

**BAY DISTRICT SCHOOLS**  
**STRATEGIC PLAN**  
**2015-2020**



**William V. Husfelt**  
**Superintendent**

## **Mission Statement**

Bay District Schools will deliver a high quality education in a collaborative, safe, and respectful environment. Our commitment is to inspire students in the development of character with the acquisition and use of knowledge and skills as we prepare them for life and work in a diverse, global economy.

## **Vision**

Bay District Schools will develop all students to their highest potential to produce successful, innovative citizens and leaders for tomorrow's world.

## **Bay District School Board Members**

**Jerry Register, District 1**  
**Ginger Littleton, District 2**  
**Joe Wayne Walker, District 3**  
**Ryan Neves, District 4**  
**Steve Moss, District 5**

## **Core Beliefs and Commitment**

*We believe that:*

**1. Everyone must have a passionate commitment to academic excellence through high standards.**

Commitment: We will set standards that create high-performing schools where everyone is accountable and responsible for maintaining academic excellence and sound management.

**2. Relationships of students and adults must show empathy, care and trust.**

Commitment: We will build relationships that enhance students' opportunities to excel in a rigorous curriculum without regard to place of residence, ethnicity, socioeconomic status, native language, or special needs.

**3. Compassion, conviction, and intense dedication to student academic success should stand as our hallmark.**

Commitment: We will ensure that effective teachers and principals lead the classroom and school environment with academic excellence and innovative teaching practices.

**4. A professional teaching environment must be collaborative, innovative, and progressive.**

Commitment: We will foster collaborative teamwork, critical thinking, mastery of content, personal growth and a school-wide learning culture.

**5. Data is revered as a means to provide feedback to students, refine instructional practices, and drive intervention decisions.**

Commitment: We will use data and program evaluations to determine student, teacher, school, and district gains in student achievement.

**6. Connections within the community will help enhance student engagement.**

Commitment: We will develop responsible students that are the foundation of our society and encourage learning at home, school and the community.

**7. Technology skills are essential in a global economy.**

Commitment: We will provide our students with the opportunities to acquire the technology skills necessary to compete in the local and global workforce.

**8. Equitable distribution of academic and operational resources will promote student success.**

Commitment: We will distribute resources in an equitable manner to ensure the requirements and needs of each facility are met.

## Goals and Teams

### **Goal 1: Advance Academic Achievement for Every Student**

Team Leaders: Suzanne Farrar and Susan Ross

Camilla Hudson

Kim Edwards

Beth Patterson

Josh Balkom (Principal Rep)

Ginger Littleton (Board Rep)

### **Goal 2: Integrate Technology into Every Learning Environment**

Team Leaders: Tamra Hogue and Chip Shows

Ryan Anderson

Rhonda Sumpter

Kevin Sansbury

Blythe Carpenter (Principal Rep)

### **Goal 3: Employ Effective Teachers and Principals**

Team Leaders: Shirley Baker and Dawn Capes

Leon Faircloth

Lisa Churchwell

Alana Simmons

Keri Weatherly (Principal Rep)

### **Goal 4: Ensure Safe, Compassionate, and Respectful Learning Environments**

Team Leaders: Doug Lee and Sarah Whaler

Mike Jones

Kay Daniel

Latriva Varnum

Brian Bullock (Principal Rep)

### **Goal 5: Empower Family and Community Advocacy**

Team Leaders: Kara Mulkusky and Sharon Michalik

Genia Robinson

Stacey Legg

Tamara Marler

Britt Smith (Principal Rep)

