

GRAHAM LOCAL SCHOOLS STRATEGIC PLAN 2021-2024

SUCCESS TODAY, PREPARED TOMORROW



BRAD SILVUS - SUPERINTENDENT
KRISTIE PURTEE - TREASURER



CORE VALUES

We are dedicated to:

Respect; Responsibility; Honesty; Caring; Accountability; Leadership

VISION

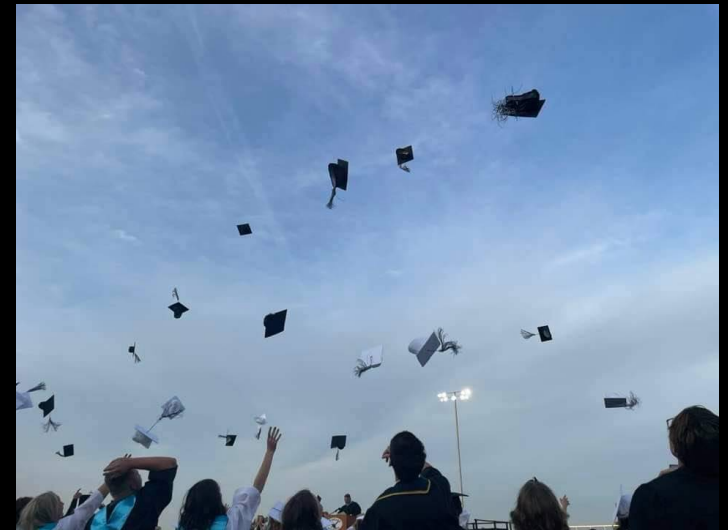
SUCCESS TODAY, PREPARED FOR TOMORROW

MISSION

Engaged with our community, Graham Local Schools fosters the safety and wellness of our students, staff and families while focused on developing responsible individuals and lifelong learners to better our world.

GLS Students Will:

- Learn through quality instruction that ensures students are career or college ready;
- Feel safe and engaged at school;
- Develop/apply/practice critical thinking skills to solve real-life problems;
- Partner with peers, parents, and the community.



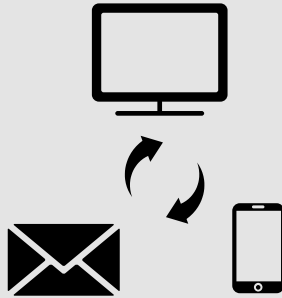
GRAHAM LOCAL SCHOOLS
SUMMARY OF GOALS AND PERFORMANCE
INDICATORS



Target Area 1: Improve Academic Achievement for All Students.

Action Steps:

- Improve the graduation rate within a targeted population.
- The district will implement the Ohio Learning Standards with effective teaching.
- Teachers will improve academic rigor using a variety of methods.



Target Area 2: Communications - Build a variety of communication systems throughout the school and our community.

Action Steps:

- Make positive and consistent communications with stakeholders.
- Enhance technology and non-technology communications.



Target Area 3: Culture and Climate – Embrace a culture that is engaging, inclusive, and positive throughout the school and community.

Action Steps:

- Promote building relationships across the organization (staff, students, and parents).
- Implement a strategic plan to improve communication, transparency and culture among students, families, staff, and administration in an effort to increase trust.
- Provide opportunities to build pride and increase community engagement.

