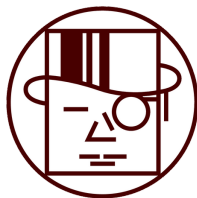


# GO DUKES!



The Wellington Dukes Marching Band performed at Disney Springs in Florida over Spring Break. The band had to apply and audition for the trip.

# @WELLINGTON SCHOOLS

A digital newsletter from the  
Wellington Exempted Village Schools

MAY 2023 | VOL 3 ISSUE 8

## Important dates:

April 30: WHS Academic Awards & Scholarship Announcements at 2 p.m. at WHS gym

May 2: BOE Work Session at 6 p.m. at Westwood

May 9: MMS/WHS: Festival of Bands at 7 p.m. at Lindley Center

May 11: MMS/WHS: Choir Spring Concert at 6:30 p.m. at Lindley Center

May 12: MMS Jr. High Formal from 6 to 8 p.m. at MMS

May 19: Last day for seniors

May 21: Graduation at 2:30 p.m. at WHS

May 23: BOE Business Meeting at 6 p.m. at McCormick

May 25: Last day of school

For a complete calendar, go to [wellingtonvillageschools.org](http://wellingtonvillageschools.org)

## Final month! Finish strong

**Letter from Edward Weber, Superintendent**  
[eweber@wellingtonvillageschools.org](mailto:eweber@wellingtonvillageschools.org)

We appreciate all the families that came out and enjoyed our 13th annual Duke Pride Carnival. Valley Chevrolet in Wellington generously funded and helped serve our free breakfast, feeding 337 students and parents a delicious pancake, sausage, and biscuits and gravy meal.

Thank you to our other premier sponsors: Forest City Technologies, RPM, and TC Energy. In addition to our premier sponsors, we received many other sponsorships along with over 30 organizations donating their time to provide a game at the event. Our Carnival would not be possible without the support of the community. It truly takes a village!

Students enjoyed carnival games including a cake walk, bounce house, costumed characters, and some exciting giveaways. The purpose of the Duke Pride Carnival is to raise money for students who are eligible to receive food vouchers in May through August. Board of Education member Ayers Ratliff started the carnival 13 years ago, with the idea to help improve food insecurity for our students. Thank you Mr. Ratliff for your dedication to make this fun and meaningful event happen year after year.

May is going to be a very busy month in our school district. From concerts and award ceremonies, to sports tournaments and graduation, we have a lot going on and we hope you all can take the time to come out and enjoy the many events happening as we close out the school year.

I want to take this opportunity to thank our staff for their hard work and dedication throughout the school year. We appreciate all they do for our students, families and the Wellington community. Please take the time to say 'thank you' when you see a district employee.

GO DUKES!



# Updates from the Treasurer's Office

Mark Donnelly

Treasurer

440-647-7979

[mdonnelly@wellingtonvillageschools.org](mailto:mdonnelly@wellingtonvillageschools.org)



Please take some time to review the Treasurer's page on the [district website](#) and explore how your tax dollars are used to benefit the students and the community. Thank you for your support of our school district.

## Looking forward....

It's that time of year where the Treasurer's Office updates our financial projections for the remainder of the current year and gathers additional financial data on what the future may hold. The updated Five-Year Forecast is a valuable tool used by the superintendent, treasurer and the Board of Education (BOE) to plan for the future.

Make no mistake, there is a lot of work that goes into the Five-Year Forecast to ensure it is as accurate as possible. Every single employee record is reviewed to determine accuracy for educational placement on the salary grid as there are frequent changes to these records. Then all employee salaries must be updated for the new fiscal year with step increases and the negotiated raises.

Although payroll is the largest line item, it can be one of the easiest categories to project as it is fairly straight forward math. The costs of employee healthcare, purchased services, supplies and materials is always more difficult to predict due to the changing needs of the district for these items.

The revenue side of the forecast may actually be the most challenging part of the document. The State funding formula seems to change every couple of years which makes predicting this revenue over five years very hard. Property tax revenues are actually paid out on a calendar year basis, but not necessarily in equal amounts due to the nature of how taxpayers make their payments. The treasurer has to review many years of data to determine the trend along with assessments from the State office of Budget and Management to gain insight as to the changes coming in the next few years.

