



How Bartholomew CSC is Going from Plan to Action

Education Elements Webinar

June 21, 2022

Your Facilitator Today



Andrea Goetchius
Associate Partner



Dr. Jim Roberts
Superintendent, BCSC

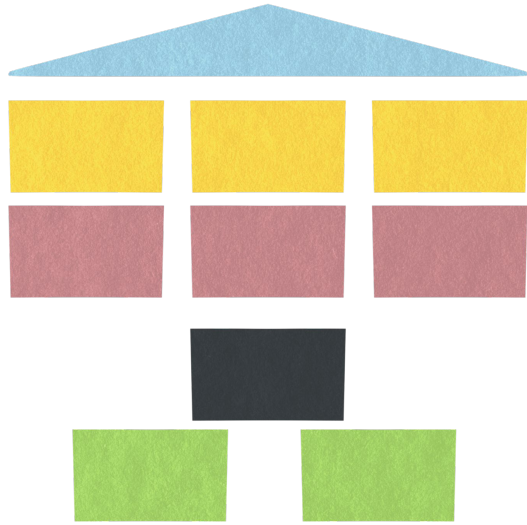
Objective

Provide a thorough overview of the strategic planning process

Share learnings from BCSC strategic planning and implementation

PROCESS

Components of a Strategic Plan



What could be in our plan?	What question does it answer?	Other things you can call it:...
Mission	Why we exist	Purpose
Vision	Where we are going	Aspiration, Future Position, North Star, Goal
Values	What we believe	Beliefs, Guiding Principles
Priorities	What we will prioritize in the next 2-5 years	Focus Areas, Themes, Pillars, Strategic Goals/Objectives
Goals	What does success look like	Objectives, KPIs
Strategies	How we get to success	Initiatives, Actions
Approach	How to get to our plan	Methodology, Timeline, Approach

Strategic Planning Methodology

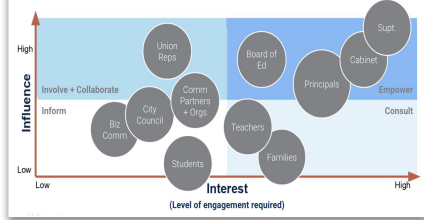
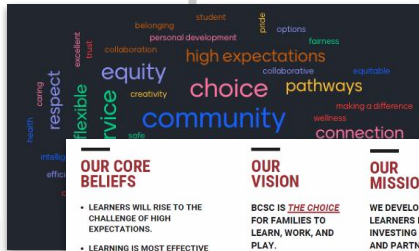


Plan & Align

Foundations

Design

Launch



OUR CORE BELIEFS

- LEARNERS WILL RISE TO THE CHALLENGE OF HIGH EXPECTATIONS.
- LEARNING IS MOST EFFECTIVE WHEN WE HAVE CHOICE, FLEXIBILITY, AND PURPOSE.
- PEOPLE THRIVE WHEN THEIR PHYSICAL, SOCIAL AND PSYCHOLOGICAL NEEDS ARE MET.
- OUR COMMUNITY AND SCHOOLS ARE STRONGER WHEN WE PARTNER WITH ONE ANOTHER.
- WE FLOURISH BECAUSE OF THE DIVERSITY AND VARIABILITY IN OUR COMMUNITY.

OUR VISION

BCSC IS **THE CHOICE** FOR FAMILIES TO LEARN, WORK, AND PLAY.



OUR MISSION

WE DEVELOP EXPERT LEARNERS BY INVESTING IN PEOPLE AND PARTNERING WITH THE COMMUNITY.