GRAHAM LOCAL SCHOOLS STRATEGIC PLAN COMMITTEE MEMBERS

Brad Silvus, Superintendent

Kristie Purtee, Treasurer

Emily Smith, Assistant Superintendent/Parent

Leslie Maurice, Board of Education President/Parent/Community Member

Toni Kite, Board of Education Member/Alumni/Parent/Community Member

Robert Welker, Board of Education Member/Community Member

Don Burley, Director of Operations

Chad Lensman, Director of Teaching and Learning/Alumni/Parent/Community Member

Nick Guidera, Principal, Graham Middle School/Parent/Community Member

Bill Overla, Principal, Graham High School

Brooke Hoblit, Assistant Principal, Graham Elementary

Amy Wilcoxon, Graham Middle School/Parent/Community Member

Stacey Logwood, Student, Family, Community Support Coordinator

Andy Predmore, Graham High School/Community Member

Emily Staley, Graham Elementary School

Linda Fullerton, Community Member/Alumni

Lisa Case, Alumni/Parent/Community Member

Holly McKellop, Graham High School/Alumni/Parent/Community Member

Melissa Crisler, Alumni/Parent/Community Member

Jodi Black, Graham Support Staff/Alumni/Parent/Community Member

Steve Dudash, Community Member

Sarah Lonsinger, Graham Elementary School/Alumni/Community Member

Michelle McGuire, Graham Middle School/Alumni/Parent/Community Member

Julie Birchfield, Parent/Community Member

David Uhl, Parent/Alumni/Community Member

Katie Setty, Graham Middle School/Alumni/Parent/Community Member

Abbey Thompson, Graham Elementary School

John Tullis, Graham High School/Alumni/Parent/Community Member

Riley McAlexander, Graham High School Student

**A special thank you to all of the committee members for their time,
commitment, and dedication to the work that went into developing this plan.**

GRAHAM LOCAL SCHOOLS OVERVIEW

The Strategic Planning Committee started work in January 2021. The committee was comprised of community members, parents, staff, a high school student, and administrators. Mrs. Deborah Campbell, an educational consultant, guided the committee through the planning process.

The group met periodically throughout the year to develop core values, a vision statement, a mission statement, intentional goals, and specific action steps. The collaborative spirit that generated from the planning group was contagious and instrumental in developing such a comprehensive plan. The strength of this plan reflects the work the team did to ensure that all stakeholders partner with Graham to accomplish our vision,

SUCCESS TODAY, PREPARED FOR TOMORROW.

Having a comprehensive Strategic Plan benefits the district in several ways. First, the design of this plan assures a practical way to reach our goal of becoming a premier district. This plan guides decisions regarding student achievement, curriculum and instruction, communications, and culture and climate. Fiscal resources will be allocated to reach the goals of our district. The next benefit of this plan is aspirational. Education has become a competitive market with scarce resources, which is why having a solid strategic plan that guides your practices is so important. The plan provides a clear direction for the district to pursue and support innovative programs. Our plan will comply with the laws and rules set forth by the Ohio Department of Education and Ohio legislators.

In conclusion, the planning committee has developed an effective plan to guide the Graham Local School District to success. This planning committee will continue to meet, review reports, receive updates, and adjust the plan until the desired results are reflected on our local report card.



GRAHAM LOCAL SCHOOLS

ACTION PLAN FOR IMPLEMENTATION

Goal 1: Graham Local Schools will improve academic achievement for all students

Performance Indicator 1.1: Graham Local Schools will improve graduation rate amongst a targeted population

Data Base: Data from Educational Management Information System (EMIS)

Data Analysis: Using EMIS and survey data, select and target 8th grade students most likely to disengage from high school

Supports Core Value: Respect; Responsibility; Caring; Accountability

	Improvement Strategies	Responsibilities	Resources	Timeline	Evaluation Procedures
1.1A	Determine through a survey and EMIS data the causes for students to disengage from school	Subgroup to develop survey, collect and evaluate data	No funding needed	Survey developed and distributed by end of May 2022 and share June 2022	Survey developed, administered and results shared to determine cause/ effect of disengagement
1.1B	Identify student groups at the high school who will receive mentoring from staff and administrators	Guidance Counselors and Administration	Volunteer participation by faculty	Students identified by early October each year	Faculty report in tracking device will show aid to student such as scheduling classes, mentoring, and academic successes
1.1C	Develop a tracking mechanism for the targeted group of students	Selected Central Office staff, Administrators, Tech Support, Guidance Counselors	No funding anticipated	End of First Semester	Tracking mechanism developed and shared with staff
1.1D	Develop and implement peer mentoring program for identified students	Faculty Advisor/ Counselors/Administrators to develop guidelines for program	Adult coordination but student-to-student peer assistance and mentoring	Program to begin January 2023	Testimonials from student mentors and peers about the benefits of the program
1.1E	All 8th grade students develop goals by the end of the year to guide decisions throughout high school	Guidance Counselors/Parents/Middle School Students	Cost of portfolio materials	Students annually develop goals at the end of 8th grade year beginning in 2022	Students leave 8th grade with portfolio passport and student goal plans to be reviewed each year of high school

