



# **Beatrice Public Schools Strategic Plan 2022-2027**

## District Strategic Planning Team

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**A debt of gratitude is owed to this team for their tireless pursuit of a strategic plan that will guide our district for the next 5 years and well into the future. May their work be part of their legacy in support of Beatrice Public Schools.**

## **Mission**

The mission of Beatrice Public Schools, a student-focused family, is to provide a foundation that equips every student with the tools to pursue their goals and contribute to society through purposeful and relevant educational experiences built around strong relationships.

## **Beliefs**

We believe...

1. Every individual has infinite worth
2. Students need the opportunity to develop skills to be successful in their future endeavors
3. In providing a safe, secure, and accessible environment for all
4. A strong school/community partnership is an investment for the future
5. A cooperative effort between family and the school is a key contributor to student success
6. High quality staff is essential
7. Each student deserves an educational experience that is innovative, engaging, and equitable
8. Students deserve a positive culture that encompasses kindness and inclusion for all
9. Diversity of people, ideas, and experiences enhance a community
10. Commitment and ownership are necessary to achieve one's full potential

## **Parameters**

1. We will always maintain safe, secure, and accessible environments.
2. We will make decisions to assure students are the highest priority.
3. We will provide rigorous, enriching, and innovative experiences.
4. We will always show respect and courtesy.
5. We will facilitate growth for all students and staff.
6. We will utilize all resources effectively.
7. We will focus on the whole child providing academic, physical, and social/emotional supports.
8. We will attract, develop, and retain high-quality staff.
9. Decisions on programs and services will be guided by the strategic plan and continuous school improvement.
10. We will celebrate success.

## **Objectives**

- Each student will be provided with efficient and innovative infrastructure and resources to ensure maximization of individual potential.
- Each student will be provided the needed support and education that promotes physical, mental, social and emotional well-being in a secure and nurturing environment.
- Each student will be positively impacted by community partnerships.
- Each individual student will grow academically on district and state assessments annually.
- Each student will have access to high quality staff.

## **Strategies**

- 1) We will design, develop, and implement new and existing buildings and technology infrastructure that are adaptable to new curriculum and instruction and evolving needs of individuals and communities.
- 2) We will incorporate social emotional learning into the regular operations of the school.
- 3) We will recruit, retain, and develop high quality staff, faculty, and administration.
- 4) We will provide research-based instructional delivery strategies to meet each student's unique learning needs.
- 5) We will develop and implement district-wide systems to enhance student learning.

## Strategy #1

We will design, develop, and implement new and existing buildings and technology infrastructure that are adaptable to new curriculum and instruction and evolving needs of individuals and communities.

# ACTION PLAN

<b>Strategy #: 1.1</b>	<b>1</b>	We will design, develop, and implement new and existing buildings and technology infrastructure that are adaptable to new curriculum and instruction and evolving needs of individuals and communities.
<b>Action Plan #:</b>	1	
<b>Specific Result Statement:</b> Provide PK-12 buildings that meet the educational, safety, and equity demands of our community.		

#	ACTION STEPS (Number each one)	Assigned To	Starting Date	Due Date	Completed Date
1	Explore and organize effective options for constructing and updating facilities with emphasis on safety, ADA compliance, nutrition services, fire safety, current instructional demands, etc.				
2	Research and finalize financial structures.				
3	Investigate and collaborate with key personnel on facility design (technology, buildings and grounds, principals, special education, emergency response agencies, etc.).				
4	Explore architectural and construction options.				
5	Visit other school districts' facilities and gather information and solutions related to safety, ADA compliance, nutrition services, fire safety, current instructional demands, etc.				
6	Foster community understanding of the need for a new facility and ongoing facility improvements.				

**Responsible:**

Shaded areas for administrative use in implementation phase

# ACTION PLAN

<b>Strategy #:</b>	<b>1</b>	We will design, develop, and implement new and existing buildings and technology infrastructure that are adaptable to new curriculum and instruction and evolving needs of individuals and communities.
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<b>Action Plan #:</b>	2
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**Specific Result Statement:** Address areas of concern related to safety and security in all facilities.

