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QUALITY PROFILE



BLAZING NEW TRAILS



LEARN MORE ABOUT WEST CLERMONT'S

Academics | Awards and Achievements | Finances | Community Engagement | Facilities

LETTER FROM THE SUPERINTENDENT

NATASHA L. ADAMS



Various studies demonstrate that the older we get, the faster time seems to go. That is certainly true for me, especially when it comes to our progress here at West Clermont Schools. That's why publications like this – our Quality Profile – are so important. They help us reflect on how far we've come. The roadway seems long but the stoplights help us pause and appreciate our journey. This is but one of West Clermont's stoplights.

Speaking of roadways, our district made an important transition this year as we delved deeper into our five challenges. We are transitioning from our metaphorical roadway, which tends to have a singular, predetermined route, to a trailhead, which will provide our students with a more dynamic, customizable experience that better aligns with our Portrait of a Graduate goals.

Read on to learn more about the strides we made throughout the 2023-2024 school year in our academics, partnerships, finances, and more. You will also get a preview of our 2030 strategic plan, which will be unveiled later this year. One thing is certain: no matter how fast time goes, West Clermont will continue to be an award-winning, on the RISE district.

Sincerely,

Natasha L. Adams

Natasha L. Adams
Superintendent and CEO



Our Portrait of a Graduate is our North Star and guides all that we do inside and outside of the classroom each day. We strive to teach our students the durable skills they need so they are prepared to:

- Create the lives they desire
- Turn ideas into action
- Be courageous in the face of challenge
- Pursue personal happiness and joy
- Do what is right even when no one is watching



Learn more about our Portrait of a Graduate by scanning the QR code.

VISION

Together As One Community, We Learn.
Lead. Succeed.

MISSION

Commit to excellence with every learner, every day, every way.

CORE VALUES

Together, We are, ON THE RISE.

R: Relationships

I: Innovation

S: Student-Centered

E: Empowerment

STRATEGIC THEMES

- Equip & Engage Every Learner
- Grow Academic Achievement & Educational Opportunity
- Embrace Innovative Learning
- Optimize Partnerships & Align Resources

THE BLAZING NEW TRAILS STRATEGIC PLAN THEMES SURROUND 3 P'S:



PATHWAYS AND PERFORMANCE:

Every student has access to a rigorous curriculum and support system to develop strong foundational knowledge and skills that transfer.

PEOPLE:

Every student has access to a high-quality team of educators, family and community partners.

PLACE:

Every student has necessary resources and access to a safe, welcoming, modern learning environment.

We are beyond grateful for our community's insights and input in developing this future-ready plan. We especially want to thank the Citizens Advisory Commission, which was instrumental in presenting recommendations and securing a Board-approved plan in June.

STUDENT SNAPSHOT

Class of 2024:

- Scholarships earned: \$5,432,814
- Attending 2 or 4-year college or trade school: 58%
- Joining workforce: 39%
- Serving in the U.S. military: 2.6%
- Seniors with 3.5 GPA or higher: 156
- Honors diploma: 53 students
- 1,720 seals earned (students must earn two of 12 diploma seals developed by the Ohio Department of Education & Workforce to graduate)

College Credit Plus:

- Credits earned: 2,734
- Offerings: Increased to 20 during the 2023-2024 school year, resulting in 60 more students accessing College Credit Plus at the high school

Advanced Placement:

- 310 students took AP courses
- 355 AP exams were given in May 2024

Apprenticeship Program:

- 150 students completed a pre-apprenticeship
- Expanded from one career field in 2022-2023 school year to 8 career fields for 2023-2024 academic year
- 25 students participated in the Supply Chain OKI Career Cohort
- 28 students gained experience as Help Desk Workers without leaving campus

80+ INDUCTED INTO NHS

Congratulations to the 80+ students inducted into the National Honor Society this year! These students must meet stringent academic requirements and have volunteered thousands of hours to the West Clermont community.