### **Goal 6: Ensure High Quality Support for Schools**

Team Leaders: Denise Kelley and Jacque Webb

Cinda Trexler

Lee Walters

Lisa Solots

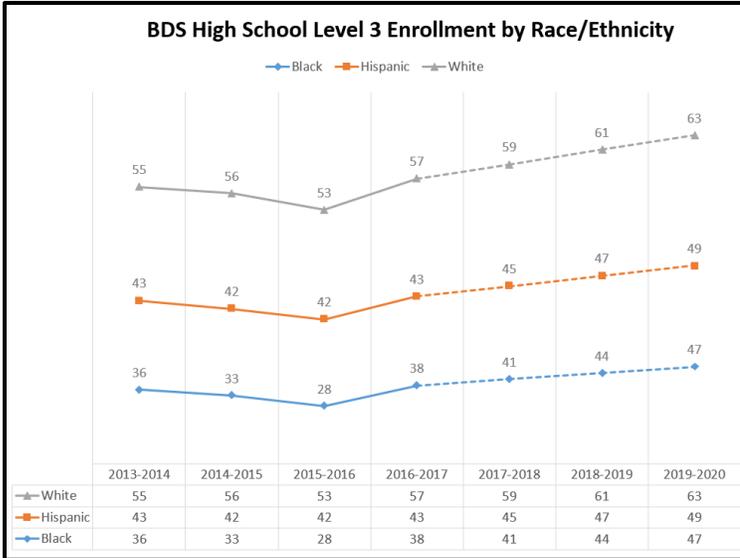
Amy Harvey (Principal Rep)

Strategic Plan Update Chair: Margaret Walters Gamble

Data Chair: Sana Wilder

# Goal 1 Advance Academic Achievement for Every Student

## Strategy 1.1 *Improve individual student performance*

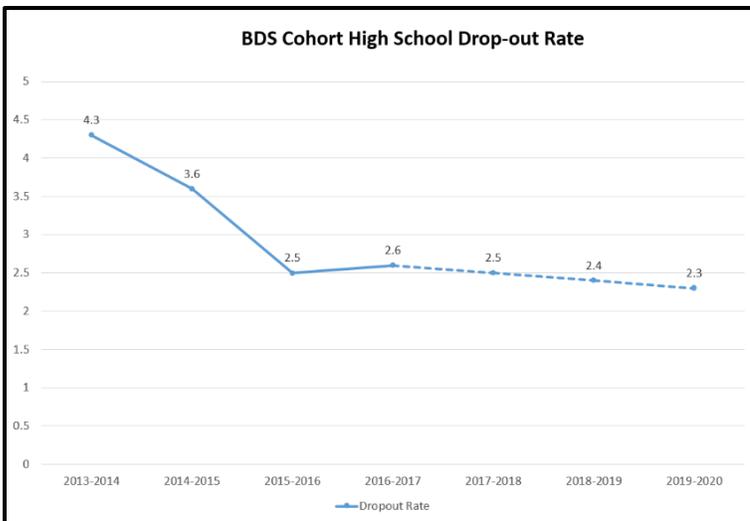


### Objective 1.1.A

Increase the percent of students scoring at or above proficiency on the FSA math and language arts assessments by 5% points over the next 5 years.

### Objective 1.1.B

Provide guidance and support to all schools through the Progressive Learning and Understanding through Support Systems (PLUS2) initiative.

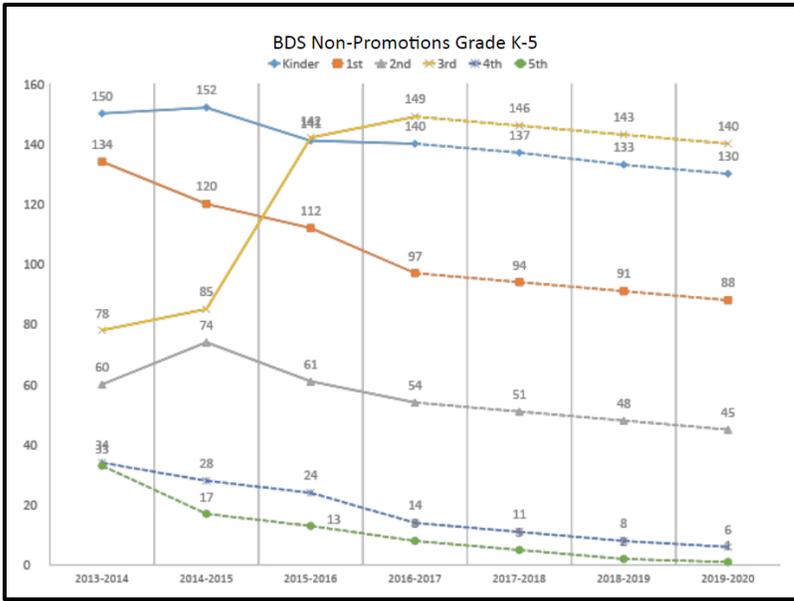


### Objective 1.1.C

Continue the Professional Learning Community (PLC) process in order to provide diagnostic assessments to determine student needs and prescribe interventions which will lead to academic success.

