

Mentor 
Public Schools

FRAMEWORK

FOR THE FUTURE





Table of Contents

3	Acknowledgements	10	Student-Centered Learning Model
4	Board of Education Message	11	Blueprint Overview
5	Superintendent Message	17	Glossary of Key Concepts
6	Creation Process		
7	Guiding Principles: Mission & Vision		
8	Learner Profile		



Acknowledgements

The Mentor Public School District would like to thank and recognize the thousands of individuals in our community who participated in one or more of the surveys, community forums, student panels, classroom visits, informational meetings, and discovery day activities that led to the creation of the strategic plan documents presented here. We value the ideas, feedback, and partnerships we have in our community and are pleased that we have been able to capture so much of our collective thinking in the Learner Profile, Learning Model, Big Moves, and Success Metrics outlined in our Framework for the Future. We will be implementing this strategic plan at the beginning of the 2024-25 school year and look forward to sharing our progress towards these goals on a regular basis with our entire school community. A special thanks goes to the members of our Guiding Coalition:

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Additionally we would like to thank members of the following groups and organizations who met with our facilitators to share their insights and feedback throughout the strategic planning process:

Mentor Board of Education
City of Mentor Administrators
Mentor Chamber of
Commerce

Mentor City Council
Mentor Teachers Association
Mentor Classified Employees
Mentor Police Department

Mentor Fire Department
Mentor Schools PTA
Presidents
Mentor Schools Foundation

Business Advisory Council
Cardinal Circles



A Message from The Mentor Board of Education

Hello and thank you for your interest in Mentor Public Schools! We are pleased to share this brief overview of the district's updated Strategic Plan and appreciate your taking the time to read more about it. Mentor Schools has a tradition of operating with such thoughtful planning as a guidepost, and we are pleased to continue that important work. This updated document is a collaboration between many community members and our educator team. We are grateful that so many of you contributed ideas throughout this process. Such input is highly valued and is reflected in this finished version. As the representatives elected to serve on the Mentor School Board, our primary aim is to build a strong public school system for our community's children. Currently, the Mentor Exempted Village School District is responsible for the education of nearly 6,800 children in preschool through twelfth grade. We serve the City of Mentor, as well as the surrounding communities of Mentor-on-the-Lake and parts of Concord and Kirtland Hills. With just under 1,000 employees, our district operates seven elementary schools, two middle schools, one high school, a specialized school for students with autism, preschool programs, and more.

Providing a well-rounded, high-quality education for our students in a safe learning environment is our top priority. Our team teaches the curriculum standards set by the State of Ohio and works hard to ensure that students achieve at their highest potential. With the subjects of English, Math, Science and Social Studies as a central focus, a robust array of additional courses are offered to ensure a well-rounded education for every child. We also strive to develop new pathways for students, including opportunities for more real-world, hands-on learning Experiences.

Innovative teaching by our outstanding educators, aligned with developmentally appropriate implementation of technology, is at the core of a Mentor education. Our students have the option to take coursework at a variety of levels of understanding, such as honors, Advanced Placement, or even college level classes. Some of our students are graduating high school having already earned an associate's degree! Students at the middle and high school levels can choose from an abundance of elective courses to help them determine future interests. At all grade levels, we have implemented an aligned STEAM (Science, Technology, Engineering, Art or Architecture, Math) curriculum. Every elementary student takes three additional related arts courses taught by subject-specific certified educators in Music, Art, and Physical Education.

We believe access to extracurricular activities is another necessary component to producing well-rounded, successful young people, who are prepared for life after graduation. This includes art, music and athletic



programs for our students that are well-known around the state. Additionally, our students learn the importance of community and giving back from the moment they become Mentor students, as each school building supports an array of service activities and causes. In a typical graduating class, students can celebrate having provided more than 10,000 community service hours to benefit their neighbors. Additionally, students can participate in more than sixty clubs, activities, and athletic teams, including groups specifically focused on character-building and anti-bullying initiatives.

While providing a high-quality education in a safe environment is our central aim, maintaining fiscal responsibility by being good stewards of our taxpayer dollars is equally important. Our district consistently earns positive recognition from the Ohio Auditor's Office. This commitment to exemplary financial reporting serves as the standard for clean, accountable government, representing the highest level of service to Ohioans. We have also earned the Auditor's Office's highest possible rating for transparency in reporting regarding public records requests and sunshine laws.

