BAY DISTRICT SCHOOLS
STRATEGIC PLAN
2011-2014

Bill Husfelt
Superintendent

Adopted 10/11/2011

Vision

Bay District Schools will develop high academic achievers to produce successful, innovative citizens and leaders for tomorrow's world.

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.

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 Commitments

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 believe responsible citizens are the foundation of our society and learning must take place at home, in school, and in 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

1. **Advance Academic Achievement for Every Student**

   Team Leaders: Gena Burgans and Camilla Hudson
   Jan Chapman
   Dr. Lynn d'Albertis
   Deborah Street (ABCE)
   Ginger Littleton

2. **Integrate Technology into Every Learning Environment**

   Team Leaders: Tamra Hogue and Rhonda Sumpter
   David Smith
   Daina Weaver
   Beverly Watson (ABCE)
   Dr. Lynn d'Albertis
   Ryan Neves

3. **Employ Effective Teachers and Principals**

   Team Leaders: Dr. Tommye Lou Richardson and Lisa Churchwell
   Nancy Montague (ABCE)
   Shirley Baker (Principal Rep)
   Jerry Register

4. **Ensure Safe, Compassionate, and Respectful Learning Environments**

   Team Leaders: Dr. John Haley and Mike Jones
   Dr. Tommye Lou Richardson
   Judy Griffith (ABCE)
   Harriet Taylor (Principal Rep)
   John Cannon
   Joe Wayne Walker

5. **Empower Family and Community Advocacy**

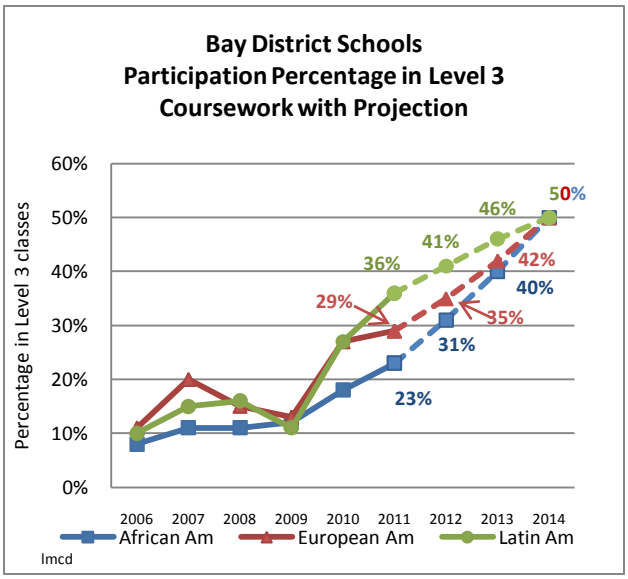
   Team Leaders: Lee Stafford and Karen Tucker
   Camilla Hudson
   Trish Priest (ABCE)
   Alexis Underwood (ABCE)
   Beth Deluzain (BEF)
   Lynda Kent (Community Rep)

6. **Assure High Quality Support for Schools**

   Team Leaders: Jess Synder and Dr. Lynn d'Albertis
   Jackie Rivers (BESPA)
   Leon Walters (Community Rep)
   Ivie Burch (Community Rep)
   Steve Moss

Goal 1 Advance Academic Achievement for Every Student

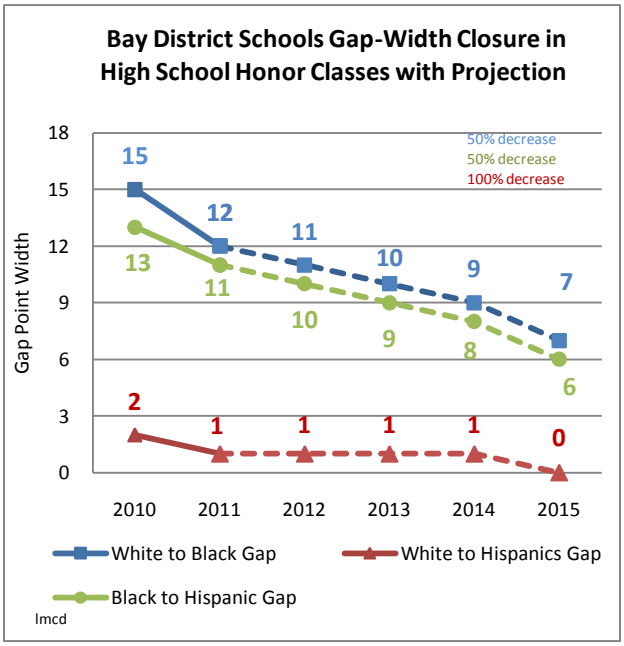
Strategy 1.1 Improve Individual Student Performance