GRAHAM LOCAL SCHOOLS
ACTION PLAN FOR IMPLEMENTATION

Goal 1: Graham Local Schools will improve academic achievement for all students

Performance Indicator 1.2: Graham Schools will implement the Ohio Learning Standard with effective teaching

Data Base: Executive summaries of curriculum and instruction survey; walk – throughs; State Local Report Card, MAP assessment, ACT assessments, and locally developed measures

Data Analysis: Identifying Ohio Learning Standards by grade level; identifying three to four effective teaching strategies

Supports Core Value: Responsibility; Accountability

	Improvement Strategies	Responsibilities	Resources	Timeline	Evaluation Procedures
1.2A	Provide the Ohio Learning Standards to staff to use in updating and implementing pacing guides	Director of Teaching and Learning/ Administrators/ Building Level Teams	Release time or additional pay to set expectations	Year 1:End of Second Semester 2021 pacing guides will be used Years 2 and 3: Updated for start of next school year	100% of the staff using Ohio Learning Standards and pacing guides as evidenced by Teacher Based Team meeting summaries
1.2B	Identify three or four research-based teaching strategies to be implemented across the District PD if necessary on strategies identified	Building Level Team/District Level Teams/Administrators	Professional development to ensure all teaching strategies identified are ready for implementation	October 2021 then ongoing	Walk-throughs will be used to collect data about implementation and reported to staff. Staff will report 3% increase in using strategies every two months
1.2C	Teacher-based teams will identify and use a variety of assessments to gauge student learning and plan interventions and/or enrichment activities.	Teacher Based Teams	None anticipated	List will be developed by end of first semester 2021 and updated annually	Teacher-based teams will share a list of assessments used to evaluate student learning by January 2022
1.2D	Develop building achievement level goals approved by Board of Education and reported to parents and stakeholders	Building Level Team/District Level Teams/Administrators	Time to determine achievement goals at each grade level	Building Continuous Improvement Plans developed by October 2021 and updated annually	Achievement level goals communicated through the building level plans. End of year progress reported to Board of Education and all stakeholders

GRAHAM LOCAL SCHOOLS
ACTION PLAN FOR IMPLEMENTATION

Goal 1: Graham Local Schools will improve academic achievement for all students

Performance Indicator 1.3: Graham Schools will develop a staffing/programming plan to enhance the educational opportunities for students

Data Base: Current staffing numbers; Programming at each building

Data Analysis: Teacher salary ranges in area; cost neutral ideas to retain quality teachers

Supports Core Value: Responsibility; Accountability

	Improvement Strategies	Responsibilities	Resources	Timeline	Evaluation Procedures
1.3A	Develop resources for staff to use when developing growth plans to ensure high student performance results	Administrative Leadership/School Board/Teachers	Time for development of staffing plan team Funding to support plan	Admin review by end of Dec of each year Discussion with BOE in Jan/Feb	Staffing resources and administrative plan reviewed annually and budget accommodations made
1.3B	Evaluate and improve existing childhood education and preschool programs within the district	District Administration	Time for evaluation of programs	End of each academic year	Report highlights of the programs and plans for improvement to the Board of Education annually
1.3C	Evaluate existing programming such as Pathways to employment/post-secondary options, and programming for digital learning and make recommendations for improvement or new programming	District Administration and Board of Education	Board/Administrator work session Funding	Annually	Report on programming around course offerings and programming with recommendation to Board of Education
1.3D	Building Improvement plans will identify ways to support high student performance through expanding programming for students at their level with consideration given to social/emotional supports, extended learning opportunities, after-school and summer learning programs	Building Improvement Plan Team	Time for Building Team to develop a plan	Building Plans developed by October of Academic Year	Completion of the entire Building Improvement Plan presented and approved to Board of Education in early October or November. Annual review of Building plan progress to Board

