Elyria City Schools

2023 Strategic Plan

Strategic Planning

Goal: To develop a multi-year Strategic Plan for Elyria City Schools that is rooted in sound educational practices and community expectations.

Strategic Planning

Process

1. Individual depth interviews of community leaders to gauge “starting point”
2. Internal Task Force Meetings
3. Stakeholder Committee Sessions
    i. Made up of a cross-section of community members and district representatives
    ii. Begin with information/education
    iii. Get their feedback and input on priorities
4. Online survey available to full community

Strategic Planning

Outcome

1. A series of big-picture goal statements, supported by initiatives
2. A system to measure progress on initiatives and goals, with timelines and responsible parties
3. Updated mission, vision
4. A plan to communicate the process and outcome to the greater community

Leader Interview Findings

- **GREAT pride in** facilities, diversity, high-quality teachers, varied course offerings, & extracurriculars
- **Students & district overcome poverty, adverse home conditions, etc. to achieve success**
- **Concern about inequities within ECS- re: race and college or careers**
- **Most urgent/pressing issues**
  - Addressing behavioral & mental health issues
  - Violence, safety, & conflict mediation/prevention
  - Increasing parental engagement
  - Meeting the needs of a diverse student body
  - Increased partnerships/community involvement

Community Stakeholder Committee

- Colleen Aholt
- Cynthia Andrews
- Donna Backs
- James Backs
- Marcia Ballinger
- Sam Battle
- Denise Blatt
- Angela Burgess
- Judith Carlin
- Dana Cerrito
- Ashley Csata
- Cyndi Csizmadia
- Amanda Deery
- Jani Eldemire
- Allison Fenik
- Steph Forthoffer
- Stacey Gatten
- Ashley Hayes
- Molly Hibler
- Amy Higgins
- Elaine Hill
- Odin Hirsch
- Len Howser
- Jodie Johnson
- Tania Kegyes
- Kim Kelly
- Haley Kirkwood
- Tracy Green
- James Knight
- Cindy Kushner
- Natalie Matthews
- Achilles Morales
- Shane Newark
- Lily Parker
- Elaine Peacock
- Fred Pond
- Chris Pyanowski
- Amber Redpath
- Ann Schloss
- Jennifer Starkey
- Matt Swierka
- DeKarion Wimberly
- Catherine Woskobnick

What are the major community or global trends that we need to prepare graduates for?

Community said:

- More and more people are working remotely, or in hybrid settings
- Artificial intelligence is increasing
- Demand for more skilled labor
- Technology is central to every profession, even laborers
- Becoming more and more global
- Workplaces are more diverse, racially and age-wise
- Family and community dynamics continue to shift
- More focus on mental health, and work/life balance, substance abuse is still an issue
- People tend to be internally focused due to social media, and social media has huge influence on youth and families
- More students work out of the home
- Local economy has suffered, less opportunity for high-paying wages locally
- Less parental/community involvement in schools, educational environments less revered

Given those trends, what are the skills our graduates will need to thrive and compete?

Community said:

- Basic educational skills, reading, writing, math and communication (verbal and written)
- Better time management
- Critical thinking and how to discern information considering how many messages you see on social media
- Adaptability, resilience, internal motivation, conflict resolution
- Real life skills
- Ethics and integrity
- Self-advocacy

What must be true about our schools to ensure we can continue to prepare our kids for the future? What must we be?
What must we do?
What must we have?

Responses

- Meet students where they're at with understanding & compassion
- We must be an excellent district
- Provide direct support for families' basic needs
- Proactive, face-to-face relationship building/engagement with families & community
- Be accepting, adaptable problem-solvers
- Have financial stability
- Clear/strong, timely, transparent, & accurate communication
- Addresses the communication gap