**INAUGURAL STUDENT SHOWCASE HELD IN CONJUNCTION WITH STATE OF THE SCHOOLS**

Each year, West Clermont Schools hosts a State of the Schools event designed to share with our community where we've been and where we're going. This year's event came with a new twist, however: a Student Learning Exhibition & Arts Showcase. The event was Trade Show style and featured students' recent work from the classroom and co- and extracurricular activities. Thank you to all who attended!

**WC MAINTAINS 4 STARS ON STATE REPORT CARD**

Each year, the Ohio Department of Education and Workforce releases State Report Cards, which highlight the achievements of school districts across the state and their efforts to prepare students for the future. Districts are given an overall rating of 1-5 stars, with five being the highest. Additionally, districts are scored in the following categories: Achievement, Progress, Gap Closing, Early Literacy and

Graduation. For the 2023-2024 school year, West Clermont Schools maintained its 4-star rating from the previous school year. When looking at total awarded points, the district jumped 64 spots this year. This places West Clermont in the top 40% of districts in the state! This is a testament to our staff, students, families and community partners' commitment to excellence with every learner, every day, every way.

**ACADEMIC
ACHIEVEMENT
ON THE
RISE**

Subject	Increase in Proficiency	Comparison to State Average
3rd grade ELA	⬆️ 17.8% since 2021	9.1% above state proficiency
3rd grade Math	⬆️ 14.3% since 2021	8% above state proficiency
5th grade Math	⬆️ 10.7% since 2021	5.6% above state proficiency
6th grade Math	⬆️ 8.5% since 2021	1.5% above state proficiency
8th grade Math	⬆️ 31.38% since 2022	9.9% above state proficiency
8th grade Science	⬆️ 8.3% since 2021	10.5% above state proficiency
High School ELA II	⬆️ 7.5% since 2022	12.7% above state proficiency
Algebra I	⬆️ 18.8% since 2021	23.2% above state proficiency
Biology	⬆️	9.6% above state proficiency
American History	⬆️	13% above state proficiency
American Government	⬆️	12.1% above state proficiency



WC Your Future was developed to help students see a link between what they are learning and future work. The program offers ways for students to make career connections as early as kindergarten.

We offered several initiatives and opportunities this past school year tied to our WC Your Future initiative, including:

- Career Fairs focusing on manufacturing, first responders and the military, and an overall job and career fair. In total, nearly 100 companies or units were represented at the respective fairs.

- Monthly Career Connects where students learned from local business leaders. More than 20 businesses hosted Career Connects and 320 students participated.

- Internships, in which 42 students participated.

Ten students were hired at companies like Kroger, Jurgensen and Huhtamaki as a result of these WC Your Future activities.



DISCOVERY COURSEWORK CREATES COLLABORATIVE OPPORTUNITIES

Fourth grade students at Clough Pike Elementary created cardboard video games in Discovery class, then invited first grade students to play the games.



CAREER EXPLORATION PROGRAM PAYING DIVIDENDS

West Clermont celebrated several students in May at a Career Commitment Ceremony. These students were recognized for their dedication to career exploration and training throughout the school year. Congratulations to those who earned a Career Passport and Lean Six Sigma Yellow Belt through our partnership with Supply Chain OKI, and to those who completed the Career Cohort training.



AWARDS

WC SCHOOLS GIVEN MOMENTUM AWARD

The Ohio Department of Education and Workforce presented Willowville Elementary and West Clermont Middle School with the Momentum Award earlier this year. The award recognizes schools that improve their performance index by three or more points over the previous year's report card and receive a progress rating of 4 or more stars.



BUSINESS ADVISORY COUNCIL RECOGNIZED

In May, West Clermont Schools was recognized at the Hamilton County/Clermont County Educational Service Center Business Advisory Council meeting for its collaboration with industry partners.

The Ohio Department of Education and Workforce presented the Business-Education Leader Awards for Excellent Business Advisory Council. West Clermont Schools joined the Hamilton County Educational Service Center's Workforce Innovation Network (WIN) in 2023 to promote work-based learning in southwest Ohio.



U.S. NEWS NAMES WEST CLERMONT HIGH TOP SCHOOL

West Clermont High School was ranked 4,878 nationally, 179 in the state and 33 in the Cincinnati metro area in U.S. News & World Report's list of best high schools.

