

Beecher Community School District Strategic Plan Action Template

GOAL #1: Buc Learning Opportunities

Theme: The Beecher Community School District will ensure students are college and career ready by offering robust learning opportunities. Students will be taught to think, lead and value Buc Pride and enhance this legacy as alumni.

Objective #1.1: All students will read at or above grade level K-12 by the academic year 2022.

Strategies:

- All subject level teachers in grades 9th-12th will implement high quality instruction in their subject areas by incorporating key literacy strategies. **(Year 1 Implementation)**
- The district will develop a system for the selection of curricular materials that meet students' needs and state expectations (5 year cycle). **(Year 1 Implementation)**
- The district will monitor and adjust K-3 class sizes to promote best practice instruction and implement Literacy Blocks to promote student literacy. **(Year 1 Implementation)**
- The district will implement the Buc Start Junior Kindergarten to address pre-K student learning opportunities **(Year 1 Implementation)**
- Teachers throughout the district will implement the Visions for High Quality Instruction for reading in all subject areas. **(Year 1 Implementation)**
- All teachers will use Exit Tickets at all grade and classroom levels to monitor student comprehension of learned material. In addition, K-8 teachers will administer Running Records to progress monitor student fluency levels. Teacher will then differentiate student instruction to accelerate student learning. **(Years 1-5 Implementation)**

Key Success Measures

- The district will monitor Northwest Educational Assessment (NWEA) performance reviews.
- Building administrators will annually analyze Developmental Reading Assessment (DRA grades K-4) and Running Records to progress monitor students' reading and fluency levels.
- The district will monitor monthly STAR assessments (K-8).
- The district will monitor students' performance on required state assessments.
- The district will use the High Quality Data Collection Tool to assess fidelity of implementation of high quality instruction.
- Student mastery of learning and the monitoring of high quality instruction will be monitored by the districts through Classroom Walkthroughs, monitoring of assessment data, etc.

Objective #1.2: All K-12 students will have access to rigorous learning every day in all subject areas.

Strategies

- The district will facilitate the opportunity for staff to create, implement and revise common language and expectations for core content areas to promote high quality instruction. **(Year 1 -5 Implementation)**
- The district will create professional learning opportunities incorporated into the official work day, district professional development days, after school learning opportunities, intersession and summer. **(Year 1-5 Implementation)**
- The district will provide coaching to district teachers to ensure fidelity of instruction. **(Year 1 Implementation)**
- The district will create a coaching matrix to support teachers with the implementation of high quality instructional practices. **(Year 1 Implementation)**

Key Success Measures

- The district will continually analyze/monitor all district curriculum mapping documents.
- The district will monitoring weekly teacher collaborative Professional Development Logs.
- The district will provide a yearly Professional Development Calendar at the beginning of each school year.
- The district will provide planning for horizontal and vertical alignment of curricular and behavioral expectations K-12.
- The district will analyze the successful usage of the coaching matrix throughout district classrooms.

Objective #1.3: All secondary students (7th-12th) will be introduced and/or exposed to Career and Technical Education by the 2020 school year.

Strategies

- The district will host annual meetings with parent and students regarding the Beecher Promise Dual Enrollment/Career Technical Program for students in grades 9-11. **(Year 1-5 Implementation)**
- Students in grades 9th-12th will have access to dual enrollment opportunities by the 2017-18 academic year. **(Year 1 and Year 2 Implementation)**
- The district's 7th and 8th graders, through the Educational Development Plan process, will be exposed to Career and Technical Programs. **(Year 1 and Year 2 Implementation)**
- The district will develop a districtwide Educational Development Plan beginning in the 8th grade that is updated annually. **(Year 1 and Year 2 Implementation)**
- The district's administrative team will annually present to the districts' 8th grade students regarding College and Career Readiness through the district's Early/Middle College initiative (Buc Promise Early/Middle College Program) **(Year 1 and Year 2 Implementation)**
- Enrolled 9th-12th students will exposed to the Buc Promise Early/Middle College program throughout their freshman and sophomore years at Beecher High School. **(Year 1 and Year 2 Implementation)**

Key Measures

- The district will monitor Career and Technical Program student enrollment.
- The district will monitor Educational Development Plan implementation.
- The district will monitor the number of parents/students who attend orientation for the Buc Promise initiative.

Objective #1.4: Students will have learning opportunities outside of the classroom by the 2017-18 academic year.
(Year 2 Implementation)

Strategies

- Each school within the district will create a calendar of events outside of the regular classroom to enhance the learning environment for all students. **(Year 1 Implementation)**
- Each school will align classroom sponsored field trips to grade level curriculum expectations. **(Year 1 Implementation)**

Key Success Measures

- The district will ensure that there is a listing of activities, annually, per school to document student experiences that occur outside of the traditional classroom.
- The district will monitor the rosters of students attending field trips.

Beecher Community School District Strategic Plan Action Team Action Template

GOAL 2: Buc Pride

Theme: A commitment by the Beecher Community School District and community to radiate our core values through various activities in and out of school, while also ensuring a positive environment that supports learning. We will ensure that the community continues to thrive for the betterment of our students.

