

# DRAFT - 2025 STRATEGIC PLANNING GOALS

## PILLARS

## GOALS

### CURRICULUM/INSTRUCTION/PROFESSIONAL DEVELOPMENT

<b>Impactful</b>	<b>Goal 1</b>	Systematically Integrate the Portrait of a BASD Graduate Competencies Across the K-12 Curriculum and Instruction (Impactful) By the end of the 2029-2030 school year, explicitly integrate the skills and characteristics identified in the Portrait of a BASD Graduate across all K-12 classrooms.
	<b>Goal 2</b>	Foster a Learner-Centered Environment that Promotes Life-Ready Learning (K-12) (Impactful) By the end of the 2029-2030 school year, implement the BASD instructional model across all schools.
<b>Comprehensive</b>	<b>Goal 1</b>	Strengthen Tiered Systems of Support for Academic Achievement (K-12) (Comprehensive) By the end of the 2029-2030 school year, establish and consistently implement a robust, data-driven K-12 MTSS framework evidenced by documented universal screening, fidelity of Tier 1, 2, and 3 instruction, and regular use of progress monitoring data.
	<b>Goal 2</b>	Implement a Comprehensive MTSS Framework for Social-Emotional and Behavioral Wellness (K-12) (Comprehensive) By the end of the 2029-2030 school year, establish and consistently implement a comprehensive, data-driven K-12 MTSS framework for social-emotional and behavioral wellness evidenced by documented district-wide behavioral and emotional (impact) skills training, fidelity of Tier 1, 2, and 3 instructional delivery, and regular use of data for support plans.
<b>Strategic</b>	<b>Goal 1</b>	Embed a Culture of Continuous Professional Growth Focused on MTSS and Inclusive Practices (Strategic) By the end of the 2029-2030 school year, establish a sustainable and comprehensive professional learning plan focused on an understanding and development of a consistent district-wide MTSS framework.
	<b>Goal 2</b>	Foster Strong Home-School Partnerships to Support Student Success (Strategic) Over the next five years, develop and implement a comprehensive district-wide Parent Engagement Program.

### FINANCE AND FACILITIES

<b>Collaboration</b>	<b>Goal 1</b>	By the end of the 2030 SY make an application to ASBO for the meritorious budget award. All departments and stakeholders will be involved in the application process and timelines will be posted on the district website annually.
	<b>Goal 2</b>	Implement a comprehensive plan for collecting data for needed capital facility projects between all departments. The floating 10 year plan will be revised annually as needs arise and posted on the district website.
<b>Transparency</b>	<b>Goal 1</b>	By 2026 implement a process to make it easier for stakeholders to access financial data/budgetary forms on our district website.
	<b>Goal 2</b>	Implement a process for the reporting the annual status of all facilities and major systems by the end of the 2027 SY. This data will be accessible on the district website.
<b>Opportunities</b>	<b>Goal 1</b>	Increase extra-curricular opportunities for students by 10% by the end of the 2028 SY. Information will be taken from our annual Title IX survey distributed by the athletic department.
	<b>Goal 2</b>	Increase community engagement and maximize the use of school facilities by developing an accessible, transparent, and community-focused facility rental program that encourages local organizations, teams, and individuals to utilize school spaces for events, meetings, and recreational activities.