GRAHAM LOCAL SCHOOLS
ACTION PLAN FOR IMPLEMENTATION

Goal 1: Graham Local Schools will improve academic achievement for all students

Performance Indicator 1.4: Graham Schools will measure improvement of tests, assessments, and assignments for academic rigor

Data Base: Executive summaries of curriculum and instruction survey; walk-throughs; State Local Report Card

Data Analysis: Use data from the above to measure success

Supports Core Value: Respect; Honesty; Caring; Accountability

	Improvement Strategies	Responsibilities	Resources	Timeline	Evaluation Procedures
1.4A	Committee of teachers will develop a common language and district expectations around academic "rigor"	Selected teachers for committee	Release time to develop	End of 2022 school year	Committee will present the document developed to each staff member
1.4B	Develop and implement three grade span appropriate "Rigor Rubric" for staff to use to evaluate 1) assignments and assessments 2) lesson design and 3) projects assigned to students. Students will be presented with rubric for projects before starting and completing their work	Administrators/Building Level Teams/Teacher-based Teams	Release time or additional pay to develop rubrics	End of 2023 school year	Three completed "rigor rubric" developed by grade spans (K-2; 3-5; 6-8; 9-12) and PD given to teachers on how to use rubrics
1.4C	Targeted walk-throughs by teachers and administrators using "rigor rubric" to evaluate higher learning	Teachers/Administrators	Cost of substitutes to enable teachers to participate in walk-throughs	During 2023 - 2024 school year	Walk-throughs will be used to collect data and data will show a 3% increase every two months of increased rigor in teaching and learning
1.4D	Each building will develop and administer grade or content area assessment which include high level questions	Building Level Team/District Level Teams/Administrators	Staff time/Professional Development Days	End of 2024 Academic Year	Adoption of common assessments by building and district of common high level rigor assessment

GRAHAM LOCAL SCHOOLS
ACTION PLAN FOR IMPLEMENTATION

Goal 2: Graham Local Schools will build a variety of communication systems throughout the school and community

Performance Indicator 2.1: Graham Schools will make positive and consistent connections with stakeholder groups

Data Base: Community survey that will take place at the same time each year to show trends and community feedback

Data Analysis: Determine community needs by analyzing survey

Supports Core Value: Respect; Honesty; Caring; Accountability

	Improvement Strategies	Responsibilities	Resources	Timeline	Evaluation Procedures
2.1A	Place the Board adopted Strategic Plan on the district website with the option for viewers to offer feedback on goals and strategies	Superintendent	None needed	After Board of Education adoption	Feedback summary provided through Google Forms
2.1B	Administer an annual "Community Satisfaction" survey	Superintendent	Printing and distribution of survey	October of each school year	Survey distributed and results shared with Board of Education, staff and community
2.1C	Identify community connection points groups that will serve as a source to network and share information about the district	Sub-committee of Strategic Planning Group	None needed	September 2021	A complete list of community connection points
2.1D	Contact community connection points to secure a place for informational "news stand"	Sub-committee of Strategic Planning Group	None needed	October 2021 then ongoing	List of community connection points that will allow Graham "news stand"
2.1E	Students, senior citizens, and staff will provide the monthly information sheets posted in the "news stand" at the designated locations	Students, Staff, Senior Citizens, Volunteers	Cost of providing a music stand and durable sign that can be changed monthly	November 2021	Feedback on information provided monthly at the community connection points
2.1F	Connect with businesses and "non-profits" to determine their employment or volunteer needs	Central Office Administrators/Guidance Counselors/Board of Education Members	None needed	Ongoing through County BAC/Supt	List of employments and volunteer needs to share with staff and students

GRAHAM LOCAL SCHOOLS
ACTION PLAN FOR IMPLEMENTATION

Goal 2: Graham Local Schools will build a variety of communication systems throughout the school and community

Performance Indicator 2.2: Graham Schools will enhance technology and non-technology communications

