



# Canton Local Schools

## **STRATEGIC PLAN**

PRIDE. INNOVATION. **FUTURE.**

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# OUR VISION

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**Canton Local students will be prepared to graduate career ready.**

# OUR MISSION

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**By focusing on every child, every minute, every day, our graduates will be prepared to find their “E.”**

- **Enrolled** - Further their education. Obtain a 4-year college degree, 2-year associate's degree or complete career technical schooling.
- **Employed** - Be prepared to enter the workforce with a technical skill or as a skilled tradesperson and immediately earn a living wage.
- **Enlisted** - Serve our nation in the military. Join the United States Marine Corp, Navy, Army, Air Force, Coast Guard or Merchant Marines.

# CENTRAL OFFICE ADMINISTRATORS

**Brett Yeagley**, Superintendent

**Jason Schatzel**, Treasurer

**Tricia Couts-Everett**, Director of Curriculum & Instruction

**Victoria Hessey**, Director of Special Services / Special Education

**Chris Noll**, Director of Operations

**Melissa Kalb**, Gifted Coordinator & Gifted Intervention Specialist

**Krista Gearhart**, Director of Career Technical Education

**Nick Stepanovich**, Director of Technology, Integration, and Testing

**Ashley Morena**, Nutrition Services and Wellness Director

**Karen Vrabec**, Director of Communications

# Goal #1

## Communication (Internal and External)



# Goal #1

## Internal Objectives

**01** **Develop clear systems and expectations for all forms of internal staff communications so that each building or central office 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.**

*For consideration: Pay particular attention to the protocols established for internal email communications expectations.*

*For consideration: Create professional development opportunities for all forms of internal and external communication protocols to be shared, taught and followed; share all communication best practices regularly with all district personnel; provide opportunities yearly for training to update all new employees to the protocols and expectations or to refresh/update current employees as needed.*

**02** **Create a two-way communication process that allows the certified and classified staff to interact with the administration; consider how staff concerns are addressed and then communicated to all staff members; consider how student behavioral concerns are addressed and cascaded to the staff.**

*For consideration: Create and maintain a schedule of monthly staff meetings for each building; ensure consistent delivery of district and building-specific information; deliver meeting agendas and notes to any staff that are not in attendance to maintain a consistent flow of information.*

**03** **For consideration: 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 Canton Local Schools; develop consensus on appropriate communication channels and tactics; create consistent communication with all community stakeholders, in particular with current families.**

**04** **Enact tactics to address student enrollment to other school districts or family movenet out of the district. Continue to promote positive events, staff and student profiles and any other notable achievements regarding the Canton Local Schools in an attempt to maintain student populations.**

*For consideration: Study the causes of declining enrollment to better understand the reasons why students are leaving; continue to promote positive events, staff and student notable achievements, or any other positive district accomplishments in an attempt to maintain current student populations and attract new families at the same time.*

## Goal #2

# Academic Achievement and Professional Development



# Goal #2

## Objectives

01

**Conduct a curriculum audit to assess all curricular 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; infuse additional foreign languages, if possible, into current class offerings for middle school or high school.**

02

**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; purposefully communicate a culture of high academic expectations no matter a student's chosen pathway; ensure every student has a post-graduation plan before moving beyond Canton Local Schools.**

*For consideration: Create and promote a Learner Profile for all students, grades K-12, to align core competencies and infuse them into daily lessons throughout the district.*

03

**Provide continuing professional development opportunities aimed at advancing effective teaching practices and the use of district technology that focuses on the utilization of technology as a transformative creation, advancement and connection tool; establish district-wide standards for best-practice instructional methods PreK-12; consider the use of outside resources and staff input prior to planning and implementing professional development.**

04

**Conduct a survey of the professional development needs of the staff to determine more effective use of this opportunity; create a list of opportunities staff are searching for in regards to their own personal and professional development to offer them more options and choices; allow external professional development opportunities as appropriate.**

*For consideration: Provide continuing professional development opportunities aimed at advancing effective teaching practices.*

