

WESTERN RESERVE LOCAL SCHOOL DISTRICT



WE ARE WR!

2023-2026 STRATEGIC PLAN



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OUR DISTRICT

Western Reserve Local Schools is a district serving the township communities surrounding Collins, Ohio. In our small district, our hearts are big, and our school pride runs deep. Our size plays to our advantage because we're able to get to know our students individually—a luxury that larger districts often forego. We offer a stellar academic curriculum and a host of extracurricular options, and in every arena, our students receive the strong support of parents, teachers, and community members.

VISION

Inspiring Hometown Pride, Instilling Excellence, Unlocking Pathways to Success

MISSION

Empowering every student every day to learn, lead and achieve by providing a connected, safe, and innovative experience.

NON NEGOTIABLES

- We act on our belief that all students can learn!
- We accept learning as the fundamental principle of the school and examine all practices in light of their impact on learning.
- We believe that all students belong to all of us.
- We establish and maintain an atmosphere of mutual respect and trust.



Board of Education

MR. CALEB BUCK

Board member

MR. KRIS GREEN

Board member

DR. SCOTT OMMERT

Board member

MR. JIM TODD

Board member

MR. FRANK EDWARDS

Board member

Administration

WILL SNYDER

Superintendent

CHRIS SHELDON

Assistant Superintendent

LISA BORDER

High School Principal

DANE BONNIGSON

Middle School Principal

SHAWNNA BAKER

Treasurer

JENNIFER CORNELISON

Director of Achievement
and Instruction

LEAH SOLOMON

Elementary Principal

RYAN FALKNOR

Elementary Assistant
& Athletic Director



WESTERN RESERVE LOCAL SCHOOL DISTRICT
GOALS AND OBJECTIVES

GOAL
1

Student Experience

Enhance the student experience by providing a well-rounded education that promotes academic, personal, and social growth, and prepares students for success in college, career, and life.



GOAL 1

Student Experience

Objective 1

Develop and implement strategies to increase the academic rigor of the Western Reserve Local School District, ensuring that all students are challenged and supported to reach their full potential. This will include a review of curriculum and instructional practices, as well as the development of professional development opportunities for teachers to enhance their capacity to provide rigorous instruction. The objective is to foster a culture of high expectations for academic achievement and provide students with the skills and knowledge necessary to succeed in college, the military or in a career.

Points of Consideration:

1. A perceived lack of electives – for Grades 6 – 12
2. A desire for additional College Credit Plus (CCP) classes and opportunities
3. Science/STEM

Objective 2

Assess our current discipline policies and procedures to identify areas where improvements can be made and develop strategies to address any issues or concerns that arise with a special focus on consistency.

Objective 3

Assess the current utilization of instructional technology, identify areas that require improvement to enhance student instruction, and subsequently execute the recommended changes.

Objective 4

Evaluate the effectiveness of the Western Reserve Local School District's current anti-bullying efforts through a comprehensive assessment. Utilize the assessment results to develop recommendations and strategies for improving existing anti-bullying measures and promoting a safe and positive school environment for all students. Finally, implement the recommended changes to enhance the effectiveness of anti-bullying efforts.

Objective 5

Conduct a comprehensive review of the current sports, extracurricular, and academic programs offered by the district, identify gaps and areas for improvement, and explore the possibility of introducing new programs or expanding existing ones to enhance the student experience. The aim is to provide students with a range of opportunities to engage in activities that align with their interests and talents, promote student well-being, and support academic and personal growth.

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GOAL 1

Student Experience

Objective 6

Evaluate the present and projected mental health needs of our district's students, in relation to the availability and effectiveness of existing mental health resources. This evaluation will serve as a basis for developing a plan to address the mental health needs of our students.

Points of Consideration:

1. Student mental health was the #1 identified challenge in both the parent/ community and staff surveys.
2. The need for behavior support was a reoccurring theme in the data.
3. Programming for at-risk students was identified as a need.
4. The request for additional counselors was a reoccurring theme in the data.

Objective 7

Develop and implement a comprehensive plan to expand opportunities and experiences for gifted students in the Western Reserve Local School District. This plan will direct the development of programs and enrichment opportunities to meet their unique academic needs. The objective is to ensure that gifted students are challenged, engaged, and supported to achieve their full potential.

Objective 8

Develop and implement a comprehensive plan to provide specialized support and educational resources for students with special needs in the Western Reserve Local School District.

Objective 9

Develop and implement a comprehensive program to teach practical life skills to students in the Western Reserve Local School District, with the goal of equipping students with the knowledge and skills necessary to succeed in daily life. This program will focus on areas such as financial literacy, personal wellness, time management, and communication skills.

Objective 10

Develop and implement a comprehensive program to teach practical life skills to students in the Western Reserve Local School District, with the goal of equipping students with the knowledge and skills necessary to succeed in daily life. This program will focus on areas such as financial literacy, personal wellness, time management, and communication skills.



WESTERN RESERVE LOCAL SCHOOL DISTRICT
GOALS AND OBJECTIVES

GOAL
2

Recruitment and Retention of an Excellent Staff

Establish and maintain efforts for recruiting and retaining a high-quality staff to ensure an excellent education experience for all students in the district.



GOAL 2

Recruitment and Retention of an Excellent Staff

Objective 1

Develop and implement a comprehensive plan for recruiting and retaining high-quality staff members for the Western Reserve Local School District. The plan will include strategies for identifying and attracting top talent and improving the hiring process.

Objective 2

Continuously provide high-quality professional development opportunities to all staff members in the Western Reserve Local School District. This will include identifying and addressing areas where training is needed, utilizing a variety of delivery methods, such as workshops, online courses, coaching and mentoring, and aligning professional development opportunities with the district's goals and initiatives. The objective is to provide staff members with the knowledge, skills, and tools necessary to effectively meet the needs of all students and to foster a culture of continuous learning and growth within the district.

