



# FINNEYTOWN

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## LOCAL SCHOOL DISTRICT



The Journey for Your Children Begins  
at Finneytown Local School District

2018–2023



# TABLE OF CONTENTS

Strategic Plan Overview	3
Superintendent's Message	4
Mission, Vision, Core Beliefs	5
Goals, Objectives, and Measures	6
Overview of Goals	
Goal 1: Student Learning	8
Goal 2: School Culture	10
Goal 3: Facilities	11
Goal 4: Communication	12
Goal 5: Budget and Sustainable Funding	13

# An Overview of the Finneytown Local School District Strategic Plan

## STUDENT LEARNING

Provide every student a quality education that is grounded in high expectations personalized to meet his/her needs.



## SCHOOL CULTURE

Provide a learning environment that is safe, welcoming, and engaging for our students and staff.



## FACILITIES

Secure funding and provide safe, secure, student-centered facilities.



## COMMUNICATION

Effectively communicate our mission, goals, accomplishments, and challenges to the school community.



## FISCAL RESPONSIBILITY AND TRANSPARENCY

Maintain high standards for fiscal responsibility and stewardship.



*Additional detail on Strategies, Timeline, and Progress Monitoring Indicators is available in subsequent pages of this plan.*



## SUPERINTENDENT'S MESSAGE

Education is a journey; one that may take us on paths we never thought we'd explore or can take us where we've always wanted to be, but the journey should never end.

The journey for your children begins at Finneytown Local School District. Although our community is nestled within Springfield Township, Hamilton County, Ohio, USA; we are first and foremost Finneytown! Throughout the odyssey of learning that we take with your children, fine arts has become an area of distinction, as many of our students find their talents in music and art. We take special pride in our school as well as the success of our students. When they have reached the end of the road in Finneytown, our students are always prepared for the next paths they'll take whether that be college, career, or military experience. Our students have a strong foundation built upon knowledge, organization, flexibility, change, and compassion for others. The Finneytown athletic program produces athletes who understand and play the game well, but most importantly they display strong sportsmanship and leadership skills that will help them be accomplished citizens who Think, Grow, and Live.



As we strive to foster academic and social growth for each student in a safe, supportive school environment, we can reach our vision of being a learning community that inspires our students and staff to think critically, grow intellectually, and live with integrity.

Schools are a success when there is a partnership between school, home, and the community. We have spent the last year evaluating programs, collecting data, and listening to parents, students, staff, and community partners. We worked diligently to create this strategic plan to guide our journey. The number one focus is success for our students. Academics and social emotional well-being are embedded in our core beliefs. We do a lot of things well. We will strive to do all things better.

This strategic plan will guide our decisions and actions over the next 5 years. We will continually reflect and revise so we are constantly improving. We want it ALL for our students. To get there, we will focus on these beliefs, this mission and vision, and this strategic plan. Finneytown has a rich past, a diverse present and an amazing future. As we continue this journey to excellence, we invite you to join us. As with any road, there may be bumps or obstacles along the way, but with your continued support, we will recognize the challenges and overcome the hurdles. As we continue to foster a customer service attitude while remaining fiscally responsible, it's important to provide quality programming and resources that will maximize our educator and student impact. Student success is the center of it all as we think critically, grow intellectually, and live with integrity. It is with eagerness and hope we present the 2018-2023 Finneytown Strategic Plan.

**Terri Noe**  
*Superintendent*



## BOARD MEMBERS

**Mr. Tony Gast**, *Vice President*

**Mr. Steve Stuhldreier**

**Mr. Chad Engleman**

**Ms. Joyce Johnson**

**Mrs. Cindy Rebman**, *President*



# MISSION

To foster academic and social growth for each student in a safe, supportive school environment.

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# VISION

Be a learning community that inspires our students and staff to think critically, grow intellectually, and live with integrity.

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# CORE BELIEFS

**1**

Our priority is learning and growth for all students.

**2**

A safe, supportive, and nurturing environment is essential for our success.

**3**

Communication is crucial for an engaged, trusting community.

**4**

We value diversity and equity.

**5**

We are committed to fiscal responsibility and good stewardship.

# Goals, Objectives, and Measures for the District



## **STRATEGIC PLAN GOAL 1: Student Learning**

Provide every student a quality education that is grounded in high expectations personalized to meet his/her needs.

### **MEASURES OF SUCCESS FOR GOAL 1:**

- Graduation rates for each subgroup
- Third grade English language arts performance
- Eighth grade math performance
- All indicators on the state report card
- Number of students completing algebra by 8th grade



## **STRATEGIC PLAN GOAL 2: School Culture**

Provide a learning environment that is safe, welcoming, and engaging for our students and staff.

### **MEASURES OF SUCCESS FOR GOAL 2:**

- Attendance data
- Involvement of students in extracurricular activities
- Staff and student survey data
- Discipline/PBIS data



## **STRATEGIC PLAN GOAL 3: Facilities**

Secure funding and provide safe, secure, student-centered facilities.