The national ranking places West Clermont High School in the top 40% of high schools in the country out of nearly 18,000. Schools are ranked based on student performance on state-required tests, graduation rates and how well they prepare students for college.



STAFF MEMBER RECEIVES TEACHER OF THE YEAR AWARD

Congratulations to Gifted Education teacher Rena Ford, the 2024 Jennings Master Teacher of the Year Award winner! The honor is one of the highest accolades given by the Martha Holden Jennings Foundation, whose mission is to honor teachers and elevate the teaching profession.

One aspect of the award is a \$8,500 grant in Mrs. Ford's name that she can use to implement a project of her choice. Thank you for your continued commitment to our Wolf community, Mrs. Ford!



YEARBOOK WOWS - AGAIN

West Clermont High School's 2023-2024 yearbook, "Tracker," was named a Gallery of Excellence award winner by Walsworth, one of the nation's top yearbook publishers. This is the fifth year in a row the yearbook staff has received this honor. Congratulations!



WC HOME TO NATIONAL MERIT FINALIST

Congratulations to Joseph Young, who was a National Merit Finalist during the 2023-2024 school year. Finalists must take the SAT/National Merit Scholarship Qualifying Test and meet published program and entry and participation requirements. Eligible students are in the running for one of 7,000+ scholarships.



A LOOK AT OUR 2023-2024 FINANCES

DANIEL M. ROMANO | TREASURER AND CFO



We have not been able to follow a straight path when it comes to educating our students over the past several years. Financing our schools has not followed a linear path either. Thankfully, West Clermont Schools is expected to have a positive cash balance through June 30, 2027. This means we are extending our last levy commitment two years past when we thought we would need to return to voters.

Consistent with the manner in which schools are funded, revenue increases are stair-stepped by levy passages and valuation increases while expenses follow an inflationary trend line. Over time, districts operate with an operating surplus to accumulate cash which transitions into an operating deficit that depletes cash. We are projecting a spending deficit in FY26. Our total revenue is expected to grow by less than 1% over the next five years while expenses are estimated to grow, on average, by 5.1% each year. This deficit is the result of several factors.

ESSER FUNDING PATHWAY ENDING

ESSER — or federal COVID-19 relief dollars — sunset this September for all school entities. These dollars helped close the learning gap caused by the pandemic through prudent investments in our Onward and Upward program that included curriculum enhancements and staff, especially those in and closest to the classroom. From the beginning, West Clermont has planned for the relief funds to end and has taken measures to ensure vital resources that began with relief funds could continue within the district's operating budget.

STATE BUDGET UNCERTAINTIES

Based on the state's Fair School Funding Plan, West Clermont saw a slight increase in funding in FY24 but given the rise in local property valuations state funding is expected to return to FY23 levels in FY25.

INFLATION REACHES NEW HIGHS

Inflation hit a 40-year high in 2023, which impacts our utilities, staff benefit packages, and more.

INCREASE IN PROPERTY VALUES RESULTS IN INCREASED PROPERTY TAXES

West Clermont's property values rose by 31.25% in 2023. Many believe that schools are benefiting from historically high property value increases. In response the state of Ohio created the Joint Committee on Property Taxation Review and Reform which is tasked with reviewing Ohio's property tax system and making recommendations regarding property tax to the General Assembly.

Despite these challenges, our goal remains the same, and that is to respect our taxpayer dollars and commit to excellence with every learner, every way, every day. Thank you for your continued support of our next generation.

GOOD FISCAL PRACTICES EARN DISTRICT AWARDS

West Clermont Local Schools is the recipient of not one but three awards over the past year, highlighting the Treasurer Department's commitment to fiscal excellence.

AUDITOR OF STATE AWARD WITH DISTINCTION

West Clermont had clean audit reports with the Auditor of State, earning the district the Auditor of State Award with Distinction.