Mindset/Environment/Culture

Raising Expectations

Supporting Students & Families

Ensuring Adequate Resources

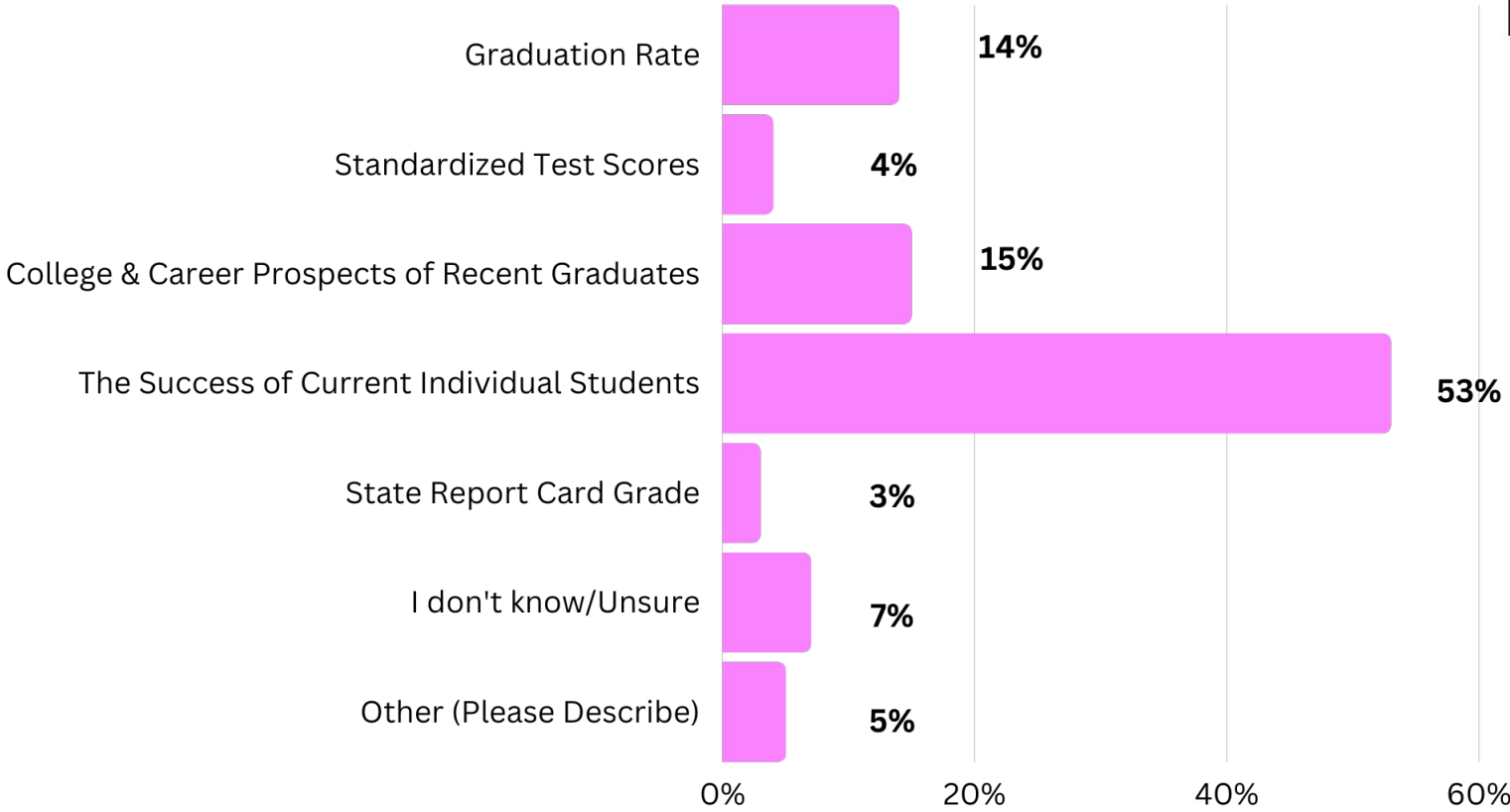
Engaging the Community

Online Survey

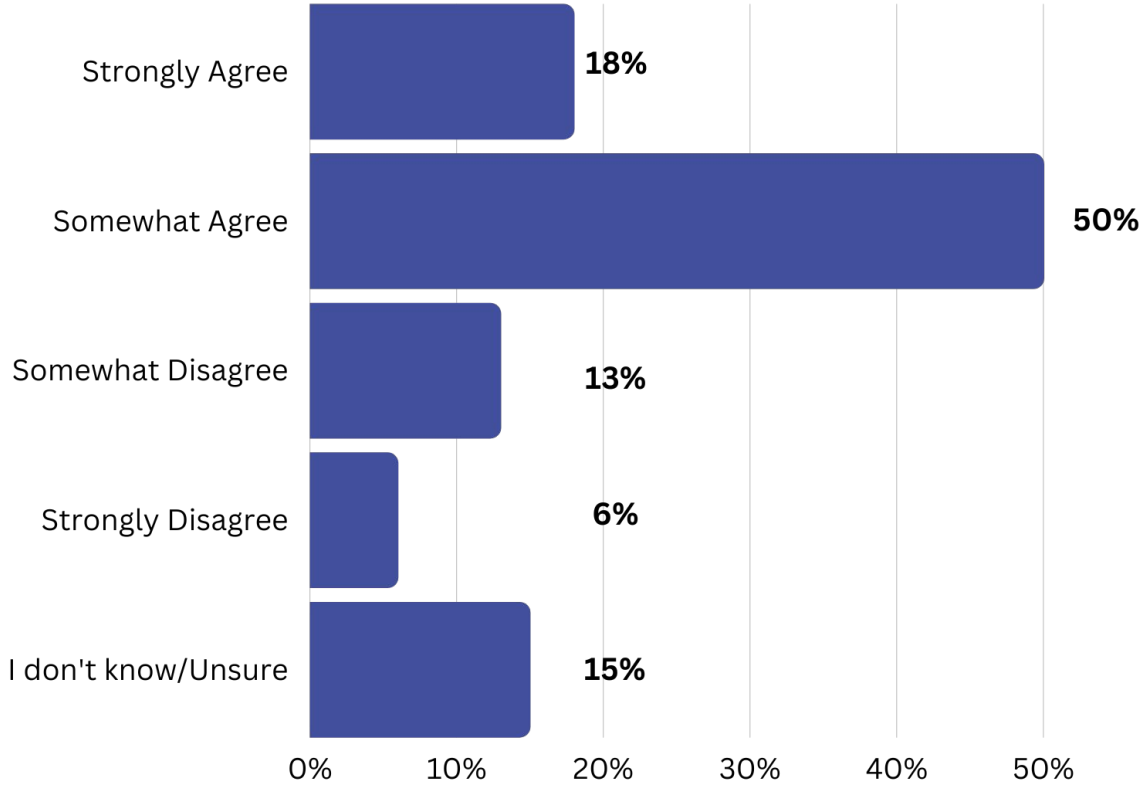
Purpose: To allow greater community to provide input on the priorities identified by the community stakeholder group.

- Open and in the field May 12-22
- 733 responses
- Promoted via E-Newsletters, social media, direct outreach
- 46% parents; 41% certified & classified staff