As you can certainly tell, we are very proud of our school district and the students, staff, and community members we serve. We are very excited about this strategic plan as our Framework for the Future! We believe you will be pleased with the "Big Moves" our staff will be making to ensure high academic performance. We thank you for your continued support of Mentor Public Schools.

Sincerely,

Maggie Cook, President
Ginnie Jeschelnic, Vice President
Rose Ioppolo
Lauren Marchaza
Annie Payne



A Message from the Superintendent

Hello! Thank you for taking the time to learn more about our Framework for the Future by reading this document. Over the last 20 years, Mentor Public Schools has demonstrated a commitment to thoughtful strategic planning to drive important decision-making in the district so we can best serve our community's children. We have a team of dedicated, caring educators who continue working hard to ensure Mentor Public Schools is a wonderful place for students to learn and grow. The updated strategic plan will build upon that momentum and focus on the next several years ahead.

This is an exciting time to come together and work toward our common goal of providing the well-rounded, high-quality education our students need and deserve. Throughout this process, we had the opportunity to gather input and feedback from hundreds and hundreds of stakeholders through surveys, focus groups, classroom and school visits, meetings, community forums, student panels and more. We found there is much more we agree upon than what sets us apart when it comes to our students, but our different beliefs and opinions can lead to meaningful discussions and help create positive outcomes. In our community survey, 81% of respondents rated the quality of the education provided by Mentor Schools favorably and we received similar feedback in our other forums with parents, guardians, students, staff members and community members expressing deep appreciation for the abundance of both educational and extracurricular opportunities provided to our students thanks to our supportive community. So, the new strategic plan is not a 180-degree turn in how we operate, rather it highlights opportunities for us to grow and continue to improve.

One of the main goals of the new strategic plan is to ensure our approach to teaching and learning is student-centered at the forefront. So while our mission and vision remain the same, new to the Framework for the Future is our Learner Profile. The Learner Profile encompasses the qualities and characteristics our community has collectively identified as important for our students to work toward during their time in Mentor Schools and beyond. You'll learn more about the profile later in this document, and it is our hope the Cardinal Compass will help guide our students on their journey to success. The idea here is that students will be more actively aware of these important traits and continually work toward being able to demonstrate gains in these areas, while learning the academic subject content at the same time. It will be exciting to see our students showcase their Learner Profile portfolios throughout their time in Mentor Schools.



Students were among those asked to help develop the Learner Profile and they were part of the Framework for the Future's guiding coalition, too. I encourage you to please take a moment to view the acknowledgements page of this document because the folks who so generously donated their time to be a part of the guiding coalition during this process deserve special recognition. They each provided dozens of hours of in-person work as well as time on their own to gather feedback from their networks of people to share with the team. We are excited about, not only the Learner Profile, but also the Learning Model, Big Moves and Success Metrics developed by this group through the wealth of input that was provided by others. We are in a great place to continue to move Mentor Schools forward and our student-centered focus where every child can learn and grow academically, physically, socially and emotionally in a safe learning environment is the top priority.

The future is bright for the students in Mentor Public Schools and we are eager for the work ahead. All of what we do here wouldn't be possible without the support of our great community! Our team will continue to be good stewards of our community's tax dollars while working toward the district's goals. We will share our success stories with you often, through our various communications channels. Thank you for your continued support of our students, staff, and schools!

Follow the QR code to learn more about our community survey results.





Creation Process

In the Spring of 2024, a Guiding Coalition comprised of students, teachers, leaders, parents, and community members selected by each of the Board of Education members convened to begin defining what's possible in Mentor Public Schools. The Guiding Coalition engaged the entire Mentor Schools community throughout the process. We are excited to share the results of this project that clearly defines our community's collective aspirations. The Mentor Schools Framework for the Future, combined with the "big moves" contained in our strategic plan, cast a clear vision and roadmap to unlock the limitless potential of every child.





Guiding Principles

Mission:

Inspiring Students Today to Reach Their Potential Tomorrow

Vision:

Together we will:

- Provide a balanced, high-quality education
 - Ensure a safe learning environment
 - Maximize district resources
 - Encourage strong community partnerships
-



Learner Profile



Learner Profile Outcome: Description



Achievement

I own my learning and keep trying, especially when I am challenged.