#	ACTION STEPS (Number each one)	Assigned To	Starting Date	Due Date	Completed Date
1	Utilize outside agencies' recommendations to eradicate deficiencies in life, health, and equity based issues (ie. fire/health inspector).				
2	Evaluate annual safety and security audit of facilities and enhance audit practices through exploration of other districts' forms and practices.				
3	Evaluate current safety training for BPS employees and explore reunification training.				
4	Evaluate current NDE training requirements and other districts' safety training for additions to the BPS safety training schedule.				
5	Create district standards regarding secure entrances, seek funding, and update facilities to district standards.				
6	Create district standards regarding video surveillance, seek funding, and update facilities to district standards.				
7	Inform the community of the necessity of safety and security in our schools.				

**Responsible:**

Shaded areas for administrative use in implementation phase

# ACTION PLAN

<b>Strategy #:</b>	<b>1</b>	We will design, develop, and implement new and existing buildings and technology infrastructure that are adaptable to new curriculum and instruction and evolving needs of individuals and communities.
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<b>Action Plan #:</b>	3
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**Specific Result Statement:** Align resources, facilities, and technology strategically and equitably across the district to maximize and enhance the learning environment.

#	ACTION STEPS (Number each one)	Assigned To	Starting Date	Due Date	Completed Date
1	Revise District Technology Plan and create a district standard regarding available technology in each classroom at each level.				
2	Examine the possibility of city-wide internet access (partner with ESU #5 and City of Beatrice/Chamber of Commerce to discuss feasibility).				
3	Communicate with and survey the community about accessibility and compatibility of technology.				
4	Use existing and emerging technologies to enhance the district's online mobile presence.				
5	Develop a comprehensive written communications plan to support the goals and objectives of the district's Strategic Plan.				

**Responsible:**

Shaded areas for administrative use in implementation phase



# ACTION PLAN

<b>Strategy #:</b>	<b>1</b>	We will design, develop, and implement new and existing buildings and technology infrastructure that are adaptable to new curriculum and instruction and evolving needs of individuals and communities.
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<b>Action Plan #:</b>	4	<b>Specific Result Statement:</b> Explore transportation needs to create efficient, safe opportunities for students requiring bus transportation.
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#	ACTION STEPS (Number each one)	Assigned To	Starting Date	Due Date	Completed Date
1	Research transportation options to address current and future transportation needs.				
2	Research sustainability of current and future transportation services including optimizing efficiencies and communication.				
3	Communicate with stakeholders regarding alternative transportation methods.				
4	Advocate for revisions to current laws/rules to increase the labor pool available to drive buses.				

**Responsible:**

Shaded areas for administrative use in implementation phase

# COST-BENEFIT ANALYSIS

<b>Strategy #:</b>	<b>1</b>	We will design, develop, and implement new and existing buildings and technology infrastructure that are adaptable to new curriculum and instruction and evolving needs of individuals and communities.
<b>Action Plan #:</b>	1-4	
<b>Specific Result Statement:</b>		
<b>COSTS</b>		<b>BENEFITS</b>
<b>Tangible:</b> <ul style="list-style-type: none"> <li>○ New Building</li> <li>○ Bonds</li> <li>○ Architect</li> <li>○ Construction</li> <li>○ Transportation</li> <li>○ Infrastructure - Technology</li> </ul>		<b>Tangible:</b> <ul style="list-style-type: none"> <li>○ Improved infrastructures</li> <li>○ Improved learning environment</li> <li>○ Improved air quality</li> <li>○ Food is cooked on site</li> <li>○ Address deficits with ADA, Fire, and Nutrition Services</li> <li>○ Improve efficiencies</li> <li>○ Improved attendance</li> <li>○ Improved safety</li> </ul>
<b>Intangible:</b> <ul style="list-style-type: none"> <li>○ Time</li> </ul>		<b>Intangible:</b> <ul style="list-style-type: none"> <li>○ Improved morale</li> <li>○ Improve community pride</li> <li>○ Improved safety</li> </ul>

(Have you considered opportunity costs?  
Does this action plan have sufficient return on investment?)