Objective #2.1: Maximize student learning time to ensure College and Career Readiness

Strategies:

- The district will promote college awareness at all levels throughout its system. **(Year 1 Implementation)**
- The district will provide dual enrollment opportunities through the Beecher Promise Program. **(Year 1-5)**
- The district will promote, through its partnership with the Genesee Career Institute, Career and Technical programming to secondary students. **Year 1-5)**
- Elementary will partner with U of M-Flint Neff Center for college awareness activities.
- The elementary administration will create a College Week for 3-8 grade students to promote College and Career Readiness **(Year 1 Implementation)**
- The district will investigate and implement Flexible Intervention Blocks K-4 to address student intervention and advancement. **(Year 1 and Year 2 Implementation)**
- The district will host meetings to present Career and Technical Education programs, in collaboration with the Genesee Career Institute, to peak the interests of student to explore various careers in this field. **(Year 1 Implementation)**

Key Success Measures

- The district will monitor student achievement through the monitoring of common assessments, summative assessments (M-STEP/SAT), PLC data, and standards-based curriculum integration.
- The district will monitor 8th grade Educational Development Plan completion and integration to support student involvement in Career and Technical Programs.

Objective #2.2: Through parent engagement, and alumni partnerships, the district will promote student success.

Strategies

- The district, through its Parent Facilitators, will provide Parent-Family Engagement Opportunities throughout the school year. **(Years 1-5 Implementation)**
- The district will have its Parent Facilitators maintain Parent Logs (monthly contact monitoring) to monitor ongoing parent engagement throughout the district. **(Years 1-5 Implementation)**
- District wide parent meetings will occur to promote two-way communication between parents and district leadership. **(Year 1-5 Implementation)**
- The district will regularly disseminate surveys to parents to get their feedback on its successes and/or areas of growth. **(Year 1 Implementation)**
- Collaborate with Mt. Morris and Genesee Township leaders, the Greater Beecher Business District, the Beecher Community Development Council, realtors, homeowners, etc. to promote the school district and expand housing opportunities. **(Year 2 Implementation)**
- The district will hold annual Partnership Summits to obtain support for the successful implementation of the Strategic Plan goals. **(Years 1-5 Implementation)**
- Use social media (Facebook, Instagram, Twitter, etc.) along with other media (radio, TV, district website, blogs, etc.) to positively promote the district. **(Years 1-5 Implementation)**
- Create a Parent University that aids in the development of adult learning (sample course offerings: parenting classes, technology, chess, aerobics, photography, choir, Jobnet, Credit Recovery and GED programming). **(Years 1-5 Implementation)**
- Promote alumni participation in various school activities. **(Years 1-5 Implementation)**

- The district will consult with alumni annually pertaining to their participation in K-12 Career Day opportunities. **(Years 1-5 Implementation)**
- The district will document occurrences when Beecher Alumni are engaged in district activities. **(Year 1 Implementation)**
- The district will contact Beecher Alumni to be active members in the district's K-12 Career Day activities. **(Year 1 Implementation)**
- The district will survey parents to garner information regarding what types of training they would like to receive via Parent University. **(Years 1-5 Implementation)**

Key Success Measures

- The district will monitor parent meeting calendars.
- The district will create a list of district partners.
- Building principals will monitor parent contact logs.
- The district will analyze parent survey data.
- The district will analyze social media reports to determine the number of individuals reached through this medium.
- The district will create a Parent University calendar.
- The district will create a Career Day calendar.
- The district will analyze website "hits" on a regular basis.

Objective #2.3: Create a school culture that is grounded in a safe, orderly and respectful environment for students and staff that promotes positive behavior in school and academic success.

Strategies

- District administrators and Instructional Coaches will conduct daily walkthroughs to assess implementation of No-Nonsense Nurturing K-12. **(Years 1-5 Implementation)**
- Student attendance will be monitored by building level Behavior Interventionists, including tardiness and early dismissal occurrences. **(Years I-5 Implementation)**

- The district's building level administrators will analyze building level discipline referrals on an regular basis. **(Year 1-5 Implementation)**
- The district's building level administrators will conduct Behavior Referral Analysis by category to recommend interventions to assist students. **(Year 1-5 Implementation)**

-

Key Success Measures

- Implementation of No Nonsense Nurturing Walkthroughs.
- The district will monitor student attendance trends.
- The district will analyze student discipline data reports.

Objective #2.4: Promote an environment that enhances district-wide customer service.

Strategies

- The district will regularly disseminate surveys to students, parents and staff to obtain feedback on its successes and areas of growth. **(Years 1-5 Implementation)**
- The district will create a vision to promote collegial, collaborative and professional learning environment. **(Year 1 Implementation)**
- The district will offer mandatory, on-going customer service training for all employees. **(Year 1 Implementation)**

Key Success Measures

- The district will keep a calendar of customer service trainings.
- The district will disseminate perception surveys to all stakeholders and analyze their results.