Strategic Priorities

In order to meet our vision by 2027, we will focus on the following:

Priority	How We Are Getting Started in Year 1
Career and Post-Secondary Readiness	<ul style="list-style-type: none"> Partnering with universities and businesses in order to create a Framework and opportunities for students to explore their future options. Exploring School Start Times Developing University and Workforce Partnerships
Stakeholder Connections	<ul style="list-style-type: none"> Partnering with stakeholders, including students, families, staff, and our community, to create lasting connections and a positive school culture and climate. Creating a Community Academy
Student Development and Support	<ul style="list-style-type: none"> Developing the whole student by teaching academic and skills necessary to be successful throughout their educational and post-secondary journey. Building a Soft Skills Curriculum
Future Ready Facilities	<ul style="list-style-type: none"> Creating safe and functional facilities that promote a student-centered learning environment. Creating Spaces for Career Pathways
Diverse Learning Experiences	<ul style="list-style-type: none"> Equipping all students with the ability to have a voice in their learning, with multiple choices and learning modalities. Prioritizing Student Check In



We know how, when, and to what extent we will **engage stakeholders** in the planning process

We review data to determine our strengths and opportunities and **define our strategic direction**

We engage stakeholder groups to think critically and **design key initiatives, outcomes + metrics**

We develop **owners, milestones and indicators** for initiative implementation and a **communication plan** to inform stakeholders of the plan.

Your Plan Should Represent Your Community

SALAMANCA CITY CENTRAL SCHOOL DISTRICT

2020-2025 STRATEGIC DIRECTION

Strategic Plan 2021

Auburn Enlarged City School District

WATERLOO CENTRAL SCHOOL DISTRICT

Our Mission
We put kids first every day. We support each student on a personalized journey to realize their goals. Our caring community develops learners and leaders.

Our Vision
All Students. All Staff. One Family.

Our Values
We believe these values are at the core of who we are. These values direct our work and guide our decision-making at every level of our school district.

- Student-Centered**
We make all decisions from a student-centered lens. We actively seek student input and feedback as we seek ways to support the students' pursuit of their life and career goals.
- Diversity**
We value differences in people. We believe in valuing and honoring perspectives that are different from ours. Everyone deserves to be treated with respect and trust.
- Collaboration**
We care about sharing experiences together. Collaboration and shared learning among students, educators, and parents fosters strong relationships in their school and global communities.
- Personalization**
Our students, staff, and community members deserve to learn and grow to a personalized level. We provide diverse learning experiences that allow them to work, offer choices, meaningfully engage, thrive, and succeed at their individual level.
- Collaborative Spirit**
Our stakeholders work collaboratively and cooperatively to achieve shared goals.

Our Path Forward
Our future as Waterloo Central School District is determined by our students and community. With the input of hundreds of students, parents, teachers, staff members, administrators, and other Waterloo community members we created this strategic plan to provide directional clarity for how we will grow as a family over the next five years.

CLYDE-SAVANNAH CENTRAL SCHOOL DISTRICT 2019 STRATEGIC PLAN

VISION
We aspire to be a student-centered community that provides all students with the opportunity to meet today's and tomorrow's opportunities.

MISSION
Empower students and ensure our services to support our learners in order to make the difference in our ever-changing world.

OUR BELIEFS

- WE ARE STUDENT-CENTERED.**
Our students are the heart of our district. We ensure that all decisions are made with the student's best interests in mind. We provide a variety of learning pathways to ensure that all students are supported and empowered.
- WE ARE CREATIVE.**
Students are encouraged to think outside the box and support their ideas. We provide a safe and supportive environment for our students.
- WE ARE PART OF A STRONG COMMUNITY.**
We believe that our students, staff, and community members are all part of a strong community. We value the input of all stakeholders and work together to support our learners.

OUR FOCUS is on the experience of...

- STUDENTS**
We strive for the Clyde-Savannah student experience to be one that is tailored to their individual strengths, needs, and interests while providing flexibility and support to ensure mastery at the highest standards possible. We want to ensure an experience where students feel safe and welcome through a inclusive culture of mutual respect and dignity, accessible academic supports, and celebration of our multiple cultures, talents, and strengths. School will be a place where students feel that their voices are heard and honored.
- STAFF**
We want every staff member to feel excited and proud to be part of the Clyde-Savannah CSD. An experience in which all staff regardless of position feel supported, valued, and empowered through a culture of mutual respect and collaboration. An experience in which they are given the necessary tools to succeed in their roles in the organization.
- COMMUNITY**
The community experience will be one in which all constituents feel like they can contribute to the address of our mission and vision and that there are meaningful ways to make contact and community members in school empowerment and support for student achievement.

