

## 2022 BHS Board of Education Goals, Adopted 2/24/22

1. By November 2022, the Board will complete the MASB board self-evaluation to measure the progress made, if any, since the Nov 2021 evaluation (MGS 2)
2. By March 2022, the Board will complete the Strategic Plan vision statement (MGS 1)
3. By December 2022, the Board will form intergroup (board + admin) committees from the Committee of the Whole's members, designed to reduce any redundancies, foster more collaborative relationships, and economize the length of CoW meetings (MGS 1, 2, 4)
4. In collaboration with the Superintendent and DEI directors, by November 2022 the Board will develop a Board-directed JEDI plan that aligns with BOE Strategic Goals and student resolution, determining any gaps and identifying next steps for closure (All MGS, esp. 2)
5. By March 2022, the Board will evaluate the current superintendent evaluation tool and other instruments for consideration, to determine which evaluation tool includes the best student growth/achievement metrics (All MGS, esp. 4)
6. By June 2022, the Board will update the annual Board Calendar and the Board Operating Procedures (BOP), outlining the timeline for cyclical BOE tasks, including but not limited to: Board governance responsibilities, setting Board goals, setting District/Superintendent goals, completing the Superintendent evaluation, and completing the Board self-evaluation (MGS 2 & 4)
7. By June 2022, the Board will have an established schedule for community coffee hours (MGS 3)
8. In alignment with 2022 BHS District Goal #8, by June 2022 the Board will craft a list of capital needs and wants that will help inform and prioritize capital projects for 2023 onward (All MGS)

### **MASB Governance Standards (MGS)**

[\[https://masb.org/Portals/0/Governance-Standards.pdf\]](https://masb.org/Portals/0/Governance-Standards.pdf)

1. *The Board of Education, in cooperation with the superintendent and stakeholders, establishes and commits to a vision for the school district that emphasizes high expectations for achievement of all students and quality instruction.*
2. *The Board of Education governs in a manner that is dignified and worthy of trust.*
3. *The Board of Education is accountable to the school district community.*
4. *The Board of Education holds the superintendent accountable for creating the outcomes identified in the school district plan.*



Goals for 2022, Pat Watson, Superintendent  
Bloomfield Hills Schools  
(Approved 1.27.2022)

1. By November of 2022, Bloomfield Hills Schools will have built out a completed JEDI (Justice, Equity, Diversity, Inclusion) plan with expected outcomes.
2. By June of 2022, Bloomfield Hills Schools, using Panorama, will conduct a culture and climate survey of students/parents/staff to establish baseline data.
3. By November of 2022, Bloomfield Hills Schools will have used the CESO Baseline Communication Assessment as a mechanism to address areas of growth and report out internal communication goals with expected outcomes.
4. By December of 2022, Bloomfield Hills Schools will develop an evaluation system for non-teachers/administrators with a focus on professional growth.
5. By November of 2022, Bloomfield Hills Schools administrators will present an updated safety/security plan for the district.
6. By November of 2022, the percentage of proficient students in math will increase 2% from the fall of 2021 to the fall of 2022, as measured by Fastbridge a-math.
7. By September of 2022, develop and institute (starting '22-23 school year) a formal program for recognizing staff and students on an annual or recurring basis.

8. By December 2022, the administration, working with the District's owner representative, will have considered the Board's list of capital wants and needs originating from the Series II bond spending discussion, finalized a prioritized capital needs assessment and long-term capital plan, including recommending a sinking fund millage rate request for May 2023.
9. By December of 2022, the superintendent will have engaged in a minimum of four professional development opportunities.

# STRATEGIC PLAN GOALS

Goals 1-4 Approved January 17, 2019  
Goal 5 Approved June 24, 2021



## GOAL #1

BHS will provide an educational experience where all learners are empowered to reach their unique potential reflecting the BHS “Portrait of a Learner.”

Objectives: BHS will adopt measurable best practices in:

- (Objective 1) Providing experiential, student-centered learning, emphasizing a high level of effective research and inquiry throughout the curriculum.
- (Objective 2) Optimizing our use of time to best support the learning needs of students and staff.
- (Objective 3) Implementing multiple ways for students to show evidence of learning
- (Objective 4) Providing all students a rigorous curriculum aligned to standards for every subject
- (Objective 5) Ensuring ongoing opportunities for student choice and voice across all disciplines.
- (Objective 6) Ensuring that students of all abilities are offered the consistent and coherent support needed to reach their potential (MTSS, 504, IEP, etc.)
- (Objective 7) Educating the whole child and intentionally planning for the social/emotional well-being of all students.

## GOAL #2

BHS will maximize and equitably allocate resources to achieve District goals.

- Ensure safe and secure facilities.
- Support students’ learning and engagement with state of the art facilities, technology and materials.
- Expand availability and community use of district facilities.
- Develop multiple revenue streams and cost sharing opportunities.
- Support the continued growth of the Bloomfield Hills Schools Foundation.
- Establish a review process to assess how programs affect students in order to allocate resources equitably to cover the full range of student needs and abilities.
- Create a broad-based collaborative of stakeholders to attract and retain families with school age children to Bloomfield Hills Schools.

## GOAL #3

BHS will continue to attract, retain, and develop a high quality workforce that supports every student through:

- A collaborative culture of trust, engagement, and growth.
- The strength of diverse voices and multiple perspectives.
- The engagement and empowerment of every employee.

## GOAL #4

Bloomfield Hills Schools provides all community members with information to be engaged and empowered

- Provide clear, consistent, and comprehensive communication.
- Create, sustain, and grow relationships and partnerships.
- Use a variety of tools and activities to provide open and accessible communications.

## GOAL #5

Bloomfield Hills Schools will foster, encourage, and develop a diverse culture where equity and inclusion are at the forefront of decision making processes: multiple perspectives are shared, celebrated and included, empowering students and staff with the knowledge, experiences, and skills necessary/needed to make the world a just and equitable place for all.

- School leaders will create and maintain inclusive spaces for sharing information and gathering feedback from students on decisions that directly impact them and provide opportunities that include them in the decision making process, helping us to identify (implicit and explicit) the justice, equity, diversity, and inclusion (JEDI) challenges that exist.
- Developing and sustaining infrastructures supported by policies and procedures that build an environment that fosters a culture of justice, equity, diversity and inclusion (JEDI) across all areas of the district.
- Presenting students and staff with tools needed to become advocates for themselves and others.