



**Northmont
City Schools**

Strategic Plan

Journey to 2028: 2025-2026 Action Steps



Thunderbolts are Stronger Together

Embrace the Journey!

INTRODUCTION

The following pages contain the 2024-2025 action steps for each of the strategies within the Northmont City Schools Strategic Plan: Journey to 2028. Each strategy has a team dedicated to creating and implementing these action steps. They took feedback from the Northmont Strategic Plan Team in June of 2024 to help them develop the action steps for this school year.

Please keep in mind that each team is continuously working on these action steps and that they may change, be eliminated, or added to.





OUR MISSION

The mission of Northmont City Schools is to provide our students an exceptional education with diverse opportunities so they maximize their potential and are productive, responsible citizens.

OUR VISION

We envision Northmont City Schools as a student-centered district where we each have purpose, will better ourselves and others, and are ready for tomorrow.

By 2028, we will:

- Intentionally engage and communicate with our Northmont students, families, staff, and community
- Provide relevant, engaging, and evidence-based curriculum, courses, and instructional practices that develop the whole child.
- Provide facilities that are safe, functional, flexible, and equitable across the district.
- Nurture our staff professionally and personally



OUR 4 STRATEGIES

ENGAGEMENT & COMMUNICATION

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We will develop and implement a plan to intentionally engage and communicate with our Northmont students, families, staff, and community.

TEACHING & LEARNING

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We will develop and implement a plan to provide relevant, engaging, and evidence-based curriculum, courses, and instructional practices that develop the whole child.

FACILITIES

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We will develop and implement a plan to provide facilities that are safe, functional, flexible, and equitable across the district.

STAFF WELLNESS

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We will develop and implement a plan to nurture our staff professionally and personally.



Strategy 1 Action Steps: Engagement & Communication

We will develop and implement a plan to intentionally engage and communicate with our Northmont students, families,, and community.

FAMILIES

- Increase family knowledge by providing culturally responsive communication resources and guidance to building admin, teachers, and admin assistants.
- Increase family knowledge by developing and sending (4) quarterly district newsletters including information that support what families need. Newsletter categories were created based on needs highlighted in family engagement survey feedback.
- Develop a team to research and select a communication platform to be utilized across the district (by July 2026) to streamline communication to families.
- Expand new family support by aligning New Bolts newsletter to fit the needs of new families (survey feedback).
- Expand new family support by creating an orientation video for incoming KELC families.
- Expand new family support by developing a district-level new family orientation (to be implemented August 2026).



Strategy 1 Action Steps: Engagement & Communication

We will develop and implement a plan to intentionally engage and communicate with our Northmont students, families,, and community.

COMMUNITY

- Increase communication to families about career exploration activities happening in buildings.
- Develop a system for collecting teacher requests for classroom resources.
- We will continue presentations to community and education partners.
- We will continue to encourage community members without children in school to actively engage with schools by volunteering in our buildings and following us on Social Media for continued updates and information.
- We will communicate the impact of community partnerships within the district while boosting participation in Career Exploration activities, Northmont School to Work program, and our Mentor program.



Strategy 1 Action Steps: Engagement & Communication

We will develop and implement a plan to intentionally engage and communicate with our Northmont students, families,, and community.

STUDENTS

- Include students on Whole Child committee. Add student segments to 2 of 4 district meetings.
- Involve Teacher Academy students on building mental wellness teams to provide feedback.
- Create one-minute videos about student-led initiatives to be shared.
- Determine the best way to share student feedback and updates from all Superintendent advisory meetings.
- Post building announcements highlighting student data from My Voice survey.



Strategy 2 Action Steps: Teaching & Learning

We will develop and implement a plan to: provide relevant, engaging and evidence-based curriculum, courses, and instructional practices that develop the whole child.

EVIDENCE-BASED CURRICULUM & INSTRUCTION

- Engage teachers in professional learning focused on instructional strategies and pedagogy to support effective implementation of the new teacher evaluation rubric
- Broaden the professional development framework by extending specialized professional development opportunities to include content areas beyond ELA to strengthen districtwide instructional capacity
- Implement regular (virtual) department meetings in the intermediate grades to promote collaboration, shared resources, and shared leadership, beginning with math due to the recent curriculum adoption
- Explore and/or develop a fidelity index (using adult implementation data) to be used with the current math curriculum with a plan to expand to other content areas in the future
- Conduct a comprehensive review and collaborative analysis of the 7–12 ELA curriculum to identify strengths, gaps, and priority areas for improvement and future materials adoption
- Facilitate a comprehensive review of the middle school social studies curriculum and develop recommendations for the future materials adoption
- Initiate vertical alignment conversations across grade levels and departments to ensure coherence and progression of curriculum



Strategy 2 Action Steps: Teaching & Learning

We will develop and implement a plan to: provide relevant, engaging and evidence-based curriculum, courses, and instructional practices that develop the whole child.

