

MEMO TO: Board of Education  
TOPIC: Special School Board Meeting  
FROM: Steve D. Cairns, Superintendent  
DATE: December 27, 2017

A Special School Board Meeting of the Board of Education will be held January 2, 2018 at 6:00 PM in the High School Room 101.

#### Agenda

**1. CALL TO ORDER**

A. Pledge - Chairman Broden

**2. SCHOOL BOARD ACTION**

A. School Board Strategic Planning

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**3. MEETING SCHEDULE**

**4. ADJOURNMENT**



- Branding & Marketing

- Communication & Engagement

- Academic Program

### 3. Action Plan Considerations

We will review additional areas and ideas that surfaced during the process.

#### 4. Next Steps

- We will send you the final Plan-On-A-Page. This document should be brought to the school board for consideration and possible adoption.
- The school district will develop Action Plans to support the governance document. We will review a sample Action Plan Template at the meeting.
- The goal should be to have the Action Plan completed by February/March 2018. We recommend sharing the Action Plan with the members of the Strategic Planning Committee. Once that step is completed, the entire plan should be reviewed by the school board. Then, the work of implementing the plans, and measuring the goals and objectives begins in earnest.
- In addition, we will share a “draft” monitoring document to provide some direction in making the plan an effective working document.
- We will check in with the district in approximately one year to see the progress in implementing the plan, to answer any questions, and to provide any additional support in the process.





## “WORKING DRAFT”

# STRATEGIC PLANNING GOVERNANCE DOCUMENT Bagley Public Schools

### Belief Statements

The Bagley Public Schools believe:

- All people work harder when they feel valued.
- It takes an engaged community to develop our students to their fullest potential.
- In the continuous improvement of our school district to increase the quality of learning.
- Students are unique individuals with distinct educational talents.
- Partnerships with parents and the community are keys to success.

### Mission Statement

The mission of the Bagley Public Schools is to:

- Provide a learning environment which inspires and prepares each student to achieve his/her dreams, contribute to community, and engage in lifelong learning.

### Vision Statement

- A community united as the cornerstone that inspires excellence in academics, athletics, and the arts.



Focus Area	Goals	Objectives	Action Plan Considerations
Student Support	Build a Pre-K to Grade 12 program that promotes positive behavior on campus, at school events, and in the community.	<ol style="list-style-type: none"> <li>1. By ____, identify and implement plans to support and expand the SOARR and Flyer Pride programs.</li> <li>2. During the ____ school year, build awareness and <b>determine the need</b> for PreK-12 mental health/social/emotional programs and support.</li> <li>3. By ____, identify resources and implement programs that meet identified mental health/social / emotional needs of all students.</li> <li>4. By ____, identify a process to consistently reinforce expectations of student behavior.</li> <li>5. By ____, implement a plan to increase the number of students engaged in school activities</li> <li>6. Annually track the progress of the plan and report the results to the School Board.</li> </ol>	
Student Achievement	<ol style="list-style-type: none"> <li>1. Achieve the goals of the World's Best Workforce for all students in the school district</li> <li>2. All students set high academic goals that ensure student</li> </ol>	<p>Annually set goals to ensure:</p> <ol style="list-style-type: none"> <li>1A. Kindergarten readiness.</li> <li>1B. Reading at grade level by 3<sup>rd</sup> grade.</li> <li>1C. Closing the</li> </ol>	

