



Strategic Plan 2026

# Bartholomew Consolidated School Corporation

# BCSC STRATEGIC PLAN OVERVIEW

## OUR APPROACH

Throughout the Spring and Summer of 2021, we engaged stakeholders across our school corporation to provide input on our five-year strategic plan. Our planning and steering teams included parent, teacher, school leader, district administrator, school board, and community representation. These teams engaged our stakeholders, analyzed feedback, synthesized our identity, and developed a roadmap for our future as a corporation.

The plan features our strategic direction (guiding values, mission and vision), three focus areas, and six strategic initiatives. Each initiative is defined by key objectives, as well as the programs and methods that will define them. The plan includes imagery of three Bartholomew County bridges that are both representative of our plan's unique identity and symbolic of the desire for this plan to serve as a connector between our current and desired future state.

## INFORMED BY

19

Focus Groups

1789

Surveys

6

Design Workshops

## STRATEGIC PLANNING PROCESS

Sought community feedback on BCSC strengths, areas for growth, and direction

Identified our Initiatives, Programs, and Methods

Finalized Strategic Plan

Developed our Strategic Direction (Mission, Vision, Values)

Sought additional stakeholder feedback

Launched Strategic Plan beginning Fall 2021

# BCSC STRATEGIC PLAN 2026

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## OUR CORE BELIEFS

- Learners will rise to the challenge of high expectations.
- Learning is most effective when we have choice, flexibility, and see relevance.
- People thrive when physical, social, and psychological needs are met.
- Our community and school district are stronger when we partner with one another.
- We flourish because of the diversity and variability in our community.

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## OUR VISION

**BCSC is THE CHOICE to learn, work, and play.**

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## OUR MISSION

**We develop expert learners by partnering with our community to invest in people.**

## OUR FOCUS AREAS



Excellence  
& High  
Expectations



Healthy, Safe,  
& Welcoming  
Environments



Pathways to  
Success





# EXCELLENCE & HIGH EXPECTATIONS

BCSC prepares every learner for success by providing access to an equitable system of high-quality curriculum, resources, educators, and leadership.

## ENSURE EQUITABLE ACCESS AND ACHIEVEMENT

### Strategic Objectives

Students will have full access to academic offerings and their individual needs met.

Staff will be able to identify and remove barriers and provide options for student learning through the Universal Design for Learning (UDL) framework.

### Programs & Methods

- Develop an asset-based, systemic program to measure and improve equity in academic achievement and access to resources.
- Increase the capacity of staff to utilize the UDL framework.
- Provide weekly STEM lab activities for all K-6 students.

## ATTRACT AND RETAIN A DIVERSE, HIGH-QUALITY STAFF

### Strategic Objectives

Students and community members will view a career at BCSC as accessible and fulfilling.

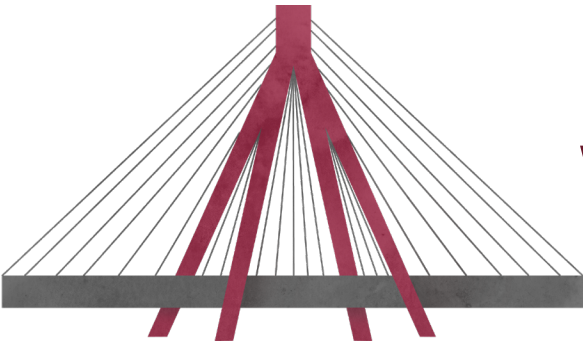
Staff will feel a sense of belonging among their teams and peers at every stage of their journey.

Staff will be engaged and have a sense of self-efficacy in the work of the district.

### Programs & Methods

- Implement a Grow-Your-Own teacher recruitment program in the community.
- Conduct an annual research-based, independent Employee Engagement Survey to inform our approach to retention.





# HEALTHY, SAFE, AND WELCOMING ENVIRONMENTS

BCSC provides safe and welcoming learning environments in which every learner has positive relationships and access to resources needed to thrive.

## MEET THE PHYSICAL, SOCIAL, AND PSYCHOLOGICAL NEEDS OF STUDENTS AND STAFF

### Strategic Objectives

Students and staff will feel welcomed, engaged, and have equitable access to necessary resources.

Staff will be confident in their understanding of equity, cultural responsiveness and sustainability.

Students and staff will have the knowledge, mindset, and skills needed to maintain safe and healthy learning environments that foster trusting relationships.

### Programs & Methods

- Increase staff capacity to effectively implement Positive Behavior Instructional Supports (PBIS).
- Provide comprehensive social/emotional/counseling services for all students.
- Develop staff capacity to incorporate cultural responsiveness and cultural sustainability within UDL.
- Provide a comprehensive Employee Assistance Program (EAP).

## INVEST IN WELCOMING, SAFE, AND INCLUSIVE FACILITIES

### Strategic Objectives

Students and staff will work and learn in safe and healthy learning environments that are designed for 21st Century learning.

Student learning spaces will reflect the diverse cultural views of the community.

Community members will use BCSC facilities as resource centers.

### Programs & Methods

- Implement school-based, comprehensive student health clinics in the high schools and as required in other school buildings.
- Update and upgrade elementary school buildings to reflect the facility guiding values and principles.





# PATHWAYS TO SUCCESS

BCSC provides equitable access to flexible, student-centered options for learning and demonstrating success.

## INCREASE OPPORTUNITIES FOR PARTICIPATION IN EXISTING PATHWAYS

### Strategic Objectives

Students will have the opportunity to explore any of BCSC's pathways and see their pathway celebrated by the community.

Staff members will understand and be equipped to identify and eliminate barriers along each student pathway.

Stakeholders will be confident that pathways are performing at high levels.

### Programs & Methods

- Evaluate existing pathways for access, equity, outcomes, and resource allocation to identify priorities and resources needed for pathways to adequately support the needs of the community.

## UTILIZE PARTNERSHIPS TO ESTABLISH ADDITIONAL PATHWAYS

### Strategic Objectives

Students will have the opportunity to identify their own unique pathway.

Students will be aware of and encouraged to explore career pathways in the field of education.

### Programs & Methods

- Engage the community in identifying additional educational pathways to meet current and future student needs.
- Leverage local partners and organizations to align existing pathways with community needs.

