



Strategic Plan

Journey to 2028

**Thunderbolts are Stronger Together
Embrace the Journey!**



INTRODUCTION

Northmont City Schools first created a strategic plan in the mid-1990s. The plan has always focused on ensuring an excellent education for all students, creating and implementing visionary ideas, and involving voices from around the Northmont community.

Our current strategic plan, called **Journey to 2028**, was created in 2023 with the help of community members, families, staff, and students. This plan reflects where the district wants to be in 2028 and will drive the work happening within each of the four strategies: Engagement & Communication; Teaching & Learning; Facilities; and Staff Wellness.

This plan is grounded in the beliefs, behaviors, and outcomes found in the Northmont Culture Playbook. You can see these ideas on the next page. As we “Journey to 2028”, this strategic plan will be our guiding light and help us make decisions that are in alignment with our mission, vision, and strategies.

We hope you join us along the way. Embrace the Journey!

Northmont City Schools

Culture is what we believe, how we behave, and the experiences our behavior produces for others. It is the foundation on which our education community is built. Below are the Beliefs, Behaviors, and Outcomes we expect at Northmont. As the Strategic Plan team worked on this plan, they kept these in mind and worked to ensure they are an intentional part of the plan.



NORTHMONT CITY SCHOOLS CULTURE PLAYBOOK

| BELIEF | BEHAVIOR | OUTCOME |
|-------------------------------------|---|---|
| THUNDERBOLTS WORK TOGETHER | <ul style="list-style-type: none">Embrace differences.Build trusting relationships.Serve with empathy. | We each have purpose. |
| THUNDERBOLTS TAKE RESPONSIBILITY | <ul style="list-style-type: none">Be intentional.Do the right thing, especially when it's hard.Own your attitude, actions, and words. | We will better ourselves and others. |
| THUNDERBOLTS GROW | <ul style="list-style-type: none">Relentlessly pursue excellence.Value forward thinking.Focus on an equitable future. | We are better today and ready for tomorrow. |





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: Engagement & Communication

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

FAMILIES

Increase family understanding of educational programs, resources, and opportunities; increase participation in family decision-making processes; and create more welcoming school environments as reflected on the district's family engagement survey

COMMUNITY

Increase community collaboration across the district and provide feedback to the community

STUDENTS

Increase feedback to students about how student-voice impacts the district



Strategy 2: 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

District wide curriculum/instruction implemented with fidelity in all content areas as measured by a fidelity index

SOCIAL/ EMOTIONAL LEARNING

The district will provide comprehensive K-12 supports for SEL at all tiers as measured by individual documentation of tiered services at each building

CAREER READINESS

Develop a K-12 career exploration student portfolio that tracks each students' experiences

STUDENT SUPPORTS

Each student will receive the necessary supports needed to demonstrate growth as measured by state and district assessments



Strategy 3: Facilities

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

CURRENT FACILITIES

All current facilities will be evaluated to improve the safety, functionality, and flexibility for students

FUTURE FACILITIES

Future middle school and elementary buildings within Phase 2 of the OFCC master facilities plan will be completed with elements of safety, functionality, flexibility, and meets the needs of our students

COMMUNICATION & ENGAGEMENT

All stakeholders will have opportunities to provide feedback and be informed about current and future facilities



Strategy 4: Staff Wellness

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

RECRUITMENT

Implement recruitment strategies aligned to ideal candidate profiles

RETENTION

Increase in job satisfaction as measured by culture staff survey

PROFESSIONAL GROWTH

Increase opportunities for individual professional pursuits and interests

RESOURCES FOR STAFF WELLNESS

Increase participation in current and future staff wellness employee opportunities





NEXT STEPS

Each strategy has a team that creates and implements the action steps aligned with the outcomes listed on the previous pages. These action steps are the work that happens to fully implement this strategic plan.

Each June, the teams from each strategy present to the Strategic Plan team to report their progress, their obstacles, and to get feedback on future steps to continue to carry out this plan.

Thank you to everyone involved in creating and implementing our Journey to 2028. Let's see where it takes us and Embrace the Journey!