



# Success Plan 2023–2028



Board Adopted  
January 2023



## BOARD OF EDUCATION MESSAGE

*Dear Chardon Local Schools Stakeholders,*

After having successfully completed work outlined in the Vision 2020 Strategic Plan between 2015 and 2021, the District sought to revisit the plan and revise goals and strategies focused on continuing our growth as a high-performing school district.

The planning process was paused as the District responded to the unique instructional demands of the COVID-19 pandemic, and planning efforts resumed in late-2021 and into 2022.

Chardon Schools was fortunate to have a dedicated group of community members and staff who offered input in developing and revising our Vision, Mission Statement and Core Beliefs.

Community workgroups, likewise, gave of their time to organize a strategic plan update, centering on six important goal areas with associated strategies and action steps. The Board appreciates the energy and commitment of the workgroups and their thoughtful approach to our strategic goals.

The Success Plan 2028 was adopted by the Board on January 4, 2023.

The Plan outlines a compass of goals and strategies for the important work that lies ahead for the District in advancing Chardon Local Schools to the next level of performance.

Sincerely,

*The Chardon Board of Education*

*Todd Albright*

*Karen Blankenship*

*Keith Brewster*

*C.J. Paterniti*

*Guy Wilson*



### VISION

Chardon Local Schools will be a model school district by 2028.

### MISSION STATEMENT

We commit to high achievement for all students.

### CORE BELIEFS

- Learning is a lifelong endeavor.
- High-quality learning experiences are essential for all students.
- Collaborative relationships allow us to work more effectively.
- Community connections build stronger schools.
- Safe and secure environments are critical for all stakeholders.





## PORTRAIT OF A HILLTOPPER

### Continuous Learner

Continually pursues new information, experiences and ideas to develop, learn, and contribute as responsible citizens; while also embracing their core values and opportunities to progress through the cycle of learning, failure, growth, and reflection with integrity.

### Critical Thinker

Is a critical thinker, consistently striving to expand and improve the quality of one's own thinking by embracing the processes of analyzing, assessing, and reconstructing information in new ways to propose solutions that are mindful of the impact they may have on the other parts of a system.

### Communicator

Is an effective communicator, articulating thoughts and ideas in a professional manner; effectively using oral, written, and non-verbal skills in a variety of ways; and actively listens to feedback, acknowledges input, and responds appropriately.

### Collaborator & Contributor

Is a collaborator and contributor, respecting the thoughts and ideas of others, as well as sharing their own perspectives to construct meaning and, when appropriate, take collective action.

### Creator

Is a creator, applying their talents in academics, athletics, service/ leadership and the fine and performing arts to extend their learning to achieve new and innovative ways.

### Commitment

Demonstrates commitment to continual growth and improvement in skills, knowledge and capabilities, and uses new information and feedback to constructively adjust their course while maintaining progress toward their goals.

# SUCCESS PLAN

## Implementation Overview



### COMMUNICATIONS

*Lisa Bross, Michelle Coon, Linda Elegante, Allen Herner, Kelly Misch, Anne Ondrey, Kristen Sironen, and Debbie Seenarine Wilson*

#### GOAL

Chardon Local Schools will implement a highly effective communications framework by 2028 to enhance the accessibility, quality and reach of district and school news for external and internal stakeholders.

#### IMPLEMENTATION STRATEGIES

1. Conduct a communications audit to identify and address areas of opportunity to enhance content and delivery of district messaging.
2. Define communication responsibilities and processes at the building level and establish shared expectations.
3. Partner with local community groups to increase the impact and distribution of district news.
4. Conduct annual stakeholder audits to gather feedback on district and building communications to recognize areas of strength and to identify areas for improvement.

### SAFETY AND SECURITY

*Erika Barnett, Joan Blackburn, Paul Driscoll, Tim Garton, Larry Gaspar, Karin Hillman, Scott Niehus, Sarah Park, Peta Sneek, Jen Sprinzl, Tim Velotta, and Guy Wilson*

#### GOAL

Chardon Local Schools will develop a specific long-term plan by 2024 that addresses safety, security, and wellness.

#### IMPLEMENTATION STRATEGIES

1. Implement physical safety and security best practices to minimize potential for emergencies; and, to ensure staff and first responder preparedness in the event of an emergency.
2. Implement programs and services to train district stakeholders to create an environment of awareness of and support for initiatives to create a safe, secure, and supportive learning environment; and, test for vulnerabilities.
3. Research and implement best practices to support the "whole student" inclusive of mental, emotional, and physical health.