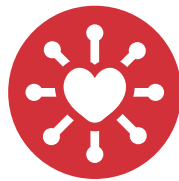
- Set and Accomplish Goals
- Make Learning Choices
- Demonstrate Competency of Ohio's Learning Standard
- Practice Executive Function



Engagement

I seek knowledge, think critically, and express ideas effectively.

- Solve Problems
- Communicate Clearly
- Use Feedback to Improve
- Persist with Resilience



Connection

I work well with others in my school and community by contributing my strengths and talents.

- Actively Listen
- Engage Respectfully
- Contribute to my Community
- Make Progress Together



Wellbeing

I sustain my own wellness and advocate for my needs.

- Know and Care for Myself
- Regulate My Emotions
- Manage Conflict
- Make Good Choices





Student-Centered Learning Model

PERSONALIZED

Learning occurs best through varied instructional methods and targeted educational programs to meet students' needs, strengths, and interests.

- Differentiate instruction and use varied assessments to meet student needs
- Set goals and offer choices to customize learning experiences
- Leverage digital tools to create opportunities for students

AUTHENTIC

Meaningful, relevant learning is grounded in real-world challenges and applications for authentic audiences.

- Model and value collaboration through discourse, inquiry, and problem-based learning
- Design and implement real-world learning experiences
- Promote and design structures that support flexible learning

SUPPORTIVE

Learning communities are collaborative, where all students feel they belong and are able to reach their full potential, contributing to the success of their community.

- Nurture a meaningful and engaging learning community
- Cultivate a safe learning environment
- Partner with families to build strong school-to-home relationships



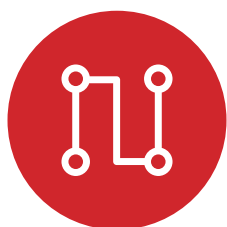
Blueprint Overview



Outcome #1

Expand Student-Centered Experiences

Educators are empowered to design and facilitate student-centered opportunities (ex: engaging, real-world experiences that foster student ownership) aligned to the Mentor Schools Learning Model that yield desired outcomes for all students.



Outcome #2

Nurture College and Career Pathways

Students have access to learning opportunities that prepare them to be college and career ready.



Outcome #3

Encourage Wellbeing

Mentor Public Schools will provide a safe learning environment where students can grow academically, physically, socially, and emotionally.



Outcome #4

Cultivate Strong Community Partnerships

The Mentor Schools community will grow relationships with businesses and organizations to expand mutually beneficial opportunities that foster well-rounded learning experiences for all.



Outcome #5

Maximize District Efficiency and Efficacy

Mentor Public Schools will operate at peak capacity by providing the knowledge, skills, and resources necessary to reach desired student outcomes.





◀ **OUTCOMES** CONTINUED



Outcome #1 **Expand Student-Centered Experiences**

Educators are empowered to design and facilitate student-centered opportunities (ex: engaging, real-world experiences that foster student ownership) aligned to the Learning Model that yield desired outcomes for all students.

Big Moves:

- K-12 Student Portfolios, Showcase and/or Exhibitions
- Enhance student-centered learning
- Audit, align, and monitor instruction, curriculum & resources to the learning model
- Feasibility study for a district-wide Mentor Preschool

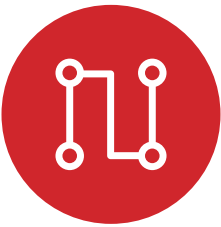
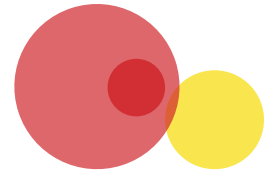
Success Metrics:

- All students have portfolios and participate in a showcase or defense
- All teachers have an Instructional Round classroom visit to document student-centered learning experiences
- Demonstrated student achievement growth on benchmarks





Outcomes



Outcome #2

Nurture College and Career Pathways

Students have access to learning opportunities that prepare them to be college and career ready.

Big Moves:

- Infuse career readiness: Exposure K-5, Exploration 6-8, Experience 9-12
- Establish a Mentor Comprehensive Career Technical Education (CTE) Model
- Expand college credit opportunities for students

Success Metrics:

- Increase in student-earned college credits and industry credentials
- Student portfolios incorporate career exploration and interests
- Increase opportunities and participation in future focus programs such as Advanced Placement (AP), CTE and College Credit Plus (CCP)
- Explore CTE options and determine the best model to meet the needs of our community and decrease the waitlist for CTE courses to ensure students have access.





