

BAYLESS

Strategic Plan
2021-2026

Our Why:* Every student will be *Smart, Good, and Strong.

Our How: Founded in 1868, Bayless School District exists to create greater opportunities for all its students so that through those experiences they will continue to discover the best possible versions of themselves.

***Our What:* 5-Year Strategic Goals**

STUDENT SUCCESS

Ensure that each student is purposefully engaged and provided rigorous instruction, meaningful supports, and relevant educational experiences.

CARING CULTURE

Provide an inclusive, safe, and caring environment that promotes the academic success and well-being of each student.

PREMIER WORKFORCE

Recruit, support, and retain the highest-quality employees to provide an exceptional education to all Bayless students.

RESOURCE STEWARDSHIP

Optimize resources and secure funding to achieve and sustain district goals as responsible stewards of taxpayer dollars.



BAYLESS

COMPREHENSIVE SCHOOL IMPROVEMENT PLAN 2021-2026

GOAL 1: STUDENT SUCCESS

Ensure that each student is purposefully engaged and provided rigorous instruction, meaningful supports, and relevant educational experiences.

Defining Objectives:

1. Students and identified student groups will demonstrate on-track performance on multiple measures of success by meeting or exceeding the state standard and/or demonstrating significant measurable improvement.
2. Students will demonstrate the ability to be collaborative communicators, creative and critical thinkers, problem solvers and global citizens in the classroom and community.
3. The school system's teachers will implement a comprehensive, rigorous, guaranteed and viable curriculum for all instructional courses aligned to the Missouri Learning Standards or relevant national standards.
4. The school system will provide a comprehensive multi-tiered system of support that addresses the academic, emotional, social, behavioral, and physical needs of each student.
5. The school system will ensure opportunities for students to be part of one or more extracurricular activities, leadership opportunities, or Career and Technical Student Organizations.

GOAL 1: STUDENT SUCCESS

Relevant Data Measures:

- APR, MAP and ACT reports, local and common assessments
- Subgroup achievement data
- Intervention plan progress in *Student Success Data Dashboard*
- Network for Educator Effectiveness (NEE)
- Parent and student survey data
- Attendance data
- Graduation rate and follow-up data
- College and Career Readiness data
- Activity participation

MSIP 6 Alignment: Continuous and Innovative Improvement (DB2), School-Based Collaborative Teams (DB4), Viable Curriculum Aligned to Missouri Learning Standards (AS1), Comprehensive Assessment System (AS2), Success-Ready Students (TL1), High-Quality Early Learning (TL2), High-Quality Career Education (TL3), Effective Instructional Practices (TL6), Multi-Tiered System of Support (TL7), Academic Achievement (EA1), Graduation Rate (EA2), Follow-Up Rate of Graduation (EA3), Equity of Educational Experiences (EA4)

GOAL 1: STUDENT SUCCESS

Goal/ Objective	Strategic Action	Timeline Start/End	Champions	Professional Development	Funding/ Resources	Progress Monitoring	Quarterly Updates
Goal 1, Obj. 1-4	1. Building principals and teachers will ensure the written, taught, and assessed curriculum are aligned and support evidence-based practices in reading, writing, listening, and speaking.	August 2021-July 2026	Chief Academic Officer Director of Instructional Effectiveness ELL Coordinator Principals Curriculum Chairs Reading Specialists ELL Specialists Teachers	<i>Planning and Teaching in the Standards-Based Classroom</i> <i>Rigorous Curriculum Design</i> <i>Learning Acceleration Institutes</i> CERCA Reader's and writer's workshop <i>Sheltered Instruction Observation Protocol (SIOP)</i> <i>Science of Reading</i>	District Title I, II, III ESSER	NEE Classroom Walkthroughs Common Assessments Writing calibration <i>i-Ready</i> , MAP, ACT data <i>FastBridge</i> Professional Development Plans (PDPs)	2022-2023 <ul style="list-style-type: none"> Teacher Professional Development Plans Principal Professional Development Plans Monthly instructional focus meetings with building and district leadership team Monthly meetings with building administrators, ELL Coordinator, Director of Instructional Effectiveness Ongoing <i>myView</i> PD Instructional coaching with Literacy
	2. Building principals and teachers will ensure that evidence-based practices in mathematics are implemented and monitored in all grades.	August 2021-July 2026	Chief Academic Officer Director of Instructional Effectiveness Principals Curriculum Chairs Math Specialist Teachers	Math Academy <i>Discourse: Try It, Discuss It, Connect It Routine</i> <i>Building Fact Fluency</i> Productive struggle	District Title I, II, III ESSER	NEE <i>i-Ready</i> , MAP, ACT Classroom Walkthroughs PDPs	2022-2023 <ul style="list-style-type: none"> 23 Math Academy participants Ongoing <i>Ready Classroom Math</i> PD Instructional coaching with Math Specialist Monthly meetings with building administrator and Math Specialist

