



ORRVILLE CITY SCHOOLS

STRATEGIC PLAN

ORRVILLE BOARD OF EDUCATION

MAY 5, 2025

PREPARED BY:





COMMUNITY ENGAGEMENT

FALL 2024 - WINTER 2025

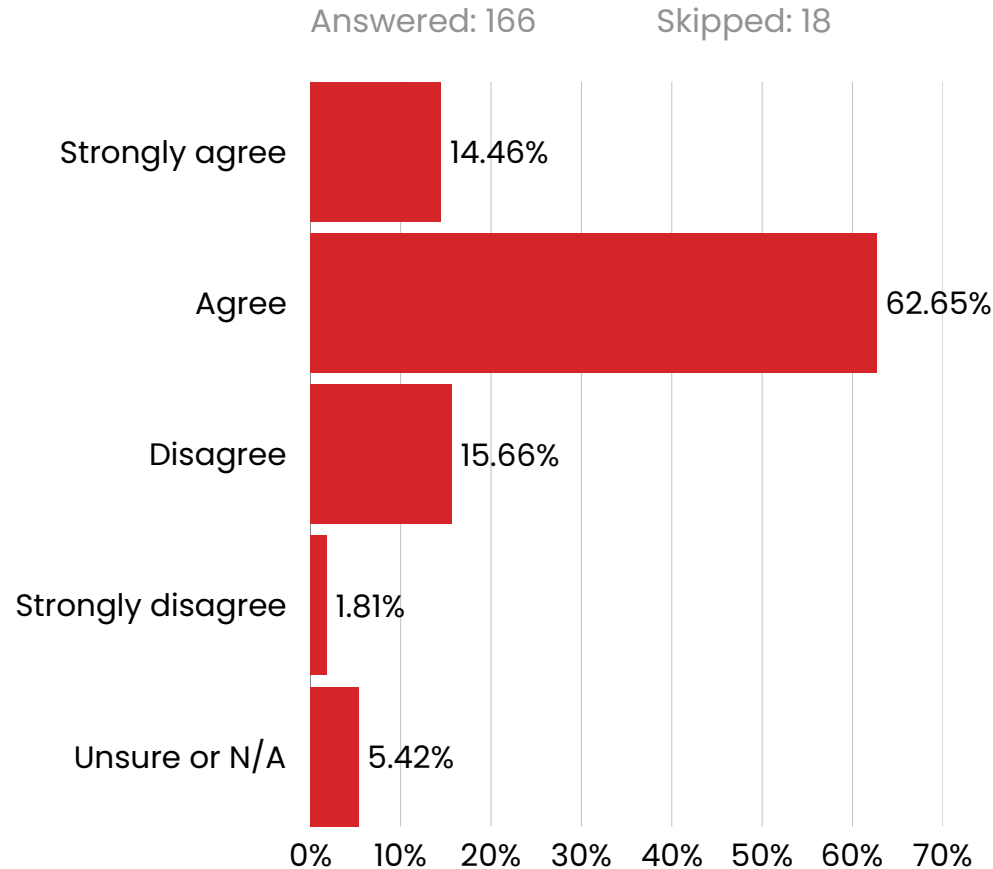
Stakeholder Engagement Process



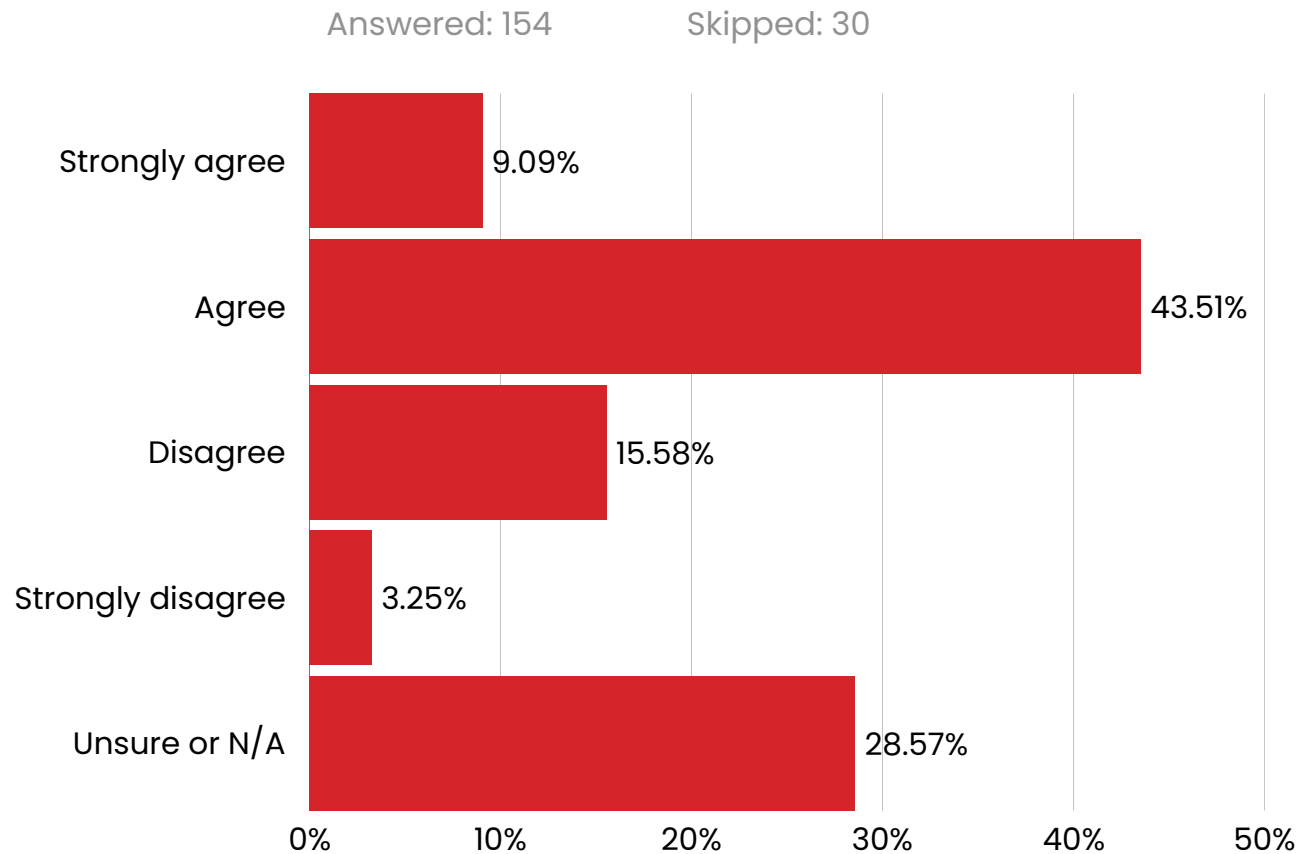
- A SWOT (Strength, Weakness, Opportunity, and Threat) discussion was held with the Board of Education members and the District Administrative Leadership team;
- Comprehensive surveys, garnering responses from over 180 community members and 100 staff;
- Focus groups, encompassing students, staff, parents, and community members, which provided in-depth discussions and idea sharing;
- Individual interviews were conducted with nine key community leaders, also offering valuable insights.



