Strategic Plan

CENTERVILLE CITY SCHOOLS

2025-2026

Mission & Vision

OUR MISSION

Empower, challenge, and support every learner to grow every day.

oUR VISION

Centerville City Schools creates a collaborative learning environment that responds to the needs of each learner, fosters growth, and prepares individuals to be responsible, community-minded members of society.



Core Principles

Centerville City Schools believes that:

- learning is attainable for all
- valuing the unique gifts and experiences of each individual enriches our district and community
- building supportive relationships is necessary for learning
- fostering a growth mindset builds resilience and perseverance
- empowering our students, staff, families, and community to take risks inspires innovation and leadership
- resourcing our students and staff with meaningful support and inspiring tools maximizes potential
- leveraging evidence-based data and feedback helps us understand our impact and progress
- nurturing meaningful partnerships and trust requires open lines of communication
- sustaining growth requires forward-thinking and a fiscally responsible plan

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EMPOWER
CHALLENGE
SUPPORT

Focus Areas

- Teaching & Learning
- Leading & Innovating
- Diversifying & Including
- Communicating & Understanding
- Resourcing & Supporting

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Teaching & Learning

Supporting growth of the whole learner, academically, intellectually, and emotionally, through safe environments and evidence-based practices



Teaching & Learning

The teaching and learning cycle is a process that is student-centered, empowers learners, and is supported by effective partnerships. It honors the gifts and experiences that each student brings to our community and challenges each of us to be better. Effective teaching and learning supports the growth of each student academically, intellectually, and emotionally every day.

GROWTH INDICATORS

Growth will be evident through visible improvement in the following areas:

- All areas of academic progress
- Collaborative and evidence-based practices
- Student-centered instruction
- Learning partnerships
- Focused and streamlined professional development

RELATED ACCOMPLISHMENTS

- Continued development of multi-tiered systems of support (MTSS) in all schools, including data analysis and providing intervention
- Utilized real-time student data to from data dashboards to drive MTSS
- Leveraged professional inservice days to train staff in MTSS and instructional strategies
- Regularly met with teacher teams to review data, gather feedback, and inform instructional decisions
- Continued growth on aggregate in learning metrics

ACTION PLAN FOR 2025-26

- Strengthen instructional practices that empower, challenge, and support students' academic, intellectual, social, and emotional needs
- Implementation of new ELA curriculum (K-5) and new middle school structure
- Grow practices with established systems for ongoing collaboration
- Implement practices to support the Portrait of an Elk
- Develop more responsive Tier 2 practices at secondary level



Leading & Innovating

Taking risks and improving one’s community while encouraging others as they do the same



Leading & Innovating

Each member of our community has the capacity to lead and innovate when empowered to engage in the problem-solving process. Innovation occurs when we take calculated risks to introduce new ideas that improve the experience for one or many. Exceptional leadership is a collaborative endeavor that promotes action and leads to positive outcomes. Leadership and innovation are woven together when one sees a need for improvement and takes actions to make a change.

GROWTH INDICATORS

Growth will be evident through visible improvement in the following areas:

- ➔ Support for risk-taking to address challenges
- ➔ Collaboration around problem-solving and innovation
- ➔ Implementation of new ideas

RELATED ACCOMPLISHMENTS

- Expanded staff collaboration utilizing building and district level teacher leadership teams
- Development of the Portrait of an Elk course for middle school
- Formation of the Researching Artificial Intelligence Strategies for Education (RAISE) team
- Growth in the use of resources to promote readiness for post-secondary education and careers
- Continued development of MTSS at all levels

ACTION PLAN FOR 2025-26

- Promote opportunities for innovative classroom practices through teacher leadership teams
- Develop and encourage leadership at building and district level
- Continue fostering shared leadership on K-5 building T&L, SEL, and Core Plus teams
- Expand students participation in leadership opportunities
- Grow practices with artificial intelligence to enhance learning



Diversifying & Including

Incorporating all voices that encompass our diverse community to strengthen every aspect of our mission



Diversifying & Including

Diversifying and including empowers our community of learners with knowledge, skills, and empathy to effectively engage with a diverse world for the betterment of all. An inclusive environment recognizes the presence of individual differences and is intentional in its engagement of these differences through mutual respect. It will develop and enhance trusting relationships where all feel safe, supported, and encouraged to express their views.

