

Avon Local School District



Strategic Plan 2022-2025



Mission and Vision Statement

MISSION

The mission of the Avon Local Schools is to educate the whole student in an inclusive environment that inspires personal excellence.

VISION

The vision of the Avon Local Schools is to create a legacy of excellence, innovation and service fostered through collaboration within the community.



Purpose, Process, Monitoring

PURPOSE: The purpose of the Avon Local Schools Strategic Plan is to move the district forward in preparing our students to be competitive academically while remaining fiscally responsible as a district. The plan is a decision-making framework that will be used over the next three school years to assist the district in achieving these goals.

PROCESS: The committee consisted of community members, parents, students, teachers, support staff, administrators and Board Members. The group identified our “big ideas” and answered the question, “Where do we want to be in three years?” From there, individual tasks were developed with the purpose of answering that question.

MONITORING: We will have audit meetings twice per year to monitor and refine the plan as needed. This monitoring group will consist of a representation of all stakeholder groups. The plan is intended to be dynamic, so additions, deletions or changes based on new information or state mandates are expected.



FOCUS AREA

- 1. Curriculum and Staff Development**
- 2. Community Well Being**
- 3. Culture and Communications**
- 4. Capital Assets and Security**



Focus Area 1: Curriculum & Staff Development

Professional Development and Resources- Avon Local Schools will provide professional development opportunities for staff.

Task What do we need to do?	Responsibility Who is responsible?	Resource How will we support it?	Timeline When?	Notes
Vertical Alignment <ul style="list-style-type: none">Provide Professional Development to bridge curriculum across grade levels, content areas, and social/emotional content K-8	Curriculum Director Principals	Title Funds	May 2025	
Implement and focus on a student centered instructional strategies. (John Hattie- Instructional Strategies)	Curriculum Director Principals	Title Funds	May 2023	



Focus Area 1: Curriculum & Staff Development

Technology for Learning and Integration - Avon Local Schools will implement technological advancements to promote growth in programming and response to changing times.

Task What do we need to do?	Responsibility Who is responsible?	Resource How will we support it?	Timeline When?	Notes
Social Media and Digital Citizenship Courses/Lessons- K-12 <ul style="list-style-type: none">Change in Course material and vertical alignment of what skills are being taught-6-12	District Media Specialist Technology Director Curriculum Director	General Fund	May 2024	



Focus Area 1: Curriculum & Staff Development

Student Centered Learning - Avon Local schools will implement research based teaching and learning strategies..

Task What do we need to do?	Responsibility Who is responsible?	Resource How will we support it?	Timeline When?	Notes
Implement MTSS (Multi Tiered System Supports) uniformly across District <ul style="list-style-type: none">Consistent Framework K-12	Student Service Director School Psychologists	Title Funds General Funds	May 2024	
Alignment of Teacher/Parent Reporting Tools to show mastery of content <ul style="list-style-type: none">How are we assessing and reporting student knowledge of standards?When we use grades to report, what makes up that grade?	Curriculum Director Principals Teachers	Title Funds General Funds	May 2025	



Focus Area 1: Curriculum & Staff Development

Expanded Offerings-Avon Local Schools will expand student course and afterschool offerings throughout the district.

Task What do we need to do?	Responsibility Who is responsible?	Resource How will we support it?	Timeline When?	Notes
Provide Life Skills Offerings at AHS (Personal Finance/Budget, Workshop-Home Repair)	AHS Administration Curriculum Director	General Fund	May 2024	
Provide Experiences that are alternatives to a 4 year college bound students- <ul style="list-style-type: none">• Hands on Career Prep• Alternatives to College Prep• Explore Career Paths	AHS Principals AMS Principals Curriculum Director Student Service Director Local Resources (LCCC, JVS, Business Cohort)	General Fund	May 2023	
Increase in Activities and Clubs- All Grade Levels <ul style="list-style-type: none">• Communicating what is offered each year• Research Outside No Cost Groups• Research AHS Clubs to support elementary level and all abilities	Principals Staff Community	General Fund	May 2023	



Focus Area 1: Curriculum & Staff Development

Special Education and Gifted Services -Avon Local Schools will analyze and improve services provided to our Avon students.

