (15 min)

8 points 8 points

Clark-Shawnee Local Schools

District Grade Card

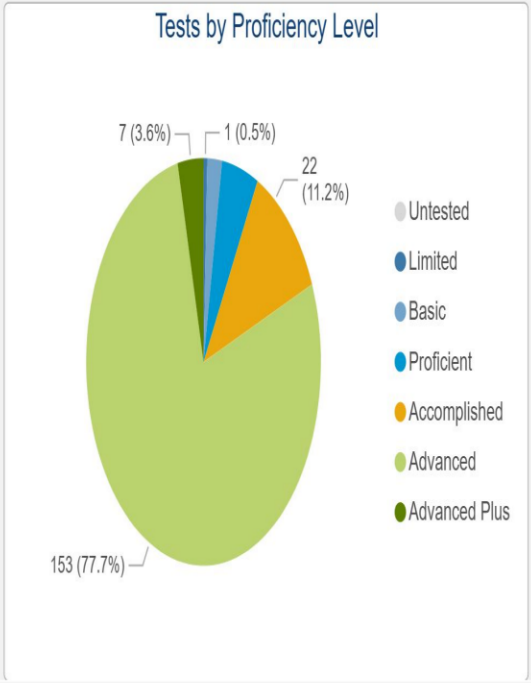
Gifted Performance

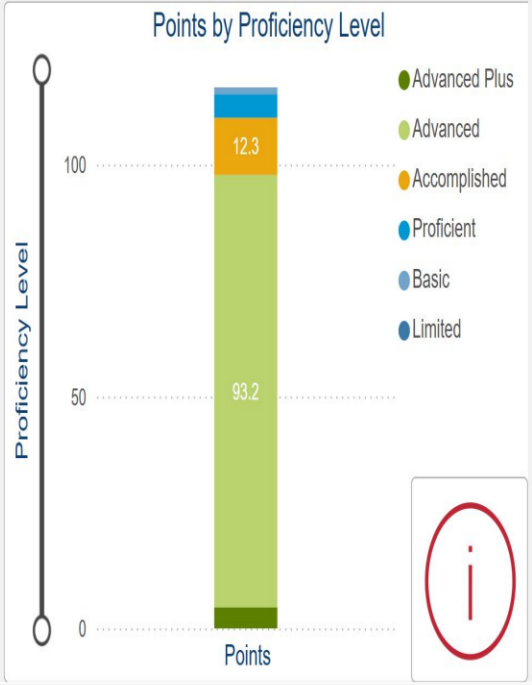
GIFTED Performance Index

Gifted Performance Index Met	Gifted Performance Index	Max Gifted Performance Index Score	Gifted Performance Index Percent
Not Met	116.548	121.134	96.2

Highest Gifted Index Percent over last 4 years

For the 2023-2024 school year, districts with at least 15 unique students in the Gifted Performance Index calculation will meet the performance benchmark if the district has at least 97.5% of the possible performance index score using the gifted district level maximum score.





Clark-Shawnee Local Schools

District Grade Card

Gifted Performance

Gifted Performance Index Points	Gifted Performance Index Possible Points
0	5

ALL or NOTHING

Clark-Shawnee Local Schools

District Grade Card

Gifted Identification Services

Percent of Possible Gifted Identification and Services Points Earned	Gifted Identification and Services Met
54.8	No

Gifted Identification and Services Points	Gifted Identification and Services Possible Points
0	5

Clark-Shawnee Local Schools

District Grade Card

Graduation Rate

AMO - Graduation Rate

Student Group	Grads #	Non-Grads #	Cohort Students #	Grad Rate %	Goal	LT Goal	Gap	Grads LY #	Non-Grads LY #	Cohort Students LY #	Grad Rate LY %	Improve	LT Gap Close %	Points
American Indian or Alaskan Native	0	0	0	NC	83.14	88.2	NC							NR
Asian or Pacific Islander	1	0	1	NC	93.30	94.5	NC							NR
Black, Non-Hispanic	5	0	5	NC	80.82	86.7	NC							NR
English Learner	1	0	1	NC	75.86	83.6	NC							NR
Hispanic	3	1	4	NC	82.34	87.7	NC							NR
White, Non-Hispanic	117	4	121	96.7	91.38	93.3	N/A							1
Economic Disadvantage	62	3	65	95.4	82.02	87.5	N/A							1
All Students	139	7	146	95.2	90.92	96.5	N/A							1
Students with Disabilities	14	2	16	87.5	78.74	85.4	N/A							1
Multiracial	13	2	15	86.7	86.18	90.1	N/A							1

Clark-Shawnee Local Schools

District Grade Card

Graduation Rate

Graduation Rate Points	Graduation Rate Possible Points
5	5

ALL OR NOTHING

Clark-Shawnee Local Schools

District Grade Card

Chronic Absenteeism

2024-2025

The Chronic Absenteeism Indicator can be met in 3 ways. 1) Meet the current year chronic absenteeism goal. 2) Reduce chronic absenteeism by 1.1 percentage points from one year to the next. 3) Reduce chronic absenteeism by at least 3% from one year to the next.

