

DRAFT

2018-19 Strategic Plan, Mission, Goals, Objectives and Key Performance Indicators (KPI's)

Mission: Enable learners to become architects of their futures, building on a foundation of scholarship, citizenship, service and integrity.

Vision: Become a global education leader acknowledged for the finest comprehensive curriculum and instruction.

(KPI data available after the closing of the 2018-2019 school year)

<p>Goal Area: Teaching & Learning</p> <p>Goal 1: BHS will ignite passion, fuel dreams, and create a personal, world-class experience for every student.</p>	<p>Key Performance Indicators (KPI's) (KPI data available after the closing of the 2018-2019 school year)</p>
<p>Objective 1: BHS students will increase proficiency in literacy</p> <ul style="list-style-type: none"> • With a continued focus on literacy, precision of practice will be sharpened • Develop a mission & vision statement for literacy • Continued development of lab classroom experiences at elementary grades do deepen understanding of best practices (primary focus 2018-2019 in grades k-5) • Execute District and School Improvement Plans • Monitor and reduce gaps in opportunity and achievement in the indicators of progress 	<p>Priority 1 & 2 Assessments:</p> <ul style="list-style-type: none"> • Fountas & Pinnell, NWEA, Writing Pathways (Click to view Data Dashboard) <p>Priority 3 Assessments:</p> <ul style="list-style-type: none"> • SAT, MSTEP 3-8, MME
<p>Objective 2: BHS students will increase proficiency in mathematics</p> <ul style="list-style-type: none"> • At grades k-5, BHS will implement the new text adopted math resource(s) that ensure a viable, rich, and dynamic experience that helps foster and enrich students' mathematical competencies and dispositions • Execute District and School Improvement Plans • Monitor and reduce gaps in opportunity and achievement in the indicators of progress 	<p>Priority 1 Assessments:</p> <ul style="list-style-type: none"> • NWEA (Click to view Data Dashboard) <p>Priority 2 Assessments:</p> <ul style="list-style-type: none"> • SAT, MSTEP 3-8, MME
<p>Objective 3: BHS will cultivate and nurture the development of global and cultural competencies</p> <ul style="list-style-type: none"> • Teacher-leaders will investigate and implement instructional pathways to build global and cultural competence through instructional design methods • Teacher-leaders will model researched-based routines for classroom and building use that will develop deeper global and cultural competencies among students 	<ul style="list-style-type: none"> • LACO culture data, discipline data (available November 2018), Discriminatory Incident data, special education data (CIMS), Co-Curricular participation data, Additional Co-Curricular Data & Middle School Roster, staff & student perception

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<p>and staff</p> <ul style="list-style-type: none">• BHS will elevate professional development opportunities to include a Master Champions training as well as continuing to grow and develop cohorts in the Institute for Healing Racism and Restorative Practices• BHS will work to develop instructional strategies related to fostering equity, deepening student abilities to take multiple perspectives, and cultivate global thinking dispositions• Integrate student and staff learning about the role of neuroscience in establishing a deep sense of belonging, social emotional learning, and other related connections to fostering thinking dispositions• All buildings within BHS will support the development of global and cultural competencies through school-level Global Education Teams• BHS will increase the capacity for student involvement in formal learning opportunities designed through Student Voice workshops• BHS will continue to partner with DAERR supporting strong community leadership• Develop a globally competent workforce	<p>data (Survey to be administered in spring of 2019).</p>
<p>Objective 4: Deepen student learning by intentionally developing teacher-leadership cohorts (Hattie video <u>collaborative expertise</u>)</p> <ul style="list-style-type: none">• Sustain a consistent sustainable infrastructure for teacher leadership• Create and nurture the 7 conditions (link) that foster and support teacher leadership and networks• Utilize teacher-leadership cohorts to develop processes for shifting practice to provide clarity of learning goals and precision of pedagogy• Emphasize <u>'Inside Out'</u> Leadership across district• Leverage the Deep Learning and <u>EdLeader21</u> networks to apply new knowledge• Deepen staff clarity of district goals and ability to collaborate toward them• Maintain focus on student engagement strategies• Apply 4 C's strategies and performance assessments across BHS and partner districts	<ul style="list-style-type: none">• Survey data: Goal clarity, collaborative culture, professional development relevance. (Survey to be administered in spring of 2019).

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<ul style="list-style-type: none">• Continue developing expertise around grading and assessment practices• Develop personal passions of educators through targeted professional development and professional networks• Continue building collaborative curriculum resources• Build curricular/instructional capacity through Content Area Leaders	
<p>Objective 5: Produce and Apply digital competency standards for all learners.</p> <ul style="list-style-type: none">• Utilize a steering-committee/cohort model of stakeholders to identify, align, and develop standards.• Utilize a steering-committee/cohort model of stakeholders to develop/curate aligned practices based on transactional and transformative process and product.• Utilize coaching models for engagement and development of staff competencies.• Systemic focus on support resources (PD/Training/Just-in-Time Support) for individual coaching and personalized learning for staff and students	<p>Produce new foundational skills and standards product.</p> <ul style="list-style-type: none">• Based on the district's Digital Competency Index• Aligned to new MITECS standards• Aligned to current ISTE standards• Focused on Staff competency profile• Focused on Student competency profile• Supports a workplace and learning culture focused on experimentation, risk-taking, and failure as a model of continuous improvement.
<p>Goal #2: Nurture constructive partnerships that strengthen our entire community</p>	<p>Key Performance Indicators (KPI's) (KPI data available after the closing of the</p>