	<p>3. Teachers will ensure classroom assessments include the use of higher-order thinking and problem-solving skills as well as complex reasoning skills.</p>	<p>August 2021-July 2026</p>	<p>Chief Academic Officer Director of Instructional Effectiveness ELL Coordinator Principals Curriculum Chairs Teachers</p>	<p><i>Planning and Teaching in the Standards-Based Classroom</i></p> <p><i>ACT Certified Educator</i></p> <p>Item Specifications</p> <p>CERCA</p> <p><i>Assessment Capable Learners</i></p>	<p>District Title I, II, III</p>	<p>Common Assessments</p> <p>Student Achievement Data</p> <p>NEE</p>	<p>2022-2023</p> <ul style="list-style-type: none"> ● Classroom Observations ● CERCA Writing Assignments ● Department-level assessment redevelopment ● Monthly cohort meetings
	<p>4. Library media specialists will collaborate with teachers to integrate digital and informational literacy resources into the instructional program.</p>	<p>August 2021-July 2026</p>	<p>Chief Academic Officer Director of Instructional Effectiveness Principals Curriculum Chairs Library Media Specialists</p>	<p><i>Missouri Association of School Librarians</i></p> <p><i>Secondary Writing and Research Handbook</i></p>	<p>District Title I</p>	<p>NEE</p> <p>PDPs</p> <p>Lesson plans</p> <p>Research writing data</p> <p>Circulation and database usage</p>	<p>2022-2023</p> <ul style="list-style-type: none"> ● Administrator and librarian check-ins ● Library observations ● Collaborative lesson planning with classroom teachers ● Secondary library media centers' redesign
	<p>5. The school system will provide access to high-quality early learning experiences, birth through prekindergarten.</p>	<p>August 2021-July 2026</p>	<p>Superintendent Chief Academic Officer Early Childhood Principal PAT Coordinator</p>	<p><i>Conscious Discipline</i></p> <p>Birth-5 Curriculum</p> <p><i>Project Construct</i></p> <p>Developmental Assessment</p>	<p>District</p>	<p>PAT program data</p> <p>ECC program data</p>	<p>2022-2023</p> <ul style="list-style-type: none"> ● Opened an additional classroom ● Revising assessment ● <i>Conscious Discipline</i> PD during Full Day PD Sessions

	<p>6. EC-12 teams will collaboratively analyze student data to provide, document, and progress monitor evidence-based interventions for students' needs.</p>	<p>August 2021-July 2026</p>	<p>Chief Academic Officer Director of Instructional Effectiveness Director of Student Services ELL Coordinator Director of Special Education Principals Counselors Curriculum Chairs Reading Specialists Math Specialists Teachers</p>	<p><i>Phonics First</i> <i>Leveled-Literacy Intervention (LLI)</i> READ 180 Math intervention <i>Power Hour</i> <i>Level Up</i> PBIS Developmental Assessment</p>	<p>Title I, II ESSER 1% PDC District VICC</p>	<p><i>Student Success Dashboard</i> and Intervention Plans VICC Reports SSD Reports ELL Program Data ECC Program Data</p>	<p>2022-2023</p> <ul style="list-style-type: none"> • New Title I and 6-12 tutoring coordinators • DIAL-4 Screenings in ECC occurred in May 2022 and continue through 2022-2023 for all new students. • September 2022 <i>Baseline Developmental Assessment</i> completed in ECC • New partnership with SSD MTSS facilitators
	<p>7. The school system will expand and improve alternative instructional programs to meet students' unique, individual needs.</p>	<p>August 2021-July 2026</p>	<p>Superintendent Chief Academic Officer Director of Student Services Director of Special Education ELL Coordinator Principals Counselors Alternative Education Specialists</p>	<p><i>Jobs for America's Graduates (JAG)</i> <i>Missouri Alternative Education Network</i></p>	<p>District JAG Grant</p>	<p>FLEX CBVI <i>Missouri Options</i> <i>Jobs for America's Graduates</i> <i>Learning Lab</i> <i>Virtual Academy</i></p>	<p>2022-2023</p> <ul style="list-style-type: none"> • JAG Program - Increase of 9 students in HS and increase of 13 students in JH from fall '21 to fall '22. • Creation of new community partnerships for the JAG program • Learning Lab services students needing credit recovery

Goal 1, Obj. 1-5	8. The school system will provide relevant, high-quality career technical education and advanced professional studies based upon students' ICAPs.	August 2021-July 2026	Superintendent Chief Academic Officer Principals Counselors CTE Curriculum Chair	FCCLA training CTE mentorship PLTW Core Training	District Perkins	STL CAPS <i>PLTW:</i> <i>Computer Science</i> <i>FCCLA</i> Dual-Credit/ Enrollment <i>STLCC Make It Count</i>	2022-2023 <ul style="list-style-type: none"> • Child Development course added • CTE Sports Management course added for second semester • Expanded dual-credit business course offerings
	9. The school system will provide a variety of academic and extracurricular opportunities for students to promote school engagement and regular attendance.	August 2021-July 2026	Superintendent Assistant Superintendent Principals Activities Director Athletic Director Coaches/Sponsors	<i>InsideOut Coaching</i> <i>GameChanger</i>	District Academic Foundation	Participation Attendance Student surveys	2022-2023 <ul style="list-style-type: none"> • Intramurals at BES and BJH • HS Athletic Director has participated in the <i>InsideOut Coaching Initiative</i>. Coaches will receive training through MSHSAA and InsideOut organization during this school year. • <i>GameChanger</i> lessons twice per month focusing on various SEL and Leadership skills for our students.