#EducationEmpower

The Dream Our Promise Future Doctor & Inventor

Our #IFPromise prioritizes our students by empowering their voice in a personalized, collaborative, and inclusive learning environment.

Learners as DOERS
Creating learning experiences for students to engage in academic and real-world applications by employing critical thinking, creating, communication, and collaboration.

Learners as INDIVIDUALS
Offering a personalized and viable curriculum by recognizing the unique abilities, learning preferences, and background of each student.

Learners as THE WHOLE CHILD
Providing instruction and experiences for learners, fostering self-awareness by developing responsible decision-making skills, valuing diverse perspectives, and establishing positive relationships.

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Lewiston-Porter CENTRAL SCHOOL DISTRICT

We are committed to our **MISSION**

ONE PURPOSE
OUR PROMISE
YOUR PATHWAY

In order to achieve our **VISION**

Our purpose is to ensure that when students leave Lewiston-Porter they will be ready to face the world with confidence in themselves and what they can contribute.

While students are here they will be challenged to grow along their pathway and discover their personal best because we promise to give them our best.

SBSD

OUR VISION
All students come into our district with personal stories, unique talents, and vast potential. They are supported by a community that values their unique qualities that will bring and prepares them to graduate, trained and ready to succeed.

OUR MISSION
Ignite your passion. Nurture your potential. Embrace your future.

WHAT WE BELIEVE
South Brunswick School District is a community of diverse, driven, and innovative individuals. The district's strategic plan aims to provide transformational learning experiences for all by tapping into the collective strengths of our students, staff, families and other members that make up this community.

INNOVATION
We take personal problems together through training, providing social within our community, and utilizing transformational technology to open doors and imagine solutions for all.

PARTNERSHIPS
We cultivate a vibrant community that brings together resources to support the varied needs of our students.

EQUITY
We stand unambiguously to ensure academic, extracurricular, and honor awards areas contributions that will ensure equitable access to every student in every classroom, every day.

BCSC

Strategic Plan 2026

Bartholomew Consolidated School Corporation

Geneva City School District


2021-2025 Strategic Plan

INVEST IN THE FUTURE

THE METROPOLITAN SCHOOL DISTRICT OF WARREN TOWNSHIP

2020 - 2025

Overview of BCSC Plan



Strategic Plan 2026

Bartholomew Consolidated School Corporation

BCSC STRATEGIC PLAN 2026

OUR CORE BELIEFS

- We all can rise to the challenge of high expectations.
- Learning is most effective when we have choice, flexibility, and see relevance.
- We thrive when our 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.

OUR VISION

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

OUR MISSION

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

OUR FOCUS AREAS

 <p>Excellence & High Expectations</p>	 <p>Healthy, Safe, & Welcoming Environments</p>	 <p>Pathways to Success</p>
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EXCELLENCE & HIGH EXPECTATIONS

BCSC prepares expert learners through an equitable system of high-quality curriculum, resources, and educators.