GROWTH INDICATORS

Growth will be evident through visible improvement in the following areas:

- ➔ Culturally responsive practices
- ➔ Community and family engagement
- ➔ Recruitment and retention of diverse staff
- ➔ Students' sense of belonging and engagement in curricular and extracurricular activities

RELATED ACCOMPLISHMENTS

- Implementation of CharacterStrong resources in grades K-12
- Improved attendance across the district (attendance rates and chronic absenteeism)
- Development of the CORE team
- Held 30+ Elks Express mobile learning station events throughout the community
- Development of work-based learning program at CHS based on YouScience data
- Participation in growing number of career fairs for staff recruitment
- Increased restorative practices trainers among current staff

ACTION PLAN FOR 2025-26

- Further implementation of CharacterStrong resources in grades K-12
- Enact CORE team initiatives around family, student, staff, and community engagement
- Increase opportunities for students to share their perspectives about their educational experiences
- Utilize data dashboards to drive decisions for meeting the needs of all students
- Increase restorative practices training throughout the district



Communicating & Understanding

Sharing information vital to building trust, defining ways to measure our impact, celebrating successes, and learning from our challenges



Communicating & Understanding

Communication is most effective when both parties are engaged in sending and receiving information. To nurture meaningful partnerships and trust, we define and communicate common goals, gather measurable feedback, take actions in response to that feedback, evaluate if those actions promote growth, and share the results. The process of mutual communication and understanding is vital for learning.

GROWTH INDICATORS

Growth will be evident through visible improvement in the following areas:

- ➔ Access to quality, useful, and clear information
- ➔ Opportunities to dialogue with all stakeholders
- ➔ Use of data at all levels to measure impact and progress

RELATED ACCOMPLISHMENTS

- Streamlined communication efforts at the classroom, school, district, and extracurricular levels via ParentSquare
- Measured parent engagement through ParentSquare communication
- Increased usage of student data through MTSS and data dashboards to provide targeted intervention
- Highlighted student and staff accomplishments in the Quality Profile, *Accent* newsletter, and district weekly e-newsletter
- Hosted 30+ community forums and Elks Connect events

ACTION PLAN FOR 2025-26

- Improve communication practices with ParentSquare
- Host forums and Elks Connect community meetings
- Utilize data dashboards as a resource for teachers and administrators
- Use district publications to share our mission, vision, and core principles and celebrate growth
- Provide intentional and nontraditional outreach opportunities to connect with all families



Resourcing & Supporting

Providing the support structures necessary to sustain and maximize growth



Resourcing & Supporting

With an empathetic mindset, the district will maximize essential services such as finances, operations, safety, human capital, technology, maintenance, and improved facilities.

GROWTH INDICATORS

Growth will be evident through visible improvement in the following areas:

- ➔ Resources to support innovative classroom instruction, student growth, and staff development
- ➔ Systemic partnerships with community stakeholders
- ➔ A safe, welcoming environment for ALL

RELATED ACCOMPLISHMENTS

- Provided a variety of professional development opportunities for staff across the district
- Recruited staff utilizing variety of career fairs and other outreach
- Completed projects identified in the district master facilities assessment and safety evaluations within budget funds
- Utilized Care Portal to meet the needs of families
- Began transition to new system for accounting and payroll system
- Developed partnership with the YMCA to offer more opportunities for childcare

ACTION PLAN FOR 2025-26

- Provide and maintain facilities that serve the needs of the community
- Work collaboratively to ensure responsible and transparent budgeting
- Monitor enrollment and develop a plan to adjust attendance areas as needed
- Recruit and retain high quality personnel in all areas of the operation
- Implement new systems for accounting and payroll/HR
- Launch partnership with YMCA to increase opportunities for childcare