	<p>achievement at an increased level of performance as compared to current performance levels.</p> <p>3. Increase academic achievement of all students through effective instruction.</p> <p>4. Increase student opportunities through a challenging and engaging curriculum.</p> <p>5. Reduce achievement gaps between identified student groups and all students across all subject areas.</p>	<p>achievement gap for all identified student groups.</p> <p>1D. 100% graduation rate.</p> <p>1E. Graduating career and college ready.</p> <p>2. By September 2018, all individual students, identified groups of students, classrooms/grade levels, each school in the district, and the district will set goals for achievement.</p> <p>OR</p> <p>2A. By September 2019, students, in collaboration with teachers and parents/guardians, will develop a personalized learning plan including goals for achievement and plans for their future.</p> <p>2B. By September 2018, Bagley Public Schools will develop and implement a district-wide student achievement improvement model including alignment of district, building, and teacher/administrator achievement goals.</p> <p>3A. By September 2018, all instructional practices will be measured for quality of the instruction.</p> <p>3B. By September</p>	
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		<p>2018, all curriculum/ instruction <b>standards</b> will be aligned to assessments.</p> <p>4A. By September 2018, teachers will challenge students to expected standards/levels.</p> <p>4B. By September 2018, analyze strengths and weaknesses in curriculum to augment areas of strength and eliminate and replace areas of deficiency.</p> <p>5. By May 2108, reduce achievement gaps by ___%.</p>	
Workforce	Hire, support, and retain highly qualified staff for all positions in the school district.	<ol style="list-style-type: none"> <li>1. By ____, work with staff to develop and implement a two-way communication plan that builds and enhances employee relationships.</li> <li>2. By ____, create and implement a comprehensive plan to retain staff within the district.</li> <li>3. Implement a staff mentoring/induction and orientation plan by ____.</li> <li>4. Compose a staff development committee to focus professional development activities to the <b>Strategic Plan</b> by ____.</li> </ol>	<ul style="list-style-type: none"> <li>• Connect with the community to share workforce needs and opportunities within the school district and in the community.</li> <li>• Build positive relationships among staff to support retention efforts.</li> <li>• Provide exit interviews for departing staff to gather information to guide retention efforts.</li> <li>• Develop and implement a structured induction program that will be intentional in providing new employees with information and support.</li> <li>• Create department structures that clarify roles, responsibilities, and communication channels.</li> </ul>

		<p>5. By ____, identify and implement plans to increase the number of applicant for all open positions within the school district. Track the results of the plan on an annual basis.</p>	<ul style="list-style-type: none"> <li>• Focus on a professional development program that includes job embedded training that makes teachers more effective in the classroom.</li> </ul>
Branding & Marketing	<p>Attract, develop, and retain students and families by highlighting our strong community partnerships, high quality facilities, and diverse education opportunities and options.</p>	<p>1. By ____, implement a plan where community partners are invited to have in-school brand placement.</p> <p>2. During the _____ school year, publish stories in a variety of media formats of students who have had unique education opportunities in the Bagley Public Schools.</p> <p>3. By ____, identify a plan to publish to the school community Bagley graduates who have used their Bagley experience to launch into success.</p> <p>4. By ____, design and put into action activities and events to showcase the facilities of the Bagley Public Schools.</p>	<ul style="list-style-type: none"> <li>• Share stories of student and staff success with the community to attract families to, or back to, the Bagley Public Schools.</li> <li>• Share the positive experiences that are already occurring in the schools such as the “Social Diversity” class.</li> </ul>
Communication & Engagement	<p>Create effective targeted communication that raise public awareness to engage them as partners in</p>	<p>1. By August 2018, identify and implement strategies for increasing staff, parent/guardian, and community involvement in our</p>	<ul style="list-style-type: none"> <li>• Conduct a community survey to identify potential student service projects.</li> <li>• Create a baseline of attendance data at school activities.</li> </ul>

	education.	<p>schools.</p> <p>2. By December 2018, utilize electronic and social media to invite family and community to participate in school programs and activities.</p> <p>3. By spring 2019, develop <b>and offer</b> a service learning class to promote student involvement in the community.</p>	<ul style="list-style-type: none"> <li>• Create a chart of social media activity that promotes and advertises the district.</li> <li>• Utilize “Facebook” counters to gauge the effectiveness of Bagley Public School promotions.</li> <li>• Share with the business community, and community at-large, programs and courses that would be enhanced by partnerships.</li> </ul>
Academic Program	Establish a teaching and learning framework that includes 21 <sup>st</sup> Century skills, a personalized plan of progress for each student, and rigorous and relevant curriculum at all levels.	<p>1. By ____, increase technology integration into classroom instructional practices by providing cutting edge training for staff and students.</p> <p>2. Continue with the curriculum review cycle and approach it with purpose to ensure that Pre-K to 12<sup>th</sup> grade standards, assessment, and alignment are guaranteed.</p> <p>3. By ____, develop and implement plans to partner with community to enhance career and life skills opportunities.</p> <p>4. By ____, through a variety of delivery models expand the number and variety of courses that offer college credit.</p>	