

Mansfield City Schools

Strategic Plan

Current Draft - January 18, 2022

Draft Mission

**With love and expertise, Mansfield
City Schools prepares diverse
leaders and builds positive
relationships with students, staff, and
educational allies.**

Draft Vision

**Mansfield City Schools will be the
premier learning destination of
Richland County.**

Draft Core Commitments

- **Commit ourselves collectively to the academic achievement, safety, and well being of all students in our district**
- **Ensure all interactions are respectful and presume positive intentions**
- **Build relationships with students, families, businesses, and our community through open communication and productive collaboration**
- **Use data to inform all decision making and provide accountability**
- **Strive for consistency through leadership at all levels of the organization**
- **Believe in, invest in, support, and instill hope in others**

Succeed

STRATEGIC PLAN GOAL: Mansfield City Schools will instill in students the knowledge, skills, and characteristics needed for success.

Strategy/Objective 1: Ensure that a positive culture exists at all levels of the district.

Action Steps:

1. Family (stakeholder) involvement will be a component of all systems and processes
2. Revise the district's vision and mission statements
3. Develop and follow common commitments for all members of the learning community
4. Celebrate successes of students and staff

Succeed

Strategy/Objective 2: Utilize systems that promote collaboration and develop pathways that increase achievement.

Action Steps:

1. Utilize the Ohio Improvement Process with fidelity (District Leadership Team-DLT , Building Leadership Team-BLT, Teacher Based Team-TBT).
2. Use / refine a systematic, data-based, continuous-improvement framework for problem solving and decision-making (Multi-Tiered System of Supports-MTSS) to be efficient and include progress monitoring.
3. Establish pathways that challenge all students.
4. Expand high quality Pre-K services to boost school readiness.
5. Ensure all district professional development is aligned to the strategic plan and is evidence based.
6. Leverage the use of technology tools across the district to improve teaching, learning, and administrative tasks.
7. Refine instructional approaches for students that needed additional practice and students with a disability.

Succeed

Strategy/Objective 3: Utilize curriculum, instruction, and assessments that prepare every student to be college or career ready upon graduation

Action Steps:

1. Teach the Ohio Academic Standards with rigor and aligned instructional materials that include updated print/digital resources.
2. Use evidence based teaching practices to improve student learning and achievement.
3. Plan to provide scaffolding (assistance) within each lesson so that all students can experience success.
4. Improve the delivery of specially designed instruction for all students.
5. Implement Social Emotional Learning in PreK-12.
6. Increase student connectivity with college and career.
7. Align the district's Local Literacy Plan with Ohio's Plan to Raise Literacy Achievement and the science of reading.
8. Further develop the use of High Quality Student Data (HQSD) to guide instructional decisions and meet student learning needs.

Engage

STRATEGIC PLAN GOAL: Mansfield City Schools will actively engage and collaborate with all stakeholders

Strategy/Objective #1: Mansfield City Schools will develop and strengthen effective communication with all stakeholders.

Action Steps:

1. Deliver consistent, clear communication through multiple modes.
2. Train staff and families to use/access digital tools (Progressbook, OneView, SameGoal, Blackboard, TygerApp, etc.) and maintain current contact information
3. Recruit and train ‘ambassadors’ (parent liaisons) to share information across the community.
4. Invite community partners to participate in school events to share information.
5. Develop and implement Family Engagement Plans in all schools.

Engage

Strategy/Objective #2: Mansfield City Schools will ensure a positive and safe school environment for all stakeholders

Action Steps:

1. Continue to implement Positive Behavior Intervention and Supports (PBIS) with increased fidelity across school settings and bus transportation.
2. Further develop our Multi-Tiered Systems of Supports based on trend data (academics/behavior)
3. Train all stakeholders (instructional staff, support staff, bus drivers, substitutes, etc.) in evidence based practices that improve student outcomes in academics and behavior, with an emphasis on reducing repeat discipline offenses
4. Improve district wraparound services across schools and between levels with the support of counselors.
5. Implement mentoring to offer guidance, support, and encouragement to targeted students.
6. Investigate the use of family liaisons/ambassadors to further support families.
7. Provide resources and training aligned to the Social Emotional Learning Standards.
8. Review building safety plans and provide safety training annually.

Engage

Strategy/Objective #3: Mansfield City Schools will continue to promote and monitor equity for all stakeholders.

Action Steps:

1. Continue to provide professional development that is mindful of diversity, equity, and inclusion for all staff, including substitutes.
2. Provide instruction that is rigorous, relevant, and relatable to students.
3. Pursue resources and supports for vulnerable populations.
4. Audit and revise processes / procedures to address opportunity gaps.

Renew

STRATEGIC PLAN GOAL: Ensure expenditures target instructional improvement, invest in highly effective diverse staff, and 21st century facilities.

Strategy/Objective #1: Appropriately fund district chosen evidence based practices to improve student achievement

Action Steps:

1. Ensure all funds targeted for instructional improvement are spent appropriately and timely.
2. Invest additional funding district-wide in literacy achievement.
3. Provide funds to encourage student positive behavior within existing PBIS frameworks.
4. Increase expenditures on programming which allows for college credit in high school and skill development for workforce readiness.
5. Increase expenditures targeted at pre-kindergarten and early readiness programming.
6. Maintain, leverage, and pursue grants from local, state, and federal agencies.
7. Create a Finance Committee made of board members, community members, parents, and business leaders.

Renew

Strategy/Objective #2: Create 21st century learning facilities

Action Steps:

1. Develop a Master Plan to increase efficiency and bring facilities into the 21st century, with community, staff, and stakeholder involvement.
2. Ensure the Master Plan aligns with district needs based on relevant data from multiple sources.
3. Meet with the Ohio Facilities Commission to determine the level of grant in aid for new and improved schools.
4. Pass a bond issue to fund the Master Plan.
5. Ensure investments in buildings promote safety, meet OSHA guidelines, comply with the American Disabilities Act, and meet 21st century learning needs.

Renew

Strategy/Objective #3: Recruit, develop and retain highly effective, diverse, student centered staff

Action Steps:

1. Implement a recruitment plan that attracts diverse, student centered, and innovative staff.
2. Retain staff through effective orientation, mentoring, and professional development.
3. Create promotional materials that include testimonies from students, staff, and families.
4. Ensure a collaborative environment where all staff members feel valued and empowered.
5. Maintain competitive wages and benefits consistent with local and similar districts.