ENSURE EQUITABLE ACCESS AND ACHIEVEMENT

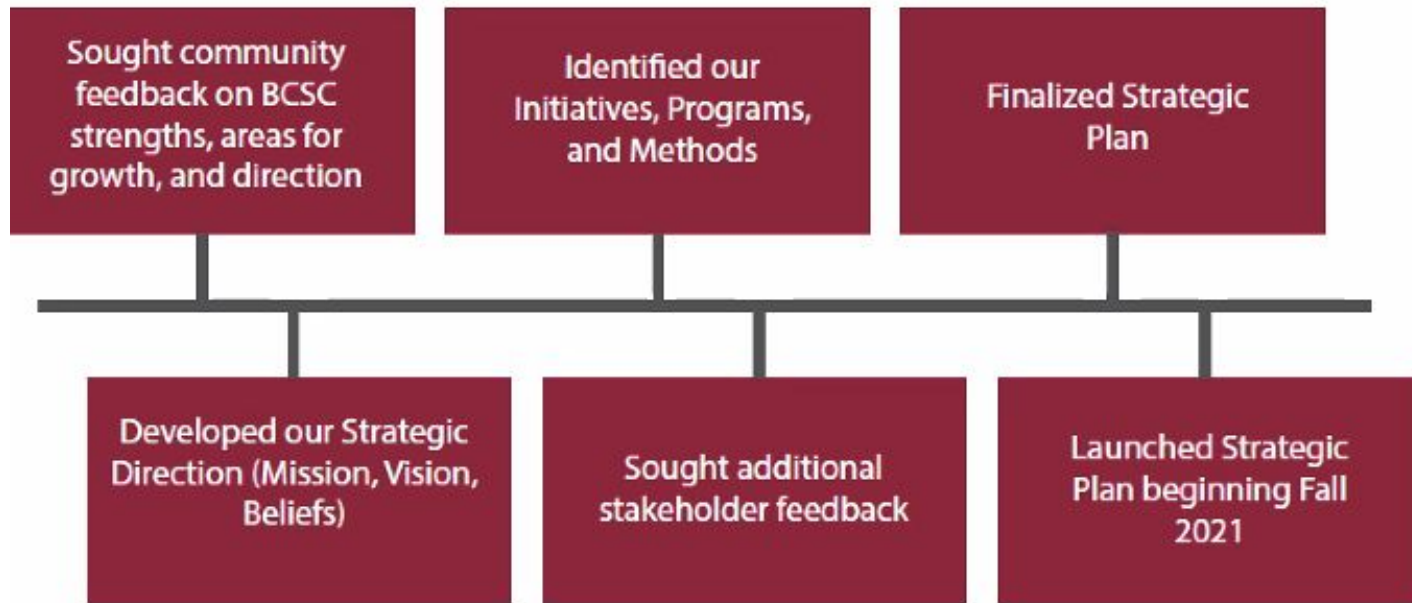
<h5>Strategic Objectives</h5> <p>Students will have access to a wide range of academic offerings.</p> <p>Staff will be able to remove barriers and provide options for student learning through the Universal Design for Learning (UDL) framework.</p>	<h5>Programs & Methods</h5> <p>Improve equity in academic achievement. Increase our capacity to develop expert learners through the UDL framework. Ensure that all students have access to engaging STEM activities. Implement systemic celebrations of student success.</p>
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ATTRACT AND RETAIN A DIVERSE, HIGH-QUALITY STAFF

<h5>Strategic Objectives</h5> <p>Students and community members will view a career at BCSC as attainable and fulfilling.</p> <p>Staff will feel a sense of belonging among their colleagues.</p> <p>Staff will be engaged and have a sense of self-efficacy in the work of the district.</p>	<h5>Programs & Methods</h5> <p>Implement a Grow-Your-Own teacher recruitment program.</p> <p>Conduct an annual research-based, independent Employee Engagement Survey to inform our approach to retention.</p> <p>Implement systemic celebrations of staff success.</p>
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Timeline