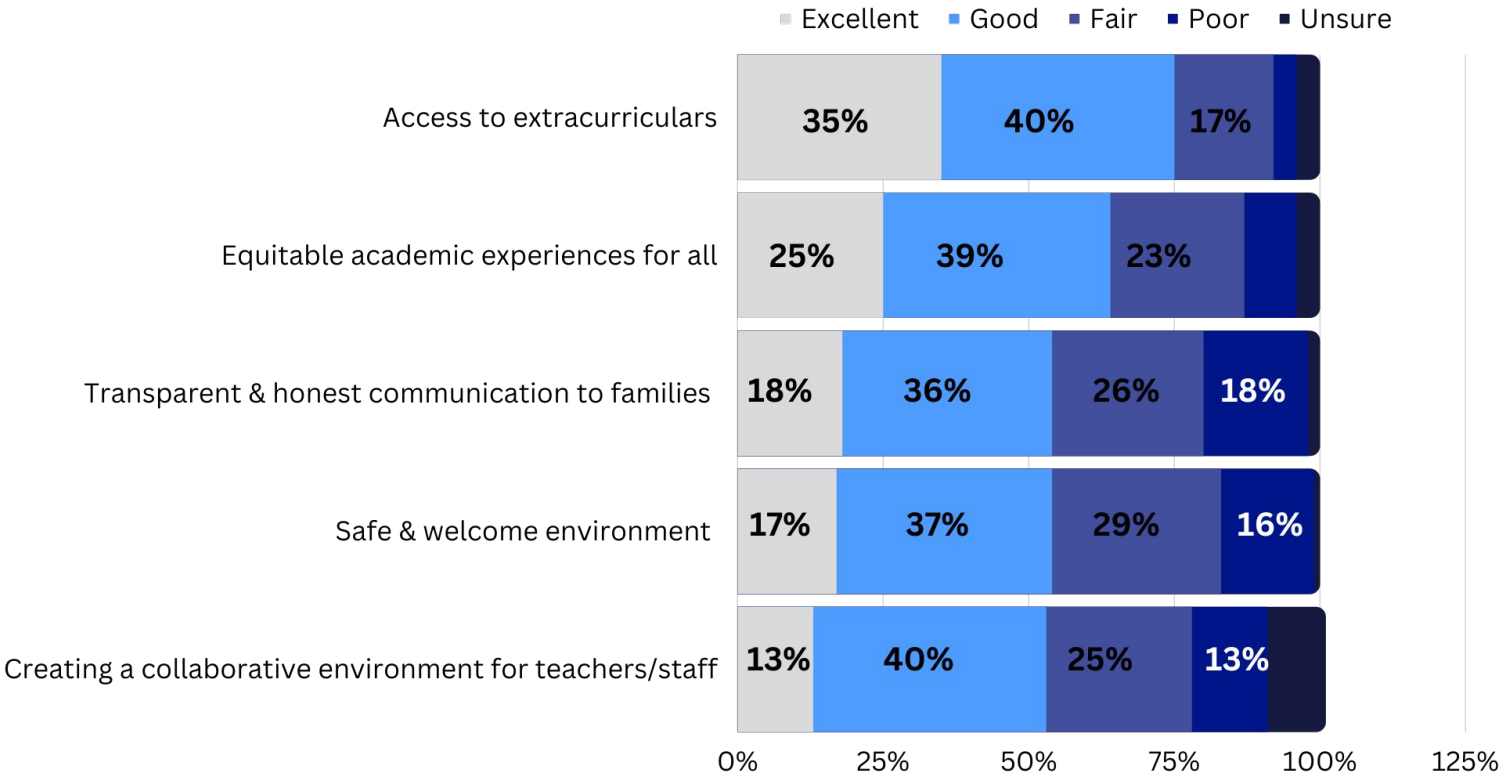
Which of the following do you believe to be the best measure of quality of education for a school district?



Do you agree or disagree with the following statement: Elyria graduates leave the schools prepared for the next step (college, career, military, etc.)



For the Elyria City Schools to be as effective as possible, we need to understand the community's perception of our strengths and areas for improvement. Please rate the district's performance in each of the following areas:



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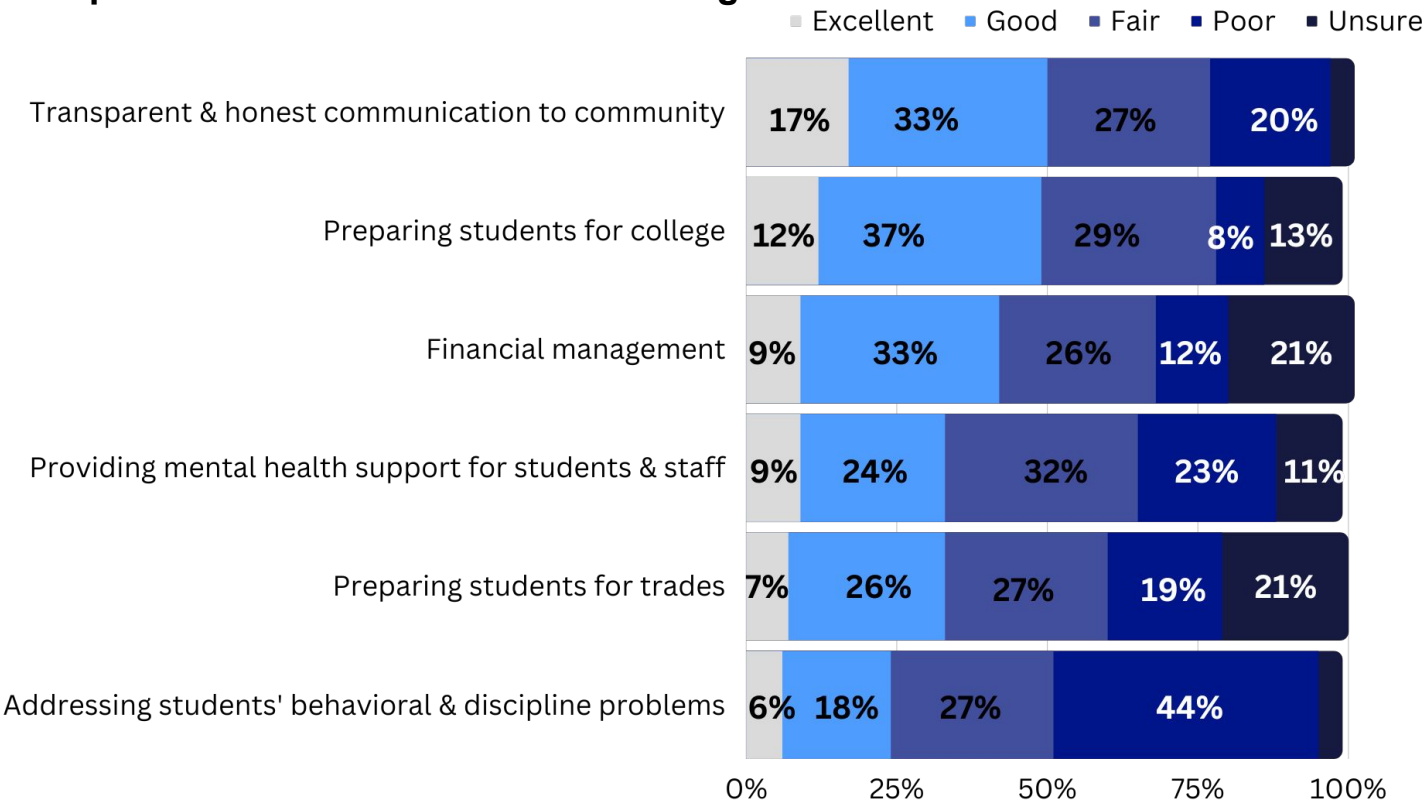
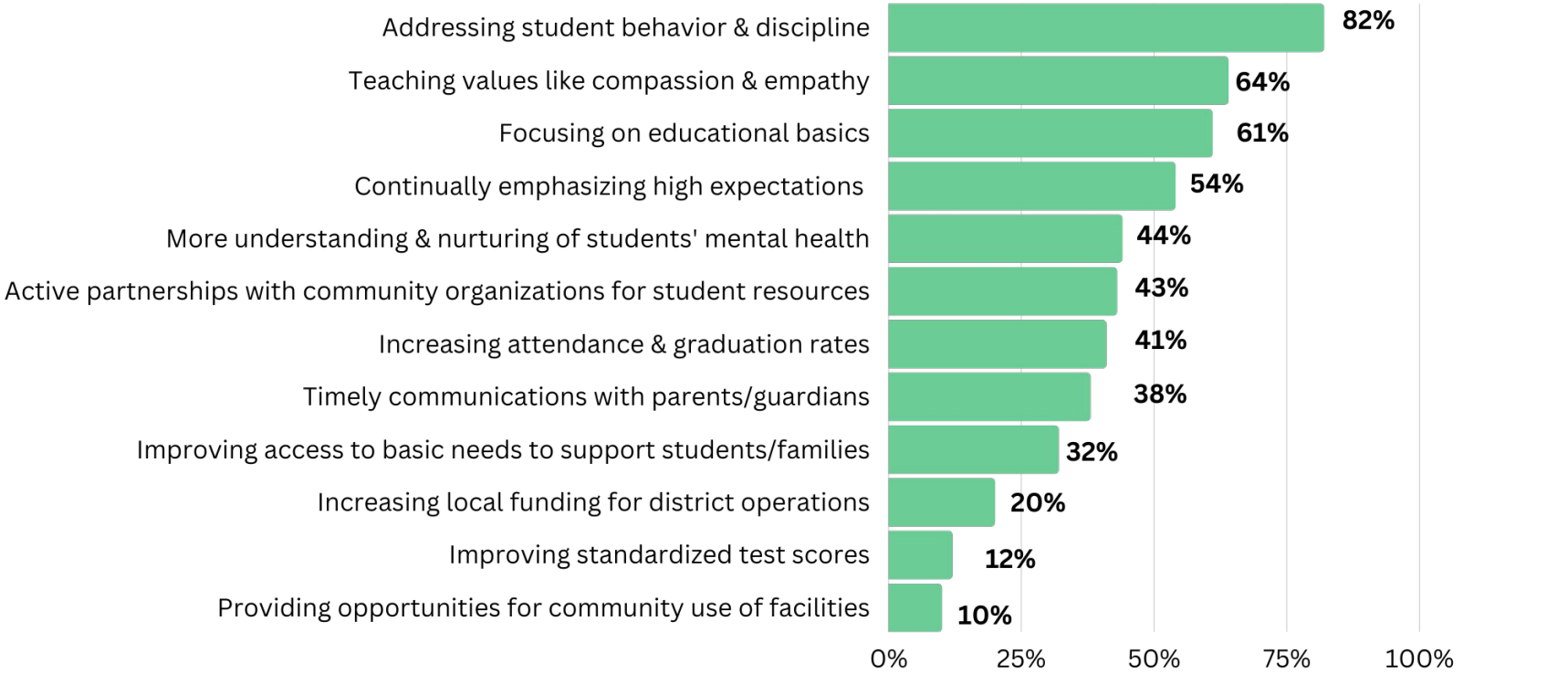