The income tax revenue has increased over the past few years, however that trend has to be carefully reviewed to ensure the estimates are not too aggressive. The other revenue category is a "catch-all" for interest earned, miscellaneous assets sold, cost reimbursements, and other such items. Once the document has been prepared and presented to the BOE, it most likely will be approved at the subsequent meeting. However, it will be referred to during the year when hiring new staff, taking on new projects, and making strategic decisions that will affect our district.

Because things constantly change, the Five-Year Forecast is updated every six months so the BOE can make decisions with the most up-to-date information available. In this way, our district can always be looking forward as we search for openings to improve the curriculum, facilities, and opportunities for our students.

# Two big H.E.A.R.T.S receive awards

Noise makers, heart-shaped balloons and a band of celebrant “invaders” broke up a recent school day morning with Communicate with H.E.A.R.T. Awards to two deserving recipients: WHS Guidance Counselor Claire Frantz, and McCormick Middle School Dean of Students and Culture Nathan Morris. The pair are the first two recipients of the H.E.A.R.T. Award, the crowning recognition given to staff for exemplary demonstration of the principles of S.T.A.R.T with Heart and Respond with H.E.A.R.T. Employees are chosen from assessments made by parents or fellow staff members on the H.E.A.R.T. survey found on the district’s [website](#).

On one particular Friday, the school day was interrupted with award presentations that included a paper certificate, a \$25 gift certificate to the Bread-N- Brew, and heart-shaped balloons. The morning invaders included Board of Education President Jessica Reynolds, Board Member Jennifer Kazmierczak, Superintendent Ed Weber, Administrative Assistant Lindsay Bowman, Communications Coordinator Amy Sword, and H.E.A.R.T. Trainer Ron Kisner.

Frantz, in her first year as a district counselor, received high praise from a parent who wrote in her survey submission that Frantz was “absolutely lovely,” in helping the parent breakthrough a registration snag.

Morris, a Wellington veteran educator of 24 years and a former Wellington High School math teacher, was credited by a parent for giving her assurance that he would take extra care to assure her child would be kept safe from a bullying problem he was having at McCormick.



H.E.A.R.T. winners  
Mrs. Frantz & Mr. Morris!



**WHS Guidance Counselor Mrs. Frantz**

won a Communicate with H.E.A.R.T. award!

A parent wrote into our H.E.A.R.T. survey on our website thanking Mrs. Frantz for her work with their child scheduling classes.



**McCormick Middle School Dean of Culture Mr. Morris**

won a Communicate with H.E.A.R.T. award!

A parent wrote into our H.E.A.R.T. survey on our website thanking Mr. Morris for resolving her concerns about her child and showing empathy and care.

**TAKE SURVEY**



For more information on S.T.A.R.T.  
with Heart, contact H.E.A.R.T.

Trainer, Ronald Kisner at

216-234-3063 or

[rkisner@wellingtonvillageschools.org](mailto:rkisner@wellingtonvillageschools.org)



# Wellness news from around our district

## May is Mental Health Awareness Month

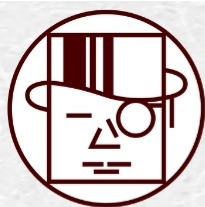
Mental Health Month raises awareness of trauma and the impact it can have on the physical, emotional, and mental well-being of children, families, and communities. Mental Health Month was established in 1949 to increase awareness of the importance of mental health and wellness in Americans' lives, and to celebrate recovery from mental illness. Mental health is essential for a person's overall health. Prevention works, treatment is effective, and people can recover from mental disorders and live full and productive lives. For more information on how you can assist those in your life who may have mental health issues, please click [here](#) and [here](#).

Erika's Lighthouse Positivity Pledge is your opportunity to commit to 31 days focused on positive actions, helping others, selfcare, and establishing good habits for positive mental health. To view and participate in Erika's Lighthouse Mental Health Month Positivity Pledge, click [here](#).



Elizabeth Wolanski  
Wellness Coordinator  
[ewolanski@wellingtonvillageschools.org](mailto:ewolanski@wellingtonvillageschools.org)

Emily Medves  
Social Worker  
[emedves@wellingtonvillageschools.org](mailto:emedves@wellingtonvillageschools.org)



## Vaccination Clinic

**Who?** All ages of students and adults!

**What?** Vaccine clinic

**When?** April 5, 2023 @ 2 - 6 p.m.

May 3, 2023 @ 2 - 6 p.m.

June 7, 2023 @ 2 - 6 p.m.