Objective 1.1.A — Increase completion of high school coursework and assessments in high-level academic coursework.

Objective 1.1.B — Provide guidance and support to low-performing schools through the District Assistance Team (DAT).

Objective 1.1.C — Provide diagnostic assessments to determine student need and pre-scribe interventions which will lead to academic success.

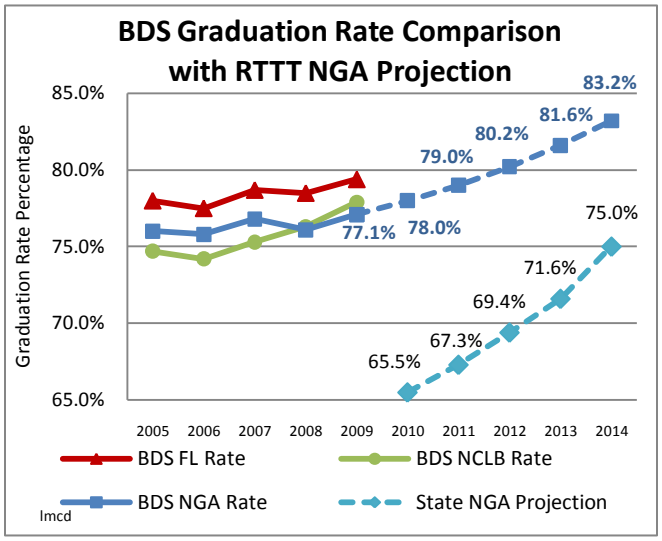


Objective 1.1.D — Provide assistance, instructional strategies, and mentoring to in-crease participation and success of under-represented students in high-level academic coursework.

Objective 1.1.E — Provide effective interventions for students in danger of dropping out of school.

Objective 1.1.F — Provide additional support by collaborating with community stake-holders to narrow the achievement gap.

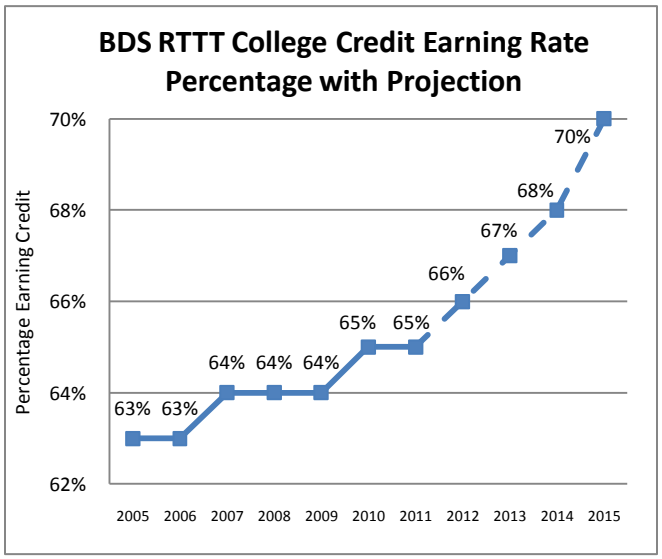
Strategy 1.2 Prepare Students for College and/or Career Readiness



Objective 1.2.A — Improve the graduation rate district-wide.

Objective 1.2.B — Develop career academies that provide industry certification in high-demand and high-wage careers.

Objective 1.2.C — Enhance career opportunities for secondary students.