Data Base: Community survey that will take place at the same time each year to show trends and community feedback

Data Analysis: Determine community needs by analyzing survey

Supports Core Value: Respect; Honesty; Caring; Accountability

	Improvement Strategies	Responsibilities	Resources	Timeline	Evaluation Procedures
2.2A	Design a way for students and families to visually recognize staff on the website and easily link to an email address	Central Office Administrators	None anticipated at this time	August/September 2022 School Year	Updated website with staff pictures and email links
2.2B	Partner with the community connections sub-group to add technology links and QR codes to information posted monthly	Superintendent	Printing and distribution of survey	End of Second Semester 2021	Survey distributed and results shared with staff and community
2.2C	Inventory all platforms used currently by staff/administration to communicate with parents/community	Staff volunteers to develop a tally sheet and take inventory from each staff member	None needed	December 2021	An inventory of all platforms and recommendations for a ONE platform district-wide
2.2D	Use print media, such as; placemats at restaurants, "news stand", articles in newspaper and district newsletters	Central Office Staff	Company donations for placemats	November 2021 then ongoing	Copies of communications used throughout the year to share with Strategic Planning Committee
2.2E	Sponsor a "Bingo Tech Night" in October when the yearly community survey takes place	High School Service Club	None needed	October 2022 then ongoing	Attendance sheets from "Bingo Tech Night" and feedback form on usefulness of evening

GRAHAM LOCAL SCHOOLS
ACTION PLAN FOR IMPLEMENTATION

Goal 3: Graham Local Schools will embrace a culture that is engaging, inclusive, and positive throughout the school and community

Performance Indicator 3.1: Graham Schools will promote building relationships across the organization (staff, students, and parents)

Data Base: Staff and student culture/climate survey data; Developmental Assets: A Profile of Your Youth

Data Analysis: Review all survey data to support the needs of students, staff and families

Supports Core Value: Respect; Honesty; Caring; Accountability

	Improvement Strategies	Responsibilities	Resources	Timeline	Evaluation Procedures
3.1A	Create and administer a staff and student survey that addresses climate/culture	Sub group of staff and students	None anticipated	Annual End of Year Survey	Survey created, administered and data reported to staff/students
3.1B	Review and revise a program that addresses student transitions from 5th - 6th grade; 8th – 9th grade; and 12th grade to signing day	Staff, Administration, Students and Family Committee	Cost of transportation and possible staff costs for the transition activities	Review plan 2021 with Implementation 2022 School Year	Evaluation feedback forms given to parents and students
3.1C	Through an external audit of the Positive Behavior Intervention System, consider ways to improve and update our processes.	SST Consultant	Consultant cost if applicable	Internal audit 2021 and every two years after initial audit	Audit completed and recommendations considered for implementation
3.1D	Establish a peer mentoring program for all staff new to the profession or new to the Graham Local School District (as described in Staffing Plan)	Staff volunteers and administration	None anticipated at this time	August 2022 then ongoing	Entry/Exit interviews with staff participating in the program
3.1E	Plan and implement a District-wide staff activity for the purpose of team building	Volunteers from Staff and administrators	Material cost for planned activities Donations from local business partners	Academic Year 2022 and ongoing	Comparison of original culture/climate data from year to year with positive increase

GRAHAM LOCAL SCHOOLS
ACTION PLAN FOR IMPLEMENTATION

Goal 3: Graham Local Schools will embrace a culture that is engaging, inclusive, and positive throughout the school and community

Performance Indicator 3.2: Graham Schools will implement strategic plan to improve communication, transparency and culture among students, families, staff, and administration to result in increased trust.

