



Future Ready Comprehensive Planning

2022-2026

October 5, 2022

## Mission Statement

The Baldwin-Whitehall School District is a learning community dedicated to providing all students with a high quality educational experience in a collaborative, safe and nurturing environment.

## Vision Statement

In collaboration with our community partners, the Baldwin-Whitehall School District will embrace the social, emotional, academic, and physical growth of all learners through the creation of an educational system based on innovation, diversity, and exemplary practices to ensure all children are prepared for the future they choose.

## Belief Statements

Our Beliefs are the foundation of our Learning CommUnity and guide our actions on behalf of children.

- Every child is viewed as our greatest resource and thus our most valuable investment
- Every student has a right to learn and experience appropriately challenging and relevant learning opportunities
- School schedules and instructional programs are designed with and for students to meet the diversity within their educational and developmental needs
- Multiple learning pathways and measures shall be used to achieve and evaluate success
- Safe, supportive and inclusive environments with high levels of diversity, empathy, respect and belonging shall be the foundation of our learning community
- Students must develop the skills necessary to function in a future of their choice
- High expectations shall be maintained in all areas of the school district academic, extracurricular and athletic programs
- Learning takes place within and beyond the classroom
- Students and staff must demonstrate digital and media literacy
- School, caregivers and community stakeholders must partner in the education of students
- Fiscal decisions must effectively balance the educational needs of the students and resources of the community.

## Pillars

**Learner Centered** – To address the needs of the whole child, we will attend to the academic, social, emotional and physical needs of learners, ensuring that students get what they need, when they need it.

**Equity Driven** – To meet the need of and facilitate growth of our diverse learners, we will ensure that every child has the resources and support they need to succeed.

**Future Focused** – We will ensure that learning experiences address the adaptive skills needed to thrive in an increasingly interdependent, technology-driven economy and society.

**Data Informed** – To ensure fair and reasonable accountability for results, we are committed to using multiple measures of student, school and district data.

## Strategic Priority Goal Areas

### 1. **Growth and Mastery – Student Progress**

BWSD is committed to the development of a community of learners, educators, and stakeholders to cultivate students who are actively engaged and committed to their own learning. The District provides a guaranteed, rigorous and differentiated learning environment where all students can demonstrate high levels of growth and success. The district uses data to form a detailed profile of student, school and district performance; illuminate successes; and identify opportunities for improvement.

#### **The District will:**

- Ensure that curricula and program materials align to standards, address core literacies, build foundational and essential skills and promote cultural responsiveness
- Provide students with choices and opportunities to personalize their education through authentic, project-based learning experiences.
- Engage students in an integrated digital ecosystem that increases student engagement, extends and deepens the learning process and cultivates ownership of learning pathways.
- Demonstrate cohesion throughout our organization regarding the quality of instruction provided to students aligned to their individual needs and strengths.
- Implement instructional best practices within our general education, special education, and language learner programs.

**Items to Consider:**

- Curriculum Evaluation and review cycle
- Curriculum maps
- Revise graduation requirements to include opportunities for student choice
- Evaluate project based learning K-12 for voice and choice opportunities
- Universal screening tool
- Student assessment and homework practices/policies
- Professional Development for staff based upon identified areas of student need

**2. School Culture and Engagement**

BWSD is committed to the creation of a school culture that promotes a sense of belonging where students develop a love of learning, elevate their emotional, social and physical well-being and reach their personal best. All District students, staff and community members feel welcomed, valued and safe. We honor diversity and conduct ourselves in an ethical and respectful manner.

**The District will:**

- Provide authentic opportunities for students, staff and parents to engage in diverse experiences
- Create a plan for ongoing training and awareness to build a shared understanding among all district stakeholders
- Build opportunities to increase skills and knowledge that will help families and staff support the mental health needs of students
- Create and organize curricula and align resources to support the social-emotional growth of students, address cultural sensitivity, social justice, multiple perspectives, and representation
- Develop practices that are responsive to the social-emotional growth of students

**Items to Consider:**

- Develop and implement Portrait of a Learner
- Induction programming
- Curricular cycle with tool to evaluate cultural responsiveness
- Parent workshops
- Intergenerational partnerships within community

### **3. Future Focused Education**

BWSD is committed to the preparation each student to be a productive and compassionate citizen who is culturally aware and socially responsible by ensuring that each student is capable of pursuing a passion and a pathway with the academic rigor and adaptive skills needed to thrive in an interdependent economy and society.

#### **The District will:**

- Ensure that all students possess the knowledge, skills and habits to be safe and socially responsible consumers and producers of digital information and ideas.
- Develop a well-articulated college and career framework to ensure exploration and promotion of college as well as career and technical opportunities
- Increase knowledge, exposure and experiences related to post-secondary opportunities available through the trades/workforce
- Leverage stakeholder connections to broaden opportunities for career exposure for students and staff

#### **Items to Consider:**

- Personal Pathways
- Secondary Internships
- Project-Based Learning
- Elementary programming to include career and college exploration

### **4. Workforce Development**

BWSD, in cooperation with community partners, is committed to the development of a career progression and succession plan that supports the recruitment practices, professional growth and performance enhancement of all current and future district employees.

#### **The District will:**

- Ensure that professional development continues to promote instructional practices aligned with the expectations of Pennsylvania Core Standards and promotes equity and inclusion.
- Engage regional partners to develop professional recruitment and training programs for careers in education
- Explore career progression and succession planning to ensure sustainability
- Examine alternatives to traditional roles and schedules within education as a career path.

**Items to Consider:**

- Co-Teaching
- Attract and retain diverse staff
- Develop and implement the Portrait of an Educator

**5. Community Partnerships and Engagement**

BWSD is dedicated to creating and sustaining community partnerships that enhance the District’s educational mission and vision and provide social, emotional and academic support for our students. Through the creation of strong connections with community partners and engaging with all three communities we service, the District can better prepare each student for a successful future.

**The District will:**

- Engage a network of strategic community partners who will help provide resources that all students need to be successful
- Provide additional ways for the public to access information so that the community understands their schools and know how to be engaged in positive and productive ways.
- Build relationships with all stakeholder groups to gather feedback about the school system.
- Foster supportive relationships that place an emphasis on opportunity, equality, and acceptance.

**Items to Consider:**

- Review communication systems and procedures
- Review of SIS and LIS
- Alumni opportunities
- BWEF
- Student mentoring/internship opportunities

**6. District Organization, Growth and Capacities**

BWSD is focused on providing all learners with an environment that is supportive of instructional programming and needs. Utilize financial resources in a responsible, efficient, and equitable manner.

**The District will:**

- Leverage all resources and tools universally and seamlessly to create innovative teaching and learning opportunities

- Develop and implement, along with early learning partners, a comprehensive plan to provide age-appropriate learning opportunities that address the needs of our community
- Implement a plan to develop appropriate facilities for the creation of grade level centers at the elementary level
- Re-establish the secondary programming and organization with a focus on expanded learning opportunities that address the needs of the future focused learner.
- Explore alternatives and enhancements to the traditional use of time and space to promote learning in creative and collaborative spaces and have the time to dive deeper.

**Items to Consider:**

- Flexible Classrooms
- Modern Schedules
- Makerspaces/STEAM Labs