



**ROMEIO**  
**COMMUNITY**  
**SCHOOLS**

**Board of Education**  
**Regular Meeting**

*Monday, December 11, 2023*



**ROMEO**  
**COMMUNITY**  
**SCHOOLS**

**CELEBRATIONS &  
SUCSESSES**



## Croswell Early Childhood

- Kiwanis partnered with RCS Food Service, the RHS SERVE program and the RMS Builders Club to provide a pancake breakfast, crafts/games, books and a visit from Santa for all the children of Croswell.
- The RHS Robotics Team worked with Croswell 4 year olds in the Discovery Program in LEGO Club.







## Amanda Moore

- Amanda Moore hosted Veterans last month in honor of all who served our country. The students were able to interact with them and find out what it was like being in the service. What a special morning for both the students and Veterans!
- Students and staff enjoyed an assembly by Jim “Basketball” Jones.







## Indian Hills Elementary

- In celebration of World Kindness Day, Indian Hills students had a special assembly from songwriter and performer Gincy Hartin, whose uplifting songs all carry a message about kindness, friendship, and care for one another and ourselves. The students also got to share in the spotlight, as students from each grade got to share their writing pieces about kindness with the whole assembly. The kids can't stop singing "Kindness is Contagious!"
- Indian Hills students love all of the history they are learning through their CKLA knowledge units. Our 3rd grade students celebrated the successful conclusion of their study of Ancient Greece & Rome with a culture day in which they created traditional civic leaf crowns, built their own mini-catapults (to shoot marshmallows), and taste tested a variety of traditional Greek & Roman foods, such as olives and different cheeses.







## Romeo Athletics

**Congratulations to the Girls Cross Country Team on their State Championship!!!**

- ❖ Annie Hrabovsky (all state)
- ❖ Emmerson Clor (all state)
- ❖ Natalia Gusresimo (all state)
- ❖ Lillian Deskins (all state)
- ❖ Olivia Purdy
- ❖ Violet Hrabovsky
- ❖ Gracie Youngblood





# Presentation



# **Strategic Plan Update**

***Year 1 Progress (2023)***

**RCS Board of Education - December 11, 2023**





# STRATEGIC PLAN 2023-2025

Croswell Early Education Center • Amanda Moore Elementary • Hamilton-Parsons Elementary  
Hevel Elementary • Indian Hills Elementary • Washington Elementary • Romeo Middle School  
Romeo High School • Romeo Virtual Academy

## OUR MISSION

Embracing **R** community while engaging, educating and empowering students to inspire the future.



## OUR VISION

Forging pathways through academic exploration guided by...

- Passions of our students
- Dynamic learning environments
- Invested community advocates



### Teaching and Learning

- 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.



### Safety and Wellness

- 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.



### Community of Collaboration

- 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



The Leader in Me



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# ***Mission and Vision***





## MISSION STATEMENT

Embracing **R** community while engaging, educating, and empowering students to inspire the future.





## VISION STATEMENT

Forging pathways through academic exploration  
guided by...

- *Passions of our students*
- *Dynamic learning environments*
- *Invested community advocates*







RESPECT

TEAMWORK

BALANCE

INTEGRITY

FUN

R  
*Community*

Romeo Community Schools

WHAT WE VALUE



***Focus Area Updates***





# *Teaching and Learning*

# Progress Report

*Year 1 Accomplishments*





# ***Teaching and Learning***

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

**STRATEGY: Master Plan Review**

**STRATEGY: Master Plan 2.0**





# Teaching and Learning



## **Action Plan Progress-**

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

### **Year 1 update (December 2023):**

- *Profile of a Graduate was revised using March 2023 feedback from all stakeholders (staff, students, business partners)*
- *Nov 1st PD, 9th grade teachers met with business partners to review and give more feedback on the revised PoG*
- [PoG still in DRAFT form](#)
- *Master Plan 2.0 being written (ex: process for adding a new pathway or changing a pathway)*
- *Review has been completed. Members of the Romeo team have reviewed and noted tactics that have been completed, are no longer necessary, or still need to be completed.*
- *At the March 2023 Academy retreat, members were presented with the information for tactics that were not completed or were being abandoned.*



# *Teaching and Learning*



## ***Action Plan Progress-***

**Measurable Objectives:** By the end of 2023 achievement will be evaluated against these benchmarks  
(*product, progress, growth metrics*)

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

1. Audit of current Master Plan - **COMPLETED**
2. Original Master Plan Tactics completion - **COMPLETED**
3. New tactics added- **PROGRESSING**
4. Updated Profile/Portrait of a Graduate- **PROGRESSING**





