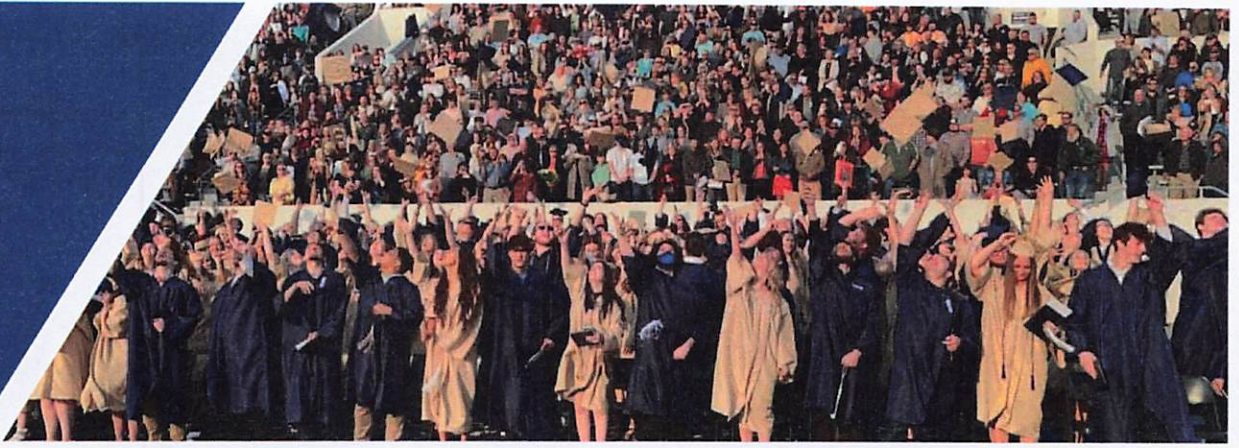




# STRATEGIC PLAN AND STRUCTURE

February 2025





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# OVERVIEW

The Strategic Plan outlined in this document is designed to inspire excellence, foster safety and support, prepare students for sustainable success, and ensure responsible use of school resources. This plan reflects Tiffin City School's commitment to the future of every student, family, and staff member in our district. More specifically, this is a blueprint to ensure the transparency of our efforts align with our mission, values, and the needs of our students and community. The purpose of this plan is to:

- Define clear goals that promote excellence and equity.
- Outline actionable steps to achieve those goals.
- Measure progress through meaningful benchmarks.
- Foster collaboration between students, families, staff, and the wider Tiffin community.

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## TCS Mission and Vision

Tiffin City Schools, in partnership with students, families, and the community, will create a learning environment where all students achieve at their full learning potential.

*Great Schools! Great Students! Great Future!*

## TCS Non-Negotiable Beliefs

- We believe and act on our belief that all people can learn.
- We believe, engage in, and assume P.R.O.U.D. behaviors.
- We believe in and focus on results.