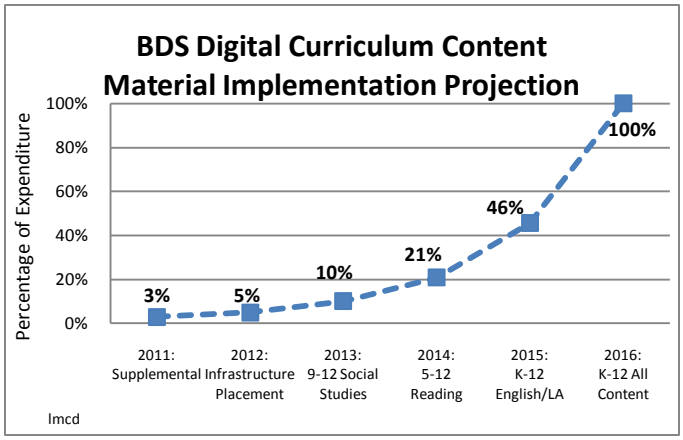
Objective 1.2.D — Provide career counseling opportunities to inform students of post-secondary options.

Objective 1.2.E — Provide rigorous programs and courses (AICE, AP, DE, and IB) to increase student participation in high-level academic programs.

Objective 1.2.F — Build stronger coalitions with local workforce development leaders in pre-kindergarten through post-secondary education.

Goal 2 Integrate Technology into Every Learning Environment

Strategy 2.1 *Increase Access to Data and Digital Content*



Objective 2.1.A — Provide teachers with single sign-on to access data and digital content.

Objective 2.1.B — Provide students portable access and equitable, universal design of curriculum and data.

Objective 2.1.C — Increase parent portal usage through marketing and communication.

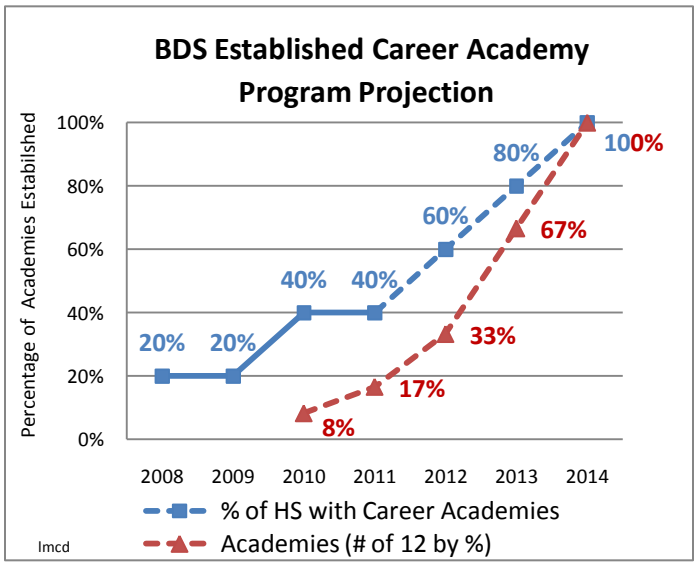
Strategy 2.2 *Provide Equitable Access to Data for All Stakeholders and Digital Curriculum Content and Assessments that Comply with Web Up-to-Date Standards*

Objective 2.2.A — Develop and implement a plan that maintains up-to-date technology standards.

Objective 2.2.B — Provide professional development for teachers and stakeholders.

Objective 2.2.C — Develop a plan for one to one mobile device options.

Strategy 2.3 *Implement Career Academies at All High Schools in the District*



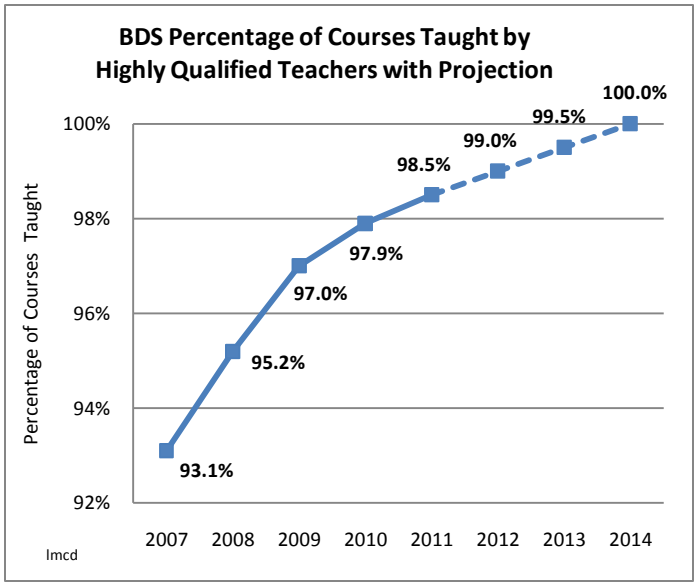
Objective 2.3.A — Develop a district-wide plan with standards and guide-lines for the implementation of career academies at each school.