INFORMED BY

19

Focus Groups

1,789

Surveys

6

Design Workshops

ROLLOUT

Communication - Modalities

Static

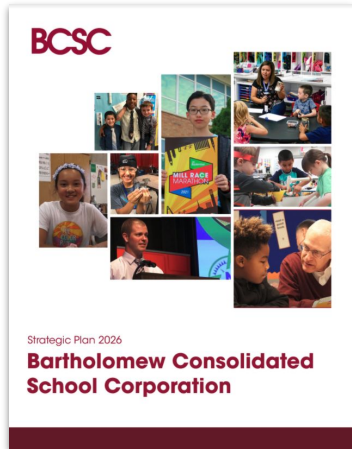
Items we do not anticipate changing

Dynamic

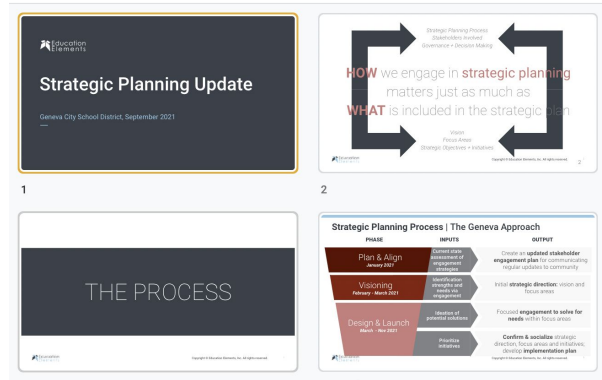
Items that we want to remain flexible for changes and new information



Aligned Tools



SP PDF document



Stakeholder Presentations

	SY 2022-2023	SY 2023-2024
Middletown ECSD will provide a systems approach to ensure safety within the district and community by communicating and		
Create a building level intervention plan.	DEVELOPMENT	IMPLEMENTATION
Improve communication around school safety by creating new protocols around communication/ information to parents, administration, educators, and support staff by creating and utilizing multiple forums for stakeholders to come together and share information, provide feedback, and make adjustments.	RESEARCH	DEVELOPMENT
Implement a parent coordinator position	RESEARCH	DEVELOPMENT
TEAMING		
Middletown ECSD will maximize the instructional day in order to support ICT, ability grouping, AIS, and ENL populations in a si		
Create a structure that allows for teaming as a vertical and horizontal alignment that will support cross grade and cross subject alignment for professional staff within the school building and across the district.	RESEARCH	DEVELOPMENT
Increase the amount of specialized support available to students with IEPs in the integrated co-teach program which will allow for an	RESEARCH	DEVELOPMENT

Progress Monitoring Tool

Professional Development Day- Introducing the Strategic Plan

What?

Full day PD with a focus on introducing the strategic plan.

Audience: 200 staff members

How?

Full Day PD was secured through the HB 1003 Flexibility Waiver in Indiana. Waiver allows for instructional year to be counted in minutes instead of days.

10 days total of full day PD currently on the calendar:

- 2 Spring Semester of 2021-2022
- 4 in 2022-2023
- 4 in 2023-2024



Teacher Plan Time 7:45 - 8:30
Break 8:30 - 8:45
Dr. Roberts' Strategic Kick Off with Discussion Questions 8:45 - 9:45 (all staff including building/office staff)
Break 9:45 - 10:00
UDL/PBIS Connection 10:00 - 11:20
Dr. Roberts' wrap up - LIVE 11:20-11:30
Lunch 11:30 - 12:30 (all buildings break at this time)
Building/Department Work Time 12:30 - 3:15

Professional Development Day - Implementing Priorities

What?


Full day PD with a focus on implementing the strategic plan.

Audience: 2,000 staff members

Details

Staff had the option to choose professional development that was live streamed and in-person participation. Training included key topics from the strategic plan:







- UDL
- PBIS
- Cultural Responsiveness
- Cultural Sustainability
- Equitable Access



BCSC PROFESSIONAL DEVELOPMENT DAY
APRIL 14, 2022

BCSC PROFESSIONAL DEVELOPMENT DAY GOAL

BCSC staff continues the journey of professional growth with our district sponsored Professional Development Day on April 14, 2022. As a district, we will explore best practices through the UDL and PBIS lens for our teaching and support staff.