# ***Teaching and Learning***

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

**STRATEGY:** RMS implementation plan

**STRATEGY:** Elementary exploration



# Teaching and Learning



## **Action Plan Progress-**

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

### **Year 1 update (December 2023):**

- *Two Master Planning Sessions held to create RMS [Tactical Plans](#) (last session, December 14)*
- *RMS staff and leadership teams have reviewed and prioritized the 18 elements from the AMLE (Association for Middle Level Education) assessment;*
- *Scott Palmer (Ford NGL Community Coach) & Jennifer McFarlane introduced the Academies visioning process at the RMS May staff meeting.*
- *The K-5 Elementary Field Trip audit was completed and documented for future planning.*



# *Teaching and Learning*



## ***Action Plan Progress-***

**Measurable Objectives:** By the end of 2023 achievement will be evaluated against these benchmarks (*product, progress, growth metrics*)

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

1. RMS Implementation plan developed with stakeholders - **PROGRESSING**
2. Elementary field trip audit - **COMPLETED**





# ***Teaching and Learning***

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

**STRATEGY: Curricular/Co-Curricular and Extra Curricular Student opportunities**

**STRATEGY: New student opportunities**



# Teaching and Learning



## **Action Plan Progress-**

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

### **Year 1 update (December 2023):**

- [Buildings promoted](#) what co-curriculars and clubs currently offered to students and parents
- Community of Collaboration team and Dec 2023 Climate Survey are supporting the collection of student voice
- Moving the action step of New Opportunities Plan for each level to Year 2
- Building leaders have audited current co-curricular offerings and shared them with the team.
- Some buildings have held student focus groups to gather student ideas and interests.



# *Teaching and Learning*



## ***Action Plan Progress-***

**Measurable Objectives:** By the end of 2023 achievement will be evaluated against these benchmarks (*product, progress, growth metrics*)

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

1. Audit of current student opportunities - **COMPLETED**
2. Student voice gathering - **COMPLETED**
3. New Opportunities Plan for each level - **PROGRESSING**





# ***Teaching and Learning***

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

**STRATEGY: District MTSS Handbook**

**STRATEGY: Quality Tier 1 Instruction**



# Teaching and Learning



## **Action Plan Progress-**

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

### **Year 1 update** *(December 2023):*

- *K-5 Social Studies PD held on November 1st*
- [\*MTSS team created a two-page handout with interventions and process\*](#)
- *MTSS Handbook is available*
- *To support quality Tier 1 instruction, K-5 Language Arts - CKLA adoption was board approved and ordered.*
- *Social Studies curriculum update includes; 3rd grade GIANTS curriculum resource and Grades 4-8 TCI were board approved and ordered.*
- *A draft of the MTSS one-page reference guide was completed for the Administrative team to review and give feedback.*



# *Teaching and Learning*



## ***Action Plan Progress-***

**Measurable Objectives:** By the end of 2023 achievement will be evaluated against these benchmarks  
*(product, progress, growth metrics)*

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

1. MTSS Handbook accessible to staff - **COMPLETED**
2. K-5 ELA materials approved and purchased - **COMPLETED**
3. K-12 Social Studies materials approved and purchased - **COMPLETED**
4. Professional development plan encompasses training and support for implementation of Tier 1 instruction - **COMPLETED** *(will be an ongoing process-commitment)*





# *Safety and Wellness*

# Progress Report

*Year 1 Accomplishments*





# ***Safety and Wellness***

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

**STRATEGY:** Increase safety measures

**STRATEGY:** Procedures and protocols



# Safety and Wellness



## Action Plan Progress-

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

### Year 1 update (December 2023):

- *Held Safety Meetings in October & December with local emergency response agencies that service our school district (Washington Twp and Bruce Twp Fire Departments, MCSD, Romeo PD, MSP and OCSD are currently participating)*
- *Using Raptor visitor management system in secondary schools, implementing at PK-5 buildings in early 2024*
- *Two staff members and SRO trained at MISD as Behavior Threat Assessment Trainers in October (Ebert, Cleland, & Labish)*
- *BTA trained staff (District Team) met in December to review procedures and consider updates*
- *Hired additional Safe Ed at 9GA for the 23-24 school year.*
- *Reviewed and currently working on SEC risk assessment recommendations.*
- *Reunification cards created for site supply boxes. ([Reunification Cards](#))*
- *All administrators and Trauma Response Team members trained in Behavior Threat Assessments (including new hires).*
- *Visitor management system audit complete. Discontinuing use of KeepnTrack software - moving to Raptor system.*