July 5, 2023 @ 2 - 6 p.m.

**Where?** Herrick Memorial Library (101 Willard Memorial Square)

**How:** Call 440-284-3206 to schedule an appointment

*Appointments are needed*

Hosted by Lorain County Public Health (LCPH).

Vaccines for all ages will be available to protect from common diseases, including and not limited to COVID-19, flu, pneumonia, shingles, measles, and whooping cough.

The first Wednesday of each month, 2 to 6 p.m. at Herrick Memorial Library.

Monday-Friday from 8:30 a.m. to 4 p.m. at Lorain County Public Health -  
9880 Murray Ridge Rd, Elyria

Request a record of past vaccines - no cost - at [bit.ly/vaccinerecordrequest](https://bit.ly/vaccinerecordrequest)



## H.I.K.E. Club spreads kindness at McCormick

An energetic group of McCormick Middle School students are finding new ways to be kind through the newly formed H.I.K.E. (Helping Include Kids Everywhere) Club. Funded by the Mental Health, Addiction and Recovery Services of Lorain County (MHARS), H.I.K.E.'s goal is to encourage youth to take a leadership role in creating school climate where every student understands that he or she belongs.

"The students came up with the name all on their own," said advisor, and Dean of Students Nathan Morris. "They are truly an awesome group of students."

H.I.K.E. has launched a Spring into Kindness initiative now through early May. During this time, various acts of kindness such as being positive, respectful, showing empathy, and other actions deemed worthy by a teacher or staff member. The acts will be "rewarded" with Kindland validation cards.

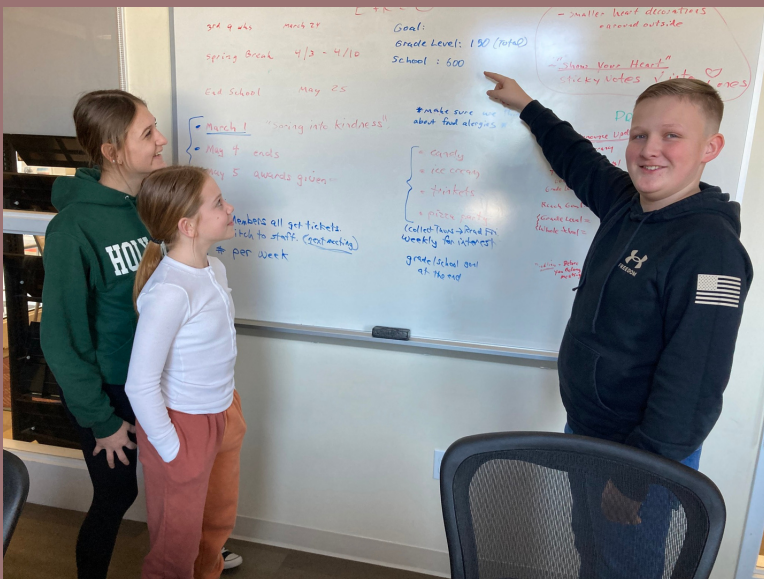
H.I.K.E. club members will collect the tickets from staff members each Thursday afternoons. A weekly drawing will be held on Friday and winners will be recognized during the announcements period and will receive a small prize. Kindness goals have been set for each grade level, and for the entire school. Based on the views of a trio of dedicated members, the H.I.K.E. Club is determined to make kindness a school standard.

"During Valentine's Day we put positive messages on heart-shaped sticky notes students could pick off and look at during the day," said seventh-grader Avery Senghas. "We wrote things like 'You're beautiful' and 'You can make it.'"

H.I.K.E. Club member and seventh-grader Noli Deidrick hopes that the club "will help our fellow students know that being kind is cool."

While seventh-grader Colton Palmer thinks some students are embracing the kindness message better than others, he is not deterred.

"I think the message of kindness is worth it," he said. "We think this just might be the way to bring our school together."

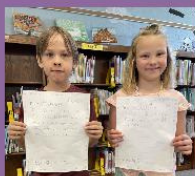
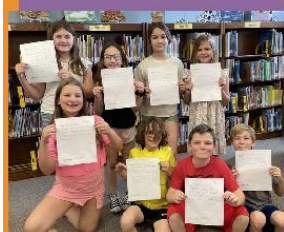
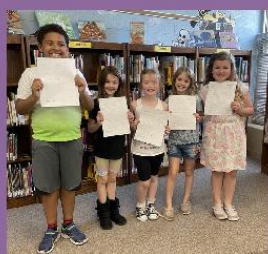


Colton Palmer points to H.I.K.E. goals to Noli Deidrick and Avery Senghas at McCormick Middle School.