Beecher Community School District Strategic Plan Action Team Action Template

GOAL 3: Buc Systems

Theme: The Beecher Community School District is invested in the development and sustenance of systems, the strategic alignment of instructional and organizational procedures, to ensure the proper use of all Beecher Community School District resources (time, talent, finance, materials, etc.)

Objective #3.1: Install all phases of the *Blueprint for Acceleration* in the Beecher Community School District by later than June 2019; continue to sustain and revise systems July 2019 and beyond.

Strategies

- Install the Mechanical Phase of the Blueprint for Turnaround by August 2017 (**Year 1 Implementation**)
- The Superintendent will create a catalyzing event to communicate the urgency of dramatically accelerating student performance outcomes and introduce to the staff and community the Blueprint for Turnaround. (**Year 1 Implementation**)
- The Superintendent will strategically select key members of the district and local community to serve on the District Acceleration Team (DAT), the team that will collaboratively guide the district's acceleration efforts. (**Year 1 Implementation**)
- The DAT will assess the extent to which the Beecher culture is conducive to installing the *Blueprint for Acceleration*. The DAT will create a plan for ensuring all district staff work collaboratively to accelerate student learning. (**Years 1-5 Implementation**)
- The DAT will build the problem-solving and communications driver systems: the problem-solving driver system is the process for facilitating effective data conversations and a spirit of inquiry

throughout the district; and, the communications driver system is the system for clearly communicating about the district's turnaround approach, within the district and throughout the community. **(Years 1-3 Implementation)**

- The DAT will define the specific turnaround competencies for all district staff who work in Beecher to ensure all have the capacity to engage in rapid turnaround. **(Year 2 Implementation)**
- The DAT will develop a vision for high-quality instruction in each of the core content areas which will be used as the standard for instruction throughout the district. **(Years 1-5 Implementation)**
- The DAT will create a vision for providing intense academic and non-academic support to student. **(Years 1-5 Implementation)**
 - Install the Lobby and Mezzanine Level of the Blueprint for Acceleration from Sept 2017 to January 2018
 - Install the Tenant Level of the Blueprint for Acceleration from January 2018 to May 2018
 - Install the Residential Level of the Blueprint for Acceleration from February 2019 to August 2019
 - Sustain installation of systems from September 2019 and beyond, making necessary adjustments and improvements as necessary based upon data.
- The district will implement an enhanced communication system to ensure non-instructional and instructional staff are adequately informed of all district activities (Title I staff, paraprofessionals, security, custodians, bus drivers, food service, lunch aides, maintenance, Early Head Start, Subs/Guest teachers, secretaries, athletic coaches, and ISD staff. **(Years 1-2 Implementation)**
- The district will continuously monitor its systems and determine which enable and empower students, parents and staff. **(Years 1-5 Implementation)**

Key Success Measures

- The district will follow the implementation timeline for the Blueprint for Acceleration.

Objective #3.2: Implementation of the Treasury approved *Enhanced Deficit Elimination Plan* to ensure the appropriate use of financial resources.

Strategies

- The district will create/implement a Financial Growth Plan to recruit students from the Beecher community and surrounding areas. **(Years 1-2 Implementation)**
- The district will create a Recruitment Taskforce to obtain/implement strategies to obtain students and highly qualified staff into the school district. **(Year 1-2 Implementation)**
- The District Acceleration Team (DAT) Team and Superintendent's Cabinet will meet at least quarterly to ensure strategic alignment of instructional and organizational procedures in the school district. **(Years 1-5 Implementation)**
- The district will monitor district resources to ensure that budgets align to the attainment of the district vision through its various programs. **(Years 1-5 Implementation)**
- The Enhanced Deficit Elimination Plan
 - Develop a five year projection of facilities and grounds maintenance needs and a plan of action, including cost estimation and time line for repair and/or replacement.
 - Follow the guidelines for monitoring and reporting outlined in the Financial Recovery Agreement with the Michigan Department of Treasury. **(Years 1-2 Implementation)**
- Develop a clearly defined working relationship for the Beecher Community School Board, and the Michigan Department of Education to ensure effective use of resources and compliance with all legislation. **(Years 1-5 Implementation)**
- Create a process for aligning the budget to support the vision for instructional improvement detailed in the District Improvement Plan and the Title I Consolidated Application. **(Years 1-5 Implementation)**
 - Generate a flowchart and timeline noting the alignment of the District Improvement Plan and Title I Consolidated Application and budget approval process. **(Years 1-5 Implementation)**
 - Conduct annual collaborative meetings with key stakeholders to discuss the district's vision and alignment of financial, material and human resources. **(Years 1-5 Implementation)**

- Ensure district expenses are used for and charged to the appropriate grant source. (**Years 1-5 Implementation**)

Key Success Measures

- The district will analyze student Educational Plan results.
- The district will analyze student enrollment data.
- The district recruiting and marketing processes will be implemented with fidelity.