## **Strategy #2**

We will incorporate social emotional learning into the regular operations of the school.

## ACTION PLAN

<b>Strategy #:</b>	2	We will incorporate social emotional learning into the regular operations of the school.			
<b>Action Plan #:</b>	1				
<b>Specific Result Statement:</b> Develop and implement a systematic approach to addressing student poverty.					
#	ACTION STEPS (Number each one)	Assigned To	Starting Date	Due Date	Completed Date
1	Explore professional development opportunities for staff.				
2	Strengthen and reflect on current partnerships with community agencies who work with students who come from families impacted by poverty to ensure basic needs are met.				
3	Investigate opportunities to support/strengthen the GED program presently in place for parents/guardians.				
4	Explore opportunities for family literacy and numeracy experiences.				
5	Communicate the various opportunities to the families who need the relatable services.				
6	Explore opportunities to develop parents as partners in the educational process.				
7	Through the Sixpence program, seek opportunities to expand parent knowledge of education, child development, etc.				
8	Explore different opportunities for school staff to build the relationships with families.				

**Responsible:**

Shaded areas for administrative use in implementation phase

## ACTION PLAN

<b>Strategy #:</b>	<b>2</b>	We will incorporate social emotional learning into the regular operations of the school.
<b>Action Plan #:</b>	2	
<b>Specific Result Statement:</b> Integrate a systematic approach to address the mental health needs of our students and staff.		

#	ACTION STEPS (Number each one)	Assigned To	Starting Date	Due Date	Completed Date
1	Explore how to develop the resilience and grit of all students and implement strategies so that students can address challenges.				
2	Investigate professional development opportunities for staff specific to mental health of student and self (bullying, suicidal ideation/self-harm, anxiety, depression, trauma-informed practices, secondary PTSD/compassion fatigue as staff).				
3	Investigate and implement mental health screeners for all students. Provide interventions for students demonstrating significant mental health concerns.				
4	Explore school-wide social emotional learning curriculum.				
5	Identify opportunities to collaborate with the community to promote mental health for families.				
6	Promote EAP and EHA Wellness services for our staff.				
7	Investigate resources and opportunities to foster positive culture with students and staff that encompass kindness and compassion.				

**Responsible:**

Shaded areas for administrative use in implementation phase

## ACTION PLAN

<b>Strategy #:</b>	<b>2</b>	We will incorporate social emotional learning into the regular operations of the school.
<b>Action Plan #:</b>	3	
<b>Specific Result Statement:</b> Evaluate and enhance support for individuals struggling with trauma in our school families.		

#	ACTION STEPS (Number each one)	Assigned To	Starting Date	Due Date	Completed Date
1	Identify community programs and support available for students related to trauma including, addiction, abuse, etc.				
2	Evaluate what we currently do to support students experiencing trauma, and explore other options to build strong research-based supports.				
3	Implement the above identified supports to ensure that students experiencing trauma are supported and available for learning.				
4	Communicate with stakeholders regarding the services available for all students.				

**Responsible:**

Shaded areas for administrative use in implementation phase

## COST-BENEFIT ANALYSIS

<b>Strategy #:</b>	2	We will incorporate social emotional learning into the regular operations of the school.
<b>Action Plan #:</b>	1-3	
<b>Specific Result Statement:</b> [Type text]		
<b>COSTS</b>		<b>BENEFITS</b>
<b>Tangible:</b> <ul style="list-style-type: none"> <li>○ Potential PD costs for bringing in outside parties to present and/or books/materials</li> <li>○ Cost for staff PD</li> <li>○ Cost for potentially partnering with more mental health agencies</li> <li>○ Cost for mental health screeners</li> </ul>		<b>Tangible:</b> <ul style="list-style-type: none"> <li>○ Physical resources available to our staff</li> </ul>
<b>Intangible:</b> <ul style="list-style-type: none"> <li>○ Time/effort to locate PD resources</li> <li>○ Time/effort to create/foster relationships with community agencies</li> <li>○ Time to investigate available programs, resources, professional development</li> <li>○ Time to implement mental health screener and disseminate the results</li> </ul>		<b>Intangible:</b> <ul style="list-style-type: none"> <li>○ Acquired staff knowledge</li> <li>○ Acquired relationships with community agencies to benefit our students/families</li> <li>○ Improvement in school culture</li> <li>○ Improvement in student and staff well being</li> <li>○ Early identification of concerns with students and staff</li> </ul>

(Have you considered opportunity costs?  
Does this action plan have sufficient return on investment?)