## Spreading Seeds of Kindness. Across the District.

### Westwood Elementary



Jordan Burns, SEL and Mental Health Specialist and intern Amber Finnan are working with students on empathy letters in Social Skills classes.

### Community



To graduate, students are required to accumulate community service hours, so building a powerful alliance between the district and the village is important. Kindland Ambassador Kathleen Dickason continues to attend planning meetings at MainStreet to create those opportunities and fundraising possibilities for school clubs and teams. Contact her at

[kdickason@wellingtonvillageschool.org](mailto:kdickason@wellingtonvillageschool.org)

### McCormick Middle School

Dean of Culture and Climate, Nate Morris is leading the way at the middle school with a DUKE PRIDE class contest. Teachers nominate 5 students per class showing Duke pride each week. Results are posted on the bulletin board by the cafeteria.



### High School

Athletic Director and Student Life Coordinator, John Bowman has built a strong athletic program with a dynamic leadership program.

This spring there are approximately 106 WHS students in spring sports. The track team has 84 members, 18 girls playing softball and 28 boys in baseball. This is approximately half of our high school enrollment. Although all the current athletes were on the field during the school carnival on April 15 it did not hamper the amount of volunteers that came out. Many of the booths were student designed and ran.

Check out the many posts on Facebook for the carnival coverage.





2023

4 Week  
Program

# WESTWOOD SUMMER WARRIORS

FOR WESTWOOD STUDENTS  
ENTERING KINDERGARTEN-EXITING 3RD

July 10th-  
August 3rd  
Monday-Thursday  
9:00am-  
12:00pm

SPACE IS  
LIMITED!  
REGISTER BY  
JUNE 15TH

REGISTRATION  
NOW OPEN!

<https://forms.gle/xAiTAzt7KHn7cpoM6>



Program held at McCormick Middle School



## Mayor Schneider shares leadership message

McCormick and WHS student leaders had the amazing opportunity to hear from Village Mayor Hans Schneider recently. In honor of National Student Leadership Week (April 24-30), proud WHS graduate Mayor Schneider stopped by to discuss what it means to be a leader.

Volunteering, having selflessness, looking someone in the eye and saying 'hello', and putting yourself out there to lead, were some of the key messages in his powerful conversation with students. He explained how he wanted to make a difference in his community, and that if you have an opposing viewpoint of the majority, stick with it and have the courage to be the lone voice in a group. The mayor also shared that listening is a key component of leadership, and that often, it's the little small things about leadership that end up being the most effective. He touted failure as a necessary part of being a leader that leads to growth.

Thank you Mayor Schneider for sharing your wisdom, inspiring our students, and having candid conversations! We appreciate all that you do for Wellington! #ItTakesAVillage



# Qualifying Families Receive \$1000 Per Child!



**Ohio**  
Afterschool Child Enrichment  
Educational Savings Account Program



The Ohio Afterschool Child Enrichment (ACE) Educational Savings Account program provides funds to a student's parent or guardian to use on various enrichment and educational activities. The program is being offered through a contract between Merit International, Inc. and the Ohio Department of Education.

**Here's how it works for parents, guardians, students and service providers.**



## Step 1

### Submit Income Verification

Follow along the Applicant User Manual for a step-by-step walkthrough on income verification. This involves creating an OH|ID account, setting up an Ohio Department of Education profile, requesting access to the Income Verification application and how to apply for the ACE Savings Account.



## Step 2

### Sign Up with Merit

After Income Verification is complete (this entire process may take up to two weeks), qualifying parents and guardians will receive an email from Merit notifying them to sign up to receive access to their account funds. The email also will include a link to the Education Marketplace.



## Step 3

### Spend ACE Funds with Qualified Education Service Providers

Parents and guardians will be able to access the Education Marketplace to find providers in their areas after income verification has been established and sign-up with Merit on ACEOhio.org is complete.