## RESOURCES AND FISCAL RESPONSIBILITIES

*Deb Armbruster, Sarah Baggott, Sarah Bednar, Karen Blankenship, Jackie Brown, Douglas Higham, Erin Koehler, Joe Loyd, Jennifer Mismas, Paul Pestello, and Jennifer Purchase*

### GOAL

Chardon Local Schools will complete, by 2026, a review of the use of all available resources to ensure they are being used in the most effective and efficient manner.

### IMPLEMENTATION STRATEGIES

1. Prepare and regularly communicate a District financial forecast in a format that presents District financial projections in an understandable manner.
2. Develop an effective communication strategy for keeping the public informed and educated about school finance and fiscal challenges facing Chardon Local Schools. Increase understanding of school funding and state aid formula.
3. Analyze the District levy cycle and evaluate the need for various levies, including emergency levy, permanent improvement levy and/or new operating levy. Establish and communicate short-term and long-term timelines for seeking new tax revenue via these options.
4. Study staffing, enrollment, building capacities, and grade level structure for recommendations to improve programmatic effectiveness, operational efficiency, and fiscal stability.
5. Evaluate methods for generating “non-tax” revenue for the District.
6. Evaluate cost/benefit of the programs that adversely impact revenue and consider competitive alternatives. Continue to implement cost-savings measures in order to reduce expenditures and maximize resources.
7. Create a Fiscal Advisory Committee whose purpose will be to work with the Treasurer, Superintendent, and the Chardon Board of Education to review and discuss District finances with a focus on finding strategies for optimizing resources.
8. Identify options for the District to generate income from existing/future land and building assets.

## FACILITIES AND OPERATIONS

*Keith Brewster, Dwight Goss, Steven Kofol, Chris May, Bill Nells, Tracy Paroubek, Adam Rogers, Doug Snyder, and Adam Tomco*

### GOAL

Chardon Local Schools will enhance existing facilities and operations by 2025 to meet identified instructional and extracurricular needs, while developing a specific long-term plan by 2028.

### IMPLEMENTATION STRATEGIES

1. Develop a specific short-term plan, by 2025, that will enhance existing facilities and operations to meet identified instructional and extracurricular needs.
2. Develop a comprehensive plan, by 2025, related to reporting and funding capital improvements in the District.
3. Develop a specific long-term plan, by 2028, that addresses school facilities and operations to meet identified instructional and extracurricular needs.



## ENGAGED STUDENT LEARNING

*Todd Albright, Tracey Britt, Gordon Burgess, Jodi Clute, Bob Faehnle, Ed Klein, Katy Nagaj, Mathew Prezioso, and Casey Ptasznik*

### GOAL

Chardon Local Schools will align teaching and learning by 2028, engaging all students with educational experiences that prepare them for success.

### IMPLEMENTATION STRATEGIES

1. Create a Profile of a Graduate (Hilltopper) by 2023.
2. Ensure, by 2028, that all PK–12 students have access to an aligned, rigorous curriculum.
3. Develop a framework, by 2024, for instructional practice that will maximize student achievement results.
4. Develop a system, by 2024, for future readiness training, development, and support for all students.
5. Develop a system, by 2026, to support children and families to ensure readiness to learn.

## COMMUNITY CONNECTIONS

*Ryan Bandiera, Kim Butala, Maggie Carpenter, Brandi Giddings, Kris Carroll, Kimm Leininger, Maureen Liechty, Douglas Murray, Melissa Ricco, Tom Siko, and Steve Yaney*

### GOAL

Chardon Local Schools will develop a model comprehensive community connections program by 2028, including partnerships, engagement, and volunteering opportunities.

### IMPLEMENTATION STRATEGIES

1. Implement, by 2023, new and expand existing mutually beneficial partnerships linking district programming to community needs to expand the District's impact, research possibilities, and experiential learning opportunities that best equip all students in their 4E Plan (Employment, Enlistment, Enrollment, Entrepreneurship).
2. Facilitate community and external stakeholder engagement, by 2025, to support students with entrepreneurial aspirations.
3. Purposefully promote Chardon Schools 4Es program success to all stakeholders by 2027.