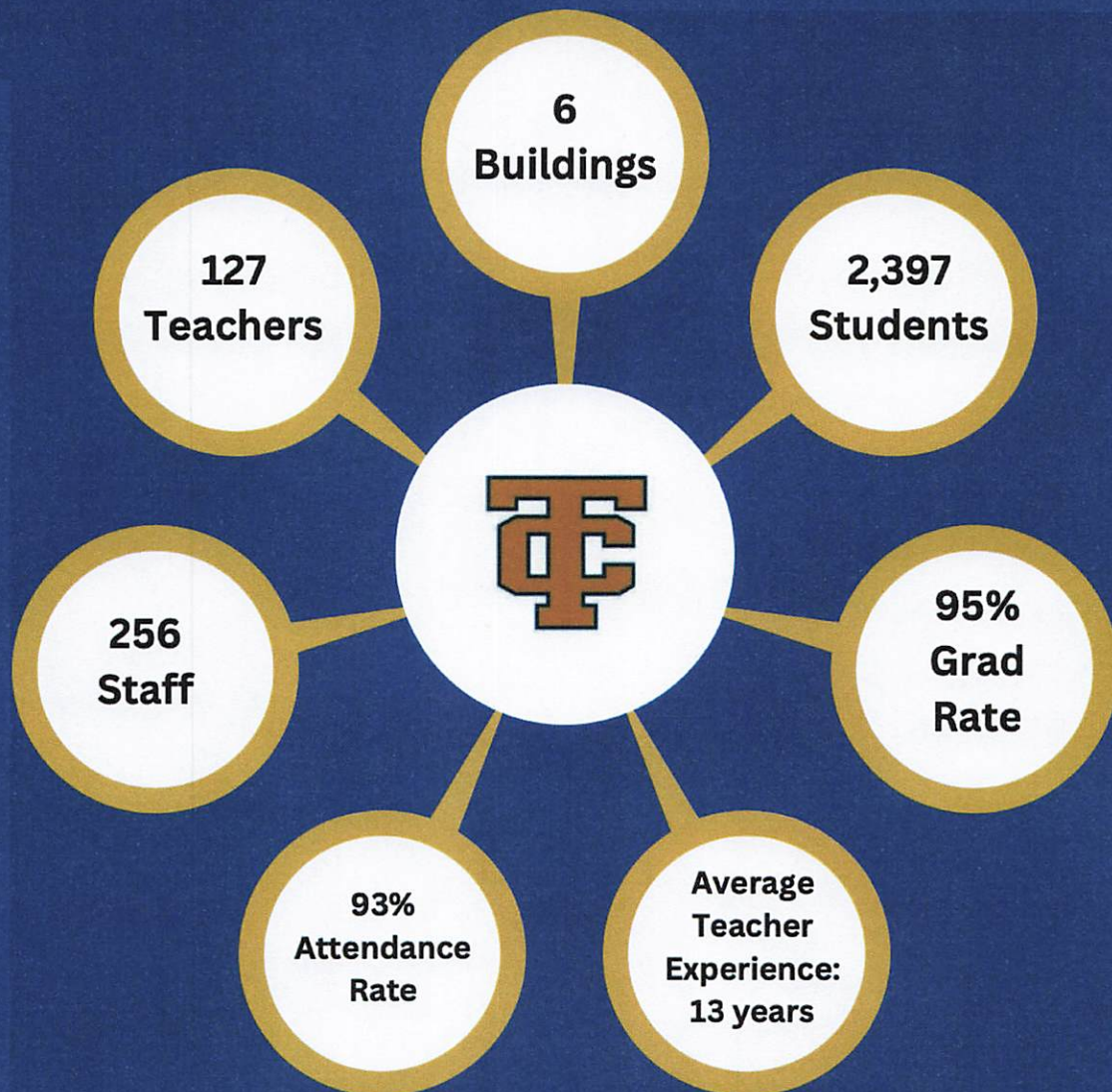
# HISTORY OF TCS

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# ABOUT THE DISTRICT





# OUR SCHOOLS



## LINCOLN PRE-KINDERGARTEN

Lindsey Distel, Dean of Students

Pre-Kindergarten provides a safe, nurturing environment for children ages 3-5 to grow in their cognitive, social, emotional, and physical development. Our District's youngest learners bring their curiosity through the doors daily, where they will find fun, friends, and a foundation for lifelong learning.

## WASHINGTON ELEMENTARY

Jennifer Watson, Principal

Washington Elementary School is where kindergartners and first graders rule! We are dedicated to providing our children with a safe, nurturing environment where innovative best practices help them learn at their best.

## KROUT ELEMENTARY

Michelle Wise, Principal

At Krout, it's all about second and third grade! Our staff is proud to impact the lives of your children by setting high academic, social, and behavior goals for a foundation of lifelong learning.

## NOBLE ELEMENTARY

Mike Newlove, Principal

We love our 4th and 5th grade students! At Noble Elementary, you can expect your child to be challenged to learn at their highest potential in a safe, nurturing, and fun environment.

## TIFFIN MIDDLE SCHOOL

Ryan Imke, Principal

At Tiffin Middle School, students in grades 6-8 are guided to be their best selves during a unique stage of their lives. Our staff is dedicated to creating a student-centered learning environment aligned with 21st Century skills of communication, collaboration, creativity, and critical thinking, while providing the explicit instruction for the necessary development of strong foundational skills.

## COLUMBIAN HIGH SCHOOL

Tim Murray, Principal

Columbian High School is dedicated to helping our 9th-12th grade students prepare for college, career, and life success, not only with a rigorous curriculum, but an environment that puts positive habits and character front and center. Our community is Tiffin Proud!







# OUR COMMITMENT

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## PORTRAIT OF A GRADUATE

Tiffin City Schools is committed to graduating seniors who demonstrate the following characteristics necessary for success. We believe that these qualities are created over time through student experiences in partnership with all TCS teachers and staff.

Tiffin City Schools Graduates Are:

- Effective Communicators
- Continuous Learners
- Literate
- Collaborative
- Community Engaged
- Adaptive
- Tiffin PROUD

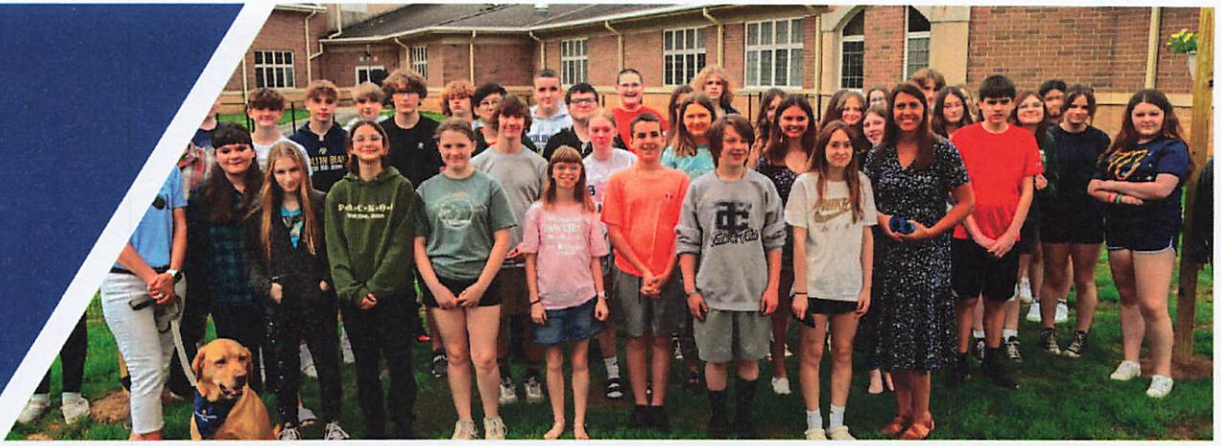


## TIFFIN PROUD

Students and Staff are taught and expected to be:

- Positive
- Respectful
- Own It
- Understanding
- Dependable





## A MESSAGE FROM THE SUPERINTENDENT

Dear Tiffin City Schools Community,

As the superintendent of Tiffin City Schools, I am honored to present our Strategic Plan. This plan is rooted in collaboration with students, families, staff, and community members. It reflects our shared vision for a future where every student is inspired to reach their full potential and equipped to navigate an ever-changing world.

Guided by four district pillars—Teaching and Learning, School Culture, Graduate Success, and Fiscal Responsibility—this plan outlines clear goals, actionable steps and measurable outcomes. It embodies our mission to provide a supportive and inclusive learning environment while fostering meaningful connections to post-high school opportunities, such as college, technical careers, military enlistment and sustainable employment.

Through this plan, we aim to:

- Inspire students and staff to learn, grow and achieve.
- Create a safe and supportive school culture where everyone thrives.
- Connect students quality opportunities that lead to sustainable, long-term success.
- Steward resources responsibly and transparently.

We believe that education is a community effort, and together, we can ensure that Tiffin City Schools remains a cornerstone of excellence. Thank you for your continued support as we embark on this journey to shape a brighter future for our students, schools, and community.

Yours in Service,  
Jerry Nadeau  
Superintendent, Tiffin City Schools





# DISTRICT DEPARTMENTS

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## FINANCE

*Anne Pence, Treasurer*

The Finance Department is responsible for ensuring the transparent and responsible management of all district funds. The team meticulously oversees expenditures, develops forecasts, and allocates resources to align with district priorities to maximize educational outcomes while maintaining fiscal integrity.

## HUMAN RESOURCES

*Bob Boes, Assistant Superintendent*

The Human Resources Department's mission is to build a talented, committed workforce that supports students and the community by attracting, hiring and retaining high-quality employees. The team ensures fair hiring, and fosters a supportive environment that prioritizes growth, equity, and well-being.

## ENGAGEMENT

*Michelle Tuite, District Engagement Officer*

The Engagement Department plays a crucial role in fostering strong partnerships with the community. They work diligently to secure financial support, resources, and collaborative opportunities that enhance our district initiatives. This team leads community outreach efforts, ensuring meaningful connections and active involvement with our stakeholders. Moreover, by overseeing all district communications, the department promotes transparency, builds trust, and amplifies our district's vision and successes to the broader community.

## TEACHING & LEARNING

*Laura Bryant, Director of Teaching and Learning*

The Department of Teaching and Learning drives academic excellence by overseeing curriculum, instruction, assessment, and professional development across the district. This team ensures high-quality, standards-aligned teaching practices, fosters continuous educator growth, and provides equitable learning opportunities for all students. By supporting data-driven decisions and cultivating a culture of excellence, the department empowers educators and students to reach their highest potential.





## STUDENT SERVICES

*Molly Armstrong, Director of Student Services*

The Student Services Department ensures all students, including those with diverse learning needs, receive equitable access to high-quality education and support. This team oversees special education programs, individualized services, and compliance with state and federal regulations in an effort to maximize every students' growth and achievement. By collaborating with families, educators, and specialists, the department creates inclusive environments where every student can thrive academically, socially, and emotionally.



## WHOLE CHILD SUPPORT

*Jill Miller, Whole Child Director*

The Department of Whole Child Education ensures that every student is healthy, safe, engaged, supported, and challenged, as outlined in Ohio's Whole Child Framework. This team collaborates with families, educators, and community partners to provide integrated supports that address academic, social-emotional, physical, and behavioral needs. By fostering equitable and inclusive environments, the department empowers students to thrive and reach their full potential in both school and life.



## OPERATIONS

*Bob Boes, Assistant Superintendent*

The Operations Department ensures the seamless functioning of the district by managing facilities, transportation, food services, and safety protocols with efficiency and excellence. This team prioritizes creating safe, clean, and supportive environments that enable students and staff to thrive. By optimizing resources and maintaining high standards, the department upholds the district's commitment to operational integrity and community trust.



## FOOD SERVICES

*Colleen Neely, Food Services Director*



## TRANSPORTATION

*Randy Cogner, Transportation Director*

## FACILITIES

*Greg DeVore, District Maintenance; Business Director*

## TECHNOLOGY INFRASTRUCTURE

*Brad Streng, Interim Technology Director*