Objective 2.3.B — Increase the number of career academies within the district.

Objective 2.3.C — Increase the participation of students receiving nationally-recognized industry certifications.

Goal 3 Employ Effective Teachers and Principals

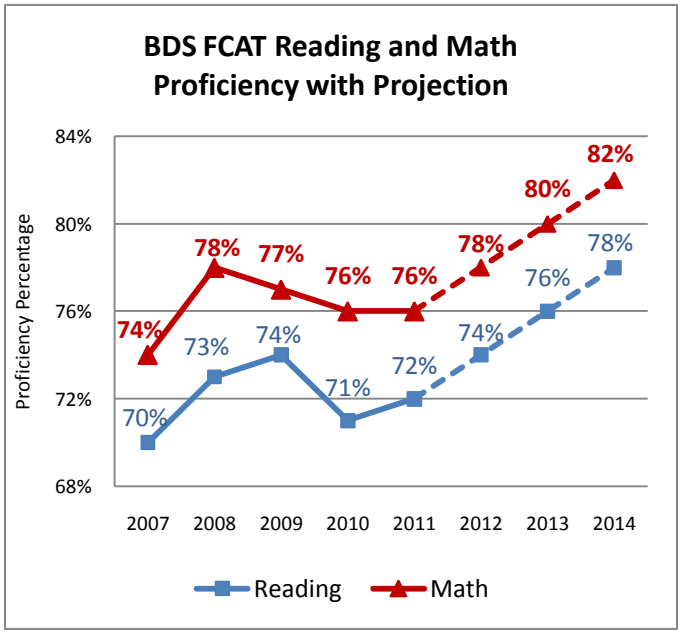
Strategy 3.1 Acquire and Retain Highly-Qualified Teachers



Objective 3.1.A — Recruit qualified graduates from accredited colleges and universities.

Objective 3.1.B — Retain highly-qualified and high-performing instructional and administrative staff.

Strategy 3.2 Strengthen Professional Learning of Instructional and Administrative Staff in Order to Increase Student Achievement



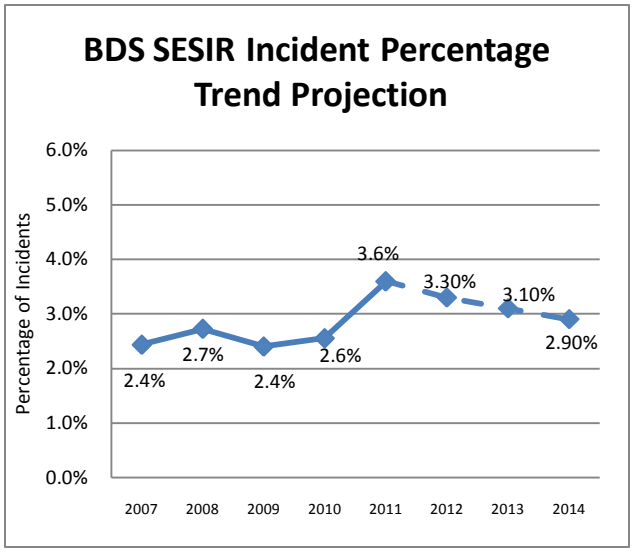
Objective 3.2.A — Provide quality professional development promoting rigorous content learning through acquisition of knowledge and best practices in instruction.

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.

Objective 3.2.C — Enhance student achievement through program evaluation of the district professional learning system at district, school, and educator levels.

