



**ROMEO
COMMUNITY
SCHOOLS**

**2023-2025
STRATEGIC PLAN**

**YEAR 2 - 2024
PROGRESS REPORT**



2023-2025 Strategic Plan

Year 2 Progress Report - 2024

Introduction:

This report is a summary of the progress our district has made over the course of year 2 of implementation of the 2023-2025 Strategic Plan. Each year of implementation is aligned with the calendar year since approval of the Board of Education in January of 2023. The calendar year of 2024 has served as year 2 of our implementation efforts. Each of the “Focus Areas” presents the original goals as set forth in the plan with a short narrative on progress that has been achieved in the different strategies within that goal. Also included is a progress update on the “measurable objectives” within each goal.

Teaching and Learning

Year 2 Progress Report

GOALS:

- Implement fully *The Academies at Romeo High School Master Plan* that prepares all 9th-12th grade students for college, careers, and life.
- Develop new learning opportunities in grades PK-8 to align with the Academies at Romeo High School.
- Expand student opportunities in a variety of areas, including fine arts, after school clubs, STEM programs, service organizations, academic support, and others.
- Enhance a district-wide system of tiered supports for staff to use in supporting and meeting the needs of students.

Year 2 Progress Summary:

Goal 1- Implement fully *The Academies at Romeo High School Master Plan* that prepares all 9th-12th grade students for college, careers, and life.

The high school has made great progress in implementing the original Master Plan written in the Spring of 2018. Through the work of our high school team and business partners we have revised the Profile of a Graduate. The new graphic of the Profile has been printed on posters and hung throughout the 9th Grade Academy as well as the 10-12 building. The 9th grade teachers are focused on teaching the strengths within the Profile this fall.

The next steps for the team is to examine the structures and processes to ensure sustainability. We also need to be forward thinking about what’s next in a Master Plan 2.0

Examples: [Profile of a Graduate Graphic](#)

Goal 2- Develop new learning opportunities in grades PK-8 to align with the Academies at Romeo High School.

The middle school planning team has finalized the Master Plan. The Profile of a Middle School Scholar is ready to be sent to the graphic designer. All students will experience the Non-Profit Exploration Fair this year as they explore the world of nonprofits and how they help our community.

The next steps for the Academies at Romeo Middle School will be to fully develop the 7th and 8th grade experiences with non-profit organizations. The culture work with Capturing Kids' Hearts will continue and we will assess the support they need to be successful with Year 2 implementation. The elementary level will plan for the signature experiences for Grades K-3 and create the career exploration activity for each level. We will also begin the process of creating the Profile of an Elementary Scholar.

Examples: [RMS Master Plan](#)

Goal 3- Expand student opportunities in a variety of areas, including fine arts, after school clubs, STEM programs, service organizations, academic support, and others.

There are clear expectations and consistency to support clubs at each level in the REA contract.

The next steps will be to create a process and plan for adding new opportunities for students. This could include clubs, course offerings, or additional lessons to expand focus on these areas.

Examples: [Contract language](#)

Goal 4- Enhance a district-wide system of tiered supports for staff to use in supporting and meeting the needs of students.

The elementary level has completed the Tier 2 & 3 audit for intervention materials. The Board of Education approved a new ELA Curriculum in July for middle school and high school. We are currently implementing the newly adopted materials.

Our work for the remainder of this school year will be focused on the K-12 adoption of a new math curriculum. We are also beginning to create a clear MTSS process in our early childhood programs.

Examples: Curriculum Adoptions

Measurable Objectives: Update on achievement for year 2.

Goal 1-

1. Updated Profile of a Graduate published, and shared with stakeholders - **COMPLETED**
2. Tactical plans written and shared with stakeholders - **IN PROGRESS**
3. Communications Plan- **IN PROGRESS**

Goal 2-

1. RMS Master Plan completed and shared with stakeholders - **COMPLETED**
2. Profile of a Middle School Scholar- **IN PROGRESS**
3. Align signature event by grade level across the district (partner with RHS Pathway)
 - a. 3rd-5th grade (Y2 implementation) - **IN PROGRESS**
4. Career exploration around signature event - **IN PROGRESS**

Goal 3-

1. Develop consistent expectations for number of offerings for after school clubs by level-

COMPLETED

2. New Opportunities Plan for each level - **IN PROGRESS**
3. Contract includes staffing and compensation for new opportunities - **COMPLETED**

Goal 4-

1. Intervention Audit - **COMPLETED**
2. Curriculum Adoptions approved by BOE - **COMPLETED**

Safety and Wellness

Year 2 Progress Report

GOALS:

- Improve students and staff feeling safe in our schools.
- Improve students and staff feeling connected to our schools.
- Create a continuum of district-wide wellness initiatives that empower our staff and students.

Year 2 Progress Summary:

Goal 1- Improve students and staff feeling safe in our schools

We have made great strides over the last year to bolster our district's robust safety plan. We have a new Director of Safety and Security, Mike Thomas, who helps to coordinate our efforts throughout the district. There continues to be monthly district safety team meetings that are held with local police & fire agencies attending bimonthly. This resulted in a comprehensive tabletop exercise in June. The Board of Education has approved an update to the emergency operations plan.

