



Louisville City School District

407 E. Main St. • Louisville, OH 44641 • 330.875.1666

2014-2017 Strategic Plan

Louisville City School District

As Superintendent of the Louisville City Schools, it is my honor to present the 2014 – 2017 strategic plan for the district. As always, our primary goal remains providing well-rounded and rigorous curriculum, safe and clean schools and highly competitive extra-curricular programming to best position our students for success. This strategic plan was developed through a community outreach engagement plan that included parent focus groups, meetings with community leaders and a survey and meeting with the Louisville City School District staff.

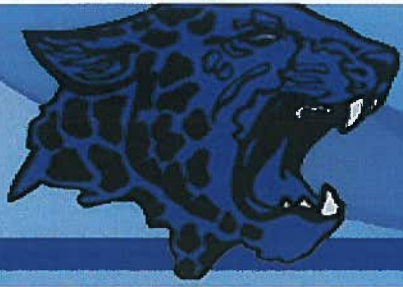
The strategic plan consists of seven goals that cover fiscal responsibility, qualified staff, external and internal communication, student achievement, buildings and safety and technology. Although this document a brief overview of the plan, each goal has been mapped out with specific objectives and action steps assigned to specific personnel, as well as dates for the objectives to be accomplished. A detailed copy of the strategic plan can be obtained by contacting the superintendent's office at 330-875-1666.

The purpose of this strategic plan is to provide distinct, feasible action steps to fulfill our mission of providing students with the best possible educational opportunities while continuing to gain community support through open and honest communication. I look forward to working with all of you in accomplishing the goals in this plan.

Sincerely,

A handwritten signature in black ink that reads "Steve Milano". The signature is written in a cursive, flowing style.

Steve Milano
Superintendent



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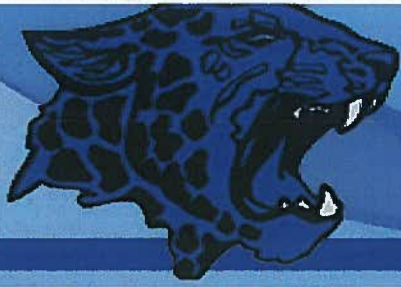
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STRATEGIC PLANNING GOALS AND OBJECTIVES

Goal 1: Fiscal Responsibility/Accountability

The Louisville City Schools will continue to be accountable, responsible and transparent in the efficient management and oversight of all financial resources.

Objective 1:

Communicate financial highlights internally and externally.

Objective 2:

Provide the community an opportunity to meet with the Treasurer prior to each months' regularly scheduled Board of Education meeting.

Objective 3:

Develop a financial report card.

Objective 4:

Explore alternative funding opportunities.

Goal 2: Qualified and Dedicated Staff

The Louisville City Schools are committed to supporting and training an open-minded, positive, caring and high-performing staff.

Objective 1:

Provide professional development opportunities.

Objective 2:

Provide team-building activities.

Objective 3:

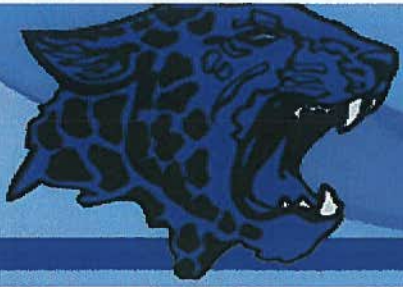
Develop a program to positively recognize staff members.

Objective 4:

Conduct end-of-year building-specific meetings to build morale, set goals and provide clarity.

Objective 5:

Develop an annual staff feedback survey.



Goal 3: External Communication

To educate and engage residents, parents and community organizations regarding the programs and services provided to our students and the citizens served by the Louisville City School District.

Objective 1:

Develop and implement a teacher/parent communication plan.

Objective 2:

Continue Paw Prints development and distribution.

Objective 3:

Create parent survey focused on communication.

Objective 4:

Establish teacher website expectations, including a baseline for what has to be included on the site.

Objective 5:

Create a Speakers' Bureau to share district information with community organizations.

Objective 6:

Update and maintain the district website.

Objective 7:

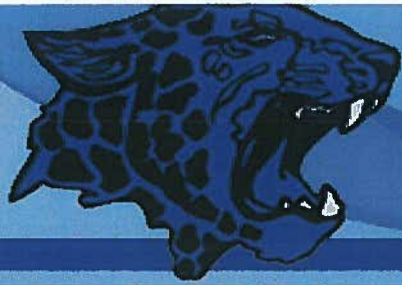
Increase social media presence throughout the district.