# *Safety and Wellness*



## ***Action Plan Progress-***

**Measurable Objectives:** By the end of 2023 achievement will be evaluated against these benchmarks (*product, progress, growth metrics*)

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

1. Initiate Emergency Response Coordination with local agencies - **Completed**
2. Develop the district structure for emergency response training, practice and review - **Completed**
3. Implement a School Safety awareness effort for parents - **Progressing & Continuing in Year 2**



# ***Safety and Wellness***

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

**STRATEGY:** Increase opportunity awareness

**STRATEGY:** Establish Structures for Student Connection to school

**STRATEGY:** Establish Structures for Staff Connection to work



# Safety and Wellness



## Action Plan Progress-

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

### Year 1 update (December 2023):

- *Monthly wellness resources shared with staff from Employee Services Department ([Care](#) and [Gallagher](#))*
- *Building staff social committees and list of possible activities*
- *Virtual yoga opportunity for all staff*
- *Student recognition opportunities (certificates, parades, assemblies, clap outs, pep rallies, breakfasts, etc.)*
- *Student activity and club lists of opportunities to participate in school activities*
- *Student opportunity lists created and shareable with students & families. \*Shared efforts with T&L*
- *More student voice opportunities created (Wellness Committee, RACC, etc). \*\*\* Shared efforts with COC*
- *Annual Staff Award recognition “Choose Joy” process incorporated into regular building/departments meetings and activities and used with all staff district wide. ([Choose Joy](#))*



# *Safety and Wellness*



## ***Action Plan Progress-***

**Measurable Objectives:** By the end of 2023 achievement will be evaluated against these benchmarks (*product, progress, growth metrics*)

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

1. Communication of student opportunities available (min.) twice a year - **Completed**
2. Structures for feedback to consider student voice created - **Completed**
3. Recognition of staff among buildings and district consistent - **Completed**





# ***Safety and Wellness***

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

**STRATEGY:** Mental health & wellness initiative review

**STRATEGY:** Expand wellness & mental health supports for students and staff



# Safety and Wellness



## **Action Plan Progress-**

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

### **Year 1 update** (*December 2023*):

- *Additional 263 general education students receiving School Social Work interventions by permission slip in 2022-2023.*
- *Digital resources being created for teacher access to common wellness and behavior strategies.*
- *District list of wellness resources. ([Wellness Resources](#))*
- *Analyzed gaps in wellness resources and currently adding resources based on the review.*
- *Student support opportunities increased (SSW, Positive You, etc.)*
- *School Social Worker added to Croswell Early Childhood Center.*
- *District Wellness Plan finalized in May 2023. ([Wellness Plan](#))*



# Safety and Wellness



## Action Plan Progress-

**Measurable Objectives:** By the end of 2023 achievement will be evaluated against these benchmarks (*product, progress, growth metrics*)

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

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. Mental health and wellness digital resources created - **Progressing & Continuing in Year 2**



# *Community of Collaboration*

# Progress Report

*Year 1 Accomplishments*







# ***Community of Collaboration***

**Goal 1-** Establish consistent structures to promote student voice

**STRATEGY: Understanding Student Voice**

**STRATEGY: Efficacy of Current RCS Opportunities**



# Community of Collaboration



## **Action Plan Progress-**

**Goal 1-** Establish consistent structures to promote student voice

### **Year 1 update (December 2023):**

- *The team developed [key areas](#) that student voice should meaningfully impact our schools*
- *A question has been added to the RCS climate survey to measure whether students feel they have voice*
- *Developed a common understanding of student voice*
- *Gathered information from elementary and secondary level regarding current student voice opportunities*



# ***Community of Collaboration***



## ***Action Plan Progress-***

**Measurable Objectives:** By the end of 2023 achievement will be evaluated against these benchmarks (*product, progress, growth metrics*)

### **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**
1. Determine efficacy of current opportunities
  - Results of student feedback - **PROGRESSING**



# ***Community of Collaboration***

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

**STRATEGY: Current Community Partners**

**STRATEGY: Expanding Community Partnerships**

**STRATEGY: Planning for Future Relationships**





# Community of Collaboration



## **Action Plan Progress-**

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

### **Year 1 update (December 2023):**

- *We are delaying the development of a common approach to securing new partnerships, as RMS will be doing this work this year as part of its NGL implementation*
- *We've identified two websites that will be helpful with this effort: [Site 1](#) [Site 2](#)*
- *[Defined](#) successful community partnerships*
- *Audited current community partnerships (quality and frequency)*