CERTIFICATE OF EXCELLENCE IN FINANCIAL REPORTING

The Association of School Business Officials International (ASBO) awards a Certificate of Excellence in Financial Reporting to school districts that publish Comprehensive Annual Financial Reports which substantially conform to the principles and standards of financial reporting as recommended and adopted by the Association of School Business Officials. This award is granted after an intensive review of the financial report by an expert panel of certified public accountants and practicing school business officials.



CERTIFICATE OF ACHIEVEMENT FOR EXCELLENCE IN FINANCIAL REPORTING

The Government Finance Officers Association awarded West Clermont a Certificate of Achievement for Excellence in Financial Reporting for its comprehensive annual financial report. This is a prestigious national award recognizing conformance with the highest standards of preparation of state and local government financial reports.



ALTERNATIVE FUNDING BOLSTERS WC BUDGET

West Clermont Schools continuously seeks grants and other alternative sources of funding to help provide a well-rounded experience to our students.

MERCY HEALTH

Mercy Health has been an invaluable partner to West Clermont Local Schools. From FY2024 to FY2028 they will invest \$1 million. The funding will support annually the following:

- \$100,000 for student activities such as athletics, including replacement of the turf in the Fieldhouse in 2024
- \$50,000 for employee well-being
- \$50,000 for curriculum enhancements



JOE BURROW DO GOOD GRANT

Most recently, the district received a grant from the Joe Burrow Foundation Do Good Grant.

The grant will enhance the district's efforts to bridge mental health and food insecurity through two main initiatives: building a garden and developing curriculum on the eight tenets of wellness.

Interested high school students will learn about sustainable gardening and distribute the produce grown in the garden to local families through a partnership with a food bank. West Clermont's mental health team will also use the garden to help students experiencing mental health issues regulate their mindset by using the therapeutic properties of the garden and nature.

Through a partnership with the Student Services Department, a select group of students will also learn about the eight tenets of wellness: Emotional, Social, Spiritual, Intellectual, Physical, Financial, Environmental and Occupational. Each session will teach about how these areas come together to create a wholly well individual.



From left to right: Julie Parece, Hope Gill and Heidi Sandlin, who came together to apply for the grant. We are proud of their commitment to serving our students!

INVESTMENTS KEEP WC ON THE RISE

West Clermont continues to invest in its staff and students so that we can remain an On the RISE district. Major investments during the 2023-2024 school year included special education enhancements, including staffing. Additionally, we continued our curriculum update cycle by adopting new math, science and language arts programs. The district also replaced its Chromebooks and several copiers throughout our buildings.

INTEREST BASED BARGAINING USED TO NEGOTIATE NEW CONTRACTS

During the 2023-2024 school year, West Clermont School District negotiated new contracts with the bargaining units for both classified and certified staff. For this cycle, the process was completed using Interest Based Bargaining (IBB), which is a collaborative process focused on mutual interests and long-term solutions to the challenges we face today. This process is notably different in that everyone works together to explore solutions and reach consensus that satisfies the needs of both the employees and the District.

The process was very successful, resulting in new contracts that were approved in December 2023 after only two months of collaborative work. Following contract negotiations, it was decided that IBB provided an effective framework for problem solving that will continue to be used to tackle issues throughout the year, not just when it is time to negotiate a new contract. The IBB process supported stronger relationships and a focus on problem-solving that will make us more effective as an organization. We are grateful to work in such a highly collaborative, future focused environment where everyone can feel heard and valued in the problem solving process.

DISTRICT PLACES EXTRA EMPHASIS ON STAFF WELL-BEING

Just as our students must be healthy in order to learn, so too must our teachers be healthy — physically and mentally — to teach and support their students to the best of their ability.

Last fall, we hosted a Health Fair attended by more than 400 employees. The day-long event featured physical, mental, financial and social well-being activities and resources.

Then, in January, West Clermont rolled out a new Employee Assistance Program, Modern Health, which prioritizes the mental well-being of staff. We also expanded our program activities in partnership with Mercy HealthPlex.

