



MISSION

Each student is highly-educated, prepared for leadership and service, and empowered for success as a citizen in a global community.

VISION

A world-class model of public education that prepares members of our communities to reach their full potential.

CORE VALUES

Columbus City Schools:

- ❖ Supports academic achievement, continuous improvement, civic stewardship, and lifelong learning.
- ❖ Collaboratively and responsibly governs with integrity.
- ❖ Demonstrates compassion, respect, trust and love to each other and those we serve.
- ❖ Values family and community engagement and empowerment, as well as equity and diversity.

STRATEGIC GOALS



Goal 1 - Academic Performance

Each of our students reaches their full potential and graduates prepared to attend college, serve in the military, start a business, or enter the workforce.

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Goal 2 - Culture and Climate

Our district creates safe, student-centered, innovative learning environments.

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Goal 3 - Talent Management

Our district recruits, develops, and retains world-class educators and staff.

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Goal 4 - Accountability and Engagement

Our district is accountable to our communities and stakeholders, and confidence in our district and our schools is maintained through strategic, responsible, and transparent leadership.





Academic Performance

Each of our students reaches their full potential and graduates prepared to attend college, serve in the military, start a business, or enter the workforce.

1. Implement a comprehensive plan to increase our students' development and proficiency in the areas of literacy and numeracy.

- ❖ Conduct a District-wide curriculum audit.

2. Increase our high schools' graduation rates through high-quality instruction, personalized support, and strong relationships.

3. Implement a regional model for oversight of our schools, dividing the district into six geographic areas to take advantage of existing feeder patterns and create consistent and equitable access to curricula and experiences.

- ❖ Recruit top talent to serve as Area Superintendents to oversee each region.
- ❖ Establish a District network of resources and support that can be directed to schools in ways that meaningfully address concerns and amplify strengths.
- ❖ Refine the District's daily data accountability scorecard to facilitate action by our building leadership team.



Culture and Climate

Our district creates safe, student-centered, innovative learning environments.

1. Create welcoming environments in all of our buildings with a renewed focus on customer service.

2. Focus on the well-being of our students and their social-emotional learning through the use of PBIS, Restorative Practices, and Trauma-Informed Care.

- ❖ Ensure the appropriate staff are properly trained on strategies regarding social-emotional learning and support.

3. Strengthen our safety and security measures across the District through strategic staffing, training, and analysis.

- ❖ Supplement our current Safety and Security team by adding 31 positions by the start of the 2019-2020 school year.
- ❖ Conduct Continuity of Operations Plan (COOP) training with all District departments to establish procedures for performing essential operations during an emergency situation or long-term disruption.



Talent Management

Our district recruits, develops, and retains world-class educators and staff.

1. Develop a recruitment plan that allows the District to attract talented and highly-qualified teachers and staff.

- ❖ Refine our partnership with the Ohio State University College of Education and Human Ecology to establish a pipeline of talented teachers and administrators.

2. Reimagine the District's professional development program that will engage and energize our teachers and staff and create a Culture of Learning in Columbus City Schools.

- ❖ Develop meaningful and relevant experiences and training for all staff during professional development opportunities.



Strategic Engagement

Our district is accountable to our communities and stakeholders, and confidence in our district and our schools is maintained through strategic, responsible, and transparent leadership.

1. Establish a culture across the District and within our schools where families and community stakeholders are meaningfully engaged and welcomed as partners in our work.

- ❖ Develop a comprehensive strategic engagement plan that addresses all types of partners including families, students, businesses, non-profit organizations, and faith-based organizations.
- ❖ Create a master list of partner organizations working in our schools and across the District.

2. Engage a consultant to lead the District through an educational visioning and strategic planning process in order to refine and create goals, values, and priorities that will guide our work for the near and longterm future.

- ❖ Identify key stakeholders to participate in the process to ensure a wide range of input.