◀ **OUTCOMES** CONTINUED



Outcome #3

Encourage Wellbeing

Mentor Public Schools will provide a safe learning environment where students can grow academically, physically, socially, and emotionally.

Big Moves:

- Support a sense of belonging
- Promote physical wellness
- Continue to prioritize school safety
- Address discipline approach
- Audit, align, and monitor mental health resources across the school district

Success Metrics:

- Increased positive feedback from all stakeholders, including students
- All students have opportunities for physical activity at school
- School resource/security officer in every school building
- Regular review and adjustment of approaches to discipline based on incident data
- Fully staff mental health professional positions in every school building based on needs





◀ **OUTCOMES** CONTINUED



Outcome #4 **Cultivate Strong Community Partnerships**

The Mentor Schools community will grow relationships with businesses and organizations to expand mutually beneficial opportunities that foster well-rounded learning experiences for all.

Big Moves:

- Deepen community partnership opportunities
- Engage families through school community meetings and gatherings
- Increase student service opportunities
- Invite the community to student showcases

Success Metrics:

- Build and publish a list of strong community partners
- Establish Cardinal Connect as an Mentor Schools community partnership hub
- Increased community feedback opportunities
- Guiding Coalition is convened annually



Student Achievement Fair



OUTCOMES CONTINUED



Outcome #5

Maximize District Efficiency and Efficacy

Mentor Public Schools will operate at peak capacity by providing the knowledge, skills and resources necessary to reach desired student outcomes.

Big Moves:

- Thoughtfully manage resources to successfully implement the desired outcomes
- Adapt school schedule, structures, and spaces as necessary
- Align professional development to strategic plan
- Maintain and encourage open dialogue with staff

Success Metrics:

- Track short-term and long-term financial health through Treasurer's Reports to maintain fiscal stability
- Audit of school schedule, structures, spaces, enrollment, and class sizes
- Evaluate quality and relevance of professional development and support opportunities
- Respond to needs expressed in Professional Learning Community (PLC) Forms



Glossary of Key Concepts

Authentic Audiences - A person or group of individuals, other than the course instructors, with expertise in the subject or content area that may be used to evaluate and provide feedback on a student's portfolio.

Benchmarks - The assessment tools and student results utilized in the district to measure student progress toward specific content standards at specific grade levels.

Cardinal Connect - The group of business and industry partners within the Mentor community who collaborate with educators in Mentor Schools to create real-world, experiential learning opportunities for students.

Career Exposure (K-5) - A series of activities provided to students in elementary school that allows them to learn about careers available in our community. i.e. - field trips, take your child to work days, guest speakers, etc.

Career Exploration (6-8) - A series of courses and activities provided to students in middle school that allows them to identify careers of interest, learn about specific skills needed for a particular career field, and obtain firsthand knowledge of a variety of career opportunities. i.e. - job shadowing, career speaker series, elective coursework, etc.

Career Experience (9-12) - A series of courses and experiences provided to students in high school that allows them to investigate careers of interest, practice specific skills needed for a particular career field, and complete advanced courses, credentials, and certification programs directly tied to a career pathway. i.e. - CTE programming, career academies, pre-apprenticeships, internships, work-study programs, etc..

Career Technical Education (CTE) - A series of courses and experiences provided to students within a specific career field that meets industry standards and Ohio Department of Education and Workforce requirements.

Industry Credentials - A certification or license issued by a third party that is a verification of a student's skills, knowledge, qualifications, and competencies in a specific career field.

Instructional Rounds - A practice in which a group of educators observes the instruction taking place in a classroom in a non-evaluative manner to identify the areas of a specific academic initiative that are present during a lesson.

Mentor Comprehensive CTE Model - The process of Mentor Schools providing a full complement of career technical education programs within our own school facilities.

Professional Learning Communities (PLCs) - A team of educators who share ideas to enhance their teaching practice and create a learning environment where all students can reach their fullest potential.

School Resource / Safety Officer - A uniformed officer from the Mentor Police Department, the Mentor-on-the-Lake Police Department, or the Lake County Sheriff's Office assigned to work in a school building during the school year.

Student Portfolios, Showcases, and Exhibitions - A collection of work presented by a student to a course instructor or an authentic audience to demonstrate their learning and understanding of the content.



Mentor

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www.mentorschools.net

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