Points of Consideration:

1. Training to equip teachers to handle social-emotional issues is a priority.
2. Leadership development for district personnel as a PD offering was a common theme received in the data.

Objective 3

Develop and promote a positive culture within the district by implementing systems that acknowledge and support all staff members, leading to increased morale and a more positive working environment. The objective is to build upon and expand existing initiatives to ensure all employees feel valued and appreciated for their contributions.

Objective 4

Conduct a thorough review of the current new employee orientation processes to identify areas of improvement and streamline the onboarding experience for new hires. By enhancing the orientation process, our aim is to provide employees with the necessary resources and support to succeed in their roles from the start, ultimately increasing retention and job satisfaction.



WESTERN RESERVE LOCAL SCHOOL DISTRICT
GOALS AND OBJECTIVES

GOAL
3

Communications
(External & Internal)

Ensure effective communication within the district and with the parents and community to provide timely and transparent dissemination of information.



GOAL 3

Communications (External & Internal)

Objective 1

Develop a comprehensive external communication program to enhance our reputation as a school district that provides outstanding student opportunities and to attract and retain top talent. This program will aim to promote transparency, generate support for our schools, and build a positive brand identity. To effectively reach all stakeholders, including students, families, alumni, community members, and partners, we will provide them with regular updates, showcasing the district's achievements and contributions to the community.

Points to Consider:

1. A special emphasis placed upon the “Branding” of the district.
2. Trust rebuilding from past events was identified as needing to be an area of focus.
3. Consider the reestablishment of open- houses for Middle School and High School.

Objective 2

Create a dynamic alumni engagement program that cultivates enduring connections between the district and its graduates. This initiative aims to motivate alumni to make meaningful contributions to the students at the Western Reserve Local School District.

Point to Consider:

1. Utilize alumni relationships to establish opportunities for students in the form of internships, mentorships, and other real world educational/professional opportunities.

Objective 3

Develop and strengthen community partnerships that align with and support the strategic priorities of the Western Reserve Local School District. This will involve identifying potential partners, building relationships, and establishing collaborations that leverage the expertise and resources of the community to enhance the quality of education and provide meaningful opportunities for students. The objective is to establish a network of partnerships that support student success, enhance community engagement, and contribute to the overall well-being of the community.

Objective 4

Utilize the buildings and facilities of the Western Reserve Local School District as community spaces to strengthen the sense of community within the district. This will involve identifying opportunities for community use of the district's facilities and promoting their availability to the broader community. The objective is to foster a sense of belonging and engagement within the community, while also promoting the use of district facilities for educational, cultural, and recreational activities. The district will work to establish partnerships with community organizations to maximize the use of the facilities and promote the well-being of the community.

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GOAL 3

Communications (External & Internal)

Objective 5

Create and implement a focused communication program to specifically promote available resources, programs, and supports designed to address mental health, behavioral, and social-emotional challenges faced by our students. Our objective is to effectively communicate the breadth of resources and supports available to our students, their families, and the broader community to enhance the overall well-being of our students and contribute to a positive, productive, and safe school environment.

INTERNAL COMMUNICATION

Objective 6

Create a culture of productive communication within the school district by implementing standardized internal communication practices and encouraging compliance. To achieve this, we will establish, distribute, and reinforce specific expectations and protocols for internal communication among our administrators, teachers, and staff members.



WESTERN RESERVE LOCAL SCHOOL DISTRICT
GOALS AND OBJECTIVES

GOAL
4

Finance

Provide responsible and accountable stewardship
of the school district's financial resources.



GOAL 4

Finance

Objective 1

Develop and disseminate clear and comprehensive information to the community about the current financial situation of the Western Reserve Local School District. The objective is to increase community understanding and awareness of the district's financial status. This information will be designed to be easily accessible and understandable to the community, with the aim of demonstrating transparency and fiscal accountability.

Objective 2

Examine the 2022 PI Cost Assessment financial and operational implications, including the projected revenue and costs, impact on taxpayers, specific improvements, and capital projects that could be funded. This objective aims to ensure that the district's funding mechanisms are sustainable and aligned with the district's strategic priorities while maximizing the resources available to support high-quality education for all students.



WESTERN RESERVE LOCAL SCHOOL DISTRICT
GOALS AND OBJECTIVES

GOAL
5

Facilities and Technology

Provide facilities and technology that enhance the learning experience of students in the school district.



GOAL 5

Facilities and Technology

Objective 1

Maintain and continuously develop facilities and infrastructure that align with the district's strategic priorities and meet the academic, artistic, and athletic needs of current and future students.

Points of Consideration:

1. The need for a track was mentioned multiple times in the data.
2. Items mentioned in the data include: (HVAC/Technology/Exterior Athletic Facilities / Roofs / Boilers)

Objective 2

Conduct a comprehensive assessment of physical security measures for all facilities and events and recommend policy changes and the implementation of best practices where necessary. Our goal is to ensure the safety and security of students, staff, and the community throughout the district.

Objective 3

Conduct a comprehensive assessment of the district's cybersecurity measures, including policies and procedures, to identify areas that require improvement and develop recommendations based on best practices. Ensure consistent implementation of security protocols across all district buildings and events to safeguard the privacy and security of sensitive information.

Objective 4


Conduct a comprehensive assessment of the current technology infrastructure and equipment used in the school district, identify areas for improvement, and recommend upgrades or replacements to ensure that technology remains up-to-date, reliable, and effective in supporting student learning and district operations.



western-reserve.org

WESTERN RESERVE LOCAL SCHOOL DISTRICT

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