Chronic Absenteeism Percent This Year	Current Year Chronic Absenteeism Goal	Chronic Absenteeism Percent Last Year
13.9	16.4	23.5

Clark-Shawnee Local Schools

District Grade Card

Chronic Absenteeism

Chronic Absenteeism Percentage Points Reduced	Chronic Absenteeism Percentage Points Reduction Goal
9.6	1.1
Chronic Absenteeism Percentage Reduced	**Chronic Absenteeism Percent Reduction Goal**
40.9	3.0

→ **5 points**

Clark-Shawnee Local Schools

District Grade Card

English Learner Proficiency Improvement

	This Year	Last Year	Change
EL Students #	30	25	
Proficient #	8	3	
Not Proficient, Met Growth Target #	11	8	
Met %	63.300	44.000	19.300
Interim Goal %	53.7		
Interim Goal Met?	Yes		
Long Term Goal %	75.0	75.0	
Long Term Goal Gap	N/A	31.000	N/A

Met Improvement %

19.300

Current Year Gap

N/A

Gap Closing Percent

0.000

EL Gap Closing Points

5

District Grade Card

English Learner Proficiency Improvement

English Learner Progress Points	English Learner Progress Possible Points
5	5

5 points

Clark-Shawnee Local Schools

District Grade Card

Math Achievement

AMO - Math Proficiency

Student Group	Took Test #	PI	Goal	Long Term Goal	Long Term Gap	Took Test LY	PI Last Year	Improve	LT Gap Close %	VA Gain Index	Points	Math Progress Points	Math I Points
All Students	1,020	88.080	80.75	100.0	N/A					0.00	1	0	
White, Non-Hispanic	826	89.952	80.83	88.0	N/A					0.00	1	0	
Economic Disadvantage	527	81.761	62.21	76.4	N/A					0.00	1	0	
Students with Disabilities	144	47.917	54.12	71.3	23.4					0.00	0	0	
Multiracial	87	83.678	67.76	79.9	N/A					0.00	1	0	
Black, Non-Hispanic	64	76.875	52.92	70.6	N/A					0.00	1	0	
Hispanic	36	79.167	64.38	77.7	N/A					0.00	1	0	
English Learner	26	60.769	63.76	77.4	16.6					0.00	0	0	
Asian or Pacific Islander	7	NC	86.47	91.5	NC					NC	NR	0	
American Indian or Alaskan Native	0	NC	66.98	79.4	NC					NC	NR	0	

Clark-Shawnee Local Schools

District Grade Card

Math Achievement

Total Math Achievement Points Earned	Possible Math Achievement Points	Total Math Progress Points Earned	Total Math Progress Points Possible
6	8	0	0

6 POINTS

Clark-Shawnee Local Schools

District Grade Card

ELA Achievement

Student Group	Took Test #	PI	Goal	Long Term Goal	Long Term Gap	Took Test Last Year	PI Last Year	Improve	LT Gap Close %	VA Gain Index	Points	ELA Progress Points	ELA Progress Points Possible
American Indian or Alaskan Native	0	NC	74.46	84.0	NC					NC	NR	0	0
Asian or Pacific Islander	7	NC	88.96	93.1	NC					NC	NR	0	0
All Students	899	86.852	85.71	100.0	N/A					0.00	1	0	0
Black, Non-Hispanic	58	74.138	61.93	76.2	N/A					0.00	1	0	0
Economic Disadvantage	469	80.171	69.87	81.2	N/A					0.00	1	0	0
English Learner	23	53.478	68.51	80.3	26.8					0.00	0	0	0
Hispanic	30	78.000	71.60	82.3	N/A					0.00	1	0	0
Multiracial	81	80.123	76.12	85.1	N/A					0.00	1	0	0
Students with Disabilities	131	47.176	58.43	74.0	26.8					0.00	0	0	0
White, Non-Hispanic	723	89.198	86.74	91.7	N/A					0.00	1	0	0

Clark-Shawnee Local Schools

District Grade Card

ELA Achievement

Total ELA Achievement Points Earned	Possible ELA Achievement Points	Total ELA Progress Points Earned	Total ELA Progress Points Possible
6	8	0	0

6 POINTS

District Grade Card

Let's put it all together...

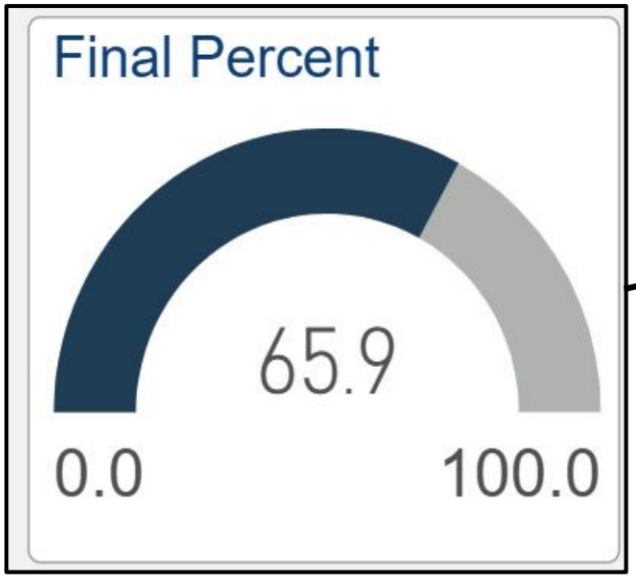
Gifted Performance	0
Gifted Identification	0
Graduation Rate	5
Chronic Absenteeism	5
ELL Progress	5
Math Achievement	6 out of 8
ELA Achievement	6 out of 8

Clark-Shawnee Local Schools

District Grade Card

Let's put it all together...