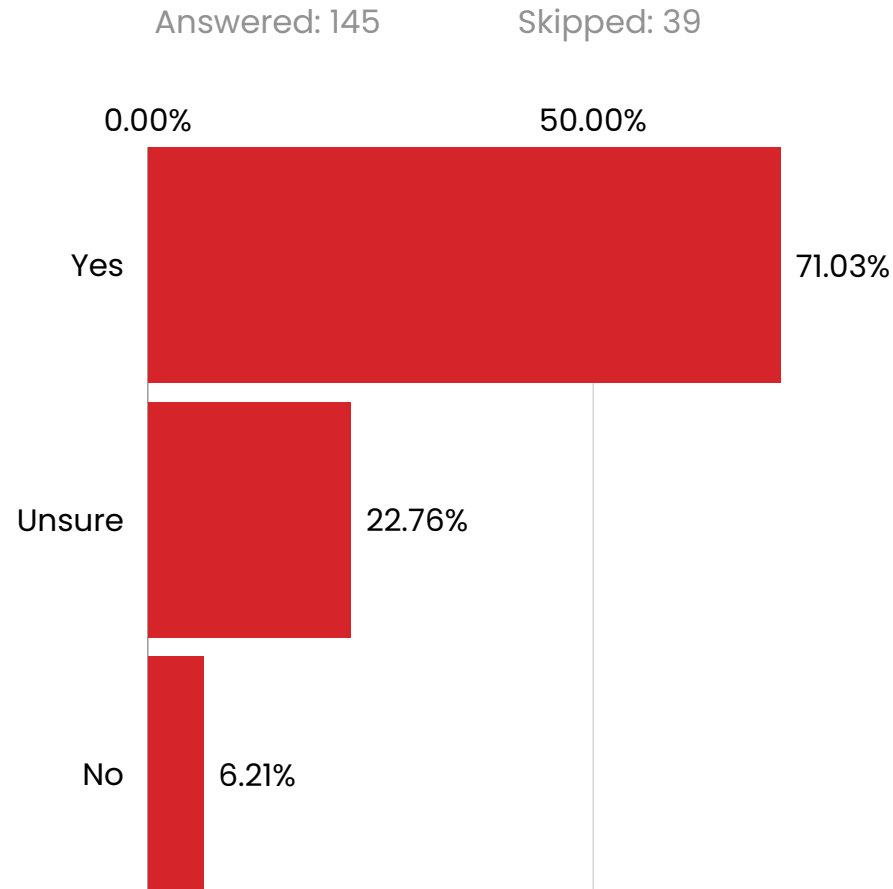
The district provides a high-quality education across all buildings.



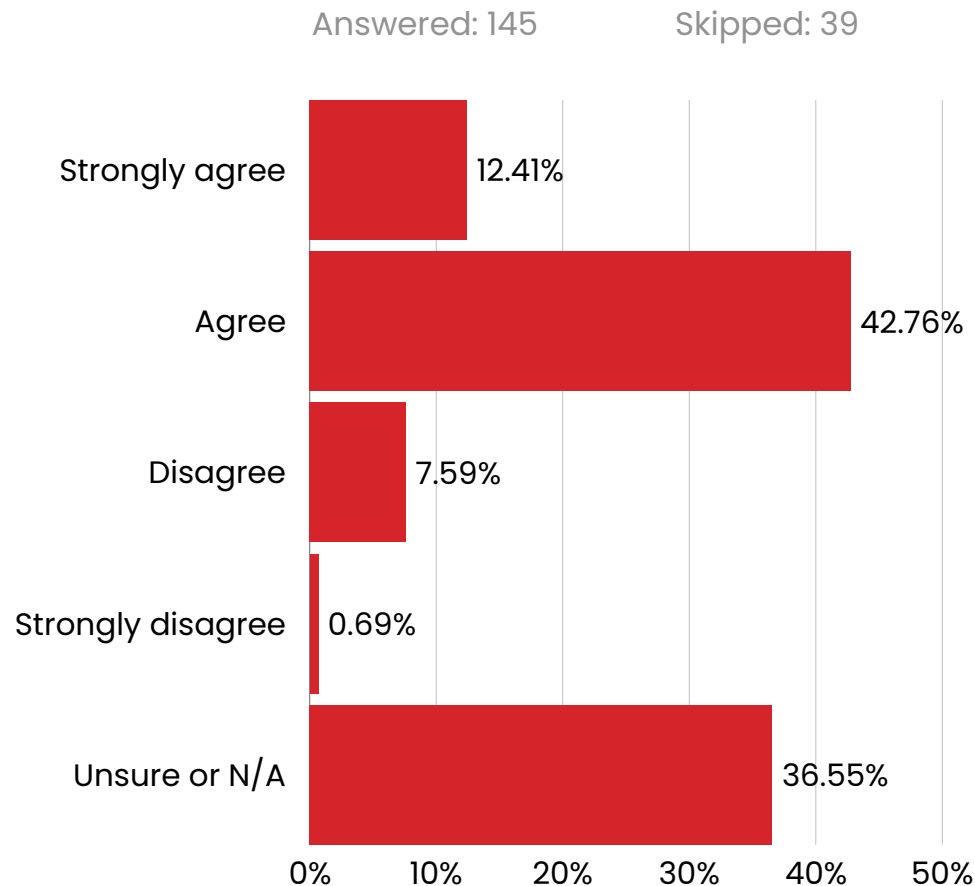
The district prepares students to succeed in college or other educational opportunities beyond high school.



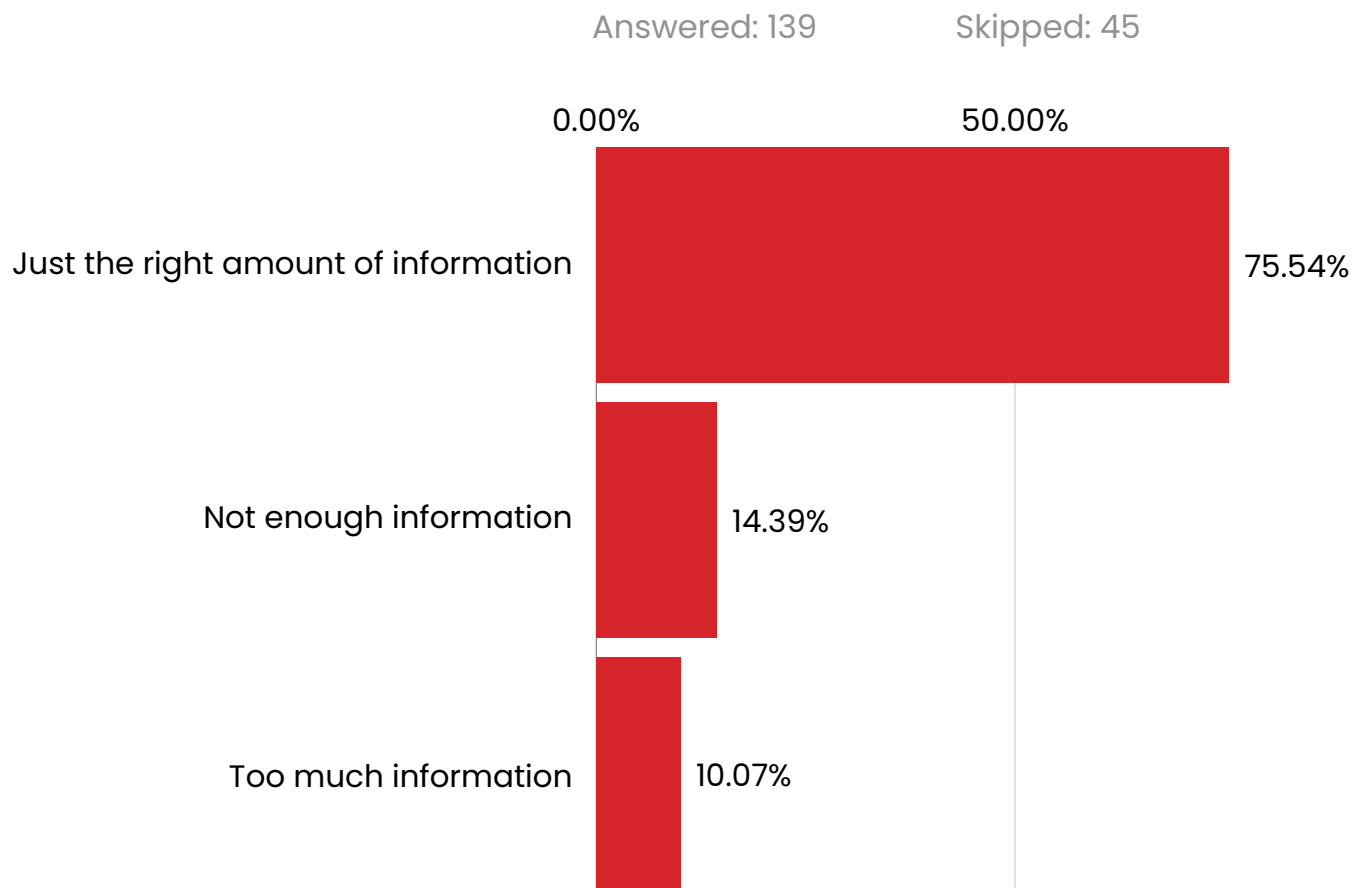
In general, do you believe the District is headed in the right direction?