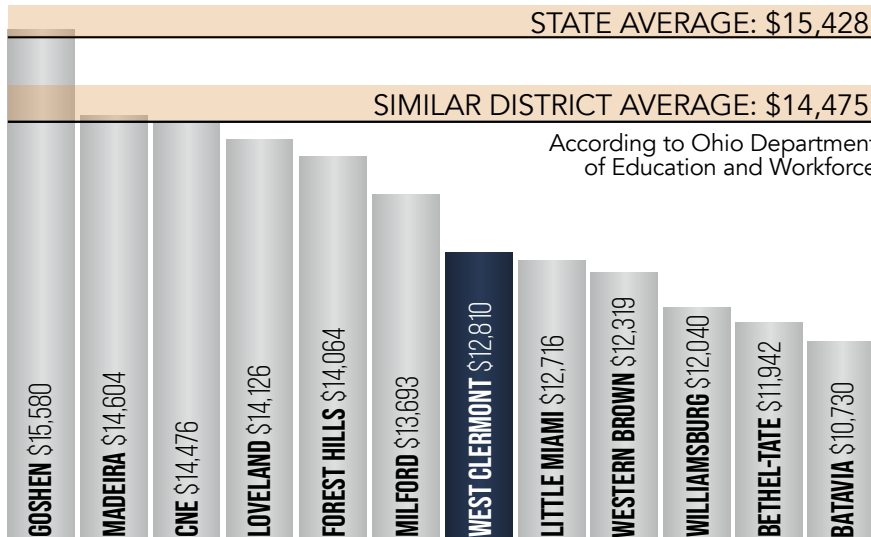


PER PUPIL SPENDING

STATE AVERAGE: \$15,428

SIMILAR DISTRICT AVERAGE: \$14,475

According to Ohio Department of Education and Workforce



LOCAL DISTRICT COMPARISONS

ATHLETIC FUN FACTS

683

Students participated in high school sports

28

Student-athletes finished in the top 10% of their class

20

Seniors signed to play collegiate sports

\$32,250

in scholarships were given by the West Clermont High School Athletic Boosters to 39 student-athletes



GIRLS BASKETBALL

Coach Click received his 400th career win.

Layla Hales named 3rd team All-State.

SALT ENJOYS VISIT FROM UC ATHLETES

In February, our Student Athlete Leadership Team (SALT) had a special visit from some University of Cincinnati football players. They shared valuable insights on setting goals, honing leadership skills and the importance of hard work. Shoutout to the Bearcats for their partnership!



DIVING

Bryce Cousins placed 11th at state.

BAND JOINS D.C.'S CHERRY BLOSSOM FESTIVAL

The West Clermont High School band performed in Washington, D.C.'s National Cherry Blossom Festival Parade last April.

They were one of a select group of 18 high school bands chosen to perform as part of the annual tradition. They walked the parade route alongside floats, giant helium balloons, and appearances by Mickey and Minnie Mouse, hip-hop legends Sugarhill Gang, American Idol finalist Colin Stough, and more.

Way to put WC on the map!

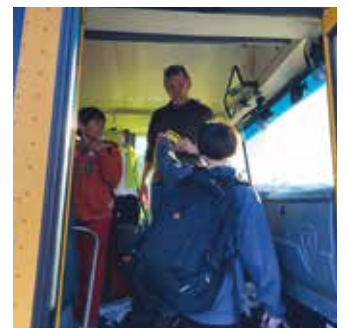


KINDNESS IN ACTION

Kindness spread like wildfire at West Clermont Schools this year! In January, our Kindness Club delivered notes of gratitude to bus drivers, enjoyed a visit from the Grinch, and built gingerbread houses. We are grateful for our Withamsville-Tobasco students, who filled the week before winter break with lots of holiday cheer.

Additionally, in April our Kindness Club at Holly Hill Elementary worked on a button art project while having conversations about how to spread kindness through our West Clermont community.

Last but not least, Merwin Elementary's Kindness Club was awarded a \$1,500 grant from ServeOhio to beautify our school grounds. This summer, they added landscaping around the school sign, made possible with help from Bard Nurseries.