27 out of 41 Possible Points



Rating	Percent to Points Conversion	
	Points	Percent
5 Stars	5.00	>= 90% to 100% of Possible Points
	4.75	>= 80% to < 90% of Possible Points
	4.50	>= 70% to < 80% of Possible Points
	4.25	>= 60% to < 70% of Possible Points
4 Stars	4.00	>= 56.25% to < 60% of Possible Points
	3.75	>= 52.5% to < 56.25% of Possible Points
	3.50	>= 48.75% to < 52.5% of Possible Points
	3.25	>= 45% to < 48.75% of Possible Points
3 Stars	3.00	>= 41.25 to < 45% of Possible Points
	2.75	>= 37.5% to < 41.25% of Possible Points
	2.50	>= 33.75 to < 37.5% of Possible Points
	2.25	>= 30% to < 33.75% of Possible Points
2 Stars	2.00	>= 25% to < 30% of Possible Points
	1.75	>= 20% to < 25% of Possible Points
	1.50	>= 15% to < 20% of Possible Points
	1.25	>= 10% to < 15% of Possible Points
1 Star	1.00	>= 7.5% to < 10% of Possible Points
	0.75	>= 5% to < 7.5% of Possible Points
	0.50	>= 2.5% to < 5% of Possible Points
	0.00	< 2.5% of Possible Points

Item	quantity	price per item	total
Scrib3Dpen	7	$39.99	$279.93
3D pen filament	4	$9.99	$39.96
Keva planks	4	$174.95	$699.80
Magnetic Tiles	2	$35.99	$71.98
LEGO box	2	$59.99	$119.98
Straw builders	1	$24.99	$24.99
STEM logic road builder	7	$39.99	$279.93
Indi class pack	1	$1,889	$1,889
Snap circuits 203	4	$37.99	$151.96
Snap circuits Jr.	4	$29.99	$119.96
Steve Spangler Energy Sticks	1	$31.99	$31.99
ipad mini	10	$349.00	$3,490.00
Knex (used)			
Snap circuits (used)			
			$7,199.48

General Fees Maintenance

From this screen, you can display, add, change and delete general fees.

The Fee was saved successfully

Add General Fee

	Fee Code ▲	Grade Year	Gender	Fee Text	Fee Amount	AD	WD	Acct Code	Active
	CL FEE 7	07		7TH GRADE CLASS FEE	$10.00			200-1636-9840-000000-040	●
	CL FEE 8	08		8TH GRADE CLASS FEE	$10.00			200-1636-9840-000000-040	●
	DEVICE			STUDENT DEVICE FEE	$75.00			001-1790-9024-000000-040	●
	FEES			SCHOOL FEES	$80.00			001-1720-1001-000000-040	●

☑ **Show Active Only**

Course Fees Maintenance

From this screen, you can display, add, change and delete data pertaining to Course Fees.

Working Schedule: Default Schedule Reload Screen

Add Course Fee

	Course Code	Course Name	Course Section	Fee Code	Fee Text	Fee Amount	AD	WD	Acct Code	Active
	Art Creation	Art Creation		980 B	Art Creation Lab Fee	$10.00			001-1710-1001-020000-040	●
	Art Exploration	Art Exploration		980 A	Art Exploration Lab Fee	$10.00			001-1710-1001-020000-040	●
	Band (3rd)	Band 3rd Period		850	Band Fee	$10.00			300-1635-9440-000000-004	●
	Band (4th)	Band 4th Period		750	Band Fee	$10.00			300-1635-9440-000000-004	●
	Choir (3rd)	Choir 3rd Period		760	Choir Fee	$10.00			300-1634-9470-000000-004	●
	Choir (4th)	Choir 4th Period		860	Choir Fee	$10.00			300-1634-9470-000000-004	●
	4001	Color Guard		4001	Color Guard Fee	$60.00			300-1635-9440-000000-004	●
	3098	Marching Band		3098	Marching Band Fee	$60.00			300-1635-9440-000000-004	●
	Robotics	Robotics		Robotics	Robotics	$10.00			001-1720-1001-000000-040	●
	Strings	Strings		950	MS Strings	$10.00			300-1635-9450-000000-004	●

☑ **Show Active Only**

Miscellaneous Fees Maintenance

From this screen, you can display, add, change and delete data pertaining to miscellaneous fees.

Add Misc Fee

	Fee Code ▲	Fee Text	Fee Amount	Acct Code	Active
	LIBRARY	LIBRARY BOOK/FINE	$10.00	001-1790-1001-000000-004	●
	LUNCH	Past Due Lunchroom	$1.00	001-1559-0000-000000-004	●
	MB	MARCHING BAND	$60.00	300-1635-9440-000000-004	●
	MISC	SCHOOL PROPERTY FEE	$10.00	001-1720-1001-000000-040	●
	PEN	POWER OF THE PEN	$50.00	018-1690-9140-000000-040	●

☑ **Show Active Only**

General Fees Maintenance

From this screen, you can display, add, change and delete general fees.

Add General Fee

	Fee Code ▲	Grade Year	Gender	Fee Text	Fee Amount	AD	WD	Acct Code	Active
🗑 ✎	05			General Fee	$50.00			001-1790-1001-000000-004	●
🗑 ✎	06			Student Device Fee	$95.00			001-1790-9024-000000-004	●

☑ **Show Active Only**

Course Fees Maintenance

From this screen, you can display, add, change and delete data pertaining to Course Fees.