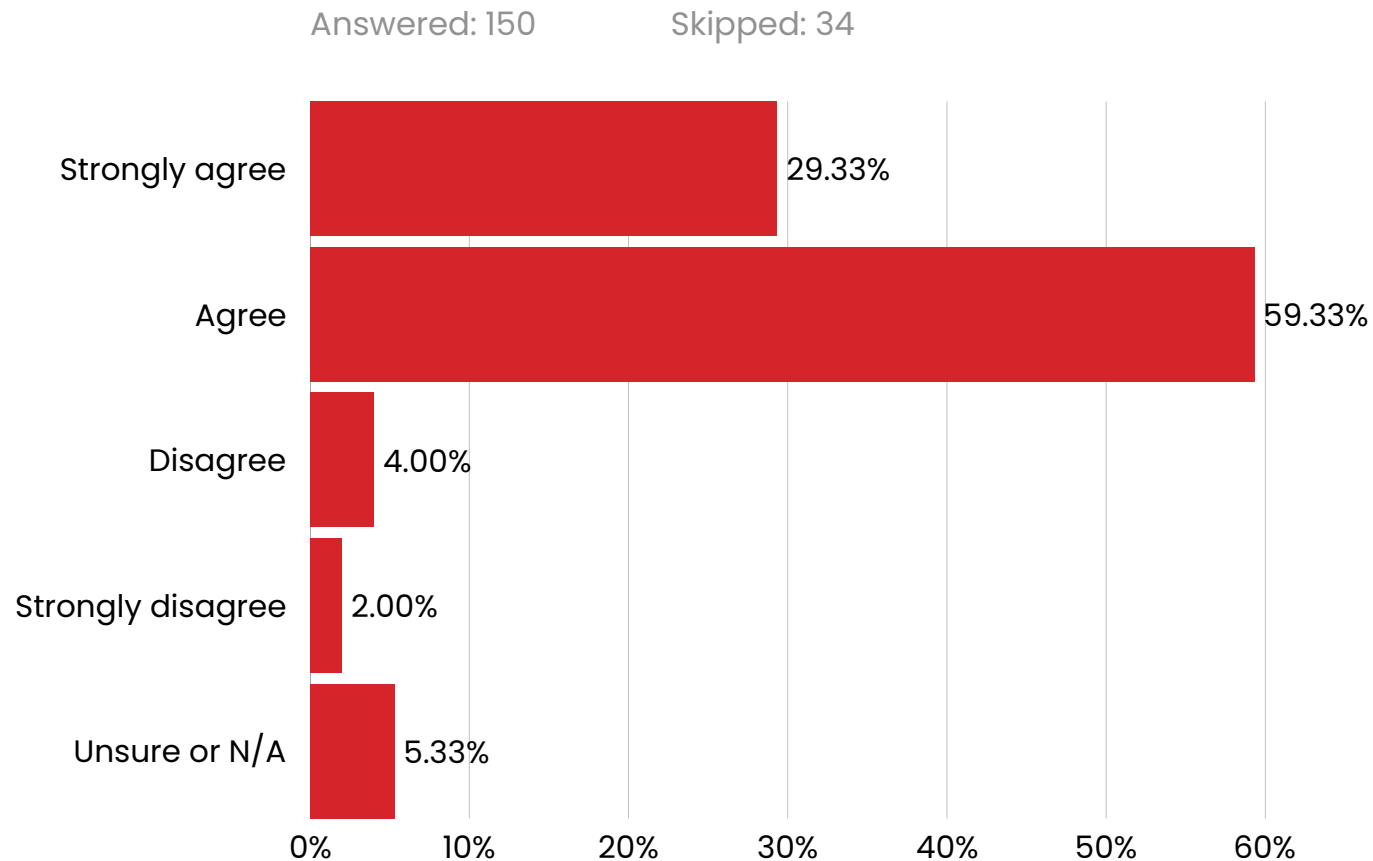
The district manages finances to meet the learning needs of students.



The frequency with which I receive communications from the district is:



The district keeps parents/guardians informed of important matters impacting the community and schools.