To help us prioritize our plans for the future, please tell us which of these topics are the five most important to you.



Strategic Plan Goals & Objectives

Goal 1: We will collectively reinforce high-quality expectations for ALL students.

Objectives

- **Provide students with the developmentally appropriate instruction and tools to enhance skills and learning beyond educational basics.**
- **Continue to improve and increase career, college and character building opportunities to students at all grade levels.**
- **Communicate, model and reinforce expected student and staff behaviors utilizing our district matrices.**

Goal 2: We will work collaboratively with our community to reduce educational barriers for students and families.

Objectives

- **Further develop collaborative partnerships with parents, agencies and other parties to offer wraparound services.**
- **Support and communicate the work of meeting students and staff where they are to ensure equity and access regardless of background and demographic.**
- **Implement an information management and tracking system for data reports.**

Goal 3: We will focus our resources to meet the priorities of our students, families and community stakeholders.

Objectives

- Evaluate and adjust our process to allocate resources on a regular basis.
- Communicate plans and needs to the greater community.
- Ensure equitable distribution of resources for our Pioneer family.
- Continue to seek alternative ways to find resources.

Goal 4: We will enhance community outreach to broaden our community audience and strengthen Elyria traditions.

Objectives

- Ensure varied, clear, timely and accurate communication.
- Provide opportunities for two way communication, input and feedback.
- Encourage staff to be more visible at community events.
- Proactively engage alumni.

Vision

We empower all Pioneers to reach their goals on the journey to own their future.

Beliefs in Action

We believe

Excellence is achieved through a detailed vision, commitment and moral leadership.

We believe

All Pioneers have a voice in decisions that affect them.

We believe

Learners thrive when school is engaging and personally meaningful.

Thank you

Next Steps

- **In progress: Develop action plans for each objective**
- **Create accountability/tracking mechanism for each action plan**
- **Designate a team or owner for each objective or goal as appropriate**
- **Identify timelines and goals for completion**
- **Report to the board on a regular basis**
- **Provide community updates as part of ongoing communications**