Objective 8:

Create and disseminate positive stories to the media.

Objective 9:

Create email campaign.



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Objective 10:

Create community engagement initiative of twice-per-year meetings that include parents, business leaders, community organizations and political officials.

Objective 11:

Utilize outside electronic boards for regular, up-to-date announcements, including district-wide messages.

Goal 4: Internal Communication

Create an open, innovative and collaborative environment that fosters constructive two-way communication among staff, administrators and the Board of Education.

Objective 1:

Initiate Lead teacher (communication point person) development program. This is one teacher in each building as go-to person for communication in regards to curriculum and instruction.

Objective 2:

Develop a monthly internal e-newsletter to staff, partnering with LEA and OAPSE for content.

Objective 3:

Develop staff message training, including speaking points on finances and curriculum.

Objective 4:

Hold bi-annual meetings of the labor management committee (OAPSE staff).

Objective 5:

Hold regular meetings of the staff relations committee.

Objective 6:

Minimize confusion on district versus state changes by creating a document that shows what is state mandated versus district.

Objective 7:

Provide a brief district update at professional development and in-service days.



Goal 5: Student Achievement

Create an environment where every student has the opportunity to reach their maximum potential in academics, arts and athletics with a focus on college/career readiness and the development of critical life skills.

Objective 1:

Continue implementation of Rtl in each building, with a particular focus on identifying at-risk kids before they reach the high school.

Objective 2:

Increase ACT scores.

Objective 3:

Establish vertical curriculum alignment between grade levels.

Objective 4:

Analyze life skills curriculum/instruction.

Objective 5:

Promote R.G. Drage programs to students and parents.

Objective 6:

Provide opportunities for potential career exploration, especially in the eighth grade.

Objective 7:

Expand problem-based learning at the elementary level to increase critical thinking skills.

Objective 8:

Increase the promotion of extracurricular activities by exploring additional athletic and artistic opportunities.

Objective 9:

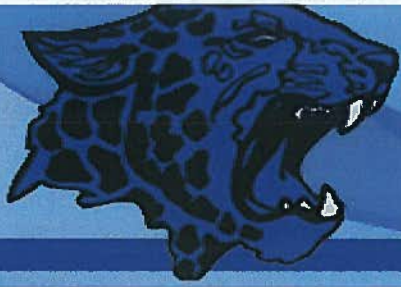
Review current student discipline policies and procedures.

Objective 10:

Continue building STEM (Science, Technology, Engineering and Mathematics) curriculum.

Objective 11:

Increase breakfast and lunch participation by 50%.



Objective 12:

Increase healthier food choices for students.

Goal 6: Buildings and Safety

The Louisville City Schools are committed to keeping all students safe. The LCSD are also dedicated to ensuring facilities are efficiently run, properly maintained and available for the community in order to create the greatest impact for students and the community as a whole.

Objective 1:

Develop a program for greater community access. This includes creating packages for events, adult education opportunities and exploring partnerships with area colleges.

Objective 2:

Upgrade physical infrastructure for safety purposes.

Objective 3:

Evaluate and update evacuation protocol and lockdown drills, including updating the safety and security manual.

Objective 4:

Develop facility maintenance cycle for upkeep and safety.

Objective 5:

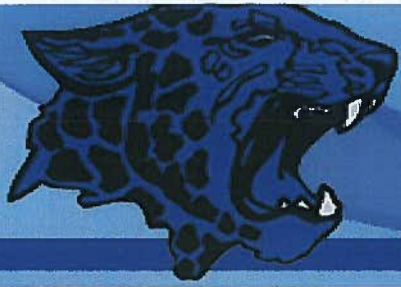
Implement transportation upgrades, including the possibility of cameras on all buses, plus fleet and facility upgrades.

Objective 6:

Update kitchen equipment for efficiencies.

Objective 7:

Implement conservative energy project.



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Goal 7: Technology

The Louisville City Schools will explore and integrate technology throughout the district to enhance instruction, increase student achievement and provide greater operational efficiencies.

Objective 1:

Update technology infrastructure at Middle School and North Nimishillen.

Objective 2:

Provide technology-focused professional development for teachers.

Objective 3:

Pursue one-to-one technology.

Objective 4:

Align technology instruction vertically.

Objective 5:

Explore becoming a Google district.

Objective 6:

Explore administrative technology upgrades.

Objective 7:

Implement technology resource planning.