### **MEASURES OF SUCCESS FOR GOAL 3:**

- Successful bond levy
- Complete new building project(s) on time
- Operating efficiently



## **STRATEGIC PLAN GOAL 4: Communication**

Effectively communicate our mission, goals, accomplishments, and challenges to the school community.

### **MEASURES OF SUCCESS FOR GOAL 4:**

- Increased stakeholder engagement and satisfaction, as measured by district surveys
- Increase the number of positive stories shared about the district through social media each year



## **STRATEGIC PLAN GOAL 5: Fiscal Responsibility and Transparency**

Maintain high standards for fiscal responsibility and stewardship.

### **MEASURES OF SUCCESS FOR GOAL 5:**

- Successful bond levy
- New building projects are completed on time
- Meet budget allowances
- District will operate without any new money through the 2022-2023 school year
- Budget aligned to our strategic plans



**STRATEGIC PLAN**  
**GOAL 1:**  
**Student Learning**

Provide every student a **quality education** that is grounded in high expectations personalized to meet his/her needs.

**MEASURES OF SUCCESS FOR GOAL 1:**

- Graduation rates for each subgroup
- Third grade English language arts performance
- Eighth grade math performance
- All indicators on the state report card
- Number of students completing algebra by 8th grade

**Goal 1, Objective 1:** Implement a quality K-12 Literacy Framework that 1) provides intensive coaching and support for teachers, literacy coaches and school leaders, and 2) engages our families and community to establish a thriving literacy culture.

Strategies	2018–2019	2019–2020	2020–2021	2021–2022	2022–2023	Progress Monitoring Indicators
Implement a K-12 literacy framework	● (K-3)	● (K-5)	● (K-8)	● (K-12)	●	Framework is adopted by Board of Education  Quarterly reports to the Board of Education
Improve kindergarten readiness of our future students	●	●	●	●	●	KRA data screening Contacts with PK providers

**Goal 1, Objective 2:** Improve student growth and academic achievement through implementation of a balanced assessment system, aligned curriculum, and best practices.

Strategies	2018–2019	2019–2020	2020–2021	2021–2022	2022–2023	Progress Monitoring Indicators
Develop and continually update curriculum maps and pacing guides in alignment with Ohio’s Learning Standards	●	●	●	●	●	Maps and Pacing Guides submitted to building leaders and shared with stakeholders
Develop and continually update formative practices and common assessments	●	●	●	●	●	KRA data screening Contacts with PK providers
Implement Teacher Based Teams at each grade level (K-5) and content area (6-12) to effectively use student data to inform instruction	●	●	●	●	●	Structured-common template for TBT meetings to guide discussion centered on student data
Increased development of relevant and mastery-based grading practices, coursework and programs	●	●	●	●	●	Agendas documenting discussion and planning

● Plan ● Develop ● Implement





**Goal 1, Objective 3:** Implement a multi-tiered system of support (MTSS) at each building to provide support and opportunities for all students.

Strategies	2018–2019	2019–2020	2020–2021	2021–2022	2022–2023	Progress Monitoring Indicators
Refine and adapt our current Multi-tiered Systems of Support (MTSS) to address individual student needs	●	●	●	●	●	Maps and pacing guides submitted to building leaders and shared with stakeholders
Continually improve collaboration among general education teachers, specialists, and paraprofessionals through co-planning and professional development	●	●	●	●	●	Professional Development Plan focused on development of collaboration and co-planning
Increase access and opportunities for advanced, gifted, and honors classes or programs for all students	●	●	●	●	●	<p>Secondary Course Guide presented to Board of Education</p> <p>Gifted Education Model of identification and services reported to Ohio Department of Education</p> <p>HQPD plans for general education teachers who are providing services for gifted learners</p>

● Plan ● Develop ● Implement

“

Strategic planning pulls perspectives from the schools and community so that the district can move ahead in a direction that is favorable to everyone. It enables success and high morale. It breeds positivity and demonstrates to everyone involved that we matter. It builds community and strengthens outward identity.

—FLSD Principal



**STRATEGIC PLAN**  
**GOAL 2:**  
**School Culture**

Provide a learning environment that is safe, welcoming, and engaging for our students and staff.