Goal 4 Ensure Safe, Compassionate, and Respectful Learning Environment

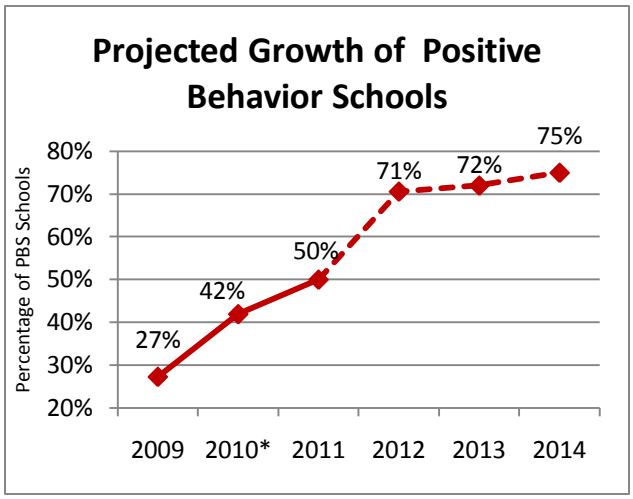
Strategy 4.1 Increase Law Enforcement at the Middle School Level



Objective 4.1.A — Increase School Resource Deputy (SRD) presence to ensure that a safer environment exists at middle school activities.

Objective 4.1.B — Decrease by 20% negative student behavior incidents using the SRD to build positive relationships with students district-wide by 2014.

Strategy 4.2 Build Positive, Compassionate Learning Environments



Objective 4.2.A — Implement Positive Behavior Support (PBS) initiatives using school and district staff to decrease SESIR incidents 20% by 2014.

Objective 4.2.B — Implement annual bullying training and professional development to diffuse bullying, thus resulting in a 5% positive increase as measured on the school climate survey by 2014.

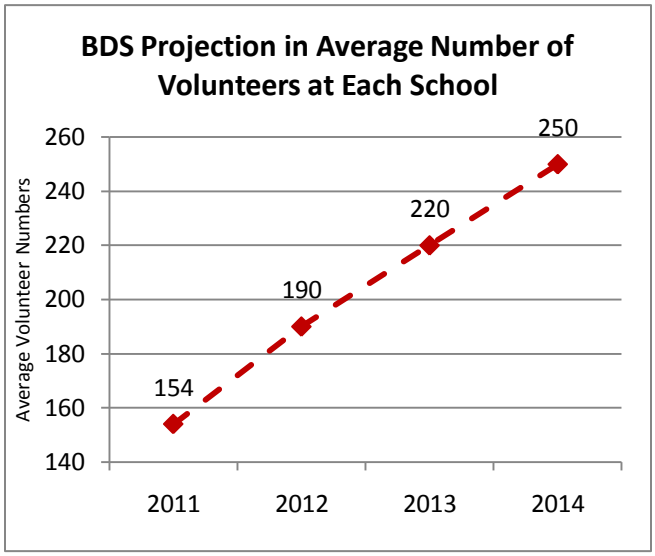
Strategy 4.3 Heighten Safety Measures at All District Properties

Objective 4.3.A — Provide training and update policy manuals yearly at every worksite ensuring appropriate responses to crises for all employees.

Objective 4.3.B — Evaluate areas of access and reduce unmonitored or unnecessary access areas completely by 2014.

Goal 5 Empower Family and Community Advocacy

Strategy 5.1 Foster Strong Parent/Family and School Relationships



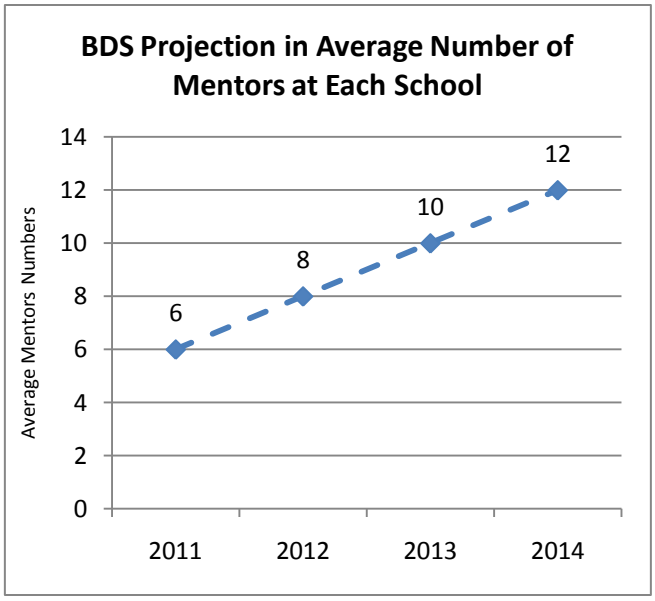
Objective 5.1.A

Increase invitations from administrators and staff to encourage parental participation and volunteer opportunities.