### Objective 1.1.D

Increase the number of students, especially in under-represented groups, who complete high-level academic coursework (Level 3 coursework).

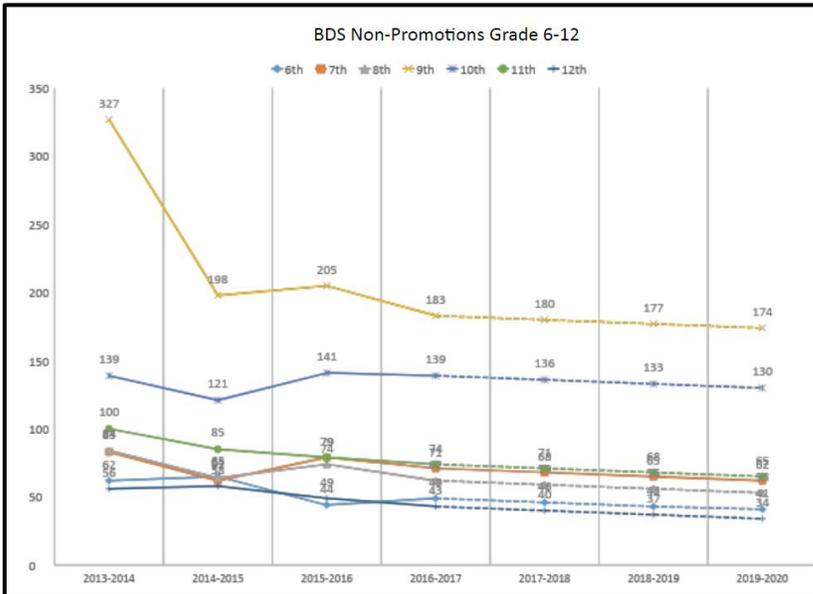


**Objective 1.1.E**

Provide assistance, instructional strategies, and mentoring to increase participation and success of under-represented students in FSA proficiency.

**Objective 1.1.F**

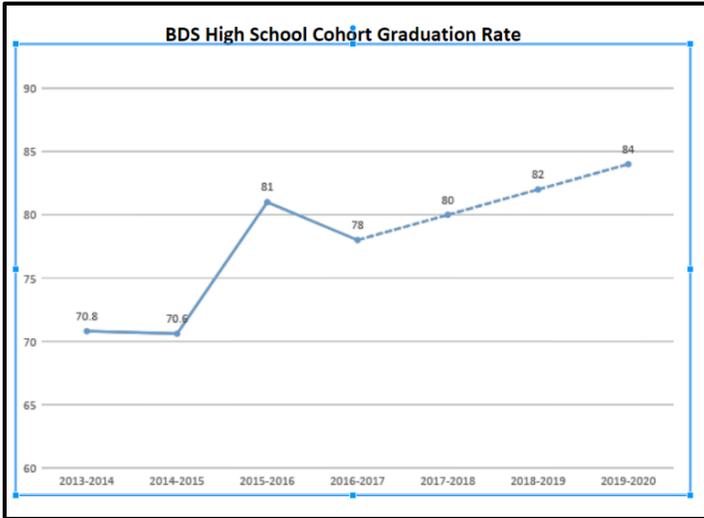
Provide effective interventions for students in danger of dropping out of school to decrease the dropout rate in state identified subgroups by 10% over 5 years.



**Objective 1.1.G**

Improve kindergarten readiness rates through a community wide focus on early education

**Strategy 1.2**      *Prepare students for college and/or career readiness*

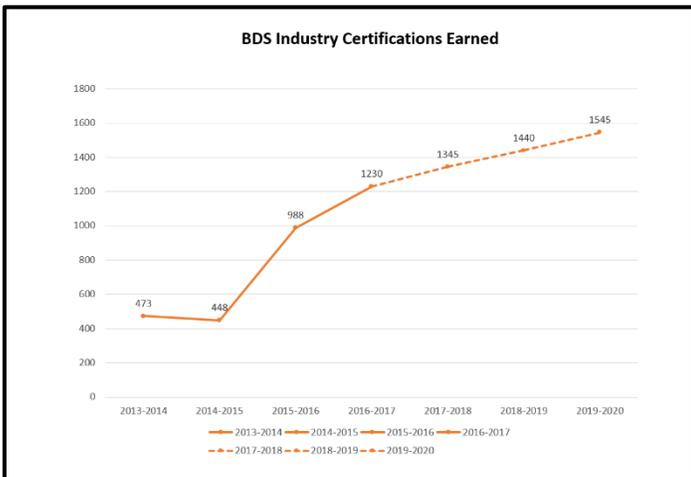


**Objective 1.2.A**

Improve the graduation rate by 10% over the next 5 years.