Working Schedule: Default Schedule Reload Screen

Add Course Fee

	Course Code	Course Name	Course Section	Fee Code	Fee Text	Fee Amount	AD	WD	Acct Code	Active
	3082	A CAPELLA CHOIR		3082	A CAPELLA CHOIR	$30.00			300-1634-9470-000000-004	●
	1003	ADVANCED FRESHMAN COMP/LIT		1003	ADV FRESHMEN COMP & LIT	$11.00			001-1720-1001-000000-004	●
	1008	ADVANCED SOPHOMORE COMP/LIT		1008	ADV SOPHOMORE COMP & LIT	$13.00			001-1720-1001-000000-004	●
	1065	ANAT./PHYS. (1st sem)		1065~4	ANAT/PHYS	$36.00			001-1710-1001-130000-004	●
	1063	APPLIED CHEMISTRY		1063	APPLIED CHEMISTRY	$40.00			001-1710-1001-130000-004	●
	3041	BASIC ART 1		3041~22	BASIC ART I	$30.00			001-1710-1001-020000-004	●
	1069	BIOLOGY		1069~5	BIOLOGY	$30.00			001-1710-1001-130000-004	●
	3049	CERAMICS & SCULPTURE		3049~24	CERAMICS & SCULPTURE 1	$30.00			001-1710-1001-020000-004	●
	1064	CHEMISTRY I		1064~3	CHEMISTRY	$40.00			001-1710-1001-130000-004	●
	4001	COLOR GUARD		4001	COLOR GUARD	$60.00			300-1635-9440-000000-004	●
	3059	COMPUTER DESIGN		3059~28	COMPUTER DESIGN I	$24.00			001-1710-1001-020000-004	●
	3050	CRAFTS AND CRAFT MAKING		3050	CRAFTS AND CRAFTMAKING	$30.00			001-1710-1001-020000-004	●
	1021	CREATIVE WRITING		1021	CREATIVE WRITING	$20.00			001-1790-1001-000000-004	●
	2021	DIGITAL PHOTOGRAPHY		2021	DIGITAL PHOTOGRAPHY	$24.00			001-1710-1001-020000-004	●
	3042	DRAWING & PAINTING		3042~1	DRAWING & PAINTING	$30.00			001-1710-1001-020000-004	●
	3015	ENGINEERING DESIGN		3015	ENGINEER DESIGN	$40.00			001-1790-1001-000000-004	●
	1072	ENVIRONMENTAL SCIENCE		1072~10	ENVIRONMENTAL SCIENCE	$30.00			001-1710-1001-130000-004	●
	3072	FITNESS FOR LIFE		3072	FITNESS FOR LIFE	$10.00			001-1790-1001-000000-004	●

☑ **Show Active Only**

	Course Code	Course Name	Course Section	Fee Code	Fee Text	Fee Amount	AD	WD	Acct Code	Active
	1076	FORENSICS		1076	FORENSICS	$30.00			001-1710-1001-130000-004	
	XSC-BIO1410-CS	FUNDAMENTALS OF BIOLOGY		XSCBIO1	FUNDAMENTALS OF BIOLOGY	$40.00			001-1710-1001-130000-004	
	3080	HEALTH II		3080	HEALTH II	$10.00			001-1790-1001-000000-004	
	4007	JAZZ ENSEMBLE		4007	JAZZ ENSEMBLE	$60.00			300-1635-9440-000000-004	
	8247	LEAN SIX SIGMA		8247	LEAN SIX SIGMA	$20.00			001-1790-1001-000000-004	
	3098	MARCHING BAND		3098	MARCHING BAND	$60.00			300-1635-9440-000000-004	
	1080	METEOROLOGY		1080	METEOROLOGY	$20.00			001-1710-1001-130000-004	
	1055	MMR-MATH MODELING REASONING		1055	MATH MODELING REASONING	$20.00			001-1790-1001-000000-004	
	1081	NATURAL DISASTERS		1081	NATURAL DISASTERS	$20.00			001-1710-1001-130000-004	
	3079	ORCHESTRA		3079~1	ORCHESTRA	$30.00			300-1635-9450-000000-004	
	2061	PERSONAL FINANCIAL MANAGEMENT		2061	PER FINANCIAL MANAGE I	$10.00			001-1790-1001-000000-004	
	1067	PHY SCIENCE		1067	PHYSICAL SCIENCE	$30.00			001-1710-1001-130000-004	
	1018	PREPARING FOR THE ACT TEST		1018	PREPARING FOR THE ACT	$34.00			001-1720-1001-000000-004	
	1091	SPANISH 1		1091~34	SPANISH I	$5.00			001-1790-1001-000000-004	
	XFL-SPA1101-SIN	SPANISH 1101		XFLSPA11	ELEMENTARY SPANISH	$5.00			001-1790-1001-000000-004	
	1093	SPANISH 2		1093	SPANISH 2	$5.00			001-1790-1001-000000-004	
	1094	SPANISH 3		1094~39	SPANISH 3	$5.00			001-1790-1001-000000-004	
	1095	SPANISH 4		1095	SPANISH 4	$5.00			001-1790-1001-000000-004	
	4002	SYMPHONIC BAND		4002~1	SYM BAND	$60.00			300-1635-9440-000000-004	
	3083	SYMPHONIC CHOIR		3083~2	SYM CHOIR	$30.00			300-1634-9470-000000-004	
	2020	VIDEOGRAPHY		2020	VIDEOGRAPHY	$24.00			001-1740-1001-000000-004	

Show Active Only

39 Records Displayed

Back To Top

Miscellaneous Fees Maintenance

From this screen, you can display, add, change and delete data pertaining to miscellaneous fees.

