The Strategic Plan

Goal 1

Committee Notes

Team: Brian Radabaugh, Adam Reynolds, Dawn Nelson, Mike Maxwell, Heidi Williams, Anthony Ashbrook, Dr. Rob Krueger, Jordan Atherton.

Administrative Ownership Structure
Each strategic plan goal has been assigned one or more administrators who will actively participate in the corresponding goal committee. Within each committee, roles will be established collaboratively to honor members' experience and interest in leadership rather than assigning roles arbitrarily. These roles will include a project lead (to keep the work on track), secretary (to document and report progress), and vice chair (to support organization and coordination). Assigned Board members may also serve within these roles.
This structure is intended to foster ownership and engagement among committee members while ensuring a clearly identified leader responsible for moving the work forward and supporting cross-departmental alignment where needed.

Roles
Project lead: Adam Reynolds
Secretary: Anthony Ashbrook
Vice chair: Brian Radabaugh

Expectations for Progress and Reporting
Administrators have received the draft and Board-approved strategic plan, which includes written timelines, action steps, and progress updates. To support consistent monitoring and transparency, we are considering a reporting calendar and standard format aligned to the Board meeting dates for progress review cycles. These expectations will be reviewed with the leadership team. A schedule to share information at Board meetings during the updates will be organized with them for each strategic goal.

1.1: Long -Term Facilities and Land Use Planning
Identify current conditions/Establish Baseline: Feb. 2026
Recommendations from the Committee: April 2026
Implementation: August 2026
Measurement-reporting progress: Jan. 2027

1.2: Create a Comprehensive Campus Plan
Identify current conditions/Establish Baseline: Feb. 2026
Recommendations from the Committee: April 2026
Implementation: August 2026
Measurement-reporting progress: Jan. 2027

1.3: Address Middle School Facilities
Identify current conditions/Establish Baseline: Feb. 2026

Recommendations from the Committee: April 2026
Implementation: August 2026
Measurement-reporting progress: Jan. 2027

1.4 Improve Technology, Connectivity, and Learning Tools
Identify current conditions/Establish Baseline: November 2026
Recommendations from the Committee: Jan. 2027
Implementation: June 2027
Measurement-reporting progress: June 2028

1.5: Enhance Safety, Security, and Accessibility
Identify current conditions/Establish Baseline: November 2026
Recommendations from the Committee: Jan. 2027
Implementation: June 2027
Measurement-reporting progress: June 2028

Reinforcement Through Leadership Conversations
Strategic plan implementation will become a standing component of administrative meetings. The objective will be for the owners to routinely share updates, identify needs, and collaborate on cross-functional issues. This structure will help ensure continued visibility, momentum, and shared accountability across the leadership team.

Facilities Committee

Meeting 1: 02-04-26 3 to 4

Attendance: Atherton, Krueger, Nelson, Radabaugh, Ashbrook

Options for the Middle School and High School facilities.

Option 1: Buy land and build a new HS building.

Option 2: The Loop. (includes MS gym) See attached diagrams. Keep the area that includes the library, two halls, and offices. This includes 13 rooms and the library. This will accommodate the 7th and 8th grade classes. The heating and cooling (etc.) can be addressed. Also keep the Maintenance, WBL and tech room by the hallway entrance.

Option 3: Tear down the MS and put up portables/modulars.

Both Option 2 and 3 include placing 6th grade back to an elementary building.

Option 4: Newton becomes K-4. Utica becomes 5-8. Tear down the MS. Possibly building an athletic facility at the HS campus.

Option 5: As is.

Areas of concern:

Transportation

When to make the switch to the grade level buildings. (Option 2 or 4)

How many times do you put up a levy before the switch? (Option 2 or 4)

*How does personnel look for Option 2 and 4?

02-25-26 (Overview sent out)
-We have a community meeting coming up on the 11th of March at 6pm in the HS cafeteria. I would suggest that if we do not meet before then that everyone look over the Feb. 4th notes and come up with some talking points about the options. If you have any new options or feedback on the Feb. 4th meeting, please send them to me and I will add those talking points to this document. We need to make sure that we are on the same page on the 11th.

-If there are no objections, I can take the role of secretary and continue to take notes and send out info when needed. Mr. Radabaugh volunteered for the Vice Chair, if there are no objections. Just leaving the Project lead.

-Goals 1.1, 1.2, and 1.3 have the same timeline and play off of each other for the options given above.

03-09-26

Reviewed 2/4 notes.

-Option 2: The Loop: Possible structure and adjustment issues.

Grant funding: Stipulations to consider. Adam will review the latest evaluation done on the MS.

-Utilities: Individual splits for the Loop option: $8,800 per room.

-Technology will keep current locations except for the 300 hallway location.