**Objective 1.2.B**

Continue to develop and more fully implement career academies based on community need for high-demand and high-wage jobs and increase by 15% the number of industry certifications earned by students over the next 5 years.

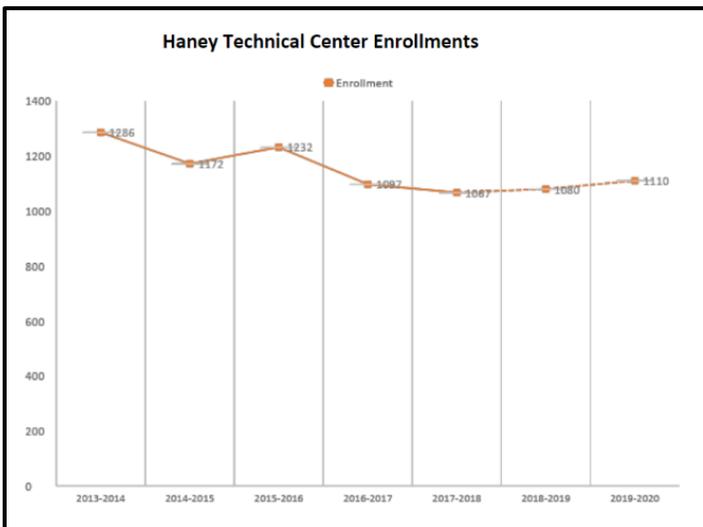


**Objective 1.2.C**

Enhance career opportunities and counseling (job shadowing, internships, career dual enrollment, etc.) for all students, including post-secondary students and modified programs for Students With Disabilities.

**Objective 1.2.D**

Increase enrollment at Haney Technical Center by 30% over 5 years by developing business and community partnerships and other best practices.

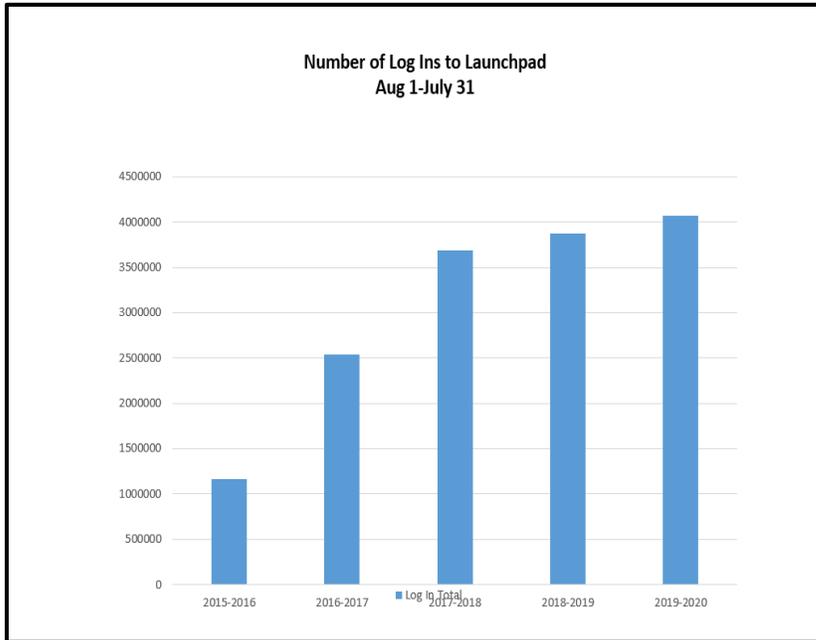


**Objective 1.2.E**

Participate in Alignment Bay County, Inc. to build stronger coalitions with local workforce and community leaders to strengthen support for students pre-kindergarten through post-secondary education.

## Goal 2 Integrate Technology into Every Learning Environment

*Strategy 2.1 Provide all stakeholders with equitable access to data, digital curriculum content, and assessments aligned with current web standards*



### **Objective 2.1.A**

Develop and implement a district technology plan that maintains up-to-date technology Infrastructure (wireless and wired) and devices.