Objective 5.1.B

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

Strategy 5.2 Improve Civic Involvement in Schools



Objective 5.2.A

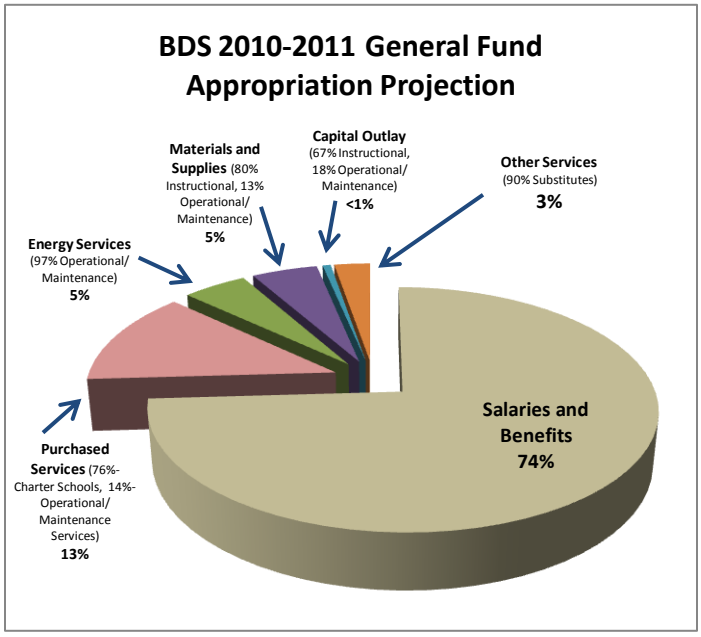
Strengthen mentor participation within schools as a means to increase the graduation rate.

Objective 5.2.B

Increase recruitment collaboration and community service opportunities.

Goal 6 Ensure High Quality Support for Schools

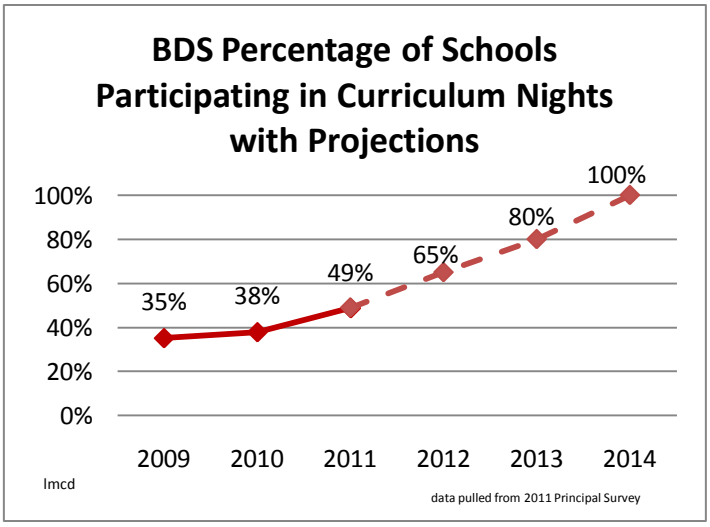
Strategy 6.1 Support the Learning Environment



Objective 6.1A — Maintain adequate funding for instruction and support staff.

Objective 6.1.B — Utilize non-instructional staff to maintain adequate support for schools.

Strategy 6.2 Enhance Community Involvement and Communication



Objective 6.2.A — Implement community curriculum nights at schools in order to foster positive relationships and improve parental academic expectations.

Objective 6.2.B — Investigate the development and cost-effectiveness of a grant position to work with community organizations to enhance student achievement.