05

**Provide professional development opportunities and extended training for staff members related to student social-emotional and mental health needs as well as their own need; provide mechanisms to address concerns as a result of this training.**



# Goal #3

## Culture, Climate and Wellness



# Goal #3

## Objectives

01

**Continue to promote the use of the district and building DEIB teams to assist in the development of a district diversity vision and action plan; ensure district policies promote inclusion and equity of underrepresented groups.**

02

**Engage a district committee to study the distribution of services from students with special needs to gifted education paying close attention to the amount of time and resources given to all students including students who are not receiving any specialized services.**

03

**Advance school spirit through proactively planned activities and experiences; create consistent opportunities to display district pride and to celebrate student and staff accomplishments; intentionally and purposefully infuse community events into the yearly school calendar.**

04

**Consider the creation of an initiative that focuses on staff morale and the establishment of a “Culture of Appreciation” for all district employees, at all levels. Develop a purposeful method to show staff appreciation on a regular basis and infuse these methods into the everyday life of every building in the district.**

05

**Continue to promote a culture that prioritizes student and staff social-emotional wellness and development; consider partnering with outside agencies to bring their resources into the district and/or classrooms, these opportunities should include options for both student care and self-care for all staff.**

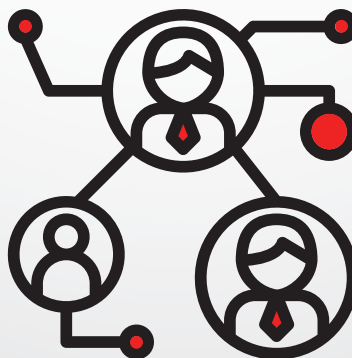
06

**Acquire and provide professional development opportunities for teachers and staff to better understand and provide for students with challenging behaviors and obstacles in their lives; create mechanisms for dialogue to more deeply understand the complexities of home life and school life.**

*For consideration: Consider the development of a program that provides community outreach and programming to better educate parents and families on how to manage challenging and at-risk behaviors in the home.*

# Goal #4

## Community Involvement and Transparency



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# Goal #4

## Objectives

01

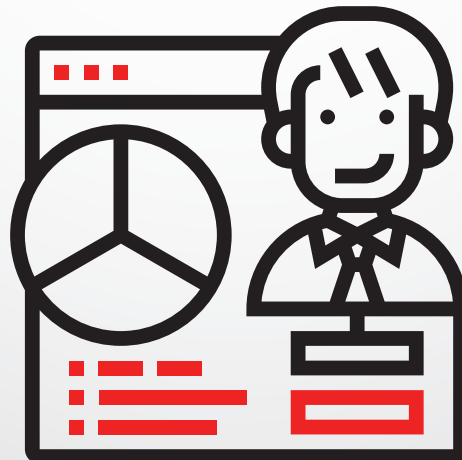
**Design and implement a comprehensive system for alumni outreach and engagement; utilize alumni connectivity to positively impact student programming and achievement.**

02

**Foster, grow and promote relationships and collaborative partnerships in the school community; partner with district support organizations, local civic/service organizations, local businesses and other community-based organizations to positively impact Canton Local students.**

# Goal #5

## Human Resources



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# Goal #5

## Objectives

**01**

Create and implement a system of administrative, teacher, support staff and substitute recruitment to attract, obtain and retain the highest quality, professional staff.

# Goal #6

## Safety, Facilities and Finance



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# Goal #6

## Objectives

01

**Engage a district committee to study challenging student behaviors/risk factors and their direct impact on classroom practice; review district anti-bullying policies and practices to ensure consistent implementation at each building and grade level. For consideration: Develop and provide an opportunity for staff to better understand and be trained in research-based practices that prove to reduce the number of classroom disruptions caused by challenging student behavior.**

02

**Review all aspects of physical security throughout the district, including cyber security measures; consider changes to policy and application of best practice strategies; ensure consistent application of security protocols/procedures for district buildings and district events.**

03

**Establishment of a systematic maintenance plan for the district's facilities and infrastructure so future maintenance needs may be (to the best of the district's ability) organizationally and fiscally anticipated.**

04

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