NEW, EXPANDED PARTNERSHIPS IMPROVE STUDENT BEHAVIOR

West Clermont supports the whole learner. As part of this goal, we added several Resource Coordinators to our team this year through partnerships with Clermont County Job and Family Services and the Clermont County Educational Services Center. Coordinators support student access, engagement and learning growth by:

- Creatively addressing barriers to learning
- Creating and strengthening partnerships
- Increasing family engagement
- Providing emergency assistance
- Helping families navigate resources and systems
- Equipping families and students with empowerment tools



TEAMWORK MAKES THE DREAM WORK

We are incredibly grateful for our volunteers, who help make the West Clermont student and staff experience more meaningful. Congratulations to this year's Volunteers of the Year!

Amelia Elementary

Parent Teacher Association members Lacey Young, Slone Steidle, Becky Roy and Cindy Wiseman

Clough Pike Elementary

Teresa Burgess

Merwin Elementary

Ashley Colyer

Holly Hill Elementary

Marty Acheson

Summerside Elementary

Lynn Baird

Willowville Elementary

Parent Teacher Organization President Teresa Johns

Withamsville Tobasco Elementary

Becky Curtis

West Clermont Middle School

Parent Teacher Student Organization President Laura Ard

West Clermont High School

Band Booster members Laurie Smith and Keith Brown

PIE AWARD WINNERS ONE PIECE OF THE PIE

Schools alone cannot educate students. Rather, it takes a community of partners, whether in the form of families or local organizations. Congrats to the 2024 PIE award winners, and thank you for your support in educating our next generation.

Amelia Elementary
Empower Youth

Clough Pike Elementary
VFW Post 9630

Holly Hill Elementary
Emmanuel United Methodist Church

Merwin Elementary
The Disciple Women at Anderson Hills Christian Church

Summerside Elementary
New Life Fellowship

Withamsville-Tobasco Elementary
Withamsville Church of Christ

Willowville Elementary
St. Veronica Catholic Church

West Clermont Middle School
Beechmont Subaru

West Clermont High School
Sharefax Credit Union

West Clermont School District
Mercy Health



HealthSource

**FAMILY PRACTICE HOURS:
MONDAY-FRIDAY
8 A.M. - 5 P.M.**

HealthSource



HealthSource

HealthSource West Clermont Family Practice and School Based Health Center is located inside West Clermont Middle School. This center offers Family Practice, Vision, and Dental services to students, staff, and community members.



Learn more by scanning the QR code.

 FOCUS GROUPS 56 Focus Groups 316 Participants	 TOWN HALLS 12 Town Hall Meetings 720 Participants	 SURVEYS 421 ThoughtExchange Participants 796 Q12 Gallup Staff Engagements 1,810 React Review Survey Responses	 SUPERINTENDENT 101 Superintendent Staff Articulation Meetings	 STUDENT VOICE 9 Student Voice at BOE Meetings 2,400 Student Experience '21 Student Survey 2,431 Student Safety Survey Grades 5-12	 COMMUNITY PARTNERS 135 Partners In Education Event Participants 4 Alumni Events 9 Community Partner Events	 EXTERNAL STAKEHOLDER TEAMS 16 External Stakeholder Teams
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West Clermont continues to make community engagement a top priority. After all, West Clermont Schools are YOUR schools. Check out the various activities we've hosted to make sure our residents are informed and have an opportunity to provide their feedback and ideas about the future of the district.

FOCUS ON FIVE CHALLENGES

For the past two years, we've taken a deeper dive into what we and our community consider our top five challenges. These include:

SAFETY & WELL-BEING

EDUCATIONAL PROGRAMMING

FACILITIES

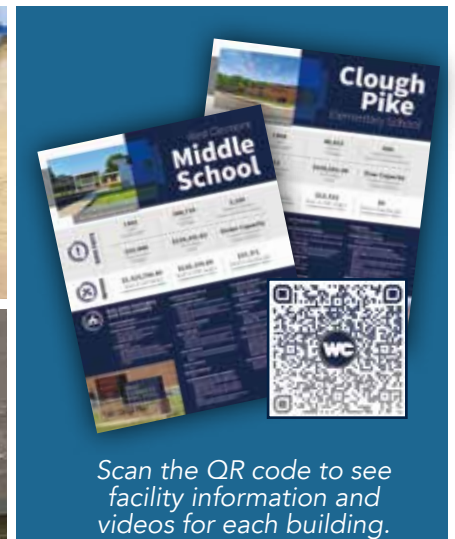
TRANSPORTATION

SCHOOL PURPOSE & DESIGN

Our community engagement events and committees like the Citizens Advisory Commission (CAC) have been critical to identifying solutions to these challenges.