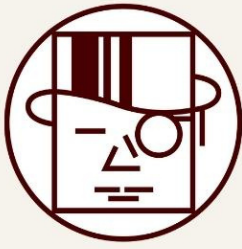
**Scan here with  
your mobile device  
to learn more!**



**Ohio** | Department  
of Education  
[education.ohio.gov/OhioAce](https://education.ohio.gov/OhioAce)

Contact Kathleen Dickason for assistance with enrollment  
[kdickason@wellingtonvillageschools.org](mailto:kdickason@wellingtonvillageschools.org)





## Best wishes on your retirement, Nancy Nimmo!



**Q: *What is your position at Wellington Schools?***

**A:** I have been the Director of Student Services for the last 5 years here in Wellington. This position includes; special education director, 504 administrator, gifted student services, homeless services and hiring special education staff.

**Q: *Describe what positions you've held throughout your career.***

**A:** I started my career in Special Education as a paraprofessional and then became a 3rd grade teacher, Intervention Specialist 9-12, Transition Coordinator and Special Education Director at Medina ESC, Assistant Principal at Medina County Career Center, Special Ed Director at Buckeye for 5 years and now here at Wellington.

**Q: *What has been rewarding about working at Wellington?***

**A:** I started in the field when Special Education, Public Law 94-142 was put in place for students with disabilities in 1980. I watched it develop for all of the students that need help. I was a student with dyslexia, and know how hard it can be for our students. It is the reason I went into this field. I decided to go in this direction when I was 15. I helped out students in the SPED first classroom in my High School. I believe this has helped me to understand how students feel and how parents feel as well. I have always tried to remember what it was like to be a student who could not read on grade level.

A rewarding piece of my career was to work with the staff here on The Six Shifts of Special Education and Other Interventions. I believe 100% on this programming to close the Achievement Gap for students with disabilities. Our Wellington students and Special Educators work so hard to help our students!

Our special education staff is so excited to be doing what they believe is what is best for their students. I hope to be able to stay in touch so I can watch this move forward. Anytime we do something new people get scared and frustrated. What we need to remember is to always do what is best for kids! Then we will never lose.

### What are your plans in retirement?

My husband and I will be moving to the coast of North Carolina. We moved to Ohio from NC twenty five years ago. We are now going back to be with family and to enjoy the many years we have left. Our children and grandchildren will still be in Ohio so we will be back and forth often. We took our children to the NC coast of Ocean Isle Beach every summer. Now they can call that home.

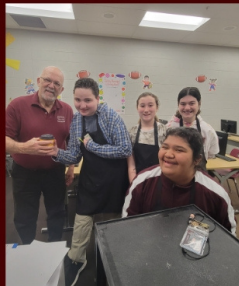
*Congratulations!*



# Images from around our school district



The Perfect Blend  
Coffee Cart



## Westwood Students Play the Ukulele!



Third graders learn to play  
the Ukulele during their  
music special with Mr.  
Lehman.



Funded by The Wellington  
Schools Endowment Fund Grant

Thank you!



Thank you to our  
Westwood kitchen  
staff for preparing  
a healthy, delicious,  
complimentary BIG  
breakfast to our  
third grade students  
taking the state  
test today!

Best of luck  
students!



Duke  
Pride  
Carnival



**WELLINGTON**  
EXEMPTED  
VILLAGE SCHOOLS



Westwood artwork



Egypt Museum







K-12

# Art Show

April 30 - May 3

Parents and Guardians!  
Come out to the High School Gym to enjoy  
our talented student's artwork from grades K - 12!

The art show is open to parents on  
Sunday, April 30 before and after the  
honors banquet, from 1 - 2 and 3 - 4;  
Wednesday, May 3 from 3:15 - 6:45;  
May 1 - May 3 from 8:00 a.m. to 3:00 p.m.  
(please sign in at the high school office.)



Second Annual

## Wellington High School GRAND MARCH



Saturday, May 6th  
at 5:30 PM

Attendants please check in between  
5:00-5:15 PM

Tom's Country Place  
3442 Stoney Ridge Rd,  
Avon, OH 44011

ALL are  
welcome!

Russ Gifford will be in attendance to capture all the moments!