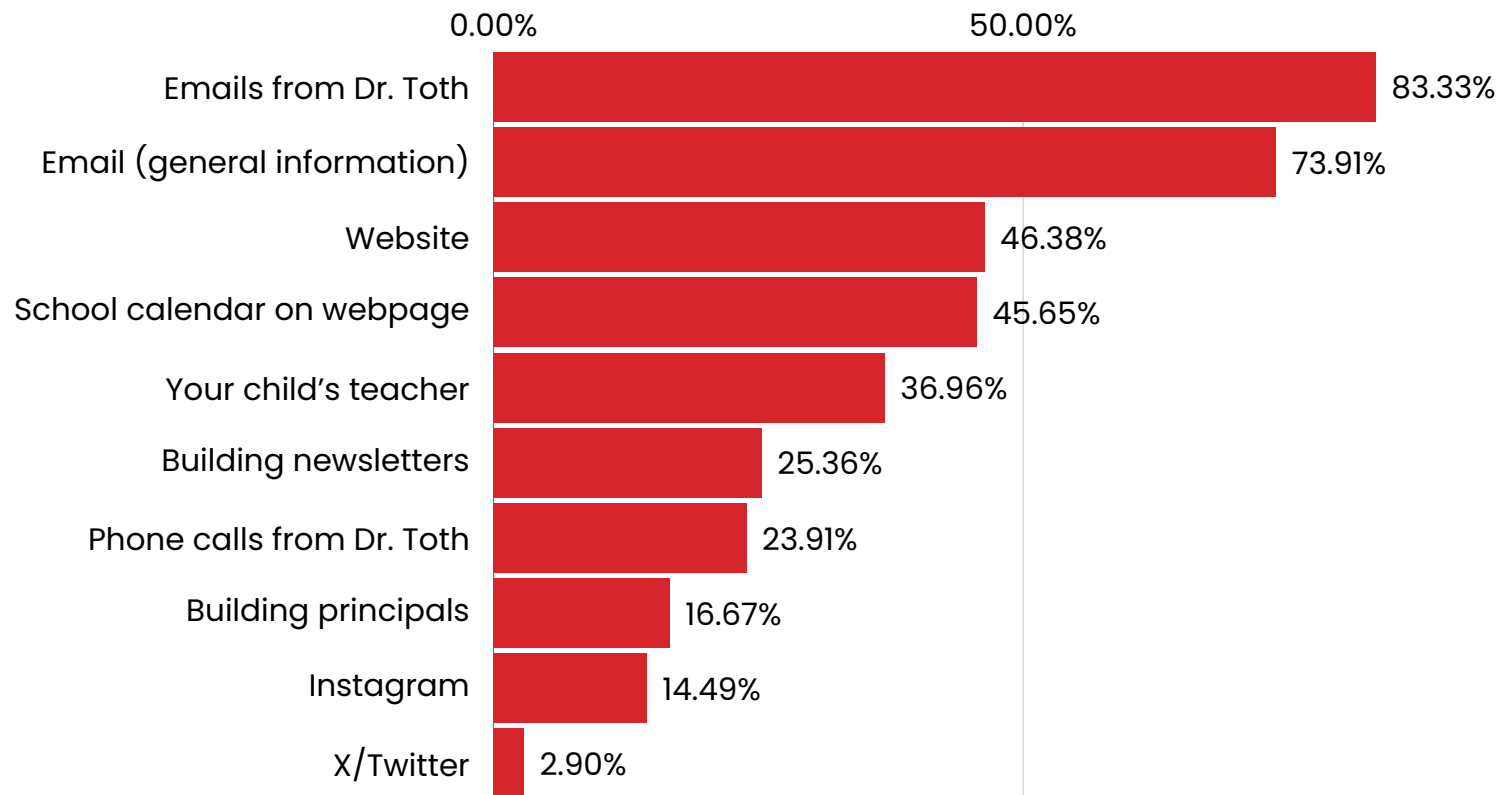


How do you currently receive information regarding the district? [Select all that apply]

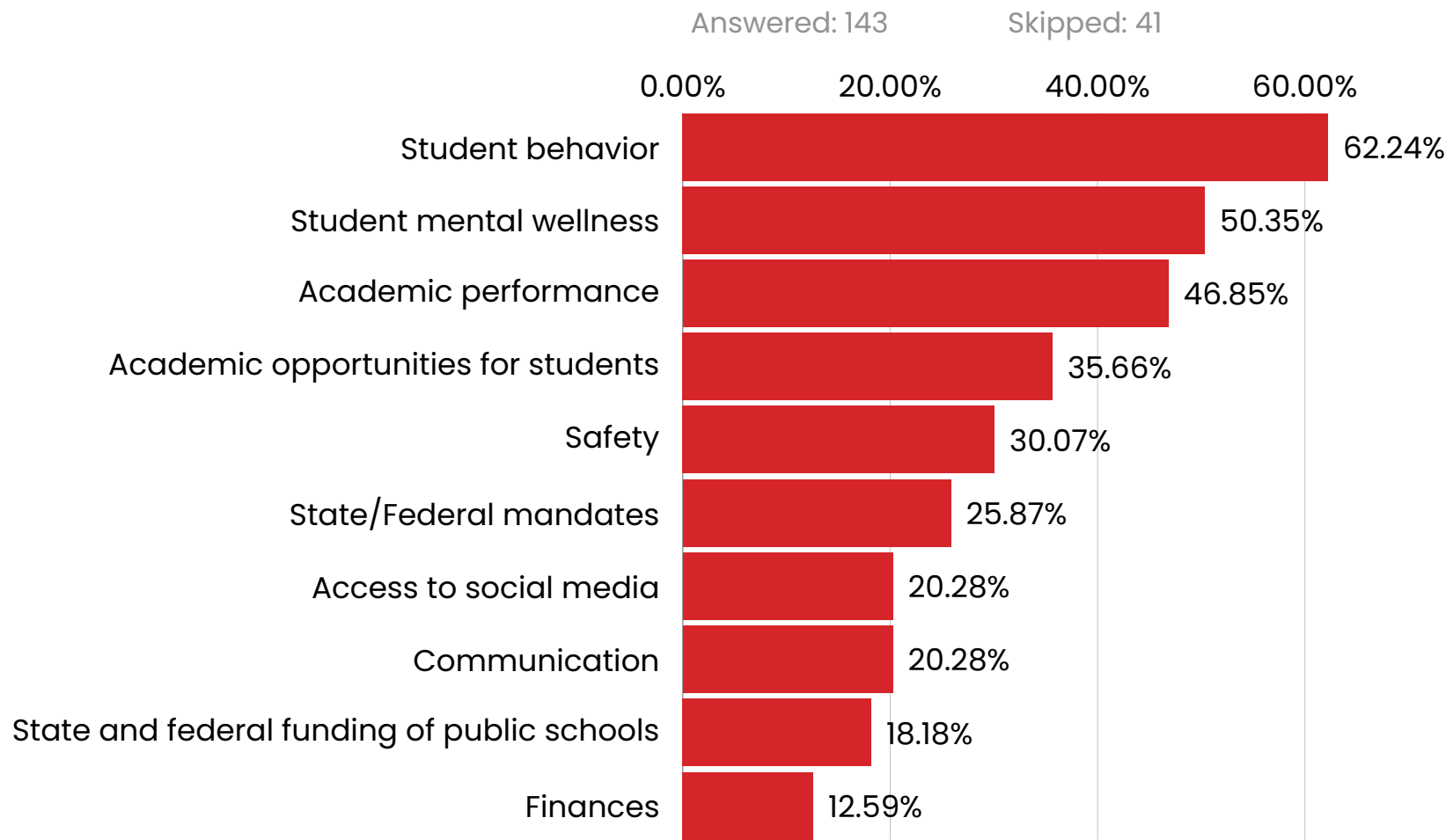


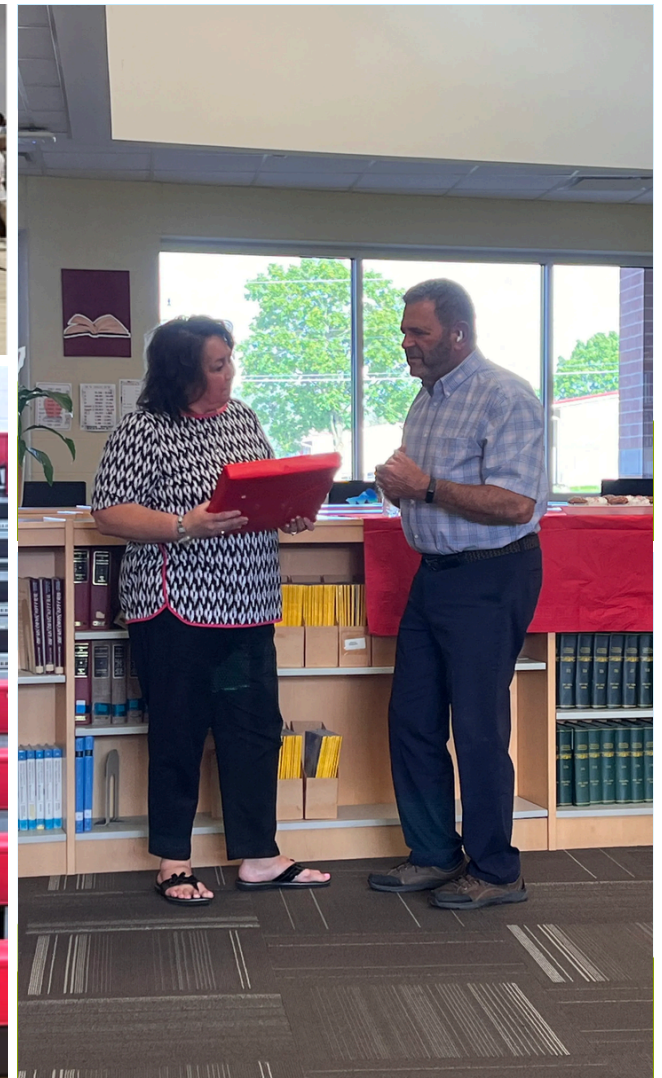
Answered: 138

Skipped: 46



What are the most significant challenges facing the Orrville City School district in the next 3-5 years?





