# Brandon Valley School District #49-2
# Strategic Plan
# 2018-2023
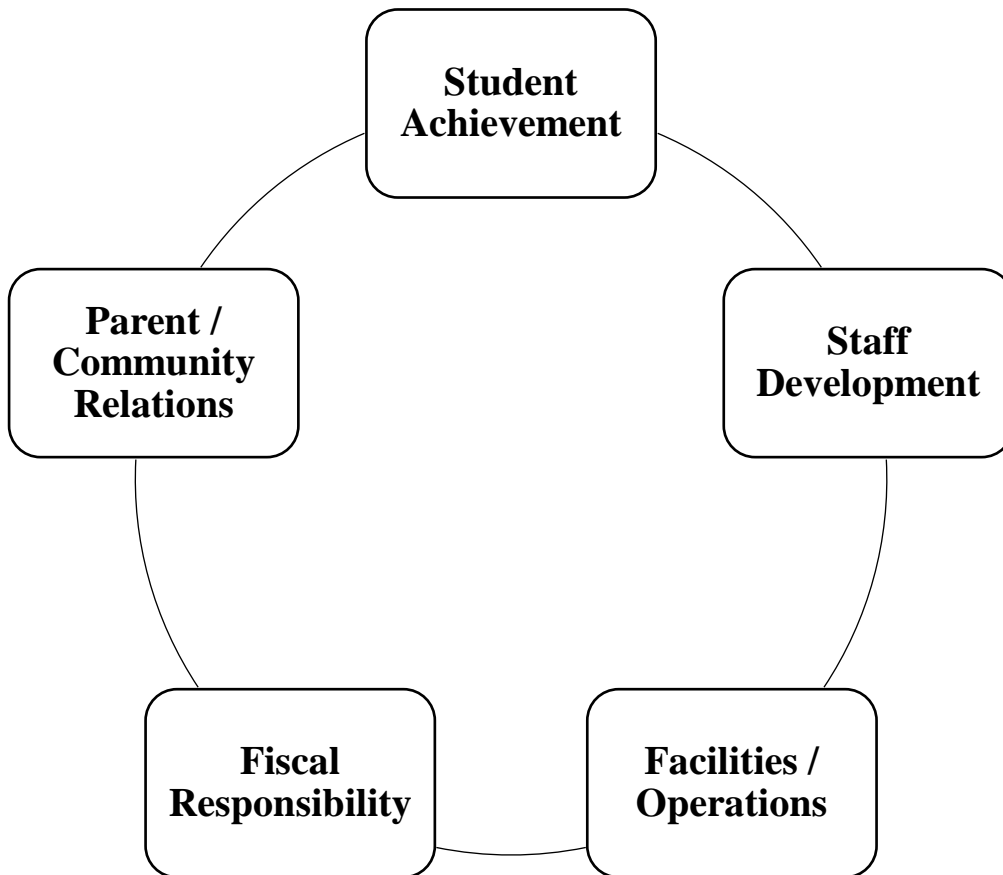
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                    ┌──────────────┐
                    │   Student    │
                    │ Achievement  │
                    └──────────────┘
       ┌──────────────┐          ┌──────────────┐
       │   Parent /   │          │    Staff     │
       │  Community   │          │ Development  │
       │  Relations   │          │              │
       └──────────────┘          └──────────────┘
       ┌──────────────┐          ┌──────────────┐
       │    Fiscal    │          │ Facilities / │
       │Responsibility│          │  Operations  │
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**Student Achievement:** Provide relevant and rigorous academics grounded in best practices

**Staff Development:** Support highly effective teachers, leaders, and staff

**Facilities / Operations:** Create safe, healthy, and supportive learning environments

**Fiscal Responsibility:** Practice effective, efficient, and sustainable business practices

**Parent / Community Relations:** Strengthen school, family, and community engagement

***Approved 6/25/18***

# Core Operating Principle – Mission Statement – Belief Statements

**Core Operating Principle**
Our business is the creation of learning environments that result in success.

**Mission Statement**
We will prepare our students to be life-long learners and productive citizens through a positive learning environment with the cooperation of students, educational staff, parents, guardians, and community.