<div><div>Wellington Exempted Village School District</div><div>2023-2024 Academic Calendar</div></div> <div></div>										
July 2023						M	Tu	W	Tr	F
						3	4	5	6	7
						10	11	12	13	14
						17	18	19	20	21
						24	25	26	27	28
						31				
August 2023						M	Tu	W	Tr	F
12 Back to School Bash							1	2	3	4
15-25 Floating Teacher Prep Day						7	8	9	10	11
28 Convocation Day						14	15	16	17	18
29 Gifted/SE Professional Day						21	22	23	24	25
29 Parent Meet & Greet 4:30-6:30						28	29	30	31	
30 First Day for Students										
September 2023						M	Tu	W	Tr	F
4 Labor Day - No School										1
						4	5	6	7	8
						11	12	13	14	15
						18	19	20	21	22
						25	26	27	28	29
October 2023						M	Tu	W	Tr	F
27 End of Marking Period 1						2	3	4	5	6
						9	10	11	12	13
						16	17	18	19	20
						23	24	25	26	27
						30	31			
November 2023						M	Tu	W	Tr	F
1 Parent/Teacher Conferences								1	2	3
6 County PD Day - No School						6	7	8	9	10
						13	14	15	16	17
22 Teacher Comp Day - No School						20	21	22	23	24
23-24 Thanksgiving Vacation						27	28	29	30	
December 2023						M	Tu	W	Tr	F
21-31 Winter Break										1
						4	5	6	7	8
						11	12	13	14	15
						18	19	20	21	22
						25	26	27	28	29
January 2024						M	Tu	W	Tr	F
1 New Year's Day - No School						1	2	3	4	5
2 School Resumes						8	9	10	11	12
15 Martin Luther King Day - No School						15	16	17	18	19
19 End of Marking Period 2						22	23	24	25	26
31 Parent/Teacher Conferences						29	30	31		
February 2024						M	Tu	W	Tr	F
									1	2
						5	6	7	8	9
16 Building Professional Day - No School						12	13	14	15	16
19 President's Day - No School						19	20	21	22	23
						26	27	28	29	
March 2024						M	Tu	W	Tr	F
22 End of Marking Period 3										1
						4	5	6	7	8
27 Parent/Teacher Conferences						11	12	13	14	15
29 Good Friday - No School						18	19	20	21	22
						25	26	27	28	29
April 2024						M	Tu	W	Tr	F
1-7 Spring Break						1	2	3	4	5
8 Ohio Total Solar Eclipse - No School						8	9	10	11	12
9 School Resumes						15	16	17	18	19
						22	23	24	25	26
						29	30			
May 2024						M	Tu	W	Tr	F
17 Last Day for Seniors								1	2	3
19 Graduation						6	7	8	9	10
27 Memorial Day - No School						13	14	15	16	17
						20	21	22	23	24
30 End of Marking Period 4 - Last Day for Students						27	28	29	30	31
31 Records Day										
June 2024						M	Tu	W	Tr	F
3 Teacher Comp Day						3	4	5	6	7
						10	11	12	13	14
						17	18	19	20	21
						24	25	26	27	28

School Hours			Grading Periods		
Westwood Elementary	8:00am - 2:45pm		Quarter 1 - Aug. 30 - Oct. 27 = 42 days		
McCormick Middle School	8:00am - 3:00pm		Quarter 2 - Oct. 30 - Jan. 19 = 47 days - Semester One = 89 days		
Wellington High School	8:00am - 3:00pm		Quarter 3 - Jan. 22 - March 22 = 43 days		
			Quarter 4 - March 25 - May 30 = 41 days - Semester Two = 84 days		
			Total: 173 days		
Board Approved 3-21-2023					



## WELLINGTON EXEMPTED VILLAGE SCHOOLS

# Goals and Objectives

## Strategic Plan

GOAL  
#

1

**Communication (Internal & External)**

Develop clear expectations for all forms of internal staff communications so that each building level/department receives consistent and timely updates; ensure all staff members are knowledgeable and informed regarding important district information so that they can confidently act as stewards of the district's vision and decisions and avoid selective pockets and siloed information.



Establish a comprehensive external communications program to ensure community stakeholder engagement; create consistent communications that target community members, businesses, non-profit organizations and key stakeholders to create a supportive community environment; develop appropriate/multiple communications channels and tactics; create consistent district communication expectations with families.



Create two-way communication processes that allow the certified and classified staff to interact with the district administration.



Perform a comprehensive website audit to determine functionality and ease of information retrieval; ensure all components of the district website are up-to-date and consistently monitored.

GOAL  
#

2

**Academic Achievement and Programming/Technology**

Create and promote multiple pathways for college, career and life readiness via a relevant, rigorous and aligned K-12 curriculum; communicate a culture of high academic expectations regardless of a student's chosen pathway.