Add Misc Fee

	Fee Code	Fee Text	Fee Amount	Acct Code	Active
	AD	ADJUSTMENT	$1.00	001-1790-1001-000000-004	
	APT	AP CALC TEST	$110.00	018-1690-9104-000000-004	
	APT1	AP ENG LITERATURE TEST	$110.00	018-1690-9104-000000-004	
	APT2	AP ENG LANGUAGE TEST	$110.00	018-1690-9104-000000-004	
	APT3	AP MICROECONOMICS TEST	$110.00	018-1690-9104-000000-004	
	CL10	10 Class Fees	$10.00	200-1636-9828-000000-004	
	CL11	11 Class Fees	$10.00	200-1636-9827-000000-004	
	CL12	12 Class Fees	$10.00	200-1636-9826-000000-004	
	CL9	09 Class Fees	$10.00	200-1636-9829-000000-004	
	CREDIT	CC+ CREDIT HOUR FEE	$41.64	018-1690-9104-000000-004	
	CTC	FEES OWED	$1.00	001-1790-1001-000000-004	
	DEVICE	Damage/Loss of Laptop	$1.00	001-1790-9024-000000-004	
	LF	LIBRARY FINE	$1.00	001-1790-1001-000000-004	
	LL	LOST LIBRARY BOOK	$1.00	001-1790-1001-000000-004	
	LT	LOST TEXTBOOK	$1.00	001-1790-1001-000000-004	
	LUNCH	Past Due Lunchroom	$1.00	001-1559-0000-000000-004	
	MB	MARCHING BAND	$60.00	300-1635-9440-000000-004	
	OTHER	FEES OWED ANOTHER SCHOOL	$1.00	001-1790-1001-000000-004	
	PE	LOST PE LOCK	$6.00	001-1790-1001-000000-004	
	PF	PARKING FEE	$20.00	018-1690-9104-000000-004	
	PR	SCHOOL PROPERTY FEE	$1.00	001-1790-1001-000000-004	
	PSAT	PSAT Registration Fee	$20.00	018-1690-9104-000000-004	
	RE	REBINDING FEE	$10.00	001-1790-1001-000000-004	
	SEL	ON-LINE CLASS FEE	$1.00	018-1690-9104-000000-004	
	TB	TEXTBOOK	$1.00	001-1790-1001-000000-004	

Show Active Only

25 Records Displayed

Back To Top

Memorandum of Understanding
between the
Clark-Shawnee Local Board of Education
and the
Clark-Shawnee Local Education Association

This Memorandum of Understanding ("MOU") is entered into by and between the Clark-Shawnee Local Board of Education ("the Board") and the Clark-Shawnee Local Education Association ("the Association") (collectively, "Parties") on this 14th day of August, 2025 ("Effective Date") for the purpose of documenting agreement between the Parties to modify the terms of compensation set forth in Article 47, College Credit Plus, of the Parties' negotiated Contractual Agreement(s) (effective July 1, 2025 through June 30, 2028) ("Contractual Agreements"), as a result of the Board receiving notice issued by the Ohio Department of Education and Workforce ("ODEW") to the Superintendent by way of email dated July 23, 2025, that the Clark-Shawnee Local School District was awarded funding in the College Credit Plus New Course Incentive program for new College Credit Plus courses offered during the 2024-2025 school year. This MOU shall be effective for the 2025-2026 contract year only, and will automatically expire with no further action necessary by the Parties on the last day of the 2025-2026 contract year. Upon expiration, this MOU shall have no further force or effect.

WHEREAS, Article 47, College Credit Plus, section 5, of the Parties' Contractual Agreement(s) addresses the terms of compensation for bargaining unit employees who are credentialed and qualified to teach College Credit Plus ("CCP") courses, including the amount of compensation to be paid to such bargaining unit

employees on a per course basis, which includes a not to exceed amount to be paid to such bargaining unit employes annually; and

WHEREAS, on July 23, 2025, the Superintendent received notice by way of email from the Ohio Department of Education and Workforce ("ODEW") indicating that the District was awarded funding in the College Credit Plus New Course Incentive Program for three (3) new CCP courses offered by the District during the 2024-2025 school year [the three (3) new CCP courses being: SPA 1101, SPA 1102, and HST 1110]; and

WHEREAS, pursuant to such notice, the District will receive ten thousand five hundred dollars ($10,500) through an adjustment on the District's state foundation payment; and

WHEREAS, also pursuant to such notice, the District is required to use not less than twenty-five percent (25%) of the award amount to make a payment to the teacher(s) who taught the new qualifying CCP courses during the 2024-2025 contract year; and

WHEREAS, two (2) bargaining unit employees, Stephanie Caraway and Matt Looney, taught the three (3) new qualifying CCP courses during the 2024-2025 contract year, with Stephanie Caraway teaching two (2) of the new qualifying CCP courses and Matt Looney teaching one (1) of the new qualifying CCP courses; and

WHEREAS, the Board declares its intent to issue payment in the amount of twenty-five percent (25%) of the CCP New Course Incentive Program award, equal to two thousand six hundred twenty-five dollars ($2,625), for each of the three (3) new qualifying courses taught during the 2024-2025 school year, in the amount of

eight hundred seventy-five dollars ($875) per course, to the two (2) bargaining unit employees who taught the three (3) new qualifying courses, with such payments being in addition to the compensation for CCP courses taught by the two (2) bargaining unit employees during the 2024-2052 school year, as set forth in Article 47, section 5, of the Parties' Contractual Agreements;