**Strategy #3-We will recruit, retain, and develop high quality staff, faculty, and administrators.**



## ACTION PLAN

<b>Strategy #:</b>	<b>3</b>	We will recruit, retain, and develop high quality staff, faculty, and administration.
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<b>Action Plan #:</b>	1
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**Specific Result Statement:** Explore avenues to recruit quality staff, faculty and administrators.

#	ACTION STEPS (Number each one)	Assigned To	Starting Date	Due Date	Completed Date
1	Explore marketing tools and strategies aimed at increasing the number of qualified applicants for a given position.				
2	Explore opportunities to utilize community partnerships to increase the applicant pool.				
3	Develop relationships with outside agencies/businesses in order to explore opportunities for district employment.				
4	Explore avenues to increase the media presence for district storytelling.				
5	Explore experiences for all staff to participate in the recruitment process and develop the internal pipeline.				
6	Promote and celebrate BPS.				
7	Create marketing tools to provide applicants in interview process (brochure, short video graphic)				
8	Investigate other area schools' approach to providing full-time benefits to classified employees.				
9	Implement Board & Community Relations initiatives designed to increase public understanding and support of the schools.				
10	Communication/Community - Using the last 3 minutes of the Focus on Education segment highlighting the openings in the district or using the PA ad or video board during sporting events.				

**Responsible:**

Shaded areas for administrative use in implementation phase

## ACTION PLAN

<b>Strategy #:</b>	<b>3</b>	We will recruit, retain, and develop high quality staff, faculty, and administration.			
<b>Action Plan #:</b>	2				
<b>Specific Result Statement:</b> We will explore ways to retain quality staff, faculty, and administrators.					
#	ACTION STEPS (Number each one)	Assigned To	Starting Date	Due Date	Completed Date
1	Explore ways to develop and utilize a personnel satisfaction/exit survey to evaluate staff experiences in BPS.				
2	Investigate ways to celebrate staff success, boost morale, and build collaborative teams across all building levels recognizing that this is the responsibility of every BPS employee.				
3	Evaluate the current mentor program and consider ways to implement a mentor program across all staff, faculty, and administrators.				
4	Explore ways to provide competitive compensation for support staff.				
5	Connect staff with community opportunities and encourage involvement.				
6	Organize an event to celebrate alumni who continue to support BPS. Explore a strategic alumni development program to maximize life-long connections.				
7	Utilize Beatrice Educational Foundation within the schools to support retention efforts.				
8	Provide instructional support that develops the efficacy of the teaching staff to ensure retention with emphasis on teachers new to the profession and district.				

**Responsible:**

Shaded areas for administrative use in implementation phase

## ACTION PLAN

<b>Strategy #:</b>	<b>3</b>	We will recruit, retain, and develop high quality staff, faculty, and administration.			
<b>Action Plan #:</b>	3				
<b>Specific Result Statement:</b> We will develop high quality staff, faculty, and administrators.					
#	ACTION STEPS (Number each one)	Assigned To	Starting Date	Due Date	Completed Date
1	Provide time for all staff to grow through different avenues such as learning walks, instructional rounds, attending conferences, coaching, or visiting outside programs.				
2	Explore ways to tie staff development to evaluation and strategic planning goals.				
3	Provide space for staff to reflect on individual growth needs and determine next-steps through a professional growth portfolio.				
4	Explore ways to individualize staff development.				
5	Provide ways for staff to share successes and help each other grow.				
6	Provide high-quality, meaningful professional development opportunities.				
7	Research additional incentives for staff to grow in formal education.				
8	Provide customer service training for school employees including handling difficult conversations.				