SOCIAL/ EMOTIONAL LEARNING

- Localize SEL Leadership: Form a small SEL team at each building led by Sheree or another district leader. Use structured monthly agendas to review SEL goals, crosswalk gaps, and support teachers
- Embed SEL into Teacher Evaluation: Leverage the revised evaluation system to highlight and document Tier 1 SEL practices. Provide sample look-fors, conversation prompts, and lesson ideas
- Update and Re-Share the Crosswalk: The building SEL team will review and analyze their buildings SEL Crosswalks, this time identifying the gaps. The district will provide a guided protocol to assist in identifying the gaps. From this gap analysis the building team will set a goal for 2nd semester.
- Create a Tier 1 SEL Toolkit for Families
- Culture Playbook for Students



Strategy 2 Action Steps: Teaching & Learning

We will develop and implement a plan to: provide relevant, engaging and evidence-based curriculum, courses, and instructional practices that develop the whole child.

CAREER READINESS

- Determine a point person at each building
- Create a family communication plan at each grade band
- Create a 26–27 rollout plan
- Determine the necessary components of career exposure at each grade band



Strategy 2 Action Steps: Teaching & Learning

We will develop and implement a plan to: provide relevant, engaging and evidence-based curriculum, courses, and instructional practices that develop the whole child.

STUDENT SUPPORTS

- Establish co-teaching cohorts from each building and provide ongoing professional development on high-leverage practices to strengthen peer collaboration and improve student outcomes
- Expand onboarding for new Intervention Specialists to include training on district practices, expectations, and mentoring to strengthen student support
- Conduct a behavior system scan in K-8 buildings using a short building survey
- Explore continual professional development opportunities conducted by ESCs and State Support teams that focus on behavioral supports
- Schedule quarterly meetings to monitor MS labs with a focus on student data and program pacing
- GISs will meet as PLCs throughout the year to study, practice, and reflect as they implement a new curricular model



Strategy 3 Action Steps: Facilities

We will develop and implement a plan to provide facilities that are safe, functional, flexible, and equitable across the district.

CURRENT FACILITIES

- Create a formula for funding split between bldg, dept, dist, & PTO's and incorporate donation and grant ideas into the process.
- Survey buildings.
- Get designs and quotes to share with buildings and donors if applicable.
- Implement projects, get donations approved, and install donor signage if applicable.
- Continue with Superintendent advisory meetings at the MS and HS and add elementary this year.
- Provide recreation space for MS recess based on admin & student input.
- Look into the possibility of reconfiguring locker bay space(s) at the HS into classrooms/functional learning spaces to enhance student learning experience.



Strategy 3 Action Steps: Facilities

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FUTURE FACILITIES

- Work with Ohio Facilities Construction Commission, OFCC to identify our place in the funding timeline and process.
 - We are currently waiting for the OFCC to complete our assessment in which they evaluate our current facilities and determine if they are eligible to be renovated or required to be built new based on their established cost factor.
 - Explore dates to host community forums to reset the discussion and inform all stakeholders of where we had left off, and communicate where we are at currently.
 - Reach out to architect/design professional from 1st OFCC construction project to see if the KELC can be added on to, and how that was intended to look for inclusion of 2nd grade students.



Strategy 3 Action Steps: Facilities

We will develop and implement a plan to provide facilities that are safe, functional, flexible, and equitable across the district.

COMMUNICATION & ENGAGEMENT

- Continue the updating and sharing of information on our facilities through website content, newsletters, and other media platforms. Increase the level of transparency on building projects, maintenance expenses, and cost saving measures by posting on the above mentioned outlets.



Strategy 4 Action Steps: Staff Wellness

We will develop and implement a plan to nurture our staff professionally and personally.

RECRUITMENT

- We will utilize a template for the collection of recruitment data
- Teacher academy will provide input for developing a recruitment tool to sustain enrollment
- We will continue to reach out to institutions of higher education
- We will create an ideal candidate profile for licensed and classified positions and align interview questions with this profile



Strategy 4 Action Steps: Staff Wellness

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RETENTION

- Each newly hired employee will receive a "Check-In" after 2 months of service
- We will administer and examine data for areas for improvement from the employee satisfaction survey
- We will explore flexible work schedules for staff – examine what other school districts are doing
- Involve building level support for check-ins with all new staff members



Strategy 4 Action Steps: Staff Wellness

We will develop and implement a plan to nurture our staff professionally and personally.

PROFESSIONAL GROWTH

- We will conduct a comprehensive survey and focus groups to understand staff needs, preferences, and barriers related to professional growth and well-being
- We will publish the results of the survey
- Inform groups about results of the survey for them to develop PD around the findings
- We will pilot a new Professional Development model and gain feedback from all stakeholders



Strategy 4 Action Steps: Staff Wellness

We will develop and implement a plan to nurture our staff professionally and personally.

RESOURCES FOR STAFF WELLNESS

- We will educate staff on self-care tools
- We will gather data on current wellness activities, participation rates, and staff interests/needs to create a baseline
- We will analyze survey results to identify gaps in current offerings and areas for improvement
- We will provide additional health/wellness screenings for employees