STAFF SURVEY

FALL 2024

How would you describe Orrville City Schools in two or three words?



What are the greatest strengths of the Orrville City Schools? What makes you proud?



Overall Themes

- Strong Sense of Community
- Diversity and Acceptance of *ALL* Students
- Dedicated and Caring Staff
- Orrville City Schools prioritizes student well-being
- Collaboration Between Schools and the Community
- High-Quality Facilities
- Focus on Character Education
- Academic Excellence
- Support for Diverse Needs
- Teamwork and Collaboration Among Staff
- Teachers and staff work as a cohesive team



What are some of the areas for improvement?



Overall Themes

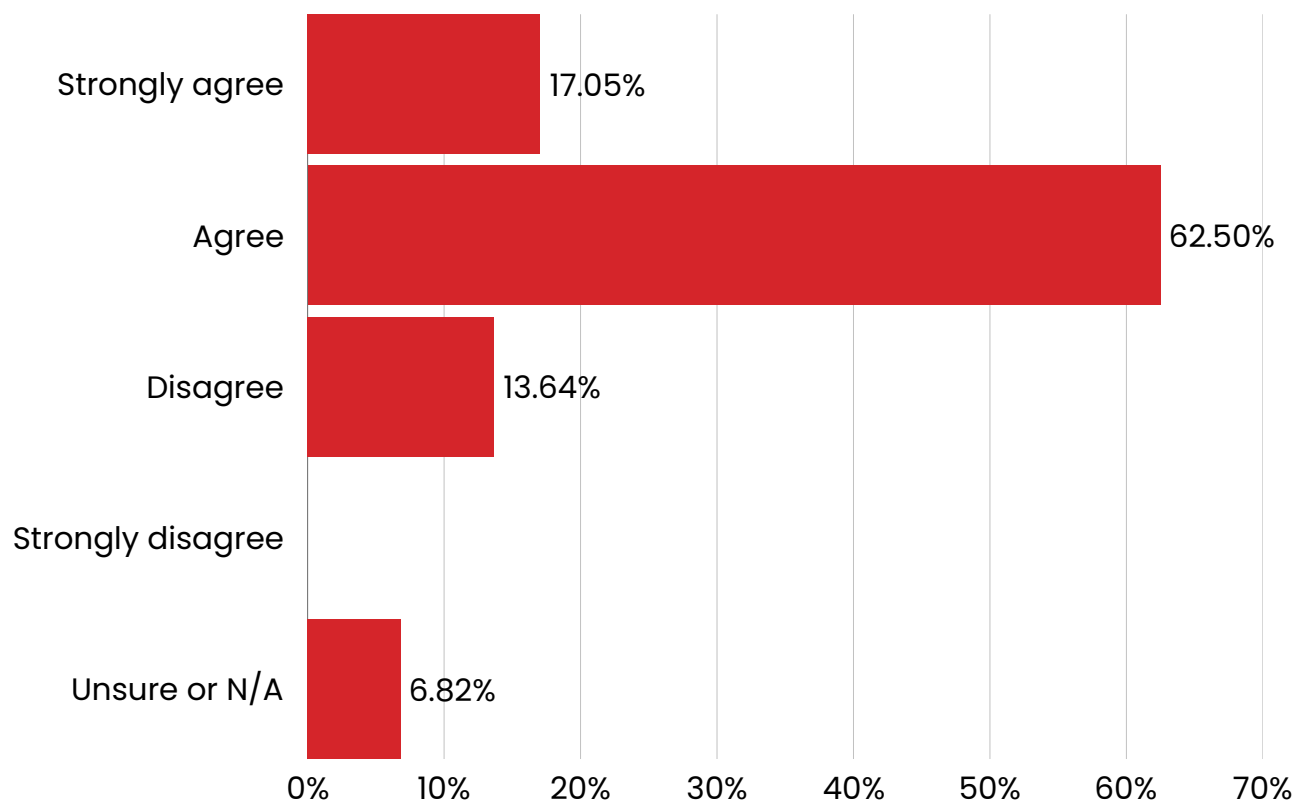
- Mental Health and Teacher Well-being
- Communication Improvements
- Early Interventions and Support Systems
- Discipline and Accountability
- Staffing and Retention
- Academic Excellence
- Teacher Recognition and Morale
- Parental and Community Engagement

I have the tools and resources to do my job effectively.



Answered: 88

Skipped: 12

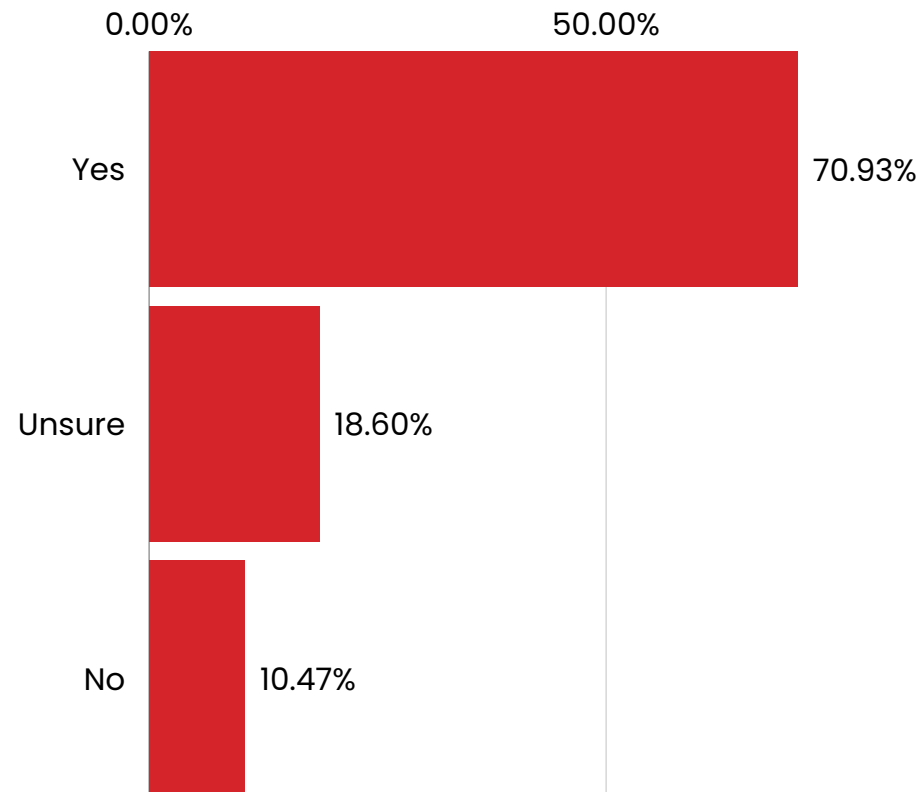


Do you believe the Orrville City School District is headed in the right direction?