STUDENT SERVICES		
Belonging	Goal 1	By August 2026, the district will review and revise its bullying policies, provide training for all stakeholders (staff, students, and families), and research curricula and interventions designed to foster a culture of belonging. By August of 2026 professional learning will be provided and curricula will be implemented. By the end of the 2030 school year success will be measured by a 10% reduction in discipline referrals related to bullying, a reduction in the percentage of students experiencing bullying as reported in the PAYS, and an increase in student and staff reports of understanding and respect, as assessed through annual surveys.
	Goal 2	To foster connection and relationships, the district will explore and initiate mentoring programs (peer to peer and teacher to student) at all levels by June 2030 which will increase student attendance by 10%.
Wellness	Goal 1	Implement a Comprehensive K-12 MTSS Framework for Social-Emotional and Behavioral Wellness (mental health, physical health, and social skills). By the end of the 2029-2030 school year, establish and consistently implement a comprehensive, data-driven K-12 MTSS framework for social-emotional and behavioral wellness evidenced by documented district-wide behavioral and emotional (impact) skills training, fidelity of Tier 1, 2, and 3 instructional delivery, and regular use of data for support plans. (partnership with OTL).
	Goal 2	By the end of the 2025-2026 school year, the district will organize at least three parent awareness programs focused on mental health, drug and alcohol prevention, social media, and healthy relationships. These programs will be developed in collaboration with at least three community agencies. Success will be measured by parent participation, aiming for at least 70% of parents to attend at least one program, with 90% of attendees indicating increased knowledge and awareness through post-event surveys
Transitions	Goal 1	By June 2030, the district will develop and implement clear expectations and routines to support the transition from elementary to middle school and from middle to high school. These transitions will be supported through REACH classes at the middle school level and homeroom advisory at the high school level. Success will be measured through student feedback collected at the start of each school year, with the goal of achieving at least 85% of students reporting that they feel safe and supported during these transitions.
	Goal 2	To increase student awareness of post-graduation opportunities, the district will provide awareness activities that highlight career, college, military, and trades. By the end of the 2026-2027 school year, the district will organize at least four post-graduation awareness activities, focusing on career, college, military, and trade opportunities. These activities will be aimed at increasing student and family awareness, with at least 80% of students participating in at least one event. The district will measure the effectiveness of these activities through post-event surveys, aiming for a 90% satisfaction rate from students and families on the value of the information provided.
IT AND HUMAN RESOURCES		
Partnership	Goal 1	Develop a partnership with BCTC to provide two (2) internship opportunities, per school year, for opportunities in the school IT setting. Increase opportunities by one (1) student each year during the strategic plan.
	Goal 2	Create a competency based training program to educate new hire employees within their first 90 days to increase retention rate for support staff by 2% each year of the strategic plan. Reliability and validity testing will occur randomly in years 2-5 of the plan.
Readiness	Goal 1	Collaborate with OTL to create one (1) new piece of curriculum each year of the strategic plan on emerging technologies. Along with (1) common practice addition for the application of AI based tools in curriculum and appropriate student use.
	Goal 2	Utilize Vector platform to educate staff on assistive technology and technology threats. Complete 15 trainings over the five (5) year period of the strategic plan.
Tutelage	Goal 1	Increase the utilization of the mentor process by one (1) staff member each year of the strategic plan to provide appropriate oversight and evaluation of skills, for mentorship opportunities to other staff members.

	<b>Goal 2</b>	Develop HR "Academy" to be provided each summer for existing administration on leadership and HR related topics. Add 1 additional training session each year of the strategic plan.
<b>SCHOOL AND COMMUNITY RELATIONS</b>		
<b>Communication</b>	<b>Goal 1</b>	By January 2026, BASD will implement a Board approved style guide that outlines the use of our official seal and logo, the district color palette, district chosen ADA compliant fonts, and more. The style guide will be a component of an overall Communications Plan to be completed, implemented, and Board approved within the timeline of this Strategic Plan and will include updated and/or new Board policies and establish clear communication channels and protocols for all stakeholder groups as measured by implementation of the plan.
	<b>Goal 2</b>	By June 2030, BASD will implement protocols for reviewing communication outcomes and evaluating/improving/upgrading communication channels as compared to industry standards, best practices, and technology advancements and measured by web analytics, newsletter and social media metrics, and stakeholder feedback. The district will compile the necessary baseline metrics and a comprehensive list of communication channels by the end of the 2026 school year.
<b>Collaboration</b>	<b>Goal 1</b>	BASD will strengthen cross-functional collaboration and teamwork among stakeholders (with a particular focus on Multi-Tiered Systems of Support - MTSS) as measured by participation in meetings, trainings, and projects, development and implementation of standardized processes, number of joint projects launched, and stakeholder feedback.
	<b>Goal 2</b>	Beginning in July 2025, BASD will implement a Community Outreach Program to raise awareness, build trust, inform decisions, and solicit feedback as measured through stakeholder feedback and increased interaction through stakeholder communication channels and resources.
<b>Engagement</b>	<b>Goal 1</b>	BASD will be digitally accessible/ADA Compliant across all digital communication channels as measured against the requirements established in WCAG 2.2, create a program of professional learning as measured through training sign-ins, and establish protocols for reviewing on-going compliance as measured by implementation of the protocols.
	<b>Goal 2</b>	BASD will increase employee advocacy by increasing opportunities for individuals to readily share district news across communications channels, through outside news media, and additional opportunities as measured by an increased internal and external media presence.