



Believe • Achieve • Succeed



Galion City Schools

STRATEGIC PLAN

Goals & Objectives

TABLE OF CONTENTS

3	Mission/Vision
4	Goal #1 - Academic Achievement & Technology
6	Goal #2 - Climate, Culture & Wellness
8	Goal #3 - Communications & Community Integration
10	Goal #4 - Facilities, Infrastructure & Safety
12	Goal #5 - Finances
14	Goal #6 - Business Operations & Human Resources



Believe • Achieve • Succeed

Galion City Schools trust that no matter the environment, all students can

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The Galion City School District mission is to...

Prepare students with a rigorous education that enables them to be contributing members of our community. We provide a safe, respectful environment that cultivates leaders of tomorrow. Our guiding principle is Believe in yourself, Achieve your greatest potential and Succeed in all aspects of life.

Goal #1

Academic Achievement & Technology



Goal #1

Objectives

01

Define consistent processes and expectations for student data review to assist in determining appropriate gap-closing measures/practices PreK-12; create mechanisms to share student data across grade levels for benchmarking and planning purposes.

02

Advance curriculum and pedagogy development to further magnify the real-world application of content, the infusion of problem-based learning and 21st century learning opportunities; purposefully infuse the competencies ascribed in the Galion City Schools Portrait of a Tiger into daily classroom practice; consider the creation of a district Montessori program as a learning option.

03

Review targeted academic programs that achieve a holistic and comprehensive experience for all students; promote, define and implement direct pathways for exploration of college/university, career and technical education, military and other non-college preparedness opportunities.

04

Partner with local and regional businesses, organizations, universities and nonprofits to create student internship and mentorship programming options; utilize community resources to more deeply impact student learning.

05

Design and implement a district technology integration plan which focuses on the utilization of technology as a transformative creation, advancement and connection tool; study the expansion of remote learning options to potentially link students from other geographic regions to Galion City Schools; establish a balance of technology utilization throughout the school day; further define parent roles and responsibilities with educational technology; ensure cyber security standards are applied across all district devices, staff and students.

Goal #2

Climate, Culture & Wellness



Goal #2

Objectives

01

Engage a district committee to study challenging student behaviors/risk factors and their direct impact on classroom practice; examine and create positive behavior models while providing resources and training to assist staff and students who face difficult student challenges and circumstances; ensure consistent application of disciplinary policies for all students.

02

Perform a comprehensive audit/review of current district resources that aim to provide students and families with mental health, wellness and suicide awareness resources; promote and create wellness resources where district data confirms the need for new/updated programming.

03

Create a district diversity and equity advisory council to assist in the development of a district diversity vision and action plan; ensure district policies promote inclusion and equity of underrepresented groups.

04

Create systems and pathways to further advance a district atmosphere that values student ownership and decision-making in the educational process and the development of the school environment.

05

Advance school spirit through proactively planned activities and experiences; create consistent opportunities to display district pride and to celebrate student and staff accomplishments; establish districtwide standards for external display of school spirit in all buildings.

Goal #3

Communications & Community Integration



Goal #3

Objectives

01

Define and create clear expectations and practices for all forms of internal communication at the building and district level; enhance methods and frequency of internal communications to ensure all employees are knowledgeable and informed; ensure consistency of communication between buildings and departments to eliminate communications silos.

02

Develop a comprehensive external communications program, including an enhanced focus on community members with no direct connection to the district; create consistent staff communication expectations with district families; establish consistent brand standards and messaging strategies to further reinforce the mission, vision and identity of Galion City Schools.

03

Design and implement a comprehensive marketing and communications campaign aimed at recruiting district residents and other interested parties to Galion City Schools; provide targeted messaging to display the value of the district versus other K-12 educational options.

04

Construct an effective system for alumni outreach and engagement; utilize alumni connectivity to positively impact student opportunities, programming and achievement; create opportunities for alumni to return to the Galion campus.

05

Foster, cultivate and grow community relationships and collaborative community partnerships while serving as a central community hub; effectively link to district support organizations, civic/service organizations, local businesses and other stakeholder groups.

Goal #4

Facilities, Infrastructure & Safety



Goal #4

Objectives

01

Utilize community engagement and available professional resources to develop a multi-year master facilities plan; study the potential construction of a new auditorium and fitness center complex; work collaboratively with the City of Galion to establish facilities partnership opportunities.

02

Analyze and prioritize the needs of district athletic facilities as part of an athletic facilities comprehensive plan; complete an on-campus soccer facility.

03

Review all aspects of physical security throughout the district; recommend changes to policy and application of best practice strategies; ensure consistent application of security protocol/procedures for district buildings and district events; study traffic plans and patterns during drop off and pick up times.

Goal #5

Finances



Goal #5

Objectives

01

Perform a comprehensive audit of district revenue sources and non-payroll expenditures; communicate future threats to current revenue sources and potential expenditure reduction or reappropriations.

02

Create a projected financial assessment of future needs of facilities in concert with master facilities plan; provide community updates related to projected cost of potential projects; explore bond issues and other forms non-traditional facilities financing.

03

Formulate discussions and planning for district levy cycles; determine strategy for levy implementation in relation to potential facilities and operational needs.

04

Define district roles, expectations and processes for the attainment of grants and other forms of non-tax base revenue; consider the efficacy of a district grant coordinator position; partner with local and regional businesses, nonprofits and universities to consider collaborative grant-seeking.

05

Perform like-district compensation and fringe benefit package audit; ensure competitive compensation to recruit and retain top talent.

Goal #6

Business Operations & Human Resources



Goal #6

Objectives

01

Create system-wide discipline expectations for staff members regardless of building; develop, implement and promote customer service standards for all district employees; create regular communications regarding relevant board policies to share internally to all district employees.

02

Implement a system of teacher, support staff and substitute recruitment to obtain the highest quality, diverse professional staff.

03

Create and implement department-based audit cycles to conduct human and operational capital analyses; consistently advance the operations and output of the transportation, food service and maintenance departments.

04

Conduct classroom aides/paraprofessional audit to ensure optimal staffing levels in each classroom; provide specific guidelines and expectations for paraprofessionals/aides utilization.