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<p>Objective 1: Make learning visible & nurture a deeper stakeholder connection to the day-to-day school experience</p> <ul style="list-style-type: none">• Use “My Bloomfield 360” to feature classroom learning experiences (examples: VT routines, hands-on learning in and out of the classroom, fine arts experiences)• Publication features (personalized features) - companion pieces to My 360• More student voice/engagement (“My favorite thing about...is...” videos - Ambassadors capturing raw content)• Higher volume of fresh content on website - stories about the “everyday” experience (Ambassadors create content)	<ul style="list-style-type: none">• Increase rating on community survey question, “Please tell us how you feel about the following...” partnership, instruction in various subject areas, preparing students for the future• Increase viewership on 360 videos (measured by number of views, duration, and thumbs up/down)• Achieve 50% login by the end of the year (50% of eligible parents/guardians will login to My Bloomfield by the end of the year at least one time)• Increased pageviews and web analytics on news content on the web• Increased Wednesday Web News email open rate
<p>Objective 2: Illustrate the “why” of what we do to internal and external stakeholders</p> <ul style="list-style-type: none">• Just the FACTS (Facilities, Accounting, Communications, Technology, Safety/Security), internal review with building/program leaders - “listening tour”• Staff Recognition - not only at the end of the year• Internal staff email newsletter (“The State of the Staff”): Highlights on support staff and the work they’re doing• Investigate opportunities with Clearing House and graduation statistics	<ul style="list-style-type: none">• Increase rating on community survey questions relative to building/grounds maintenance, cleanliness, and safety.• Increase rating on community survey questions relative to feeling sense of purpose in work and having goals clearly communicated (staff feedback)
<p>Objective 3: Improve stakeholder experiences & increase stakeholder engagement:</p>	<ul style="list-style-type: none">• Increase “scores” on community survey questions regarding school

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<ul style="list-style-type: none"> • October Open House • Service Standards: provide Customer Service Training for front line employees • My Bloomfield - one-stop-shop experience for families, staff, students • Online Registration • More robust partnership with Bloomfield Township Cable TV 	<ul style="list-style-type: none"> • communications and customer service • Increased Social media followers and 'Likes' • Increased Net Promoter Score
<p>Objective 4: Successful stakeholder introduction to "Bloomfield Forward"</p> <ul style="list-style-type: none"> • Construct and maintain Bloomfield Forward website section • Social Media Information/Updates • News items (website & eNotify) • Information sharing with community organizations (clergy, PTO, etc.) • Focus groups 	<ul style="list-style-type: none"> • Minimum of 2,000 pageviews for Bloomfield Forward landing page in 2018-2019 school year • 'Likes' and 'Shares' of social media posts • Readership of news items (click and open rate) • Meeting attendance • Focus group attendance and participation
<p>Goal #3: BHS will maximize the community's investment, uphold our tradition of fiscal stewardship & optimize the use & value of all district facilities and properties</p>	<p>Key Performance Indicators (KPI's) (KPI data available after the closing of the 2018-2019 school year)</p>
<p>Objective 1: BHS will balance the annual budget and future forecasts within Board Policy guidelines</p> <ul style="list-style-type: none"> • Continue identifying budget balancing actions that minimize the impact on the classroom • Support budget owner report/data needs to facilitate collaborative budgeting efforts • Review spending priorities and allocations district-wide 	<ul style="list-style-type: none"> • Fund balance as % of exp year to year
<p>Objective 2: BHS will enhance educational experiences & opportunities at the nature center, farm, and recreation</p>	<ul style="list-style-type: none"> • Strategic Plan document • Future goal: Create and implement survey to gather feedback on farm, nature center, and

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<ul style="list-style-type: none">Operationalize the strategic plan recommendations for our outdoor education spaces, Nature Center and Bowers Farm, incorporating recreational opportunitiesContinue the strategic partnership with MSU Extension and leverage combined resources of the partnership	recreation <ul style="list-style-type: none">Future goal: Impact numbers - # of students, visitors, etc
<p>Objective 3: BHS will perform a strategic review of district-wide facility, technology, furniture and equipment needs “based on user experience in a building” and identification of current and potential resources</p> <ul style="list-style-type: none">Create/update replacement needs plans for: buses, vehicles, furniture, equipment, technology projects & devicesStrategically plan for the Lahser facility, with no significant financial impact by considering grants and partnershipsContinue facilitated discussions related to long-term K-8 facility needs and dynamic learning spaces	<ul style="list-style-type: none">Millage rate history, BHS & County (debt + sinking fund)Annual list of projects by year - high levelBus # of units replaced with average life year to year (8 to 10 to 12...+ perfect inspections)District vehicle history - # of vehicles year over year decreased?Might we show the trend of total BHS acres/building square footage. Our sale of property is part of “optimizing”