 <p>PD DAY SCHEDULE</p> <p>Here you will find a schedule overview of BCSC's Professional Development Day for April. In the morning, choose from multiple options offered by BCSC professionals. In the afternoon, participate in school/job specific sessions.</p> <p>PD DAY SCHEDULE LINK</p>	 <p>MESSAGE TO BCSC STAFF</p> <p>Dr. Roberts will open and close our morning sessions on April 14, 2022 using the link below.</p> <p>DR. ROBERTS PRESENTATION LINK</p>	 <p>BREAK OUT SESSION OVERVIEW</p> <p>Choose the breakout session that is right for you! Staff is encouraged to join their peers for these interactive sessions which tie to the BCSC Strategic Plan and offer information relevant for all BCSC staff positions.</p> <p>BREAK OUT SESSIONS</p>
 <p>PD LOCATIONS</p> <p>Staff members will report to pre-assigned locations. Administrators will discuss any location changes with staff. In the event of questions</p>	 <p>FREQUENTLY ASKED QUESTIONS</p> <p>Use this link to find answers to commonly asked questions about the BCSC Professional Development Day. If there is a question that</p>	 <p>PDP CERTIFICATE & DISTRICT EXIT TICKET</p> <p>At the end of the professional development sessions, please help us plan for the future by providing your valuable feedback. This form will</p>

PROGRESS

Feedback



- **Evaluate & utilize** feedback data from previous district professional development.
- **Collaborate & design** all staff professional development in alignment with BCSC's Strategic Plan.



Progress of Initiatives

Tracking Device - Spreadsheet

BCSC Strategic Plan Tracking

							PLANNING		PILOTING		IMPLEMENTING		
							Fall 2021	Spring 2022	SY 2022-23	SY 2023-24	SY 2024-25	SY 2025-26	
							Program/Method	Who	What/When	Potential Investments			
Excellence and High Expectations	Ensure Equitable Access and Achievement Attract and Retain Diverse, High-Quality Staff	Students will have equitable access to learn, grow, and demonstrate success.	Improve equity and academic achievement.	Bill, Laura, Charles	Diversity Council in '21-'22								
		Students will be able to remove barriers to provide options for student learning through the UDL framework.	Increase our capacity to develop expert learners through the UDL framework.	George, Bill	A Prek-adult district plan needs to be developed								
		Staff will be able to remove barriers to provide options for student learning through the UDL framework.	Ensure that all students have access to engaging STEM opportunities.	Laura	STEM labs as a special similar to art/music/PE starting fall 2022	TIF Fund ~\$400,000 Ref. Fund ~\$400,000							
		Students and community members will view a career at BCSC as attainable and fulfilling.	Implement a Grow-Your-Own teacher recruitment program.	Gina, Bill, Laura	Pathway Paraeducators C4 Education Professions Opportunities Referendum Increases	ESSER ~\$500,000 Ref. Fund \$5.3M							
		Staff will feel a sense of belonging among their colleagues.	Conduct an annual, research-based, independent Employee Engagement Survey.	Gina	Twice per year	Educ. Fund ~\$35,000							
		Staff will be engaged and have a sense of self-efficacy in the work of the district.	Implement a systemic celebrations of student success.	Marketing	Work Ethic Certifications								
			Implement a systemic celebrations of staff success.	Gina	Determine defining moments of recognition for certified and support staff	unknown at this time							

Governance- Implementation is driven by institutionalizing our plan

School Board - 7 members who represent constituent districts

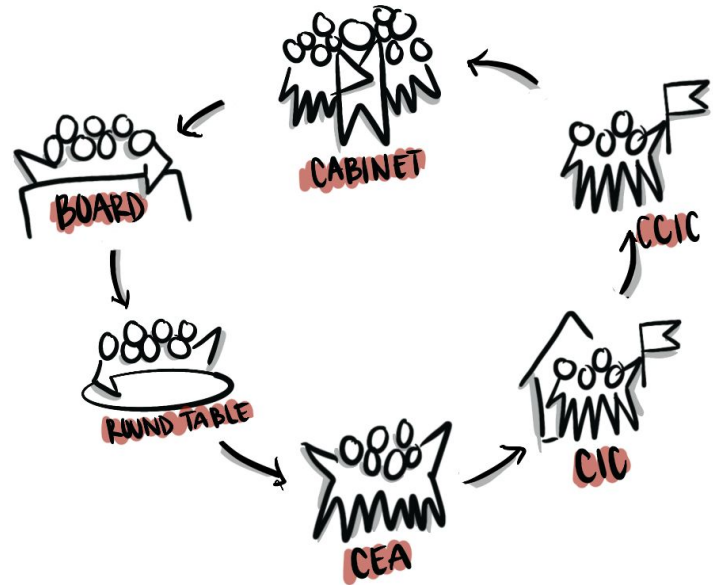
Superintendent/Cabinet - Superintendent + 7 members who supervise all BCSC employees

