



Introduction

In 2017, the Board of Education for Tipp City Schools embarked on the development of a strategic plan to guide the direction of the district for the future. District superintendent, Dr. Gretta Kumpf, assembled a group of stakeholders to write new mission and vision statements for Tipp City Schools to better reflect its purpose, goals, and values. Simultaneously, the district designed a new crest.

Mission

Tipp City Schools cultivates positive relationships, embraces diversity, provides opportunities, and supports high expectations for every student.

Vision

Tipp City Schools, in partnership with the community, fosters a culture of learning that values tradition and innovation, empowering all students to be respectful and responsible citizens with integrity.

Beliefs/Values

WE are TIPP!

- T – Tradition
- I – Innovation
- P – Perseverance
- P – Pride

In the fall of 2017 the Board of Education identified four priorities for Tipp City Schools. They are:

Climate and Culture

Facilities

Academic and Student Opportunities

Stakeholder Engagement

The process continued with engagement of board members, administrators, teachers, students, parents, and community members. From that engagement emerged a strategic planning committee. The group then prioritized the focus within each pillar and established goals.

The strategic plan identifies short-term, mid-term, and long-term goals. Through community engagement and the leadership of the strategic planning committee, the following goals have been determined as the most important and viable for the district to achieve. Over the course of the next five years, Tipp City Schools is committed to accomplishing these goals.

Goal 1: Climate and Culture

All students and staff should experience a positive school environment where they feel safe and respected.

What matters most? The support and attention from staff to provide a welcoming, energizing environment builds a sense of confidence among students, which promotes academic achievement and personal success.

Rationale:

Students need to feel supported and empowered in order to pursue academic endeavors to their fullest potential. Students benefit from identified academic and behavioral supports as they strive to be successful. Teachers and students should be engaged to established school traditions, and staff should be provided ongoing professional development in topics relating to positive behavior, cultural inclusion, and social-emotional wellness. Successful individual student behavior support is linked to effective and efficient school cultures, thus maximizing academic achievement.

Objective 1.1 Create an engaging and nurturing school environment by attending to the social and emotional development of all students. *Data sources: school counselor data, student surveys, PBIS building data, professional development for counselors and staff that promotes student mental health well-being.*

- I. **Leading Strategy:** Implement district-wide Positive Behavior Interventions and Supports (PBIS). Students will be supported by learning the three expectations, Be Respectful, Be Responsible, and Have Integrity. They will receive direct behavioral models and positive feedback.
 - a. **Action Steps:**
 - i. Implement K-12 behavior programs and building-wide incentives in compliance with HB 318 K-3 state mandate, which vary in each school, to support student social-emotional wellness.
 - ii. Collect data including, but not limited to, student behavior, attendance, and achievement.

Objective 1.2 Promote a work culture that values and supports its employees. *Data sources: mentor program, salary schedules, building leadership opportunities, ongoing professional development, Miami University cohort, scheduled Professional Development days within school calendar*

- I. **Leading Strategy:** Support, mentor, and retain engaged, qualified staff.
 - a. Action Steps:
 - i. Prioritize opportunities for professional developmental, peer collaboration, including vertical and horizontal planning, intended for curricular and collegial social-emotional growth.
 - ii. Complete a salary study, update job descriptions and reorganize resources to address personnel needs.

Goal 2: Facilities

Tipp City Schools will ensure facilities are conducive for student learning for current and future generations.

What matters most: Students and staff are assured safe, comfortable, accessible, and engaging settings that foster learning.

Rationale:

Critical issues facing current school facilities need to be addressed continually. A successfully implemented Master Facilities Plan ensures that current and new school facilities support the educational mission.

Objective 2.1: Based on current assessments and the process of continuous re-evaluation establish and implement a Master Facilities plan. *Data sources: OFCC assessments, architectural cost projections, construction schedule, marketing materials and data sources.*

- I. **Leading Strategy:** Provide viable facilities for the 21st century by addressing facility infrastructure, code compliance, safety and security, operational efficiency and accessibility.
 - a. Action Steps-
 - i. Develop a detailed plan to address pre-kindergarten to 5th grade facility needs.
 - ii. Secure Ohio Facilities Construction Commission (OFCC) partnership in the Expedited Local Partnership Program (ELPP) to partially finance a pre-kindergarten to 5th grade building.
 - iii. Implement a plan to build community awareness and support for a pre-kindergarten to 5th grade building using the existing L.T. Ball Intermediate School site.

- iv. Pass a bond in 2019 to finance construction.

Objective 2.2: Develop an ongoing Maintenance Plan to provide safe and secure environments for all district students, staff, and visitors. *Data sources: building maintenance records, estimate and bids for projected updates with input from the treasurer and Director of Services.*

- II. **Leading Strategy:** Conduct structural assessment and preventative maintenance protocols by district operational staff, while developing plans to prioritize auxiliary issues as identified.