### **Objective 2.1.B**

Provide teachers and students with seamless single sign on access to data and digital content.

### **Objective 2.1.C**

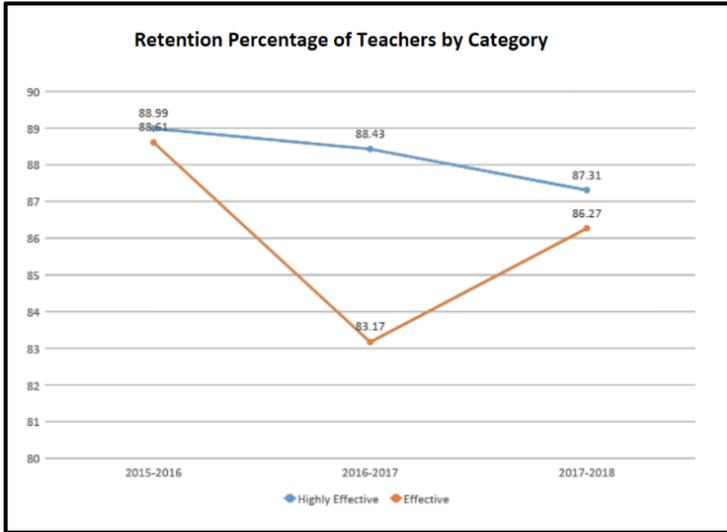
Develop a plan to increase the number of student devices in every classroom.

### **Objective 2.1.E**

Increase Canvas Learning Management System (LMS) usage for students and teachers.

## Goal 3    Employ Effective Teachers and Principals

### Strategy 3.1    *Recruit and retain administrators and teachers who are Effective or Highly Effective*



#### **Objective 3.1.A**

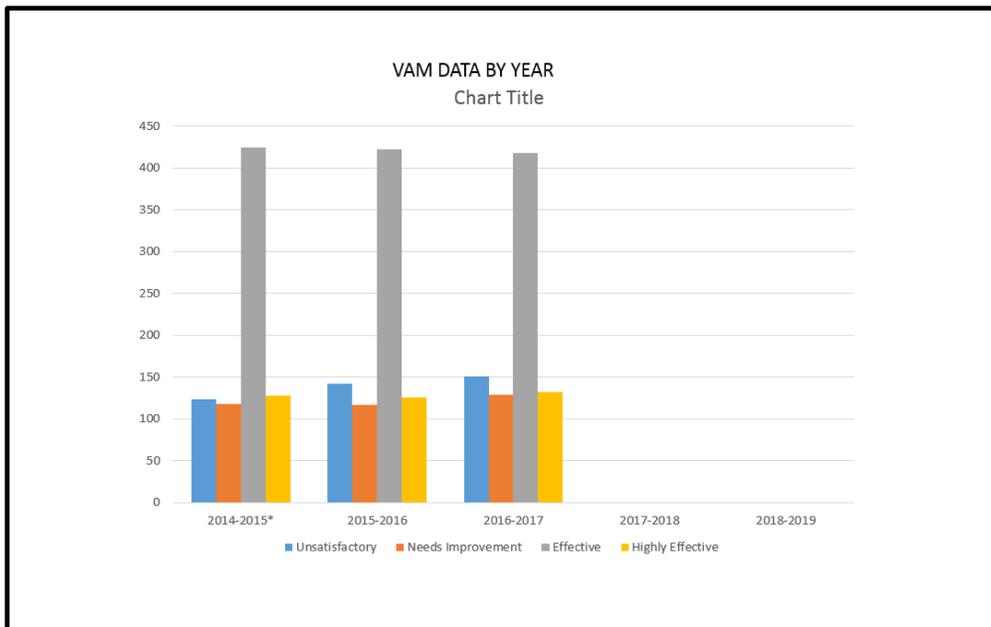
Recruit candidates from accredited colleges and universities.

#### **Objective 3.1.B**

Retain effective or highly effective instructional and administrative staff.

#### **Objective 3.1.C**

Recruit candidates from industry to support education.