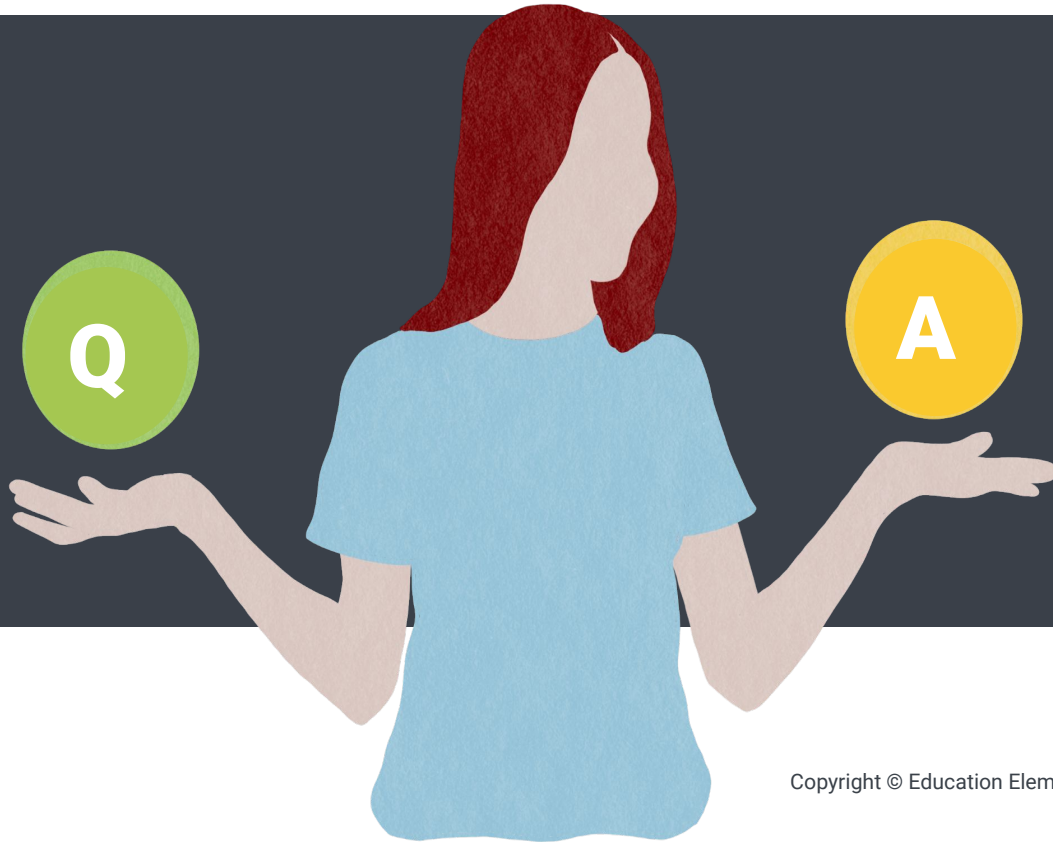
CCIC - Corporation Continuous Improvement Council includes school board, cabinet, CEA and community

CIC - Continuous Improvement Council at the school level that includes building principal and CEA appointee

CEA - formally represent all certificated employees in Discussions and Collective Bargaining

Support Staff Roundtable - represents all classified (support) staff and meets on a quarterly basis





Tell us what you thought!

edelements.com/webinar-survey