**Belief Statements**
We believe in the collaborative efforts of the students, educational staff, parents, guardians, and community for successful education.

We believe in providing a safe, nurturing and stimulating environment, which promotes mutual respect and trust.

We believe in the acceptance of and respect for the unique physical, social, emotional, and intellectual needs of all individuals.

We believe in the continual growth of knowledge, self-respect, life skills, citizenship, and global awareness to promote life-long learning.

We believe the school has an obligation to prepare its students to compete globally.

We believe technological literacy is essential for success in a global society.

We believe it is the district's obligation to provide the foundation for all students to achieve their full potential.

# Vision of a Graduate

### LEAD

- Conduct themselves in a respectful and responsible manner
  - Be responsible for their own well-being
- Recognize and respect others and differing points of view
- Respond to successes and failures with reflection, resilience, and adaptability
  - Communicate effectively for a given purpose

### LEARN

- Master a core body of knowledge
- Pose and pursue substantive questions
- Critically interpret, evaluate, and synthesize information
  - Explore, define, and solve complex problems
  - Generate innovative and creative ideas and products

### SERVE

- Collaborate with others to produce meaningful work
- Advocate for improvement within society and community
- Contribute to community through dialogue, service, and leadership
  - Support and serve through civic engagement

# Brandon Valley School District Strategic Planning Dashboard

| Student Achievement | | Staff Development | | Facilities / Operations | | Fiscal Responsibility | | Parent/Community Relations | |
|---|---|---|---|---|---|---|---|---|---|
| Academic Excellence | Character Development | Professional Development | Work Environment | Quality Facilities | Growth Management | Short / Long Term Plans | Fund Balances | Parent Engagement | Community Engagement |
| **Objective** | | **Objective** | | **Objective** | | **Objective** | | **Objective** | |
| Provide relevant and rigorous academics grounded in best practices | | Support highly effective teachers, leaders, and staff | | Create safe, healthy, and supportive learning environments | | Practice effective, efficient, and sustainable business practices | | Strengthen school, family, and community engagement | |
| | | | | | | | | | |
| **Critical Practices / Initiatives** | | **Critical Practices / Initiatives** | | **Critical Practices / Initiatives** | | **Critical Practices / Initiatives** | | **Critical Practices / Initiatives** | |
| Post-secondary Night | | Personalized PD | | 5 Year Plans | | 5 Year Plans | | PTC Strategies | |
| Research Internships | | Teachers Watching Teachers | | Enrollment Triggers | | 20 Year Vision | | Internships | |
| Research Innovative Programs | | W/E Leadership Challenge | | Facility Review Committee | | Responsible Deficit | | Student Service Projects | |
| K-4 Stem Curriculum | | Assess Work Environment | | 20 Year Growth Vision | | Annual Audit | | Focus Groups | |
| The Lynx Way | | Assess Teacher PD | | Safety Planning & Procedures | | Annual Budget Presentation | | Reading Lynx | |
| Reading Lynx | | Develop All Staff | | | | Facility Review Committee | | The Lynx Way | |
| BVMS Encore Class | | | | | | | | Internships | |
| BVSD Reading Protocol | | | | | | | | Apprenticeships | |
| Challenge / Unity Day | | | | | | | | | |

# Student Achievement

*Provide relevant and rigorous academics grounded in best practices*

| Domain | Component | Component Specific Goals | Measurement Tool | Responsible Party |
|---|---|---|---|---|
| Student Achievement | Academic Excellence | 1. All Students will improve their ability to read and comprehend | SBAC | Staff / Parents |
| | Academic Excellence | 2. All Students will improve their mathematical skills | SBAC | Staff / Parents |
| | Academic Excellence | 3. All Students will improve their science skills | D-Step / ACT | Staff / Parents |
| | Academic Excellence | 4. All Students College or Career Ready by 11th /12th Grade | ACT/NCRC | Staff / Parents |
| | Academic Excellence | 5. 100% Graduation Rate | SPI | Staff / Parents |
| | Character Development | 6. Promote Student Character and a Positive School Climate | Survey | Staff / Parents |