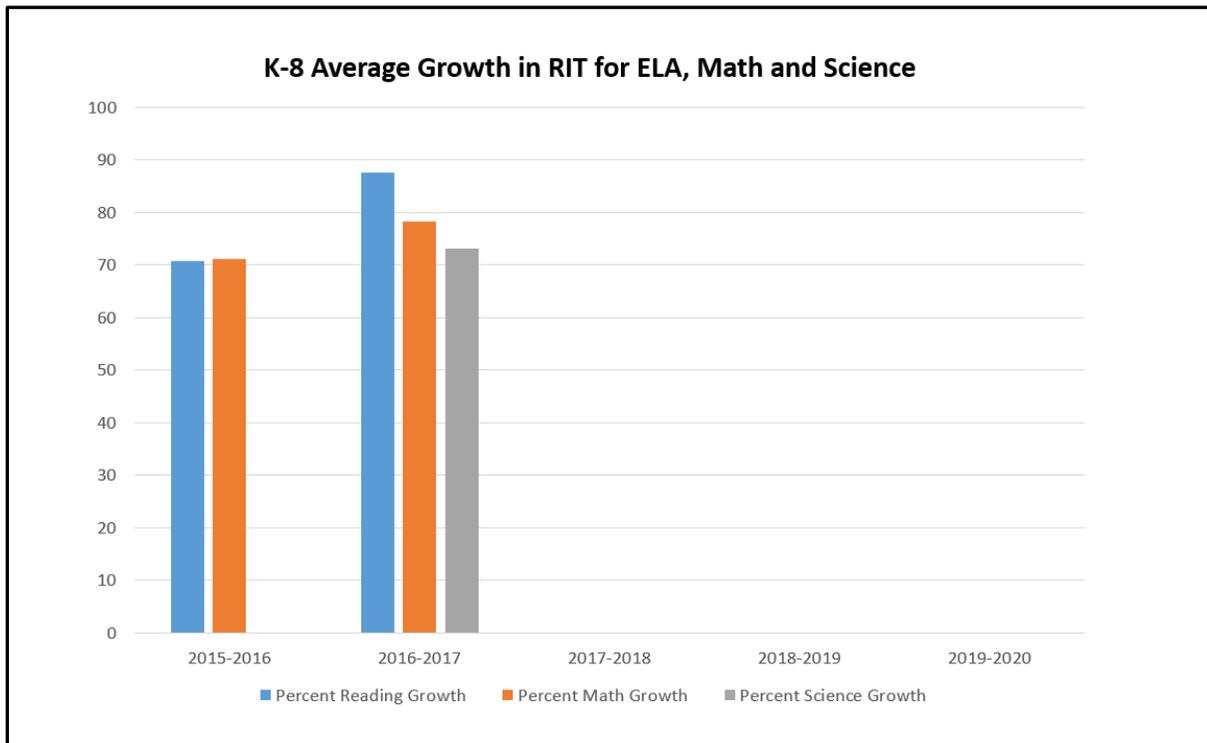
**Strategy 3.2**      *Develop instructional and administrative staff through high quality professional learning in order to increase student achievement*

**Objective 3.2.A**

Provide quality professional development promoting rigorous content learning through acquisition of knowledge and best practices in instruction.

**Objective 3.2.B**

Provide evidence-based professional development to promote reflective change in instructional best practices within the context of the employee's position.



## Goal 4 Ensure Safe, Compassionate, and Respectful Learning Environment

### *Strategy 4.1 Increase law enforcement at the elementary school level*

#### **Objective 4.1.A**

Increase law enforcement presence to ensure that a safe environment exists at the elementary level.

#### **Objective 4.1.B**

Decrease by 30% negative student behavior incidents using the SRD to build positive relationships with students district-wide by 2020.

### *Strategy 4.2 Build positive, compassionate learning environments*

#### **Objective 4.2.A**

Implement and utilize Positive Behavior Support initiatives using school and district staff to decrease SESIR incidents 30% by 2020.

#### **Objective 4.2.B**

Continue annual bullying training and professional development to diffuse bullying, thus resulting in a 15% positive increase as measured by the School climate survey by 2020.