Data Base: Staff culture/climate survey data

Data Analysis: Staff survey data used in future planning

Supports Core Value: Respect; Honesty; Caring; Accountability

	Improvement Strategies	Responsibilities	Resources	Timeline	Evaluation Procedures
3.2A	Create a communication plan that enables administration to clearly communicate critical information	Superintendent	None needed	Implementation 2021-2022 School Year	Plan distributed to staff and executed through out the year.
3.2B	Set, implement, and communicate protocols and procedures for "Chain of Command"	Board of Education, Superintendent, Administrators	None needed	June/July 2021	"Chain of Command" protocols posted in workrooms throughout the district. Survey results will show an increase in support.
3.2C	Train staff on "Crucial Conversations"	Training Facilitator or Book Study Leader	Cost of facilitator and books/materials	During the school year 2022-2023	Completed feedback form by staff on concepts learned
3.2D	Establish a variety of "Mini-Courses" that allows staff to share a hobby with students to create connections outside of academics	Staff and Administrators	Cost of materials for "Mini-Courses"; Scheduling of time for courses at end of school year	April/May 2023	Evaluation feedback forms about benefits of the program

GRAHAM LOCAL SCHOOLS
ACTION PLAN FOR IMPLEMENTATION

Goal 3: Graham Local Schools will embrace a culture that is engaging, inclusive, and positive throughout the school and community

Performance Indicator 3.3: Graham Schools will provide opportunities to build pride and community engagement

Data Base: Annual Community Survey

Data Analysis: Annual review of survey data

Supports Core Value: Respect; Honesty; Caring; Accountability

	Improvement Strategies	Responsibilities	Resources	Timeline	Evaluation Procedures
3.3A	Engage the community by making school facilities available for such things as: "walk the parking lot", walk the track, use the computer lab	Superintendent	Printing and distribution of survey	End of Second Semester 2021	Survey distributed and results shared with staff and community
3.3B	Plan/execute an annual community outreach event such as: Alumni dinner; Athlete event (Community member athlete graduate from any high school; NHS or VoAg event (featuring Graham alumni speakers)	Athlete Boosters/Alumni Association/High School Service Club/Class of any year	Fundraiser for the sponsor	Yearly event beginning in 2022	Profit report to the Strategic Planning committee after event
3.3C	Reach out to community established events and offer student/staff assistance (such as: St. Paris Pony Wagon Days, Terre Haute Memorial Day Parade, Christiansburg Fireworks or Car Show event	Central Office Staff	Company donations for placemats	November 2021 then ongoing	Copies of communications used throughout the year to share with Strategic Planning Committee
3.3D	Sponsor activities to promote school pride such as: "Meet the Team", Homecoming Parade, Senior Parking Space, Falcons stencils on road and to locker rooms, live streams of school events such as plays, NHS induction, graduation, etc.	Administration/Athlete Boosters/Alumni Association/High School Service Club/Class of any year	None needed	October 2022 then ongoing	Question on community survey about satisfaction of participating in events

GRAHAM LOCAL SCHOOLS
ACTION PLAN TIMELINE

Immediate Programs and Elements (Implementation, Year 1)

- Determine causes for student disengagement in school
- Identify high school students who need mentors and develop a way to track student's progress
- Create a peer mentoring program for identified students
- Develop criteria for goal plans for 8th grade students before high school
- 100% of staff will use pacing guides for lesson design
- Identify three or four research-based teaching strategies to implement throughout the district
- Teachers will develop a list of assessments used with students in their grade or content area
- Develop a staffing resources and growth plan
- Evaluate and improve preschool and early childhood education programs
- Evaluate existing programs and make recommendations for enhancing and increasing programming for students
- Develop and implement Building Continuous Improvement Plans with achievement goals for students
- Selected teachers will develop common language and district expectations around academic "rigor"
- Place Strategic Plan on website for feedback after Board of Education adoption
- Administer annual "Community Satisfaction" survey
- Identify community connections and set up "news-stands" on selected locations with access to QR codes
- Use print media to communicate with citizens about school age children and their events
- Meet with businesses and "non-profits" to determine needs and how school can address those needs
- Design a way for students and families to visually recognize staff on the website and link to email address
- Create and administer annual staff and student survey on culture and climate
- Create a communication plan to clearly communicate critical issues
- Review and revise student transition plans
- Conduct an external audit of Positive Behavior Intervention Systems
- Develop and implement a peer mentoring plan for staff members new to the district
- Set, implement and communicate protocols and procedures for "Chain of Command"
- Make school facilities available to the community
- Offer student and staff assistance with community events

