

STARK COUNTY CUSD #100 BOARD RETREAT GOALS
JULY 2025

UPDATED JULY 2026

The District will...

Buildings/Grounds/Transportation

Activities	Timeline	Measure of Success/Completion	Progress
Emergency Bus Routes	Implement and Review 2026-2027		Completed and Issued to parents/families, winter 2025-26.
Van Rotation (replace high mileage vehicles on a regular schedule)	Ongoing		New Mini-Van Purchased Fall 2025; Old mini-van out for surplus July 2026.
Baseball/Track Complex: --Lights --Crow's Nest --Dugouts	5-10 years Crows Nest 1-2 years Lights/Dugouts 5 -10 years		Dugouts painted fall 2026. New branding added. Field dirt brought in. Turf reshaping completed. Fall 2025.

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Investigate and complete Softball field improvements	Immediate Complete tiling and field work - Fall 2026		Proper soil purchased and installed, fall 2025. New scoreboard purchased and installed, fall 2025. New storage shed donated by city and installed, fall 2025. Concessions gutted and remodeled. Porta potties provided by city, fall 2025 Exterior paint of entire concession scheduled fall 2026. Continued annual dirt work ongoing. Removing dirt and new tile is a future need.
SCES Playground	COMPLETE		Improvements to large climber and all swings to be replaced, August 2026.

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SCES gym floor (including asbestos removal)	5 years		
Asphalt SCES bus lane and teacher parking lot	Complete at the time of electric bus garage build, 2-3 years Asphalt Teacher Parking Lot - Fall 2026		Bus lane, elementary teacher parking scheduled for August, 2026. Bus barn and electric bus grant completion pending funding release, 2027.
Sell shed south of SCES parking lot	Immediate		Discuss during July 2026 retreat to let bids?
SCAC (Athletic Complex) HVAC And Windows	3-5 years		Health Life Safety study completed 2025-26.
SCAC bus barn roof replacement	1-2 years		

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SCHS solar installation	5-10 years		Discussion held with Future Green during 2025-26. Next steps to be discussed fall 2026.
Additional custodial help on-call for snow removal and substitute work	Ongoing		Implemented and ongoing. Butch Forstrom added additional snow removal, transportation and mowing maintenance as needed., 2025-2026.
Purchase new mowers and side-by-side 1 new mower, side-by-side, blade, trailer	2026, purchase as a package - side-by-side Mower - 2027		Revisit July 2026.

Finances

Activities	Timeline	Measure of Success/Completion	Progress
Manage fund balances/reserves for future projects and budget projections	Ongoing		Added \$1,064.881 to fund balances for FY26. Added \$8 million to Ed Fund/\$10 million over all 9 funds since 2020.

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Investigate long-term budget implications from solar/wind turbine projects	Ongoing		Continued work with APEX Clean Energy, County Board and SCCI Throughout 2025-26. Economic Development funding. Development of budget of windmill funds ongoing.
Investigate using OSF for nursing staff Henry-Stark County Health Dept.	Now and ongoing		Investigated but no options available, winter 2025. Discussion of district-wide nurse overseeing both campuses and looking into nurse aide. Summer 2026.
Maintain fair/competitive wages	Ongoing		Ongoing. \$1.00 minimum hourly support staff increase for FY27. In year 2 of 3 year teacher contract, 26% overall increase.
Server upgrade	Summer 2027		Research completed winter 2026. Installation scheduled for Summer, 2027.
Sanitation certification for additional kitchen staff—pay for course and stipend	Ongoing		Offered with one certification completed, 2025.

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Curriculum

Activities	Timeline	Measure of Success/Completion	Progress
Hire highly qualified teachers	Ongoing		Ongoing. Fully staffed for FY27. No “voluntary” resignations. Retained all seven first year teachers.
Purchase new social studies curriculum for junior high and high school as recommended by building leadership	1-3 years		Research in progress.
Add elective class options with qualified teachers at SCHS	Ongoing	Investigate options to increase on side dual credit and/or AP Courses. Investigate sharing teachers/sources with other dists.	Senior seminar and others added for 2026-27. (McGann)
Focus on writing and math instruction districtwide	Ongoing		Ongoing with increased in math during 2025-26 (Star). Writing as priority, ongoing, from 2025-26 via PLC's.

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Continue mentoring all teachers with new teacher mentoring program and/or instructional coaches	Ongoing		Year two of instructional coaching. Year 3: New structured, bi-weekly coaching meetings with principal; goal setting; data analysis; quarterly board reports; removal of ineffective JH/HS coach. All for FY27.
Continue to implement BIST (Behavior Intervention Support Team) in an age-appropriate manner districtwide	Ongoing		Ongoing: FY26: BIST Problem solving teams at both campuses; leadership training; monthly BIST specialist visits. BIST aide year 3 at SCES a huge success. Year 1 implementation of BIST aide at JH/HS huge success (Turnbull).

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Extracurriculars

Activities	Timeline	Measure of Success/Completion	Progress
Continue to promote positive culture:	Ongoing		Parent policy added 2025-26. Renewed for FY27. All sports meeting held fall 2025 and renewed fall 2026. (Open House Night)
Continue to mentor coaches	Ongoing		Athletic Director provided ongoing coaching and guidance throughout the year with one on one discussion, goal setting, end of year exit meetings. 2025-26
Add band uniforms to the existing uniform rotation	Ongoing		New director hired for FY27. Discussions will continue during the school year.
Hire a timing service to provide electronic timing and meet results for all home track meets	Ongoing		Hired timing system and arranged in spring 2026 but rained out. Process will continue in FY27.

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Balance the focus on athletics and arts under the leadership of the Activities Director	Ongoing		Ongoing guidance and coaching provided by athletic director in coordination with principal with arts directors. Led to major choir/band change for FY27. Instructional Coach w/ arts background assigned for additional coaching throughout FY27.
Add clubs as student interest and adult sponsor availability allow	Ongoing		Fellowship of Christian Athletes and Students added for 2025-26 and will continue in FY27.
Turf Tank Plus subscription: football, softball, baseball, track, parking lots, playgrounds.	Fall 2026		
Add Endzone Hudl Camera	Fall 2026		

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First aid/AED training for coaches and other staff Explore High School student CPR Certification Training	Ongoing		Full staff first aid/AED training held August 2025. Full implementation of Cardiac Arrest Plan 2025-26. Full staff first aid/AED training scheduled August 2026.
Investigate the cost and potentially hire Personal Trainers through a hospital or physical therapy service to attend JH, JV, and Varsity games	1-3 years		Ongoing

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Board Governance

Activities	Timeline	Measure of Success/Completion	Progress
Continue the current committee structure with a focus on balancing committee membership to plan for future board member retirements	Ongoing		New committees assigned with set rotation for 2025-26. New committees to be assigned July 2026.
Attend the Triple I conference every two years. After attendance in November 2025, the board will reassess whether it will continue to attend on the same schedule Board will not attend fall 2027 with superintendent retiring in 2028. Board will return with new supt. Fall 2028.	1-2 years		Attended Triple I fall of 2026 including elementary principal. Superintendent will attend solo, fall 2026.
Long-range succession planning for new superintendent	2-3 years		Board planning for search process, deadlines and hiring search firm, establish July 2026. Search firm posting winter 2026. Hire firm for spring 2027. Approve new supt. Early fall, 2027.