NOW, THEREFORE, THE PARTIES AGREE TO THE FOLLOWING:

1. The Board will issue payment in the amount of one thousand seven hundred fifty dollars ($1,750) to bargaining unit employee Stephanie Caraway for teaching two (2) of the new qualifying CCP courses during the 2024-2025 school year (SPA 1101 and SPA 1102), with payment being made by way of regular payroll occurring on September 5, 2025. This payment will be in addition to amounts paid to Stephanie Caraway under Article 47, section 5, of the Parties' Contractual Agreements for the 2024-2025 contract year;
2. The Board will issue payment in the amount of eight hundred seventy-five dollars ($875) to bargaining unit employee Matt Looney for teaching one (1) of the new qualifying CCP course during the 2024-2025 school year (HST 1110), with payment being made by way of regular payroll occurring on September 5, 2025. This payment will be in addition to amounts paid to Matt Looney under Article 47, section 5, of the Parties' Contractual Agreements for the 2024-2025 contract year;

3. By way of this Memorandum of Understanding, the Board commits to spending the net amount of the CCP New Course Incentive Program award received for the 2024-2025 school year, in the amount of seven thousand eight hundred seventy-five dollars ($7,875), for purposes of activities and purchases in support of culture and climate initiatives under Board Policy 6233, Amenities for Participants at Meetings and/or Other Occasions;

4. This Memorandum of Understanding is a one-time agreement only, to address the one-time award of the CCP New Course Incentive Payment for the 2024-2025 school year only. Accordingly, the Parties hereby acknowledge and agree that this Memorandum of Understanding shall not constitute any form of precedent or past practice, and that this Memorandum of Understanding shall have no binding effect on any other provision of the Parties' Contractual Agreement(s) other than as specifically set forth above;

5. This Memorandum of Understanding shall not impact the Contractual Agreement(s) between the Parties in any other way;

IN WITNESS WHEREOF this Memorandum of Understanding is entered into voluntarily by its parties on this the 14th day of August, 2025 ("Effective Date").

CLARK-SHAWNEE LOCAL BOARD OF EDUCATION	CLARK-SHAWNEE LOCAL EDUCATION ASSOCIATION
_____	_____

Memorandum of Understanding
between the
Clark-Shawnee Local Board of Education
and the
Clark-Shawnee Local Education Association

This Memorandum of Understanding is entered into on this 14th day of August, 2025 ("Effective Date") by and between the Clark-Shawnee Local Board of Education ("Board") and the Clark-Shawnee Local Education Association ("CSLEA") (collectively, "Parties") for the purpose of documenting mutual agreement to amend the Memorandum of Understanding ("Original MOU") between the Parties [Original MOU entered into on the 24th day of April, 2025] to allow two (2) bargaining unit employees to share one (1) FTE position of Pre-School Intervention Specialist for the 2025-2026 school year only, to address specific terms of eligibility and costs associated with medical insurance as per the provisions of Article 31 of the Parties' collective bargaining agreement.

WHEREAS, the Board and CSLEA are Parties to Contractual Agreement(s) effective July 1, 2025 through June 30, 2028 ("Agreement"); and

WHEREAS, pursuant to the Original MOU, the Parties agreed that one (1) FTE Pre-School Intervention Specialist position will be split into .51

and .49 part-time Pre-School Intervention Specialist positions for the 2025-2026 school year only; and

WHEREAS, pursuant to the Original MOU, the Parties further agreed that the .51 part-time Pre-School Intervention Specialist position will be filled by Elizabeth Avery for the 2025-2026 school year, and the .49 part-time Pre-School Intervention Specialist position will be filled by Julie Jennings for the 2025-2026 school year. Both part-time Pre-School Intervention Specialist positions will be considered regular part-time positions for purposes of Article 1 of the Agreement. All other provisions of the Agreement applicable to part-time bargaining unit positions will apply to each position for the 2025-2026 school year; and

WHEREAS, Article 23, Part-Time Employment, of the Agreement provides that "[s]alary, medical insurance and planning time for such members shall be prorated according to a full-time bargaining unit employee based on the length of the bargaining unit employee contract day;" and

WHEREAS, Article 31, Medical Insurance, of the Agreement, provides that the Board will pay eighty-five percent (85%) and the

member will pay fifteen percent (15%) of the cost of the HSA Plan premium per plan year; and

WHEREAS, the Parties seek to amend the Original MOU to allow for a one-time exception only to the application of the provisions set forth in Articles 23 and 31 pertaining to the percentage of medical insurance costs payable by Elizabeth Avery during the 2025-2026 contract year at the .51 part-time Pre-School Intervention Specialist position;

NOW THEREFORE BE IT RESOLVED that the Parties mutually agree to amend the Original MOU as follows:

1. Elizabeth Avery will pay thirty percent (30%) of costs of medical insurance during the 2025-2026 contract year at the .51 part-time Pre-School Intervention Specialist position. This is a one-time exception only to the provisions set forth in Articles 23 and 31 of the Agreement, applicable to Elizabeth Avery's .51 part-time Pre-School Intervention Specialist position only, for the 2025-2026 contract year only, and is the only amendment to the Original MOU;

2. All other provisions of the Original MOU remain in full force and effect and are unchanged and unaffected by the amendment set forth herein.