**Responsible:**

Shaded areas for administrative use in implementation phase

## COST-BENEFIT ANALYSIS

Approved by the Board of Education 11/8/2021

<b>Strategy #:</b>	3	We will recruit, retain, and develop high quality staff, faculty, and administrators.
<b>Action Plan #:</b>	1-3	
<b>Specific Result Statement:</b> [Type text]		
<b>COSTS</b>		<b>BENEFITS</b>
<p><b>Tangible:</b></p> <ul style="list-style-type: none"> <li>○ Marketing costs (video production, flyers, ads, social media suggested ads)</li> <li>○ Reciprocity of the community and the school</li> <li>○ Marketing tools to provide applicants in interview process (brochure, short video graphic)</li> <li>○ Chamber of commerce tours to applicants showcasing our community</li> <li>○ Social committee funds</li> <li>○ Provide subs to allow teachers to visit outside sources</li> <li>○ Available stipends to allocate toward master’s degree study programs.</li> </ul>	<p><b>Tangible:</b></p> <ul style="list-style-type: none"> <li>○ Developing strong marketing materials for the district and community</li> <li>○ Increasing teacher understanding of pedagogy</li> </ul>	
<p><b>Intangible:</b></p> <ul style="list-style-type: none"> <li>○ Word of mouth</li> <li>○ Increasing Public perception</li> <li>○ Attending meetings (time spent with partnerships)</li> <li>○ Time identifying partnerships</li> <li>○ Building staff moral, job satisfaction</li> <li>○ Grow interest and partnerships in outside sources</li> </ul>	<p><b>Intangible:</b></p> <ul style="list-style-type: none"> <li>○ Word of mouth</li> <li>○ Increasing Public perception</li> <li>○ Building staff moral, job satisfaction</li> <li>○ Grow interest and partnerships in outside sources</li> </ul>	

(Have you considered opportunity costs?  
Does this action plan have sufficient return on investment?)

**Strategy 4-We will provide research-based instructional delivery strategies to meet each student's unique learning needs.**

## ACTION PLAN

<b>Strategy #:</b>	4	We will provide research-based instructional delivery strategies to meet each student's unique learning needs.
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<b>Action Plan #:</b>	1	<b>Specific Result Statement:</b> We will develop and implement plans to give students opportunities to learn about and interact with a variety of career fields.
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#	ACTION STEPS (Number each one)	Assigned To	Starting Date	Due Date	Completed Date
1	Provide SENCAP classes based on student interest and enrollment that align to H3 jobs in Nebraska, specifically the Beatrice community.				
2	Investigate partnerships between SCC and BPS to create a collaborative environment in selecting and supporting staffing for SENCAP courses.				
3	Highlight SENCAP opportunities and financial assistance available to students and families.				
4	Investigate expansion of dual-credit opportunities.				
5	Research availability of a career liaison to assist with apprenticeships and site visits.				
6	Investigate and integrate college and career readiness standards district-wide.				
7	Expand and grow technology-based learning opportunities.				
8	Explore new and strengthen existing internships, apprenticeships, and job shadow opportunities.				
9	Search for new partnership opportunities to aid in career development and future employment.				
10	Continue to examine flexible scheduling to allow job shadowing opportunities for students and externships for staff.				
11	Evaluate and strengthen current career education practices in the K-8 levels.				

**Responsible:**

Shaded areas for administrative use in implementation phase

## ACTION PLAN

<b>Strategy #:</b>	4	We will provide research-based instructional delivery strategies to meet each student's unique learning needs.
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<b>Action Plan #:</b>	2	<b>Specific Result Statement:</b> Develop and implement plans to maximize data-driven instruction to meet the diverse academic needs of all students.
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#	ACTION STEPS (Number each one)	Assigned To	Starting Date	Due Date	Completed Date
1	Ensure PLC expectations include data-driven planning.				
2	Provide targeted staff development to inform data-driven instruction and response.				
3	Evaluate the effectiveness of the use of EduClimber to monitor the progress of each student.				
4	Develop a systematic professional development plan related to EduClimber to develop the data literacy of all staff.				
5	Explore and implement the use of rubrics and scales to determine proficiency levels of students.				
6	Monitor the implementation and fidelity of the systems to maximize instruction.				