Examples- AED/TAC Pack Audit & Refresh, [Threat Assessment Updates](#), Relocation and Reunification Process, [Building Drills](#)

Goal 2- Improve students and staff feeling connected to our schools

Romeo Community Schools continues to make it a priority to have students and staff feel supported and connected to the people in the district and the buildings that they learn and work in. The Academies at Romeo Middle School are creating the structure and opportunity to expand farther and connect with our community partners. Romeo High School administrators and counselors have initiated the Hatching Results program to use data to help support student success with Tier 1 and Tier 2 interventions. *Examples- [Capturing Kids Hearts](#), [CARE and Gallagher Staff Resources](#), Team Building, [Purpose Points!](#)*

Goal 3- Create a continuum of district-wide wellness initiatives that empower our staff and students.

A district Wellness Plan and committee was created to promote physical fitness, mental health, and nutrition for all students. This committee meets multiple times per year to set goals to support healthy practices for all of our students. Romeo has created new digital resources that

can be used on demand by staff and families to promote good mental health and wellness, including monthly mental health and wellness roundtables on our Keeping Up with R Community podcast. Romeo has hired a new district nurse, Julie Pauley R.N., to help support the medical plans of our students and training of our staff members.

Examples- [CPR training](#), [Cardiac Response Drills](#), [Podcasts](#), [Wellness Committee](#), [Medical Action Plans](#)

Measurable Objectives: Update on achievement for year 2.

Goal 1-

1. Integrate Emergency Response Coordination Planning with local agencies - **IN PROGRESS**
2. Develop the district structure for emergency response training, practice and review - **COMPLETED**
3. Implement a School Safety awareness effort for parents - **IN PROGRESS**

Goal 2-

1. Structures for feedback to consider student voice created - **COMPLETED**
2. Recognition of staff among buildings and district consistent - **COMPLETED**

Goal 3-

1. Map the continuum of current initiatives - **COMPLETED**
2. Complete the District Wellness Plan - **COMPLETED**
3. Conduct a gap analysis of needs - **COMPLETED**
4. Continue to increase student support groups led by professional mental health staff - **COMPLETED**
5. Create mental health and wellness digital resources - **COMPLETED**

COMMUNITY OF COLLABORATION

Year 2 Progress Report

GOALS:

- Establish consistent structures to promote student voice
- Increase the number of community partnerships to support our schools
- Strengthen our connection with parents through effective parenting partnerships
- Grow and strengthen teacher/staff collaboration opportunities

Year 2 Progress Summary:

Goal 1- Establish consistent structures to promote student voice

We are excited to announce the implementation of a set of non-negotiable student input strategies. Each building will leverage these strategies to ensure that student voices are heard and valued. This commitment to student agency will empower our learners and foster a more inclusive and responsive learning environment.

Examples- School safety practices, teaching and learning, extracurricular/enrichment opportunities

Goal 2- Increase the number of community partnerships to support our schools

By consolidating our community partnerships into a single, comprehensive list, we are streamlining our outreach efforts and ensuring that we are not overextending the valuable support of our partners. This centralized approach will enable us to build stronger, more sustainable relationships and maximize the impact of our collaborations.

Examples- [Community partner list](#)

Goal 3- Strengthen our connection with parents through effective parenting partnerships

Building on the success of our February State of the District event, we will continue to engage parents and community members through innovative microevents. These events will leverage various mediums, including our popular podcast, "Keeping Up With 'R' Community," to provide accessible and informative opportunities for connection and collaboration.

Examples- State of the District, RCS podcast

Goal 4- Grow and strengthen teacher/staff collaboration opportunities

In alignment with Goal Four of our strategic plan, we have invested in a web-based platform to support the professional development of our paraeducators. This platform offers over 150 learning modules tailored to their specific roles, empowering them to enhance their skills and better support our students.

Examples- [Paraprofessional PD](#)

Measurable Objectives: Update on achievement for year 2.

Goal 1- Establish consistent structures to promote student voice

1. Identify what structures currently exist for students voice opportunities
 - Generate a list of current student opportunities - **COMPLETED**
2. Determine efficacy of current opportunities
 - Results of student feedback - **COMPLETED**

Goal 2- Increase the number of community partnerships to support our schools

1. Identify our current community partners
 - Build a list of current elementary and secondary partnerships - **COMPLETED**
2. Identify potential community partnerships
 - Create a needs-based partnership list - **COMPLETED**
3. Develop an action plan for cultivating relationships
 - Create a systematic onboarding process for new community partnerships - **IN PROGRESS**

Goal 3- Strengthen our connection with parents through effective parenting partnerships

1. Identify parent needs
 - Communication preference findings - **COMPLETED**
 - Results of parent needs form (Top 3 identified) - **COMPLETED**
2. Creation and implementation of parent event(s)
 - Execute this planning in the winter of 2024 event(s) - **COMPLETED**

Goal 4- Grow and strengthen teacher/staff collaboration opportunities

1. PreK-12 Collaboration
 - Outcomes of District PD Advisory Committee input - **COMPLETED**
 - Professional Learning Plan represents high priority needs - **COMPLETED**
2. Vertical Articulation Planning
 - Build capacity of our administrative team around effective vertical articulation - **IN PROGRESS**
 - Plan opportunities for staff to execute within a structured set of outcomes (initial implementation would be grades 6-12) - **IN PROGRESS**

Conclusion:

As we have concluded the end of the second year of implementation of the 2023-25 RCS Strategic Plan, it is clear that we have achieved many of the efforts outlined in the original plan. Several of the strategies have led to embedded efforts in the regular routine of the district. With this in mind, the District Leadership Team has undergone a series of discussions to reauthorize the plan for Year 3 and beyond. Our Focus Area Work Teams are finalizing an updated look at year 3 implementation efforts. Those measurable objectives identified as “In Progress” in this report will be reviewed and brought forward in the Year 3 update.