-review utility costs, what improvements/renovations are needed?

-Option 3: Length of time expected to use modulars?

-Option 4: Transportation issues and community concerns.

Things to think about/consider/act on:

1. All plans should be long term plans.
2. What type of Levy timeline is being considered?
3. New Build: High School/campus.
4. Next topic for committee: New Build presentation group.
5. Personnel and how each option will play out.

March 11th focus:

1. Sub-Goals, Dates, and where are we at now?
2. Supply building maps.
3. Once the overall Power-Point is presented Breakout can focus on Option 1 and the other options may/will come in to play depending on the Levy.

Next meeting: Will occur before the April Board Meeting.

The groups recommendations will be presented at the April Board Meeting.

March 11th Presentation Per Mr. Reynolds:

Facility talking points

1.1 Long term Facilities and land use plan

Currently the committee has been talking about what this would look for our district/community so that we can make our recommendations to the board in April.

Our committees envision would be to locate land in or around our village that would be best suitable for our school district to implement a campus atmosphere. On that land build a new high school that down the road we can phase in our ball fields. Ideally all items would be located on one campus to be utilized by our students, staff and community.

Our current high school then would turn into our middle school and we would remove the old middle school. This location would be turned into parking for events that would happen at that facility.

1.2 Create a comprehensive campus plan

The committee has currently been talking on a comprehensive plan also to take to the board in April. As we reviewed the survey results, we can see that there is a strong push for change in the middle school facility of 71%.

Option 1 in the comprehensive plan would be to put the 6th graders back in the elementary buildings and renovating a portion of the middle school that can house our 7th and 8th grade students. The portion of the building that will not be renovated would be taken down during this time frame.

Option 2 in the comprehensive plan would be to take down the entire middle school and replace with modulars. This would still mean that six graders would be located back in the elementary buildings and install enough modulars to house our 7th and 8th grade students.

Option 3 in the comprehensive plan would be to tear down the middle school and make our Newton Elementary school K-4 and our Utica Elementary School 5-8.

1.3 Address middle school facilities

The 1.3 plan is reflected in 1.1 and 1.2 plan. Our committee is understanding that we need to do something with the current middle school that we have. We believe that we have created a plan that will address improving the facility to best suite our students, staff and community. We understand that ultimately, we have to do what is financial responsible for the current times and conditions whether that be a renovation project or a long-term project.

1.4 Improving Technology, Connectivity, and learning tools
1.5 Enhance Safety, Security, and Accessibility

Both 1.4 and 1.5 will be based on the direction that we take from the board's plan on the items above. This will be discussed in the fall of 2026 when we have a clear direction on the path that we would like to head.

Our committee would also like to have input from the community on your feelings of what we have presented. After we present our plans to the board at our April board meeting, we would like to send a survey out to the community so that we can be transparent on what your priority's are on the above items.

Questions asked during the March 11th Strategic Plan Goal 1:

1. Air condition issue in Middle School.
2. Age of Building (Middle School).
3. Cost concerns? Have we looked into cost issues for option.
4. Newton land option?
5. Enrollment numbers are they growing or declining?
6. Are there Grants or Funding available?
7. Is there a levy plan?
8. Does the cost go up if there are 2 different buildings?

Meeting 04-08-26.

Attendance: Atherton, Krueger, Nelson, Radabaugh, Ashbrook, Reynolds, Maxwell, Breehl.

areas of concern: 1. Re-evaluation of plan 2. Survey plan 3. April recommendations

-April recommendations postponed.

-Survey put on hold.

-OFCC presentation for the April Board meeting is the next step.

Topics:

-Aligning talking points using the same lens.

-OFCC meeting for the April board meeting.

-One message needed for community.

-OFCC as an informal way of presenting all options, what will work, etc.

-The IT aspect. Cost? Location?

-Cost options for recommendations are needed to proceed.

-Record the April Board meeting OFCC.

-One call for community to attend.

-Post video on Web-site.

June 10, 2026 Meeting

Attendance: Hartley, Atherton, Nelson, Reynolds, Radabaugh, Ashbrook, Krueger, Maxwell, Williams.

-Goals for meeting: Review Recommendations for the June 22nd Board Meeting Proposal. Are any changes needed for the current options?

-OFCC Tour of the Middle School Occurred on June 5, 2026, approx. 2 to 3 hours.

-Some new options were discussed that included additions to other buildings.

-Email update from the OFCC on June 10th: The Committee Proposal is needed for pricing options per the OFCC. Renovations vs. building.

-Current Middle Situation (Per the Board): Can the Middle School be moved elsewhere within the district?

-What does it look like if the HS takes on the MS?

-Where are we headed before this coming school year?

-Mr. Reynolds will create and adjust the proposal for June 22nd.