Task What do we need to do?	Responsibility Who is responsible?	Resource How will we support it?	Timeline When?	Notes
Re-Evaluation of Gifted Program structure <ul style="list-style-type: none">• Vertical articulation• Transitions from Building-to-Building• Gifted Parent Night	Gifted Coordinator Curriculum Director Principals	General Fund	May 2023	
Increase Inclusivity and Supports <ul style="list-style-type: none">• Educating the school-community about different abilities; promoting and celebrating• Staff PD - sensitivity-training and the WHY of supports and services• Wrap around services; community resources and outside programs on school website• Social Worker & School Counselor Supports - well being groups	Director of Student Services Principals Staff Community Partners	IDEA Funds	May 2025	
Alignment of transition plans <ul style="list-style-type: none">• Building to Building• Grade to Grade	Director of Student Services	Student Service Director	May 2023	



Focus Area 2: Community Well Being

Student, Staff, Community Well Being-Avon Local Schools will support the emotional and mental well being of all stakeholders.

Task What do we need to do?	Responsibility Who is responsible?	Resource How will we support it?	Timeline When?	Notes
Implement Parent/Student Community Avenues to Provide Education Digital Resource Library <ul style="list-style-type: none">• Provide resources that instruct on tools, apps,safety measures• PBIS-added tech expectations	District Media Specialist AHS Tech classes Teachers School Counselors/Staff Local Health Boards Parents/Community Social Worker	Endowment Grant Additional Grants General Fund	May 2024	
Increase Parent/Community Volunteer Opportunities PreK-12 <ul style="list-style-type: none">• Community Nights• Academic Supports• Buddy Programs/Mentor Programs	Principals Staff Community	Endowment Grant Additional Grants	May 2025	



Focus Area 3: Culture and Communications

Communications - Avon Local schools will provide a communication framework that allows for transparent and consistent communication from and to all stakeholders.

Task What do we need to do?	Responsibility Who is responsible?	Resource How will we support it?	Timeline When?	Notes
Implement Consistent Communication standards for grade-levels/teams/buildings/extra-curriculars <ul style="list-style-type: none">• Timely• Tool Used	Communications Director Principals Staff	General Funds Grants	May 2023	
Implement Consistent Communications regarding District Offerings <ul style="list-style-type: none">• After school/ Extra Curricular• Superintendent Newsletter• Opening Building Newsletter• Website Link	Communications Director Principals	General Funds Grants	May 2023	



Focus Area 3: Culture and Communications

Culture - Avon Local Schools will create an inclusive environment that promotes a positive culture.

Task What do we need to do?	Responsibility Who is responsible?	Resource How will we support it?	Timeline When?	Notes
Student/Staff Recognition <ul style="list-style-type: none">Positive student recognition weekly by email/phone/social mediaAdministration/Community staff recognition monthly	Central Office Principals Staff Community	General Fund Grants	May 2023 On-going	
Positive Multi-media posts <ul style="list-style-type: none">Daily TweetWeekly Newsletters WebsiteMonthly Newsletters	Communications Director Principals Staff	General Fund Grants	May 2023 On-going	



Focus Area 4: Capital Assets and Security

Transportation Safety - Avon Local schools will improve transportation safety.

Task What do we need to do?	Responsibility Who is responsible?	Resource How will we support it?	Timeline When?	Notes
AHS Traffic/Parking <ul style="list-style-type: none">Form CommitteeDevelop and implement a plan to improve	Operations AHS Admin AHS Stakeholders City of Avon Community Members	PI Funds City Resources General Fund	May 2022	

Food Service- Avon Local Schools will improve menu options throughout the District.