GRAHAM LOCAL SCHOOLS
ACTION PLAN TIMELINE

Intermediate Elements and Programs (Implementation, Year 1 and/or 2)

- Use criteria to identify high school students who may disengage in school
- Identify high school students and assign mentors. Track student progress with mentor support in place.
- Continue implement peer mentoring program for identified students
- Continue goal plans for 8th grade students before high school
- 100% of staff continues the use of pacing guides for lesson design
- Identify three or four new research-based teaching strategies to implement throughout the district
- Teachers will use and update the list of assessments used with students in their grade or content area
- Revise the Staffing plan and use for retention of staff and staff hiring
- Evaluate and improve preschool and early childhood education programs
- Evaluate existing program and make recommendation for enhancing and increasing programming for students
- Develop and Implement Building Continuous Improvement Plans with achievement goals for students
- Develop three “Rigor Rubrics” by grade bands (K-2; 3-5; 6-8; 9-12) and provide professional development to staff
- Administer “Community Satisfaction” survey
- Identify community connections and set up “news-stands” on selected locations with accessible QR codes
- Use print media to communicate with citizens about school age children and their events
- Meet with businesses and “non-profits” to determine needs and how school can address those needs
- Sponsor “Bingo Tech Night” in October
- Administer annual staff and student survey on culture and climate
- Fully implement student transition plans
- Continue a peer mentoring plan for staff members new to the district
- Plan and implement a District-wide staff activity for the purpose of team building
- Train staff on “Crucial Conversations”
- Plan and execute an annual community outreach event
- Offer student and staff assistance with community events
- Sponsor events that promote school spirit and pride

GRAHAM LOCAL SCHOOLS
ACTION PLAN TIMELINE

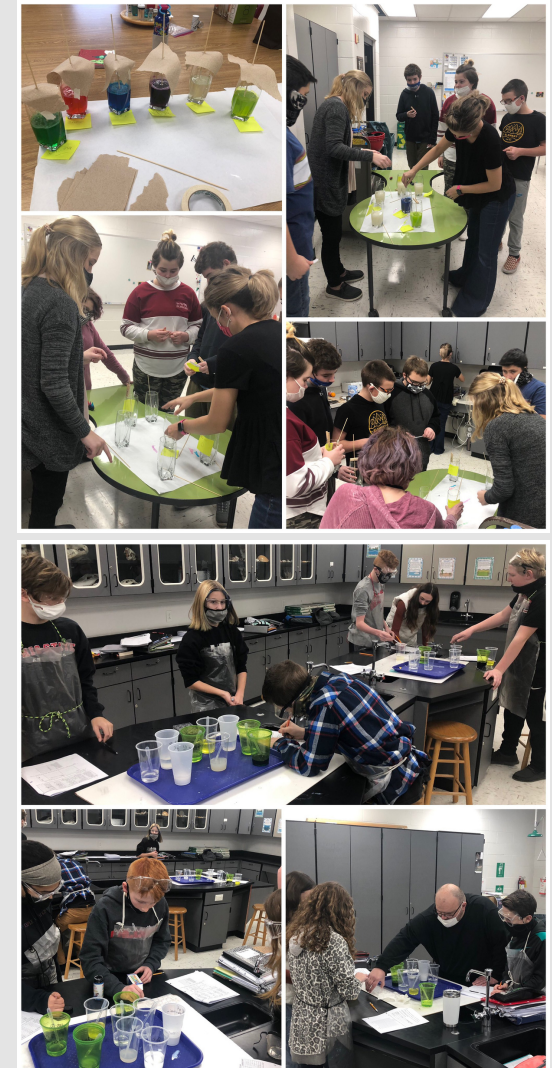
Extended Programs and Elements (Implementation, Year 2 and/or 3)