Effectively utilize technology as a transformative creation tool in the hands of students. Offer professional development opportunities for staff members to enhance their technology skills that could enhance classroom learning opportunities for all students.



Create classroom expectations that engage students in 21st century, problem/project-based and service-learning opportunities.



Enhance targeted academic resources for student subgroups including gifted and special needs learners. Consider the addition of support staff members to assist those students who need scaffolded supports.



Define a consistent process and data review system to determine appropriate gap closing measures and practices K-12.



Perform a comprehensive department/program audit review K-12; ensure that current courses are aligned with 21st century job market demand; consider the creation and infusion of new courses that are more deeply aligned to STEAM and other in-demand disciplines. Consider the creation or return of life-skills programming throughout the grade levels.



Perform an audit of curriculum vertical alignment as it pertains to grade level and building transitions.

GOAL  
#

3

**Facilities, Safety and Security**

Develop a master facilities plan to address both possible construction and long-term maintenance of current buildings.



Communicate the need for possible new construction and/or renovated facilities that meet the educational needs of the students to the community.



Engage the community to gather input from families and other stakeholders regarding the types of facilities for possible construction/renovation and the best use of those facilities in future years.



Review all aspects of physical security throughout the district to include reaction and response to any imposed/perceived threats; recommend changes to policy and application of best practice strategies; ensure consistent application of security protocol/procedures for district buildings and athletic events.



Provide facilities that prioritize student and staff safety, promote interaction, create engagement and provide an excellent environment for 21st century learning.

## WELLINGTON EXEMPTED VILLAGE SCHOOLS

# Goals and Objectives

## Strategic Plan


**GOAL  
#**

4

**Finance and Accountability**


Create a regular, transparent communication's plan for all district expenditures. Communicate in multiple mediums, the 5-year forecast, as well as the building budgets and expenditures. Publish and promote a regular schedule of community friendly graphics to educate Wellington Exempted Village School's stakeholders and taxpayers more deeply on current and projected (future) expenditures; consistently communicate district financial picture to provide an accurate portrayal of financial standing.



Conduct annual comprehensive audits of district's revenue sources and non-payroll expenditures along with the state of the schools address. Communicate the financial status of the district during that address. Include information regarding like-district compensation and fringe benefit package audit; ensure competitive compensation to recruit and retain all district staff, both certified and classified.



Plan for district levy cycles (Including Operational and Bond Levies) to determine strategy for levy implementation in relation to potential facilities and operational needs.

**GOAL  
#**

5

**Climate, Culture & Wellness**


Create a district task force to examine positive behavior models and social-emotional curriculum K-12.



Review district anti-bullying policies and practices to ensure consistent implementation at each building and grade level.



Implement a diversity and equity advisory council using stakeholder feedback to assist in the development of a district diversity plan; consider continued work or partnership with the NEO Diversity Center of Cleveland; ensure district policies continue to promote inclusion and equity of underrepresented groups.



Advance school spirit through proactively planned activities and experiences; create consistent opportunities to display district pride and to celebrate student and staff accomplishments; establish districtwide standards for external display of school spirit in all buildings. Intentionally and purposefully communicate these accomplishments both internally and to all external stakeholders in the school community.



Create of an initiative that focuses upon staff morale and a Culture of Appreciation for the certified, classified and administrative personnel.

**GOAL  
#**

6

**Human Resources and Staff Support**


Provide customer service training for Wellington Exempted Village Schools employees to create a positive customer experience.



Conduct a comprehensive audit to ensure the proper staffing levels in each classroom; provide specific guidelines and expectations for paraprofessional/aide utilization.



Provide professional development opportunities and extended training for staff members related to student social-emotional and mental health needs; create mechanisms for dialogue to understand the complexities of home life and school life more deeply.



Implement a system of teacher, support staff and substitute recruitment to obtain the highest quality, diverse professional staff.

## Contact us if you have any questions or concerns

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As one of the district's Strategic Plan initiatives, the Wellington Village Schools would like to improve and increase communication with students, parents, staff and community members. @WellingtonSchools is a monthly digital newsletter distributed via email to our school families. For more information on our schools, check out our website, [www.wellingtonvillageschools.org](http://www.wellingtonvillageschools.org); or Facebook @WEVSD.