# Community of Collaboration



## **Action Plan Progress-**

**Measurable Objectives:** By the end of 2023 achievement will be evaluated against these benchmarks (*product, progress, growth metrics*)

### **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**
1. Identify potential community partnerships
  - Creation of a needs based partnership list - **COMPLETED**
1. Develop an action plan for cultivating relationships
  - Creation of a systematic onboarding process for new community partnerships - **PROGRESSING**



# ***Community of Collaboration***

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

**STRATEGY: Communication**

**STRATEGY: Identify Parent Needs**

**STRATEGY: Creation of Parent Event(s)**



# Community of Collaboration



## **Action Plan Progress-**

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

### **Year 1 update (December 2023):**

- *Forms have gone out to both [staff](#) and [parents](#) to better understand how we can marry these needs together to form a more efficient communication plan*
- *A question has been added to the RCS climate survey to measure how the district can partner with parents to form more effective relationships*





# Community of Collaboration



## **Action Plan Progress-**

**Measurable Objectives:** By the end of 2023 achievement will be evaluated against these benchmarks (*product, progress, growth metrics*)

### **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) - **PROGRESSING**
1. Creation and implementation of parent event(s)
  - Execute this planning in the winter of 2024 event(s) - **PROGRESSING**



# ***Community of Collaboration***

**Goal 4-** Grow and strengthen teacher/staff collaboration opportunities

**STRATEGY: PreK-12 Collaboration**

**STRATEGY: Vertical Articulation Planning**



# Community of Collaboration



## **Action Plan Progress-**

**Goal 4-** Grow and strengthen teacher/staff collaboration opportunities

### **December 2023 update:**

- *Professional development to date has been constructed for teachers partially based on their input*
- *Non-instructional support staff has participated in professional development in September and November that can be tied directly back to the feedback they gave us in the spring of 2023*
- *Gathered voice from staff (teachers and support staff) on how additional collaboration can benefit teaching and learning*
- *Solicited feedback from non-instructional support staff regarding how collaboration time can be used to benefit professional growth and district operations*

[Para Professional PD - September 27, 2023](#)

[Para Professional PD - November 1, 2023](#)



# Community of Collaboration



## Action Plan Progress-

**Measurable Objectives:** By the end of 2023 achievement will be evaluated against these benchmarks (*product, progress, growth metrics*)

### **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**

#### 1. Vertical Articulation Planning

- Build capacity of our administrative team around effective vertical articulation - **MOVED TO YEAR 2 - SPRING OF 2024**
- Plan opportunities for staff to execute within a structured set of outcomes (initial implementation would be grades 6-12) - **MOVED TO YEAR 2 - SPRING OF 2024**



# QUESTIONS







# Consent Action



# Informational Updates



# Informational Updates

## Communications

## Committee Reports

- *Policy*
- *Curriculum*
- *Facilities*

### ***Upcoming Meetings:***

*\*Facilities and Policy meetings will be needed in January*



# Superintendent's Report

## Looking ahead to 2024-

### Election Campaign:

- Non Homestead and Sinking Fund Renewals - February 27th Presidential Primary ballot
- Informational presentations- staff, parents and municipal meetings
- District mailings and other resources

### Facilities Assessment and Construction projects audits:

- Complete the updating of our assessment (prioritize SFund projects)
- Group 3 and 4 Construction projects review
  - *Aligning available funding with approved Treasury Application and needs*
  - *Developing a potential “unfunded projects” list*



# Superintendent's Report

## Looking ahead to 2024-

### School Climate Survey:

- Completing the current survey administration
- Analyzing the data - crosstab reviews of new data, longitudinal analysis, review and consolidation of open ended responses by stakeholder group.
- Strategic Plan connected question data review
- Student voice focus groups (grades 3-5, then MS and HS)

### Strategic Plan (Year 2):

- Publish Year 1 Progress Report (on demand video overview/podcast)
- Focus Area Team review of pertinent School Climate Survey data
- Finalize Year 2 Action Plans





# Superintendent's Report

## Looking ahead to 2024-

### Leadership Priorities 2024-2025:

- Begin the DLT process of setting annual priorities
  - *Carryover priorities and new priorities (required)*
  - *ESSER funds transition planning (positions, programming)*
- Begin the budget building process
- Winter BOE Workshop meeting (TBD)

### Annual Organizational Meeting - January 8th:

- 2024 Board Officers
- 2024 Board Meeting Schedule
- Annual approvals
- 2024 Subcommittee membership and meeting schedule



# PUBLIC COMMENT



# ACTION ITEMS



**Board Discussion  
for the  
Good of the District**



# PUBLIC COMMENT