**MEASURES OF SUCCESS FOR GOAL 2:**

- Attendance data
- Involvement of students in extracurricular activities
- Staff and student survey data
- Discipline/PBIS data

**Goal 2, Objective 1:** Ensure that all students feel safe, valued, and have the opportunities to be engaged in their school

Strategies	2018–2019	2019–2020	2020–2021	2021–2022	2022–2023	Progress Monitoring Indicators
Ensure all safety practices and policies are implemented with fidelity	●	●	●	●	●	Agenda documents from District Safety Team District and building professional development plans
Provide programming and learning opportunities for students around social-emotional development	●	●	●	●	●	Curriculum map for SEL
Increase opportunities for extracurricular options for all students	●	●	●	●	●	Participation rosters
Refine and continually improve the House System in grades 6-12	●	●	●	●	●	House Leadership meeting agendas

**Goal 2, Objective 2:** Ensure that all staff members feel safe, valued, and have the opportunities to be engaged in their school

Strategies	2018–2019	2019–2020	2020–2021	2021–2022	2022–2023	Progress Monitoring Indicators
Ensure all safety practices and policies are implemented with fidelity	●	●	●	●	●	Agenda documents from District Safety Team District and building professional development plans
Provide professional learning on team building, culture, and establish trust for each school	●	●	●	●	●	District and building professional development plans
Provide more opportunities for distributive leadership within the buildings	●	●	●	●	●	DLT agendas and meeting notes
Engage in district leadership professional learning and team building	●	●	●	●	●	DLT agendas and meeting notes

● Plan ● Develop ● Implement



## STRATEGIC PLAN

### GOAL 3: Facilities

Secure funding and provide safe, secure, student-centered facilities.

#### MEASURES OF SUCCESS FOR GOAL 3:

- Successful bond levy
- Complete new building project(s) on time
- Operating efficiently

**Goal 3, Objective 1:** Design and construct schools that accommodate growth and district needs while maintaining high-quality programming with an intentional student-focused environment.

Strategies	2018–2019	2019–2020	2020–2021	2021–2022	2022–2023	Progress Monitoring Indicators
Develop the strategy and launch a bond levy campaign	●	●	●	●	●	Bond levy on ballot November 2019
Provide comprehensive training to staff on facility usage and safety		●	●	●	●	Agenda documents from District Safety Team Professional development plan Navigate Prepared tracking
Monitor operating efficiency the first 3 years of the new building(s) or projects			●	●	●	Energy management plan Data comparison

● Plan ● Develop ● Implement



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When there are so many directions the schools and district are going, it's essential to have a group to guide us forward as a solid group. Goals are good, but a true plan to implement them is monumental. I believe that's what this plan will do.

—FLSD Parent





## STRATEGIC PLAN

### GOAL 4: Communication

Effectively communicate our mission, goals, accomplishments, and challenges to the school community.

#### MEASURES OF SUCCESS FOR GOAL 4:

- Increased stakeholder engagement and satisfaction, as measured by district surveys
- Increase the number of positive stories shared about the district through social media each year

**Goal 4, Objective 1:** Ensure that mission, goals, accomplishments, and challenges are effectively communicated to the school community.

Strategies	2018–2019	2019–2020	2020–2021	2021–2022	2022–2023	Progress Monitoring Indicators
Explore district rebranding following the launch of the new strategic plan	●	●	●	●	●	Presentation to the Board of Education with recommendations by January 2020
Create a districtwide communication plan and update processes	●	●	●	●	●	Monthly updates to the Board of Education
Consistently promote our mission, goals, and accomplishments to students, staff, and community	●	●	●	●	●	Self-audit of communication of our mission and goals End of year surveys to assess understanding and knowledge of mission and goals Social media analytics Presentation to the Board of Education
Encourage and support staff collaboration and communication	●	●	●	●	●	Professional development plan Mentoring program Team meeting agendas and notes

● Plan ● Develop ● Implement



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My hope is that the strategic plan can help strengthen our identity, our growth, and help us to grow and be better. So we can be a great district, and others will actually know it!

—FLSD Teacher



**STRATEGIC PLAN**  
**GOAL 5:**  
 Fiscal Responsibility  
 and Transparency

Maintain **high standards** for fiscal responsibility and stewardship.

**MEASURES OF SUCCESS FOR GOAL 5:**

- Successful bond levy
- New building projects are completed on time
- Meet budget allowances
- District will operate without any new money through the 2022-2023 school year
- Budget aligned to our strategic plans

**Goal 5, Objective 1:** Be fiscally responsible by securing funding sources to achieve long term sustainability to support and fulfill the district's mission and goals.

Strategies	2018–2019	2019–2020	2020–2021	2021–2022	2022–2023	Progress Monitoring Indicators
Monitor and communicate revenue and expenditures	●	●	●	●	●	Monthly presentation to the Board of Education
Advocate for increased state and local support for public education	●	●	●	●	●	Attendance at professional organization meetings  Written and verbal communication to decision makers advocating on behalf of public education

● Plan ● Develop ● Implement







## SCHOOLS

### **Secondary Campus**

8916 Fontainebleau Terrace  
Cincinnati, OH 45231

### **Whitaker Elementary**

7400 Winton Road  
Cincinnati, OH 45224

### **Brent Elementary**

8791 Brent Drive  
Cincinnati, OH 45231

## ADMINISTRATIVE OFFICES

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**FOR MORE INFORMATION, VISIT:**

[www.finneytown.org](http://www.finneytown.org)