WARRENSVILLE 2020:
REACHING NEW HEIGHTS
WARRENSVILLE HEIGHTS CITY SCHOOL DISTRICT
STRATEGIC PLAN
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Creating an educational environment that promotes curiosity, critical thinking, communication and collaboration while empowering scholars to be responsible, contributing members of our community, nation and world.
Where Tiger Pride Means...

...Families are critical to our success, and an extension of the district.

...Progress is enhanced by multiple collaborations and partnerships.

...Dedication to building a foundation for the future for all scholars.
WHCSD is committed to providing a rigorous and comprehensive academic experience that prepares scholars for success in the 21st century.

**OBJECTIVES:**

- Implement Universal Pre-K to build Early Childhood Education
- Use assessment data to make informed decisions
- Align curriculum, instructional strategies and professional development to meet scholar needs
- Expand Tiger Track programs and pathways to prepare scholars for 21st century careers

**PROGRESS MEASURES:**

- Kindergarten Readiness
- Scholar Achievement
- Graduation Rates
- College and Career Readiness
TALENT MANAGEMENT

GOAL:
WHCSD recruits, develops, supports and retains the highest quality educators and support staff to maximize district potential and realize goals.

OBJECTIVES:
- Provide Professional Development to continuously invest in current and new staff
- Create an incentive package to help retain staff
- Restructure/Right-size staffing to meet the district’s needs
- Update job descriptions and salaries to attract top talent for vacancies

PROGRESS MEASURES:
- Staff Retention
- Staff Feedback
- Teacher and Leader Effectiveness
- Teacher and Leader Fill Rate
- Professional Development
- Student Enrollment
COMMUNICATIONS

GOAL:

Our communications strategy at WHCSD builds support for public education, promotes staff allegiance and enhances trust and transparency for our scholars, parents, community members and partners.

OBJECTIVES:

- Provide scholars and parents with streamlined information relevant to their specific needs
- Design an effective employee communications program that improves knowledge about and support for the school district and facilitates ongoing, two-way internal communication
- Establish an effective community relations program to build collaborative relationships and strengthen support for and confidence in WHCSD
- Provide for an effective media relations program that enhances the school district’s image in the community
- Establish a clear brand for the school district and begin to build upon that image and reputation
- Create continuity among all public relations vehicles, including district website, electronic communications and print publications, and provide online tools that empower the public to interact with WHCSD

PROGRESS MEASURES:

- Media and Online Resource Engagement Metrics
- Surveys and Stakeholder Feedback
- Community Outreach and Engagement
CULTURE AND LEARNING ENVIRONMENT

WHCSD is a unique culture that provides safe surroundings and a positive learning environment.

GOAL:

OBJECTIVES:

• Implement a core set of behavioral expectations that are modeled and positively enforced
• Establish a learning environment where scholars advocate for their own success and are provided with the tools to be successful
• Ensure that scholar and parent voices are heard
• Establish community partnerships for mentoring and internship opportunities

PROGRESS MEASURES:

• Scholar, Parent and Community Outreach and Engagement
• Safety and Security
• Behavior/Discipline Data
• District Attendance
The facilities of WHCSD provide a 21st century learning environment fostering scholar achievement, and teacher collaboration while instilling community and civic engagement.

**GOAL:**

- Create a Facilities Committee and plan
- Engage the community in the facilities plan
- Study financial options moving forward
- Move forward with the building project

**OBJECTIVES:**

- Facility Recommendations
- Building Project Completion
COMMUNITY
Michael Booker, Highland Hills City Council
Lania Crawford, Parent and Volunteer
Carletta Fellows, City of Warrensville Heights
Brittania Fields, Parent and Volunteer
Matt Howard, Warrensville Heights City Council
LaRese Purnell, The Word Church

BOARD OF EDUCATION MEMBERS
Ray Freeman, President
Traci Mitchell, Vice President
Michele Elba
Mimi Gaiter
Barbara Mumin

DISTRICT STAFF
Donald Jolly, Superintendent
Dr. Michael Rock, Treasurer
Dr. Tamea Caver, Assistant Superintendent of Curriculum and Instruction
Constance Rudolph, Director of Pupil Services
Alexia Harris, Communications Coordinator
Rafiq Vaughn, Principal, Eastwood Elementary School
Pamela Barnes, Teacher, Warrensville Heights Middle School
Sheryl Henderson, Paraprofessional, Warrensville Heights High School

STRATEGIC PLANNING CONSULTANTS
Teri Morgan, Ohio School Board Association
Cheryl Ryan, Ohio School Board Association
ABOUT WARRENSVILLE HEIGHTS
CITY SCHOOL DISTRICT

Warrensville Heights City School District (WHCSD) is a public school system dedicated to empowering every team member associated with the District. With a PK-12 enrollment of more than 1,600 scholars, and 230 committed professional and support staff, scholars are given the tools and attention they need to thrive.

We pride ourselves in providing an inclusive educational experience. In addition to our core academic programs, we offer a variety of extracurricular and supplemental programs to enrich every scholar’s education, including implementing STEAM (Science, Technology, Engineering, Arts, and Mathematics) curriculum and emphasizing college readiness, community partnerships, and classroom technology devoted to providing its scholars the greatest academic opportunities and experiences.

WHCSD strives to create an educational environment that promotes collaboration, communication, critical thinking, and curiosity, while empowering scholars to be responsible, contributing members of our community, nation, and world.

The District is located in Warrensville Heights, and also serves the villages of Highland Hills and North Randall.

For more information, visit www.warrensville.k12.oh.us.
John Dewey Elementary School
23401 Emery Road
Warrensville Heights, OH 44128
216-755-8743

Eastwood Elementary School
4050 Eastwood Lane
Warrensville Heights, OH 44122
216-336-6546

Warrensville Heights Middle School
4285 Warrensville Center Road
Warrensville Heights, OH 44128
216-336-6575

Warrensville Heights High School
4270 Northfield Road
Warrensville Heights, OH 44128
216-336-6651