- Use criteria to identify high school students who may be at risk for disengagement in school
- Identify high school students and assign mentors. Track student progress with mentor support in place.
- Fully implement peer mentoring program for identified students
- Continue goal plans for 8th grade students before high school
- 100% of staff continues the use of pacing guides for lesson design
- Identify three or four *new* research-based teaching strategies to implement throughout the district
- Teachers will use and update the list of assessments used with students in their grade or content area
- Develop and Implement Building Continuous Improvement Plans with achievement goals for students
- Evaluate existing program and make recommendation for enhancing and increasing programming for students
- Revise and make any changes to staffing plan
- Implement the use of “Rigor Rubrics” and evaluate with increase academic rigor for students
- Develop grade level and content area assessments with higher level questions
- Administer “Community Satisfaction” survey
- Identify community connections and set up “news-stands” on selected location with accessible QR codes
- Use print media to communicate with citizens about school age children and their events
- Meet with businesses and “non-profits” to determine needs and how school can address those needs
- Sponsor “Bingo Tech Night” in October
- Administer annual staff and student survey on culture and climate
- Fully implement student transition plans
- Continue the peer mentoring plan for staff members new to the district
- Plan and implement a District-wide staff activity for the purpose of team building
- Establish a variety of “Mini-Courses” to connect students and staff
- Plan and execute an annual community event
- Offer student and staff assistance with community events
- Sponsor events that promote school spirit and pride

GRAHAM LOCAL SCHOOLS
PATHWAYS TO ACADEMIC SUCCESS

The Ohio Department of Education and the Ohio Department of Health have created milestones for student growth. Graham's Strategic Plan aligns to these measures of student success.

Milestone WHAT ARE WE AIMING FOR?	Measure HOW WILL WE MEASURE IT?
PREPARED FOR KINDERGARTEN CURRICULUM	% of students with early childhood educational experiences
READING TO LEARN AT THE END OF 3RD GRADE	% of students, proficient in English/Language Arts on the annual state and/or District assessment
PREPARED FOR UPPER ELEMENTARY AT THE END OF 4TH GRADE	% of students proficient in English/Language Arts, Mathematics, Science and Social Studies on the annual state and/or District assessments
PREPARED FOR MIDDLE SCHOOL AT THE END OF 6TH GRADE	% of students proficient in English/Language Arts, Mathematics, Science and Social Studies on the annual state and/or District assessments
PREPARED FOR HIGH SCHOOL AT THE END OF 8TH GRADE	% of students proficient in English/Language Arts, Mathematics, Science and Social Studies on the annual state and/or District assessments
	% of students at or above the referenced mean of the ASPIRE assessment
	% of 8th grade student who pass the end-of-course exams required by the state at this grade level



GRAHAM LOCAL SCHOOLS
PATHWAYS TO ACADEMIC SUCCESS

The Ohio Department of Education and the Ohio Department of Health have created milestones for student growth. Graham's Strategic Plan aligns to these measures of student success.

Milestone WHAT ARE WE AIMING FOR?	Measure HOW WILL WE MEASURE IT?
ON TRACK AT THE END OF 9TH GRADE TO GRADUATE IN FOUR YEARS	% of 9th grade students who have both: Passed the end-of-year-course assessments required by the state at this grade level
	Successfully completed at least 5.5 credits
READY FOR COLLEGE AND CAREER SUCCESS AT THE END OF THE 11TH GRADE	% of students at or above the referenced mean of the ASPIRE assessment
	% of 11th grade students who have: Passed the end-of-year course assessments required by the state at this grade level
CAREER, COLLEGE, OR TECHNICAL SCHOOL ENROLLMENT CAREER PATHS FOR GRADUATES AFTER COLLEGE OR POST SECONDARY PROGRAMS	Scored at or above the state-established cut score for the ACT or SAT
	Scored 3 or higher on Advanced Placement exams and successfully completed at least 16.5 credits
	% of graduates enrolling in a 2- or 4-year college or other post-secondary school within 8 months of graduation or enlisted in a branch of the military



GRAHAM LOCAL SCHOOLS
BOARD OF EDUCATION



Graham Local Schools
Board of Education

**Leslie Maurice, President; Karyl Strader, Vice President; Steve Setty,
Member; Toni Kite, Member; Dr. Robert Welker, Member**