- a. Action Steps:

- i. Use a management tool for scheduling maintenance and to assist in budget preparation and manpower forecasting. The schedules are meant to be flexible in order to adjust to possible varying budgets and unforeseen issues that may arise.
- ii. Establish and monitor a rotation for renewing school furnishings to maintain a safe instructional environment.

Goal 3: Academic and Student Opportunities

Students receive the highest standard of academic opportunities unique to individual learning needs.

What matters most? Students will experience opportunities that will promote academic and personal growth that is relevant today and in the future.

Rationale:

Tipp City Schools pursues broadening student opportunities with engaging and innovative teaching practices. The curriculum choices need to support student development which includes intellectual, social, and emotional learning. The needs of all learners will be prioritized by exploring best practices in innovative teaching and examining curriculum across disciplines and grades. Tipp City Schools strives to develop the whole student, and ultimately the measure of success for each child is seen in more areas than what the state report card can describe. The goal is to develop students who are creative problem solvers and critical thinkers.

Objective 3.1 Retain and develop highly qualified teachers and staff to provide an educational environment that is supportive, challenging, and developmentally appropriate. *Data sources: Current staff rosters, staff educational records, classroom walkthroughs, teacher evaluations, professional development, professional learning opportunities*

- I. **Leading Strategy:** Provide opportunities for team, department, and instructional collaborations among staff and teachers to develop and share best practices.
 - a. Action Step:
 - i. Allocate resources to prioritize staff participation in best practices in teaching and learning strategies.

Objective 3.2 Cooperatively and deliberately update, maintain, and develop curriculum across disciplines and grades that supports high academic standards, while addressing the learning needs of all students. *Data sources: Stakeholder survey, newly developed curriculum maps, treasurer reports on resources available*

- I. **Leading Strategy:** Participate in a reflective process using curriculum committee led by a district administrator and gathering stakeholder feedback to identify curriculum strengths and weaknesses.
 - a. Action Step:
 - i. Identify staff in each building to fulfill the role of content representative for each curricular content area.

Objective 3.3 Encourage teaching and learning practices that develop students as proficient communicators, critical thinkers, collaborators, and creative problem solvers. *Data sources: professional development for identified staff at all grade levels; evaluation of Project-Based Learning, grade-level field trip experiences, classroom observations, curriculum maps, grade level assessments, student achievement trends*

- I. **Leading Strategy:** Provide opportunities to explore and implement innovative teaching and learning strategies.
 - a. Action Steps:
 - i. Promote initiatives with on-site and off-site opportunities to promote best practices in the classroom.
 - ii. Make learning relevant to students through real world situations using Project-Based Learning, internships, and career exploration.

Objective 3.4 Analyze and improve practices that support student success from enrollment to orientation to classroom success to graduation. *Data sources: graduation rate, plans post-graduation, attendance*

- I. **Leading Strategy:** Use data and multiple forms of evidence to modify, refine, and improve practices.
 - a. Action Step:
 - i. Improve current programs, methods, and initiatives intentionally meant to facilitate successful student transitions from building to

building and ultimately to progress successfully to post high school opportunities.

Goal 4: Stakeholder Engagement

Use timely, transparent, and honest communication to build awareness and achieve partnerships with stakeholders.

What matters most? Build awareness and trust through open, accessible, and interactive communication.

Rationale:

Strong school-family-community-business partnerships foster higher educational aspirations and more motivated students. Tipp City Schools recognizes the benefits of these partnerships. For the district to be successful in its mission, speaking and listening to stakeholders is essential.

Objective 4.1 Create opportunities for two-way communication with students, community members, parents, staff, and other stakeholders. *Data source: community forum participation, email response, speaking engagements*

- I. **Leading Strategy:** Ensure consistent reporting and response to internal and external concerns.
 - a. Action Step:
 - i. Develop and implement a protocol to receive and document responses to internal and external concerns district-wide.

Objective 4.2 Generate strong community-based understanding on important issues in the district. *Data source: scientific survey; informal polling*

- I. **Leading Strategy:** Promote open, ongoing communication among all stakeholders to foster transparency and trust.
 - a. Action Steps:
 - i. Distribute regular updates about the district's strategic and facility plans.
 - ii. Execute a community survey that assesses (1) communication methods most utilized by stakeholders to stay informed, (2) support for district initiatives, (3) awareness of overall academic progress

Next Phase:

- The Tipp City Board of Education approved the 2018-2023 Strategic Plan on October 22, 2018.
- Activate the implementation plan.
- Communicate Year 1 results with stakeholders.