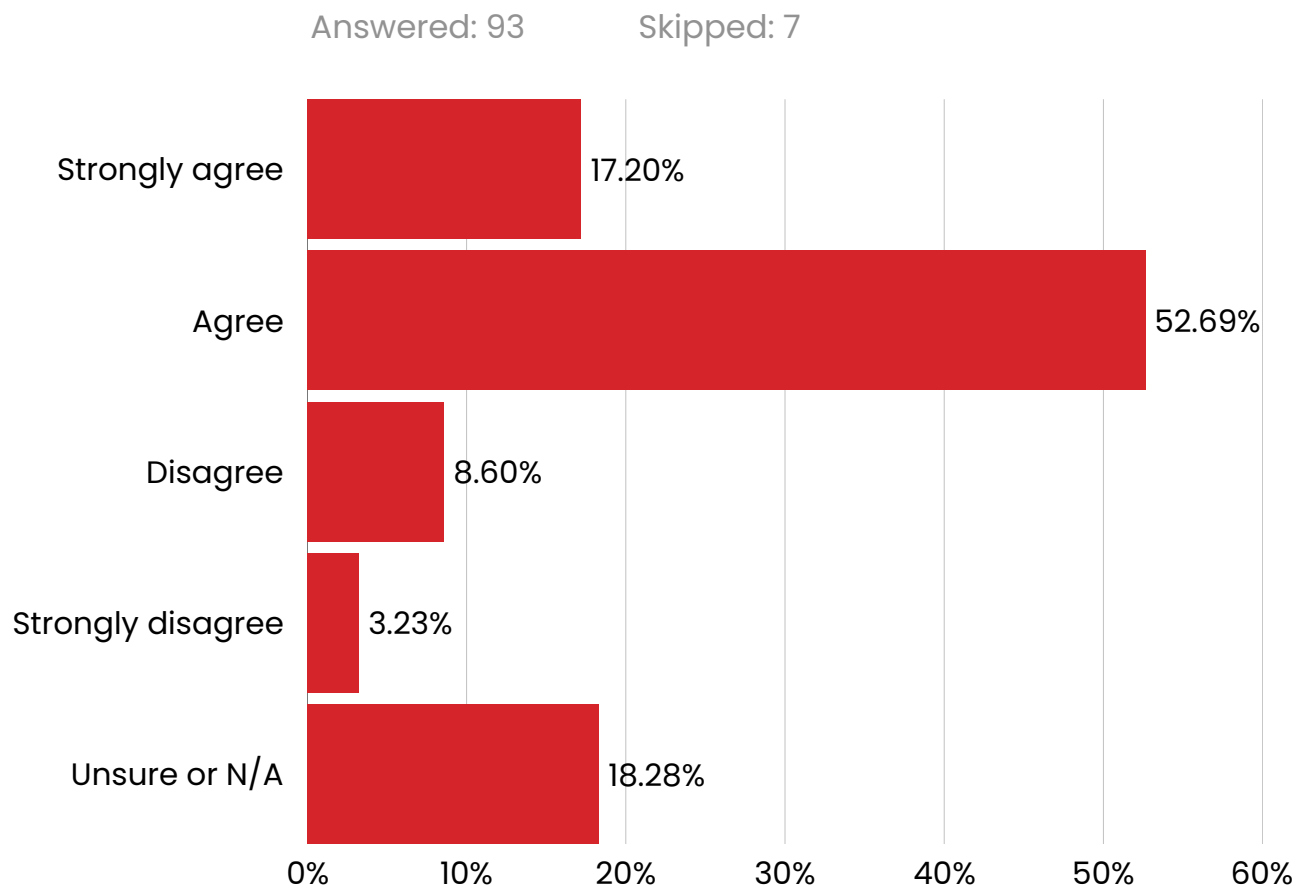


Answered: 86

Skipped: 14



The district prepares students to succeed in college or other educational opportunities beyond high school.

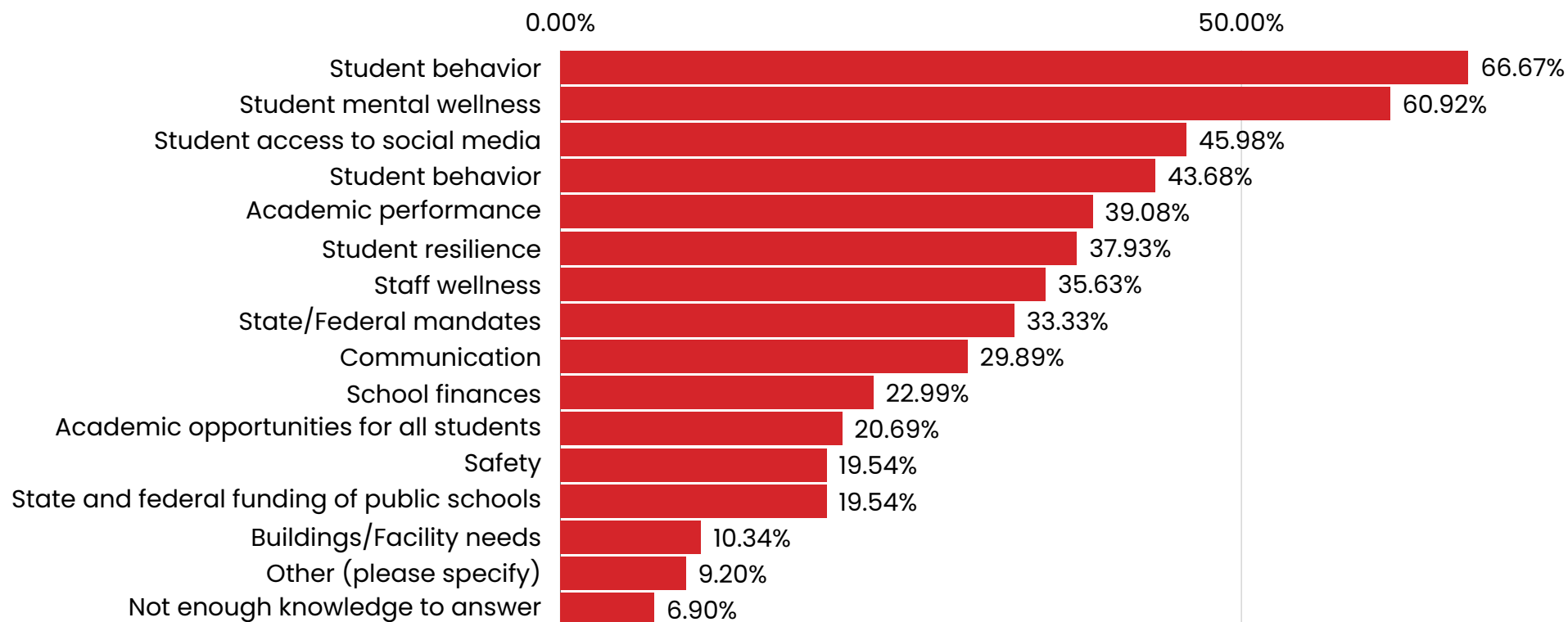


What are the largest challenges facing the Orrville City School District in the next 3-5 years?