WE ARE CURRENTLY HONING IN ON OUR SCHOOL PURPOSE & DESIGN AND FACILITIES, WHICH ARE INTERRELATED.

- Over the last year, we've completed a facilities assessment, given tours of our schools and planned for enrollment growth. The CAC also presented to the Board in the spring, making several recommendations related to modernizing our curriculum and facilities so that we can provide an experience that truly prepares our students for the world they will enter upon graduating. Learn more by scanning the QR code.



Scan the QR code to see facility information and videos for each building.

ENGAGEMENT

A key outcome of our strategic plan is the development of a new Facility Master Plan, which was presented to the Board of Education by the Community Advisory Team (CAT) this fall.

The CAT is a diverse group of stakeholders representing various facets of our community, including residents, government officials, business leaders, and school staff. Their role is to thoroughly assess the current and future needs of our district's facilities, ensuring that any proposed plans align with the community's values and priorities. Through a collaborative process, the CAT works to understand the complexities of our district's infrastructure, synthesize input from different perspectives, and provide informed recommendations that will guide the Board of Education in making decisions that best serve our students and community for years to come.

COMMUNITY ADVISORY TEAM CHALLENGES

Aging facilities

Overcrowded schools/classrooms

Diverting funds away from students to facilities

Inequitable facilities across the district

Inadequate modern spaces including:

- Spaces not relevant for modern curriculum
- Inability to provide spaces for whole learner services (i.e., mental health, physical health, support services, etc.)
- Inadequate spaces for diverse learner classrooms
- Inadequate spaces for specialized programming like art, music, gifted, etc.
- Limited spaces for student and staff collaboration



Citizens Advisory Commission

NEW STRATEGIC PLAN LAUNCHING: BLAZING NEW TRAILS

Strategic planning is an organizational management activity that is used to set priorities, focus energy and resources, strengthen operations, and ensure that employees and other stakeholders are working toward common goals. Our current strategic plan — Roadmap for Success — has set a strong foundation for our next strategic plan, Blazing New Trails.

WHERE WE'VE BEEN

Since 2021, we have involved our community — staff, students, families, partners and the community at large — in a process to help us get to the heart of who we are and what we need to do to blaze a brighter future for our students.

Through Thought Exchanges, surveys, focus groups, Town Halls, and the creation of a Citizens Advisory Commission and Community Advisory Team, we have listened to what people have to say about our current state and our top five challenges. We have responded to the conditions that must change. We have looked to the future so that we know what we must do to ensure our students achieve Portrait of a Graduate outcomes.

We are ready to unveil our next strategic plan, which will lead us through 2030. This new plan focuses on our foundational belief that all students can learn and we are the educators who can make it happen. We do this by knowing every student's name, story, strengths and needs, and we respond.

**STAY TUNED FOR OUR
BLAZING NEW TRAILS
STRATEGIC PLAN**



Community Advisory Team Work Sessions



West Clermont School District
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Cincinnati, OH 45245

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West Clermont Board of Education:

Ryan Patton, Jim Rudy, Michael Chumley, Tammy Spencer, and Tina Sanborn

We are grateful for our Board of Education, who is helping us blaze new trails! Thank you for your continued support and leadership of our district.



WEST CLERMONT TOWN HALLS

OCT.
9
2024

6:00 PM
Merwin
Elementary

NOV.
14
2024

6:00 PM
West Clermont
Middle School

Facility tour will take place at 5:15 p.m. before the Town Hall meeting. Scan the QR code to RSVP for Town Hall meetings. Not required, but encouraged.



WORK



VOLUNTEER



GIVE



CONNECT



ENROLL