Task What do we need to do?	Responsibility Who is responsible?	Resource How will we support it?	Timeline When?	Notes
Avon Local Schools Menu <ul style="list-style-type: none">Form CommitteeResearch Options-Schools, Outside AgenciesBudget Analysis- Cost per meal/ala carte, employees, managementsummer activities- culinary camp/farming	Operations Principals Parent/Community Members Chartwells (Outsource)	General Funds	May 2024	



Focus Area 4: Capital Assets and Security

Capital Improvement Projects - Avon Local Schools will improve facilities and infrastructure.

Task What do we need to do?	Responsibility Who is responsible?	Resource How will we support it?	Timeline When?	Notes
Align Capital Assets Planning tools to represent long range projections	Operations Director Treasurer	N/A	October 2022	
Upgrade District Wireless	Tech Department	PI Funds e-Rate	June 2023	
Field House	Operations Director Treasurer Avon Athletic Boosters	PI Funds	June 2025	
Stadium Bathrooms	Operations Director Treasurer Avon Athletic Boosters	PI Funds	June 2025	



Focus Area 4: Capital Assets and Security

Capital Improvement Projects - Avon Local Schools will improve facilities and infrastructure.

Task What do we need to do?	Responsibility Who is responsible?	Resource How will we support it?	Timeline When?	Notes
Implement a Digital Resource Employee to manage our assets (scoreboard, live streams)	Human Resource Director	General Fund	August 2022	
Field Turf Additional Playing Areas	Operations Director Treasurer Avon Athletic Boosters City of Avon	PI Funds Potential cost share with City of Avon for recreation space	May 2025	
Maintenance Workshop/Barn <ul style="list-style-type: none">Tear down building and create new bathrooms- see item 4 on previous slide	Operations Director	PI Funds	June 2024	



Strategic Planning Committee

Emily Allsop- Staff
Brooke Adkins- Staff
Jill Anamasi-Parent
Kate Brannigan- Staff
Ted Bruening-Parent
Kristina Buller- Administrator
Jason Call- Pupil Service Director
Adam Castrilla-Administrator
Al Cornaro-Parent
Jennifer Cornaro-Parent
Kelli Davisson-Administrator
Jennifer Demaline-Parent/City Council
Luigina DiNardo-Rose-Parent
Mike Elder- Human Resource Director
Virginia Fitch-Assistant Superintendent
Larry Fish- Technology Director
Bill Fishleigh- Operations Director
Anne Fox- Pupil Service Coordinator
Nora Fox- Administrator
Sadie Fox-Treasurer

Franco Gallo-Parent/ESC Superintendent
Alissa Gault-Board Member/Parent
Art Goforth-Board Member
Sean Hicks-Staff
Ben Hodge- Superintendent
Erin Holzhauer-Administrator
Danielle Holztrager-Parent/SST
Vinny Hokavar-Administrator
Kristine Jordan- Parent
Valerie Kaminski- Curriculum Director
Dennis Kramer-Board Member
Michelle Kosboth -Parent
James Lazarus-Parent/Business owner
Jonathan Liskovec-Parent
Stefanie Lowery- Administrator
Angie Minnillo-Parent
Maura Neville-Administrator
Maggie Newton-Parent
Christina O'Brien-Parent
Diane Ostang-Parent

Kathryn Patrick-Parent
Erick Pawlyshyn-Parent
Greg Pinter-Parent
Megan Rauterkus-Staff
Emily Russ-Administrator
Mike Ryan-Administrator
Traci Schmotzer-Parent
Trish Seaman-Parent
Julie Short- Communications/Parent
Eleanor Shuder-Staff
Tara Tatman- Board Member/Parent
John Vilevac- Staff
Gary Votush-Administrator
Emily Vucovich-Staff
John Weigman-Board Member
Renee White- Staff/Parent
Julie Wilmer- Staff