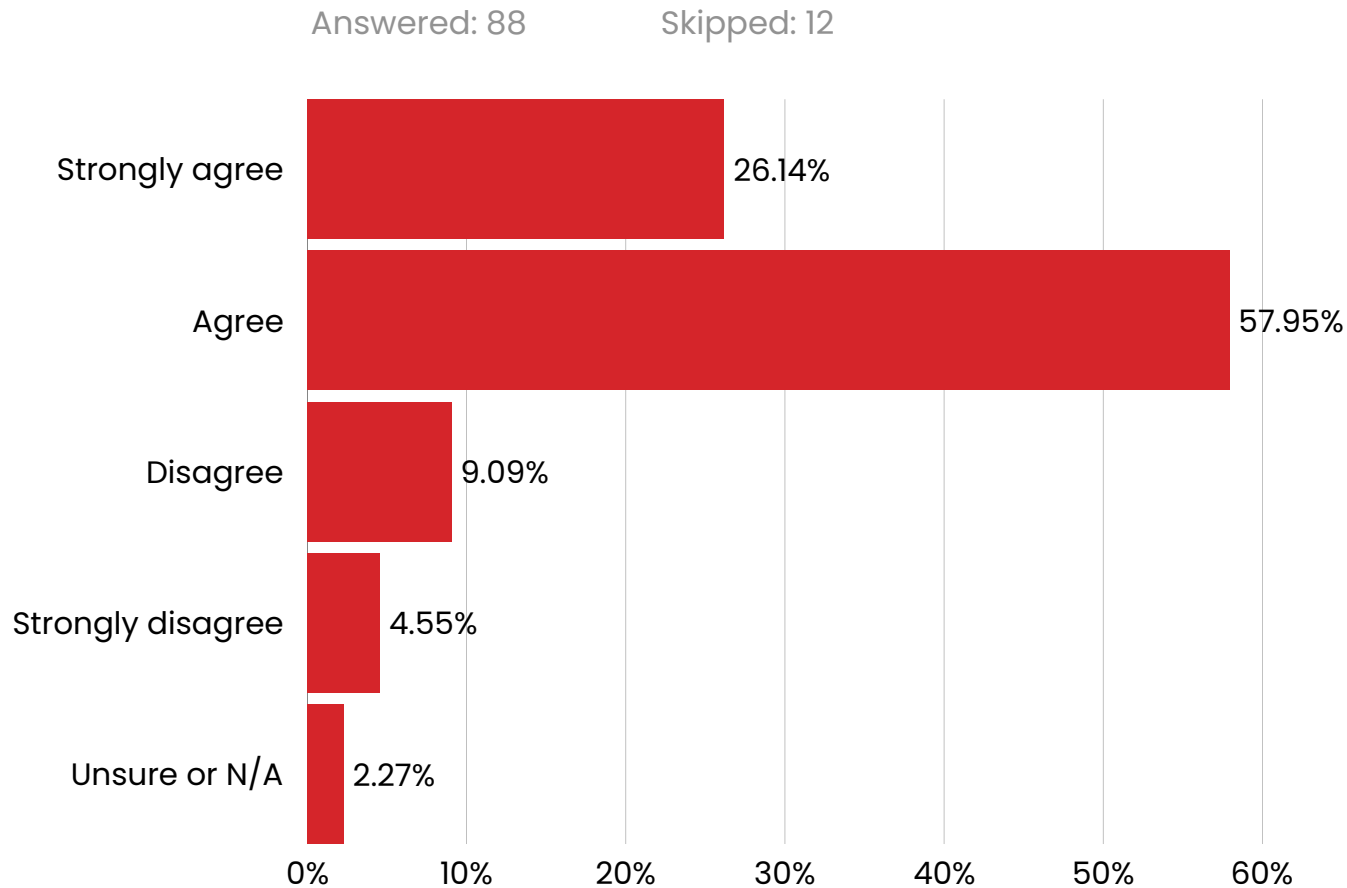


Answered: 87

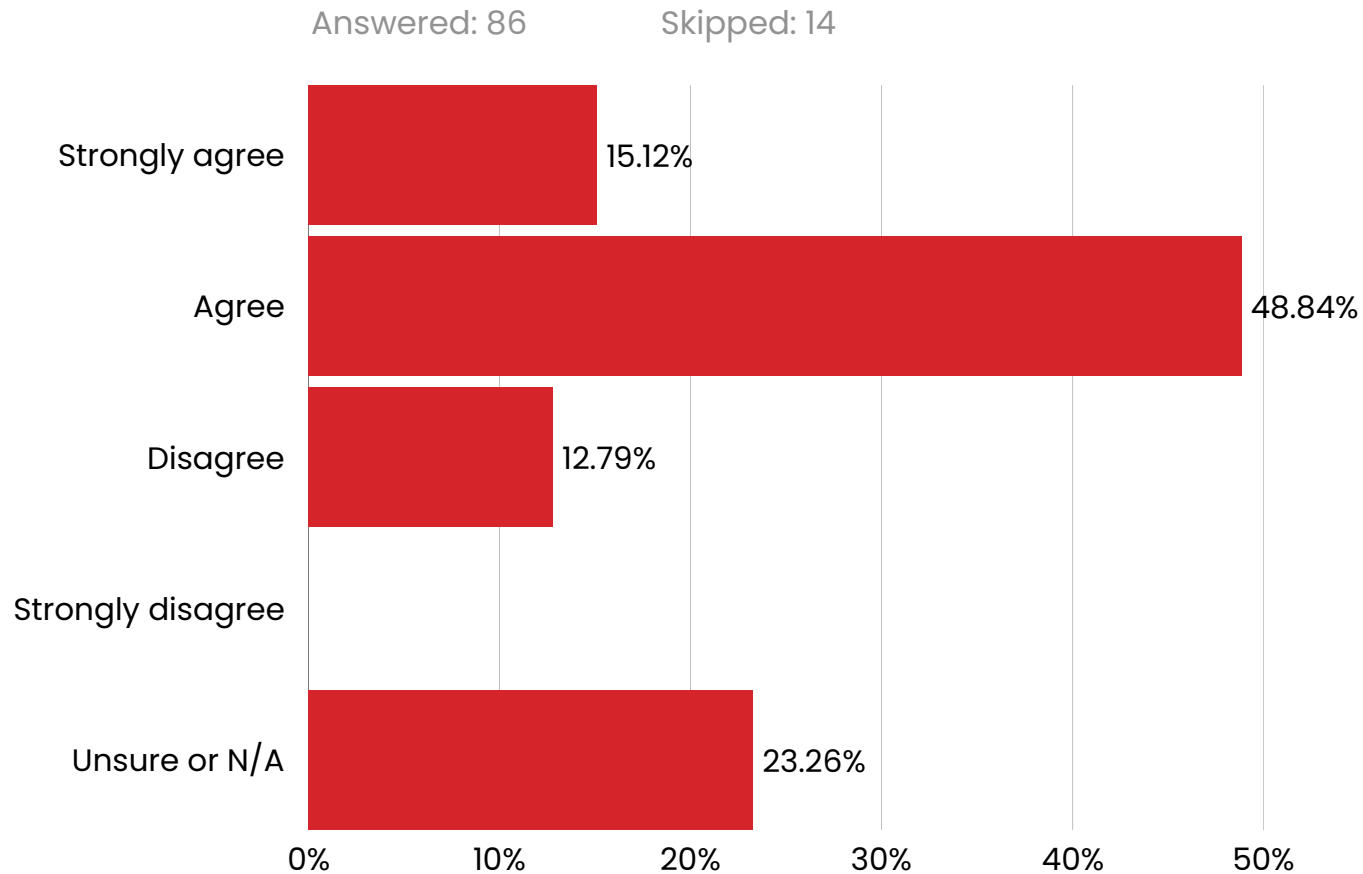
Skipped: 13



I feel respected by those in leadership positions.