**Responsible:**

Shaded areas for administrative use in implementation phase

## ACTION PLAN

<b>Strategy #:</b>	4	We will provide research-based instructional delivery strategies to meet each student's unique learning needs.
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<b>Action Plan #:</b>	3	<b>Specific Result Statement:</b> Develop and implement plans to maximize enrichment opportunities to meet the diverse academic needs of all students.
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#	ACTION STEPS (Number each one)	Assigned To	Starting Date	Due Date	Completed Date
1	Explore enrichment opportunities in other districts to determine ways to enhance the enrichment program.				
2	Foster a shared responsibility with the community and families to promote enrichment opportunities for students.				
3	Develop experiences within the curriculum that provide enrichment for all students.				
4	Support the teachers in determining ways to capture the interests of all students in the classroom.				
5	Monitor classroom experiences for a high level of engagement with all students.				
6	Enhance the use of cross-curricular instruction and project-based learning to provide enrichment activities.				
7	Review and evaluate the Enrichment Program, process, identification, and services.				

**Responsible:**

Shaded areas for administrative use in implementation phase



## ACTION PLAN

<b>Strategy #:</b>	<b>4</b>	We will provide research-based instructional delivery strategies to meet each student's unique learning needs.
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<b>Action Plan #:</b>	4	<b>Specific Result Statement:</b> Implement research-based instructional strategies aligned to the district instructional model to meet the needs of all learners.
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#	ACTION STEPS (Number each one)	Assigned To	Starting Date	Due Date	Completed Date
1	Determine staff understanding of the instructional model and instructional strategies.				
2	Provide targeted professional learning for staff to deepen knowledge of the model and strategies.				
3	Provide focused learning walks and instructional rounds to help staff implement strategies in the classroom.				
4	Ensure implementation and utilization of the instructional model through observations.				
5	Support staff in reflection of implementation of the instructional model to build teacher efficacy.				

**Responsible:**

Shaded areas for administrative use in implementation phase

## COST-BENEFIT ANALYSIS

<b>Strategy #:</b>	<b>4</b>	We will provide research-based instructional delivery strategies to meet each student's unique learning needs.
<b>Action Plan #:</b>	1-4	
<b>Specific Result Statement:</b>		
<b>COSTS</b>		<b>BENEFITS</b>
<b>Tangible:</b> <ul style="list-style-type: none"> <li>○ Professional Learning costs</li> <li>○ Costs for subs to train groups of teachers</li> <li>○ Career Liaison</li> <li>○ SENCAP and dual enrollment opportunities</li> <li>○ Career tech</li> <li>○ Instructional Specialists training and development</li> </ul>		<b>Tangible:</b> <ul style="list-style-type: none"> <li>○ Increase in student performance</li> <li>○ Increase in professional practices across the district</li> <li>○ Increase teacher retention rate through strong professional learning opportunities</li> </ul>
<b>Intangible:</b> <ul style="list-style-type: none"> <li>○ Time to develop strong instructional and research-based methods</li> <li>○ Time to evaluate current Enrichment program and move to develop stronger practices in identification and implementation</li> </ul>		<b>Intangible:</b> <ul style="list-style-type: none"> <li>○ Investments in staff to increase instructional practices in the classroom</li> <li>○ Increase teacher understanding of best practices</li> </ul>

(Have you considered opportunity costs?  
Does this action plan have sufficient return on investment?)

**Strategy #5-** We will develop and implement district-wide systems to enhance student learning.

# ACTION PLAN

<b>Strategy #:</b>	<b>5</b>	We will develop and implement district-wide systems to enhance student learning.
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<b>Action Plan #:</b>	1
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**Specific Result Statement:** Adopt a district-wide systematic approach to meet student academic needs.