BE IT FURTHER RESOLVED that the Parties acknowledge and agree that the terms of this Memorandum of Understanding ("MOU") are non-precedent setting and do not create or establish any form or basis of past practice between the Parties as to the subject matters addressed in this MOU;

BE IT FURTHER RESOLVED that the Parties agree to attach this MOU as an amendment to the Original MOU for purposes of the two documents being read together;

BE IT FURTHER RESOLVED that the Parties agree that this MOU shall expire at the end of the 2025-2026 contract year, with no further action required by the Parties;

The Parties each affirm that the terms of this Memorandum of Understanding were agreed to voluntarily and that the terms of this Memorandum of Understanding constitute the entire scope of understanding between the Parties as to the subject matters addressed

herein. The terms of this MOU shall be binding upon the Parties upon execution and proper approval by the Parties.

CLARK-SHAWNEE LOCAL BOARD OF EDUCATION	CLARK-SHAWNEE LOCAL EDUCATION ASSOCIATION
_____	_____
DATE	DATE
_____	_____

Clark-Shawnee
Local Schools

STRATEGIC PLAN

AUGUST 2025-JULY 2028



CONTENTS

Board of Education, Leadership Team 3

Strategic Planning 4

Mission, Vision, and Belief Statements 5

GOAL 1
Foster Academic Excellence and Comprehensive Student Outcomes 6

GOAL 2
Cultivate a Positive and Unified District Culture 8

GOAL 3
Nurture Student Well-being and Ensure a Safe, Supportive Environment 10

GOAL 4
Cultivate an Exceptional and Supported Staff 12

GOAL 5
Strengthen Communication, Parent Engagement, and Community Connection 14

GOAL 6
Plan for Sustainable Student Growth and Enhanced Facilities 16

GOAL 7
Commitment to Fiscal Responsibility and Strategic Resource Allocation 18

Board of Education & Leadership Team

BOARD OF EDUCATION

Mr. Ben Galbreath, President

Ms. Michelle Garrett, Vice-President

Mr. David DeHart, Member

Dr. Susan Page, Member

Mrs. Judith Pierce, Member

LEADERSHIP TEAM

Brian Kuhn, Superintendent

Tom Faulkner, Treasurer

Adam Billet, Assistant Superintendent

Jenna Potts, Human Resources and Public Relations

STRATEGIC PLANNING ENGAGEMENT PROCESS

Six focus groups were conducted with:

- **Middle and high school students**
- **Staff**
- **Parents**
- **Community members**

TWO STAFF SURVEYS

- **240 parent/community survey responses collected and analyzed**
- **135+ staff survey responses gathered**

TWO FACILITATED SWOT ANALYSIS SESSIONS WITH:

- **Board of Education**
- **Administrators**

Focus groups provided qualitative insights and context to survey data. The process emphasized transparency, collaboration, and shared vision. The results informed the foundation for the district's new strategic plan.

THANK YOU, CLARK-SHAWNEE LOCAL COMMUNITY

The Clark-Shawnee Local leadership team extends heartfelt appreciation to the students, staff, parents, community members, administrators, and Board of Education who shared their time and perspectives throughout the strategic planning process.

As a tight-knit community that cares deeply about its schools, your input through surveys and focus groups was invaluable in shaping a plan that reflects our shared values, priorities, and hopes for the future. Your voice is helping to guide the path forward for Clark-Shawnee Local Schools, and we are truly grateful for your partnership.

Mission, Vision, and Belief Statements

Mission Statement

Clark-Shawnee Local is committed to delivering a high-quality, student-centered education for all learners.

Vision Statement

Clark-Shawnee Local strives to provide academic excellence and meaningful student opportunities in a supportive community where all students are prepared for lifelong success.

BELIEF STATEMENTS

- **We believe every student deserves a high-quality education** that promotes academic excellence and well-rounded development through strong instruction and engaging opportunities.
- **We believe students thrive in safe, supportive environments** where they feel respected, valued, and consistently supported in their academic, emotional, and behavioral needs.
- **We believe in our dedicated staff,** whose care, kindness, professional learning, and commitment make a lasting impact on students and inspire excellence every day.
- **We believe strong communication and community partnerships** build trust, foster engagement, and connect all residents to the life of our schools.
- **We believe in responsible financial stewardship and proactive planning** to ensure long-term stability while preserving our close-knit, high-quality district experience.
- **We believe in continuous improvement,** setting high standards, and adapting to meet the changing needs of students, families, and the broader community.

GOAL 1

Foster Academic Excellence and Comprehensive Student Outcomes



To support every student in achieving high academic standards and becoming exceptionally prepared for success in college, career, and active citizenship through diverse, engaging, and high-quality learning opportunities. (The district is committed to strong academics, post-graduation success, and preparing students for meaningful employment and responsible citizenship.)

GOAL 1 ▪ Foster Academic Excellence and Comprehensive Student Outcomes

OBJECTIVE 1.1
Enhance Professional Learning to Improve Student Achievement

Value and implement professional development to improve teaching and learning.

OBJECTIVE 1.2
Evaluate Diverse Learning Pathways

Review and strengthen learning pathways to meet student needs, utilizing advanced and varied courses, vocational programs, and military programs to prepare students for their future.

OBJECTIVE 1.3
Cultivate Critical Thinking and Life Skills

Integrate life skills, financial literacy, and vocational skills into the curriculum to prepare students to be well-rounded, critical thinkers ready for real-world experiences.

GOAL 2

Cultivate a Positive and Unified District Culture



To intentionally foster a cohesive, respectful, and inclusive environment where every student, staff member, and community partner experiences a strong sense of belonging, is welcome, and contributes to a unified Clark-Shawnee Community.

GOAL 2 ▪ Cultivate a Positive and Unified District Culture

OBJECTIVE 2.1
Foster a Shared Identity and Sense of Belonging

Implement strategic initiatives to actively build and reinforce a unified Clark-Shawnee Community, a strong sense of belonging, and cohesion across the district.

OBJECTIVE 2.2
Promote Consistent Behavioral Standards

Regularly review and enhance discipline policies and the Positive Behavior Interventions and Supports (PBIS) framework to ensure consistent and transparent application of behavioral expectations across all buildings, enhancing the culture of accountability and respect among students and staff.

OBJECTIVE 2.3
Cultivate Mutual Respect and Staff Morale

Implement comprehensive strategies to promote respect, trust, and appreciation among students, staff, parents, and leadership.

OBJECTIVE 2.4
Strengthen Inter-Building and Stakeholder Cohesion

Create opportunities to improve collaboration and communication among grade levels and between staff and parents to foster a unified, supportive environment.

GOAL 3

Nurture Student Well-being and Ensure a Safe, Supportive Environment



Emphasize an awareness of all students' mental, emotional, and physical health to provide a safe and supportive school environment for all students, staff, parents, and community members.

GOAL 3 ▪ Nurture Student Well-being and Ensure a Safe, Supportive Environment

OBJECTIVE 3.1
Enhance Mental Health and Behavioral Support

Increase resources and programming for student mental health, behavioral, and social-emotional needs, addressing rising concerns about mental health challenges, access to drugs, and food insecurity.

OBJECTIVE 3.2
Optimize Logistics

Address logistical challenges on both campuses while ensuring facilities remain clean, safe, and inviting for all students and the school community.

OBJECTIVE 3.3
Improve Extracurricular Participation

Continuously evaluate all student participation and access to extracurricular activities, athletics, and support services.

GOAL 4

Cultivate an Exceptional and Supported Staff



To attract, retain, and develop high-quality staff by fostering a positive, supportive work environment that values their contributions, well-being, and professional growth.

GOAL 4 ▪ Cultivate an Exceptional and Supported Staff

OBJECTIVE 4.1
Enhance Staff Support and Well-being

Implement initiatives to address concerns related to wellness and morale, ensuring staff feel valued and supported in day-to-day operations.

OBJECTIVE 4.2
Optimize Professional Development

Deliver targeted, meaningful, and proactive professional development opportunities, ensuring staff input to help guide development and meet evolving student needs and state requirements.

OBJECTIVE 4.3
Strengthen Recruitment and Retention

Develop a proactive and competitive hiring strategy to attract and retain high-quality teachers and support staff.

GOAL 5

Strengthen Communication, Parent Engagement, and Community Connection



To build and maintain strong, transparent, and collaborative relationships with all stakeholders, parents, community members, and staff, ensuring efficient and constructive two-way communication.

GOAL 5 ▪ Strengthen Communication, Parent Engagement, and Community Connection

OBJECTIVE 5.1

Enhance Parent and Community Involvement

Increase parent and community participation in school activities, events, and volunteer opportunities.

OBJECTIVE 5.2

Optimize Information Dissemination

Improve the clarity, timeliness, and accessibility of district communications.

OBJECTIVE 5.3

Facilitate Two-Way Dialogue

Establish regular staff, parent, and community input channels to ensure all voices have an opportunity to be heard.

GOAL 6

Plan for Sustainable Student Growth and Enhanced Facilities



Proactively plan for anticipated student enrollment growth and continuously enhance facilities to provide safe, modern, and adaptable learning environments.

GOAL 6 ▪ Plan for Sustainable Student Growth and Enhanced Facilities

OBJECTIVE 6.1
Develop a Comprehensive Growth Plan

Create a long-term plan to address anticipated student population increases due to new housing developments, including strategies for managing class sizes, and future facility needs.

OBJECTIVE 6.2
Strategic Use of District Acreage

Develop a plan for strategically utilizing district-owned undeveloped acreage for future growth, facilities expansion, or program opportunities, leveraging this asset for long-term planning.

GOAL 7

Commitment to Fiscal Responsibility and Strategic Resource Allocation



To maintain long-term fiscal stability and transparency and communicate that financial resources are managed effectively and strategically allocated to maximize student learning and support district priorities. The district aims to be a good steward of funds and a model for other districts.

GOAL 7 ▪ Commitment to Fiscal Responsibility and Strategic Resource Allocation

OBJECTIVE 7.1

Enhance Financial Transparency and Communication

Develop communication strategies to explain district finances clearly.

OBJECTIVE 7.2

Optimize Resource Utilization

Explore and leverage new funding sources to expand student opportunities.

OBJECTIVE 7.3

Foster Productive City and Township Relationships

Establish a structured framework for ongoing collaboration with city and township governments to align on shared priorities and support informed financial decision-making that benefits the schools and the broader community.

Clark-Shawnee Local Schools

3680 Selma Pike
Springfield, OH 45502

clark-shawnee.k12.oh.us

PREPARED BY:

THE impact | group
IGPR.COM