Action Strategies for Goal Attainment

| Domain: Student Achievement | | | | | |
|---|---|---|---|---|---|
| **Academic Excellence Goal #1** | **Academic Excellence Goal #2** | **Academic Excellence Goal #3** | **Academic Excellence Goal #4** | **Student Character Goal #5** | **Student Character Goal #6** |
| District's Reading Protocol | Accelerated Math | BVIS SmartLab | Post-secondary Night | The Lynx Way | The Lynx Way |
| Walk to Read - RTI | Math Lab(s) | BVMS SmartLab | BVMS Encore Class | Reading Lynx | Reading Lynx |
| Reading Lynx | Strong / Viable Curriculum | Develop / Incorporate K-4 Stem Curriculum | Internships / Apprenticeships | Promotion of Positive Professional Relationships | Promotion of Positive Professional Relationships |
| Read 180 | Professional Development | Mystery Science | Strong / Viable Curriculum | W/E Challenge | W / E Challenge |
| Strong / Viable Curriculum | | Professional Development | Professional Development | | |
| Collaborative Curriculum Adoption Process | | | | | |
| Professional Development | | | | | |

# Staff Development

## *Support highly effective teachers, leaders, and staff*

| Domain | Component | Component Specific Goals | Measurement Tool | Responsible Party |
|---|---|---|---|---|
| Staff Development | Professional Development | 1. Provide relevant professional development | Survey | Board/Admin |
| | Professional Development | 2. Provide personalized professional development | Survey | Staff |
| | Professional Development | 3. Provide professional development responsive to need | Survey | Staff |
| | Professional Development | 4. Increase district-wide teacher collaboration | Survey | Board/Staff |
| | Work Environment | 5. Provide a great working environment | Survey | Board/Staff |
| | Work Environment | 6. Assess and respond to work environment needs | Survey | Staff |

Action Strategies for Goal Attainment

| Domain: Staff Development | | | | | |
|---|---|---|---|---|---|
| **Professional Development Goal #1** | **Professional Development Goal #2** | **Professional Development Goal #3** | **Professional Development Goal #4** | **Work Environment Goal #5** | **Work Environment Goal #6** |
| New Teacher In-service | Ed Camp | Teacher Choice | Content Meetings | Appreciation | Survey |
| Ed Camp | Teacher Choice | Survey Feedback | Vertical Teaming | Recognition | Review Practice |
| Teacher Choice | Teachers watching Teachers | Horizontal Teaming | Teachers Watching Teachers | Emphasis of Meaningfulness | Research Based Approaches |
| Outside Opportunities | Outside Opportunities | | | Social Connections | Action as Needed |
| Survey Feedback | Staff Development Team | | | Spring PD Event | |
| Staff Development Team | | | | | |
| | | | | | |

# Facilities & Operations

*Create safe, healthy, and supportive learning environments*

| Domain | Component | Component Specific Goals | Measurement Tool | Responsible Party |
|---|---|---|---|---|
| Facilities & Operations | Quality Facilities | 1.  Provide Safe Facilities Utilizing Best Practices | Drill Assessment | Safety Committee |
| | Quality Facilities | 2.  Maximize Facility Efficiency as Practically Allowable | Monitor | Operations Mgr |
| | Quality Facilities | 3.  Effectively Manage Usable Space, Structures & Transportation | Capacity Charts | Admin |
| | Growth Management | 4.  Proactively manage student growth | Monitor | Admin |
| | Growth Management | 5.  Research and investigate future growth areas | Monitor | Admin / Board Committee |