#	ACTION STEPS (Number each one)	Assigned To	Starting Date	Due Date	Completed Date
1	Develop and refine the use of formative assessments to make instructional decisions.				
2	Develop and refine the use of common summative assessments to show student growth and mastery of standards.				
3	Evaluate curriculum to determine horizontal and vertical alignment to ensure all students are exposed to on-grade level curriculum.				
4	Determine academic intervention and supports to address equity gaps among subgroups through the MTSS process.				
5	Explore, evaluate, and implement culturally proficient leadership and instruction.				
6	Investigate a system to assist students in the transition from one building to the next, focusing specifically on meeting social, emotional, and academic needs.				
7	Monitor the fidelity of implementation with each system created to meet student academic needs.				

**Responsible:**

Shaded areas for administrative use in implementation phase

## ACTION PLAN

<b>Strategy #:</b>	<b>5</b>	We will develop and implement district-wide systems to enhance student learning.
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<b>Action Plan #:</b>	2	<b>Specific Result Statement:</b> Adopt a district-wide systematic approach to meet student behavioral needs.
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#	ACTION STEPS (Number each one)	Assigned To	Starting Date	Due Date	Completed Date
1	Evaluate and explore system-wide behavior management approaches to create continuity from PK-12.				
2	Develop a continuous MTSS/PBIS system to implement PK-12.				
3	Implement a Social Emotional Learning curriculum for PK-12.				
4	Evaluate and refine the current processes in place to support student behavioral needs to create a consistent district approach.				
5	Monitor the fidelity of implementation with each system created to meet student behavioral needs.				

**Responsible:**

Shaded areas for administrative use in implementation phase

## ACTION PLAN

<b>Strategy #:</b>	<b>5</b>	We will develop and implement district-wide systems to enhance student learning.
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<b>Action Plan #:</b>	3
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**Specific Result Statement:** Adopt a district-wide systematic approach to promote staff instructional growth.

#	ACTION STEPS (Number each one)	Assigned To	Starting Date	Due Date	Completed Date
1	Explore other Class B mentor programs to build a systematic approach to mentoring new teachers, including the use of an instructional specialist to support new and new-to-BPS teachers.				
2	Refine the current district mentor program and implement a system of support to build teacher efficacy.				
3	Create reflective practices during PLCs, staff development, coaching sessions, instructional rounds, etc. to promote individual staff growth.				
4	Create a staff instructional rounds system to support individual staff growth.				
5	Refine PLC practices to promote individual growth.				
6	Provide relevant professional development utilizing the strengths of the current staff and programs as well as data from the teacher evaluation system and other surveys.				
7	Monitor the fidelity of implementation with each system created to promote staff instructional growth.				

**Responsible:**

Shaded areas for administrative use in implementation phase

## COST-BENEFIT ANALYSIS

<b>Strategy #:</b>	<b>5</b>	Develop and implement district-wide systems to enhance student learning.
<b>Action Plan #:</b>	1-3	
<b>Specific Result Statement:</b> Adopt a district-wide systematic approach to meet student behavioral needs.		
<b>COSTS</b>		<b>BENEFITS</b>
<p><b>Tangible:</b></p> <ul style="list-style-type: none"> <li>○ Training for staff - PBIS, SEL</li> <li>○ Staff to Monitor the implementation and fidelity of systems</li> <li>○ Travel to observe other mentor programs.</li> <li>○ Potential costs for either an instructional mentor and/or flexible scheduling to allow for more mentor/mentee time within the school day and instructional rounds</li> </ul>	<p><b>Tangible:</b></p> <ul style="list-style-type: none"> <li>○ Consistent expectations in behavior and student learning</li> <li>○ Develop strong curriculum, intervention, and enrichment opportunities for all students</li> </ul>	
<p><b>Intangible:</b></p> <ul style="list-style-type: none"> <li>○ Time to implement, monitor, and adjust if needed</li> <li>○ Time for staff to Monitor the implementation and fidelity of systems</li> <li>○ Time for staff led professional development</li> <li>○ Time to review other mentor programs</li> <li>○ Time for staff to monitor their instructional practices and student success</li> </ul>	<p><b>Intangible:</b></p> <ul style="list-style-type: none"> <li>○ Using staff to provide relevant professional development based on need in our district.</li> <li>○ Increase in staff understanding of strong instructional and classroom management practices</li> </ul>	

(Have you considered opportunity costs?  
Does this action plan have sufficient return on investment?)