The district manages finances to meet the learning needs of students.



Overall Themes from Surveys, Interviews, and Focus Groups



Communications

Student Engagement and Participation

Student Academic Achievement

Facilities and Operations

Community Partnerships

Developed 5 goals based on the themes
July 2025-July 2029





2025–2029



strategic plan

Orrville City Schools is dedicated to fostering a safe, supportive environment where students thrive academically, athletically, artistically, and through diverse extracurricular opportunities. This commitment is strengthened by positive character education and strong partnerships within the community.

Our strategic plan serves as a blueprint for achieving and surpassing our educational goals while fostering a strong school community. Together, we reflect on our practices, engage students, staff, and families, and uphold our commitments to the community we serve.



GOAL 1

COMMUNICATIONS



Objective 1: Conduct a comprehensive Review of Communication Tools. Review existing communication tools at each building and grade level and develop plans, tools, and processes for consistent communication to ensure timely and transparent information sharing with staff and parents.

Objective 2: Development of a Comprehensive Communications Plan. Develop a comprehensive internal and external communication strategy that addresses the preferences of staff, parents, business and community partners, and the community, ensuring consistent and effective messaging across all levels.

GOAL 1

COMMUNICATIONS

Objective 3: Establish a user-friendly online platform. Update and revise the Orrville City School website for school-related information, including news updates, calendars, policies, and resources. The updated platform should be accessible on multiple devices and offer translation options to accommodate diverse language needs and people with disabilities.

Objective 4: Provide routine and tailored communications. Develop a schedule of communications with families and community members, utilizing various channels, including email, social media, print materials, and community events.

GOAL 1

COMMUNICATIONS

Objective 5: Promote consistent and accurate information.

Promote accurate narratives about the district, particularly on the official district social media platforms. This may involve partnering with community influencers and developing clear fact-checking protocols to promote accurate information.

GOAL 2

STUDENT ENGAGEMENT AND PARTICIPATION



Objective 1: Design and deliver real-world learning experiences (problem-based learning) across all grade levels that help students build problem-solving skills, explore future careers, and apply their knowledge through hands-on, project-based learning. Teach, model, and practice instructional strategies that enhance student engagement and achievement.

Objective 2: Expand student voice and leadership opportunities at all grade levels. Establish leadership and student voice platforms such as student advisory councils, integrating student feedback into decision-making processes, and providing leadership roles in clubs, organizations, and school initiatives.

GOAL 2

STUDENT ENGAGEMENT AND PARTICIPATION

Objective 3: Create a comprehensive system of support for all students. Review and revise the existing instructional framework to enhance academic support, social-emotional learning, and expanded college and career counseling. The framework would include meeting the needs of all students through flexible instruction. Use data-informed decisions to guide instructional practices, including adapting curriculum within a co-teaching environment and providing ongoing professional development.

GOAL 2

STUDENT ENGAGEMENT AND PARTICIPATION

Objective 4: Promote a culture of inclusivity and belonging where all students feel valued and respected. Implement school-wide initiatives, including the current Character Education programming, especially in middle and high school, that foster positive relationships, celebrate each student, and address bullying and social isolation issues.

GOAL 2

STUDENT ENGAGEMENT AND PARTICIPATION

Objective 5: Increase student participation in extracurricular activities, clubs, and organizations. Provide and communicate options that appeal to various interests and promote student leadership and participation. Ensure access and support for all extracurricular and co-curricular activities, including those beyond “popular” sports. Create a system of student exposure and “recruitment” to these activities and monitor student enrollment for each.

GOAL 3

STUDENT ACADEMIC ACHIEVEMENT



Objective 1: Enhance curriculum and instruction to meet the needs of all learners. Expand advanced course offerings and enrichment opportunities for all students, with a focus on meeting the needs of gifted learners. Audit current electives offered at the Middle School and High School, ensuring the availability of support services, interventions, and enrichment for students who need additional support in the general education setting.

GOAL 3

STUDENT ACADEMIC ACHIEVEMENT

Objective 2: Establish a strong framework for collaboration among general education, special education, and support staff to ensure all students meet or exceed expected growth. Create a structured professional development plan focused on collaborative teaching and learning. Begin to design and then implement a professional learning community PLC framework to foster teacher collaboration and student learning, achievement, and engagement.

GOAL 3

STUDENT ACADEMIC ACHIEVEMENT

Objective 3: Develop and communicate a comprehensive K-12 system for college and career readiness. Expand career exploration activities in elementary school and continue them throughout middle and high school. Provide opportunities for students to explore different career pathways through internships, job shadowing, mentoring programs, and partnerships with local businesses. Clearly communicate the benefits and requirements of each pathway, including CCP and Career Tech programs.

GOAL 3

STUDENT ACADEMIC ACHIEVEMENT

Objective 4: Strengthen collaboration between families, teachers, and counselors to support student academic success. Provide families with clear information about academic expectations and progress. Offer workshops and resources to help families support their children's learning at home. Encourage regular communication between teachers, counselors, and families to address academic concerns and celebrate successes.

GOAL 4

OPTIMIZE FACILITIES AND OPERATIONS



Objective 1: Analyze current facilities from an operational perspective and create a schedule for enhancement, updates, and continuous maintenance of the facilities. The analysis will inform recommendations to ensure the facilities adequately support current and future students' academic, artistic, and athletic endeavors.

Objective 2: Identify fiscal resources. Analyze and identify funding sources to implement the district's long-term and short-term goals.

GOAL 4

OPTIMIZE FACILITIES AND OPERATIONS

Objective 3: Conduct a thorough evaluation of physical security measures and general safety across school facilities and during school events. Review current physical structure policies and practices to identify areas for improvement. Recommendations will be made for facility and policy adjustment and adopting best practices to ensure safety at the highest level for our students, staff, and the community. Safety enhancements and practices will be communicated to staff, students, and families.

GOAL 5

COMMUNITY PARTNERSHIPS



Objective 1: Expand partnerships with key organizations:

- **The Heartland Foundation:** Continue and deepen the long-standing collaboration with the Heartland Foundation, focusing on strengthening initiatives related to character education, preschool availability, English Learners, college and career readiness, mentoring, and innovative after-school and summer programming and facility enhancement.
- **Boys and Girls Clubs:** Strengthen the partnership with the Boys and Girls Clubs to expand students' access to after-school programs, recreational activities, and social-emotional support services.

GOAL 5

COMMUNITY PARTNERSHIPS

- **Local businesses:** Cultivate mutually beneficial partnerships with local businesses to create internship opportunities, job shadowing experiences, and career exploration events for students. Engage businesses in supporting school initiatives, such as providing guest speakers, sponsoring events, and donating resources.

GOAL 5

COMMUNITY PARTNERSHIPS

Objective 2: Develop a comprehensive community engagement plan that outlines strategies for regular communication and collaboration with community partners. Identifying and leveraging community resources to support school programs and initiatives. Recognizing and celebrating the contributions of community partners using Heartland as the foundation for community engagement that can be expanded across the Orrville School community.



ORRVILLE CITY SCHOOLS

THANK YOU

PREPARED BY:



