

2021-2022 Superintendent Goals

1. Enhance Communication and Collaboration to Increase Engagement, Awareness, and School Pride
2. Ensure High-Quality Instruction
3. Advance Safe and Supportive Learning Environment
4. Optimize Organizational Efficiencies

1. Enhance Communication and Collaboration to Increase Engagement, Awareness, and School Pride

✓ *Objective: Ensure Effective and Consistent Communication*

- Improved our live streaming video recording of all board meetings.
- Created two newsletters to keep our community apprised of what is taking place in our schools and at our school board meetings.

✓ *Objective: Strengthen Climate & Relationships*

- Established consistent communications to all stakeholders.
- Implemented Daily Bear Paws, inspirational communication that went out each day to all employees to help strengthen school moral.

✓ *Objective: Increase Engagement and Participation*

- Developed a student internship/mentorship for communications to begin in the 2022-2023 school year.
- Developed relationships between BASD and local businesses and organizations.

2. Ensure High Quality Instruction

✓ *Objective: Enhance Educational Opportunities*

- Through the PDE monitoring process of our gifted program, changes were made to engage secondary gifted students in more meaningful experiences
- Chapter 15/504 Plan development and implementation processes were reevaluated and set up to be legally defensible, as well as allow students to access their education in a safe environment.

✓ *Objective: Develop and Implement BASD Virtual Academy*

- The Office of Teaching and Learning developed a competitive Virtual Academy that brought back over 200 students from outside Cyber Schools from the previous school year.
- Throughout the school year quantitative/qualitative data was collected and used in preparing budget for the 2022-2023 school year for the BASD Virtual Academy.

3. Advance Safe and Supportive Learning Environment

- ✓ *Objective: Bolster Presence of School Police and security at BASH*
 - Hired an additional school police officer specifically for the high school.
 - Officer French presented a presence throughout the building. He engaged with students, faculty, and administration in creating a safe school environment.

- ✓ *Objective: Develop Protocols for School Police and Security*
 - Officer Perez and members of the administration revised, updated, and reviewed the districts Emergency Response Plans.
 - Quarterly meetings held with all police departments and probation officers in order to Ensure communication regarding student activity in and out of the school buildings. These meeting established collaboration between all first responders, provided opportunity to be present and seen in all buildings.

4. Optimize Organizational Efficiencies

- ✓ *Objective: Advance Innovative use of Technology*
 - Complete RFP for BASD WAN (building to building network)
 - Evaluate, improve, and document nontech procedures
 - Fill IT vacancy, recruit experienced K-12 IT professionals to balance data integration/application/support
 - Hired a new IT Director

- ✓ *Objective: Recruit and Retain Highly Qualified Employees*
 - Evaluated recruitment/advertisement process
 - Contracted with Kelly Education to fill and maintain resource pool of substitutes
 - Communicate transition to Kelly to ensure continuity
 - Monitored fill rates to ensure meeting needs within building budget parameters

- ✓ *Objective: Bolster Financial Stability of District*
 - Adopted and implemented a new Financial Information System
 - Evaluated administration in charge of departments and made significant changes to increase leadership efficiencies in two departments
 - Monitored and evaluated contracts with vendors, identified areas for savings and implemented change
 - Collaboration with Cabinet in preparing and presenting a budget that is fiscally responsible for the 2022-2023 school year.