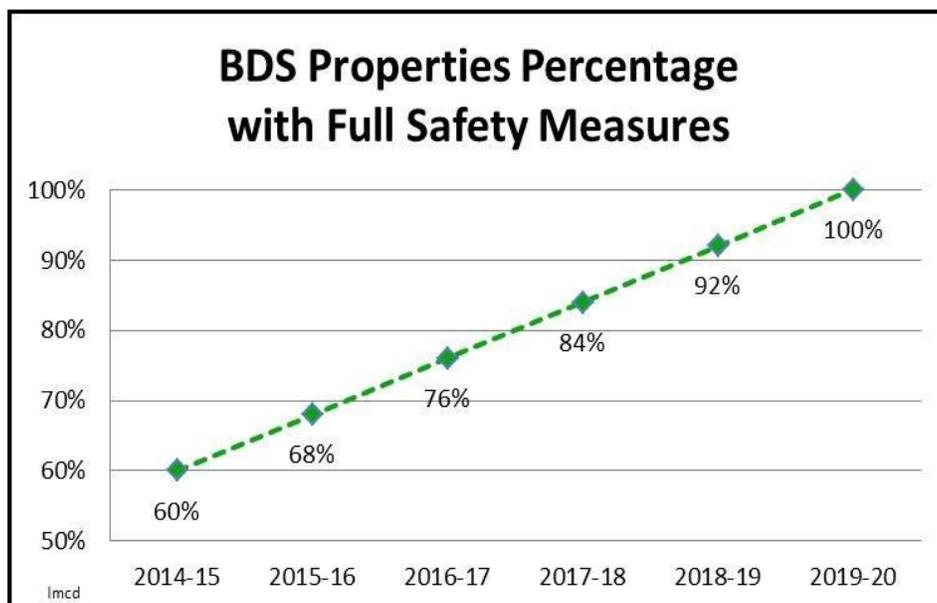
### *Strategy 4.3 Heighten safety measures at all district properties*

#### **Objective 4.3.A**

Continue training and updates to policy manuals yearly at every worksite ensuring appropriate responses to crises for all employees.

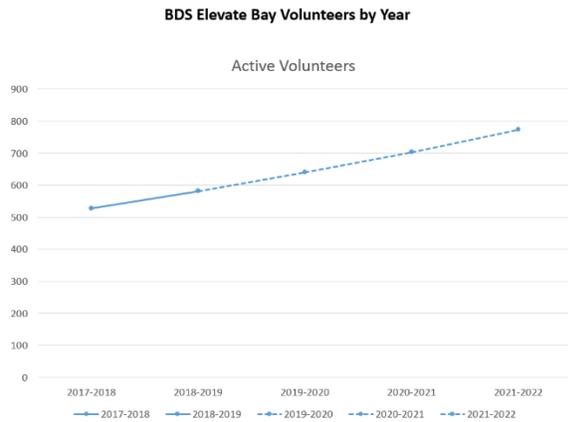
#### **Objective 4.3.B**

Continue evaluating areas of access and increase surveillance and security (locked gates) by 2020.



## **Goal 5 Empower Family and Community Advocacy**

### *Strategy 5.1 Foster strong parent/family and school relationships*



#### **Objective 5.1.A**

Increase parental participation and volunteer opportunities.

#### **Objective 5.1.B**

Employ available and emerging technologies to increase communication between parents and schools.

#### **Objective 5.1.C**

Increase parent/family satisfaction as demonstrated through yearly climate surveys.

### *Strategy 5.2 Strengthen civic involvement in Bay District Schools to improve student outcomes*

#### **Objective 5.2.A**

Strengthen community participation within schools as a means to increase student attendance.

#### **Objective 5.2.B**

Strengthen community participation within the district as a means to increase the grade-level progression rate.

## **Goal 6 Ensure High Quality Support for Schools**

*Strategy 6.1 Provide financial support for the learning environment*

Half Cent Sales Tax Revenue Expenditures							
Item	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20
Construction	74%	84%	67.65%	74.01%			
Technology	26%	16%	32.25%	25.99%			

### **Objective 6.1.A**

Annually review prioritized strategies as outlined in Goals 1-5 of the BDS Strategic Plan.

### **Objective 6.1.B**

Monitor outcome measures for 1/2 cent sales tax expenditures for facilities and technology.

*Strategy 6.2 Annually review BDS Strategic Plan*

### **Objective 6.2.A**

Conduct annual review of BDS Strategic Plan with Team Leaders.

### **Objective 6.2.B**

As necessary, Team Leaders will reconvene Committee(s) to make adjustments and revisions to the BDS Strategic Plan.