Action Strategies for Goal Attainment

| Domain: Facilities & Operations | | | | |
|---|---|---|---|---|
| **Goal #1** | **Goal #2** | **Goal #3** | **Goal #4** | **Goal #5** |
| Safety Committee Reviews | Utility Efficiency | Effective Renovation(s) | Enrollment Triggers | Professional Organizations |
| Emergency Planning | Equipment Upgrades | Enrollment Triggers | Teacher Growth Pool | Chamber of Commerce(s) |
| Emergency Preparedness | Research Industry Efficiency | 5 Year Plans | 5 Year Plans | City Communications |
| Safety Drill Requirements | | 20 Year Vision | 20 Year Vision | *Brandon |
| On-going Safety Training | | Facility Review Committee | Research District Growth Trends | *Sioux Falls |
| Facility Accessibility | | | | *Surrounding Area |
| | | | | |

# Fiscal Responsibility

## *Practice effective, efficient, and sustainable business practices*

| Domain | Component | Component Specific Goals | Measurement Tool | Responsible Party |
|---|---|---|---|---|
| Fiscal Responsibility | Short-term Planning | 1.  Conduct an Annual Audit | Completion | Admin / Board |
| | Short-term Planning | 2.  Conduct a Transparent Annual Budget Process | Monitor | Admin / Board |
| | Long-term Planning | 3.  Utilize a 5 Year Planning Process | Monitor | Admin |
| | Long-term Planning | 4.  Develop a District 20 Year Growth Vision | Completion | Joint Committee |
| | Fund Balances | 5.  Maintain a Minimum of a 15% Fund Balance in all Funds | Monitor | Admin / Board |
| | Fund Balances | 6.  As growth permits - Maintain an Annual Responsible Deficit | Monitor | Admin / Board |

Action Strategies for Goal Attainment

| Domain: Fiscal Responsibility | | | | | |
|---|---|---|---|---|---|
| **Planning Goal #1** | **Planning Goal #2** | **Planning Goal #3** | **Planning Goal #4** | **Fund Balances Goal #5** | **Fund Balances Goal #6** |
| Complete Annual Audit | Established Budget Timeline | Buildings Develop a 5 Year Plan | Facility Review Committee | 5 Year Plans | 5 Year Plans |
| Review Audit Findings | 5 Year Plan – Staffing Requests | Depts. Develop a 5 Year Plan | District Growth Research | Annual Budget | Annual Budget |
| Alter Practice if Necessary | Preliminary Capital Outlay Budget | 5 Year Plans Compiled | 5 Year Plan Reviews | | Lobbying Efforts |
| Communicate Audit Results | Annual Budget Presentation | Annual 5 Year Plan Presentation | Growth Trends | | |
| | Annual Budget Hearing | | Future Facility Needs | | |
| | | | Future Student Needs | | |
| | | | | | |

# Parent & Community Relations

## *Strengthen school, family, and community engagement*

| Domain | Component | Component Specific Goals | Measurement | Responsible Party |
|---|---|---|---|---|
| Parent & Community Relations | Parent Engagement | 1. Increase Parental Engagement | PTC % | Staff / Parents |
| | Parent Engagement | 2. Provide Parental Engagement Resources & Opportunities | Feedback | Admin/Staff |
| | Parent Engagement | 3. Promote Positive Parent, Community, and District Partnerships | Feedback | Staff / Parents |
| | Community Engagement | 4. Increase Business Internship & Apprenticeship Opportunities | Survey | Cooperative |
| | Community Engagement | 5. Incorporate Community Business into Post-Secondary Planning | Survey | Cooperative |

Action Strategies for Goal Attainment

| Domain: Parent / Community Relations | | | | |
|---|---|---|---|---|
| **Parent Engagement Goal #1** | **Parent Engagement Goal #2** | **Parent Engagement Goal #3** | **Community Engagement Goal #4** | **Community Engagement Goal #5** |
| Post-secondary Night | Staff Practices | Building "Night" | Internships | Internships |
| PTC – Innovations | Newsletters | Advertise Student Leaders | Apprenticeships | Apprenticeships |
| Focus / PTA Groups | Focus / PTA Groups | School Without Walls | Chamber of Commerce | Chamber of Commerce |
| The Lynx Way | Supe's On | The Lynx Way | Post-secondary Night | Post-secondary Night |
| Reading Lynx | Post-secondary Night | | | School Without Walls |
| | | | | Research Innovative |
| | | | | Curriculum Opportunities |