GOAL 2: CARING CULTURE

Provide an inclusive, safe, and caring environment that promotes the academic success and well-being of each student.

Defining Objectives:

1. Students will demonstrate growth mindset, social awareness, emotional regulation, and character.
2. The school system will establish a culture focused on learning, characterized by high academic and behavioral expectations for each student.
3. Staff and students will share the responsibility for being actively engaged in learning and demonstrating appropriate standards of behavior and attendance.
4. The school system will intentionally engage families and community organizations to create effective partnerships that support students' development and achievement.

Relevant Data Measures:

- Culture and climate surveys
- *Student Social-Emotional Learning and Well-being Survey*
- *Positive Behavior Interventions and Supports (PBIS) data*
- Character Education application feedback

MSIP 6 Alignment: Intra- and Interpersonal Skills (TL4), Comprehensive School Counseling Program (TL10), Climate and Culture Data (DB3), Safe, Orderly and Caring Environment (CC1), Culture of High Academic and Behavioral Expectations (CC2), Collaborative Partnerships (CC3), Parent/Guardian Involvement (CC4), Communication (L8), Equity of Educational Experiences (EA 4)

GOAL 2: CARING CULTURE

Goal/ Objective	Strategic Action	Timeline Start/End	Champions	Professional Development	Funding/ Resources	Progress Monitoring	Quarterly Updates
Goal 2, Obj. 1-4	1. The school system will ensure that social-emotional skills and character education principles aligned with the Missouri Early Learning Standards, the Missouri Learning Standards, and the Missouri Comprehensive School Counseling Program are integrated into the teaching process.	August 2021-July 2026	Chief Academic Officer Director of Student Services Principals Social Worker Guidance Counselors	<i>Second Step</i> <i>1,2,3 Wellness</i> <i>CharacterPlus</i> Secondary advisory programs Blended Families	District ESSER <i>Missouri Healthy Schools Grant</i>	SEL data Character Education feedback	2022-2023 <ul style="list-style-type: none"> SecondStep curriculum is implemented at the elementary and junior high level Counseling groups formed using Panorama SEL data Earned National District of Character Distinction Elementary earned PBIS Gold Piloted 1-2-3 Wellness assessment app
	2. The school system will implement trauma-informed methodologies and provide responsive services based upon student need.	August 2021-July 2026	Chief Academic Officer Director of Student Services Director of Special Education Social Worker Guidance Counselors Principals School Resource Officers	Trauma-informed pedagogy	District <i>Care to Learn</i>	SEL data Counseling program data PBIS Data SIT Team Data	2022-2023 <ul style="list-style-type: none"> Counseling groups formed using Panorama SEL data MTSS in schools provide various interventions based on multiple data points Continued partnerships with Lutheran Family and Children Services, CHADS, Presbyterian Children's Home, and Bilingual International Assistant Services to provide counseling to students Added Community Information Exchange partnership
	3. Culture and climate data will be used to develop and revise systemwide improvement goals and implementation strategies.	July 2022-July 2026	Superintendent Assistant Superintendent Chief Academic Officer Director of Human Resources Principals	<i>Data-based decision-making</i>	District	Building Improvement Plans Culture and	2022-2023 <ul style="list-style-type: none"> Broncho Update (average 242 views per week) Soup with the Supt The Best of Bayless recognition

						climate survey	<ul style="list-style-type: none"> program Teacher Proud Tuesday Recognized 2023 Top Workplace by <i>Post-Dispatch</i> BIP Culture and Climate goals in all buildings
	4. The school system will increase parent and community engagement through building and district-level activities and regular communication.	July 2022-July 2026	Superintendent Assistant Superintendent Chief Academic Officer Director of Special Education Marketing and Communications Coordinator Federal Programs Coordinator Principals	<i>ParentSquare</i> <i>Finalsite</i>	Title I, III District	<i>ParentSquare</i> Event attendance Parent survey <i>Bayless Magazine</i> <i>Google Classroom</i> <i>Infinite Campus</i> Social media	2022-2023 <ul style="list-style-type: none"> Community Homecoming Festival (~950 attendees) Communications Plan Website redesign (launched Nov 2022) <i>ParentSquare</i>: 99.3% reach <i>BEST</i> Parent Organization—expanded partnership ELL Family Night Literacy and STEM Nights

GOAL 3: PREMIER WORKFORCE

Recruit, support, and retain the highest-quality employees to provide an exceptional education to all Bayless students.

Defining Objectives:

1. The school system will provide competitive benefits and compensation.
2. The school system will provide sufficient staffing of qualified and highly-effective personnel to achieve the vision, mission, and goals.
3. The school system will provide ongoing, job-embedded professional learning focused on evidence-based instructional practices, staff growth goals, and student performance goals.

Relevant Data Measures:

- Staff surveys, needs assessments, and log of professional development activities
- Student achievement data
- *Network for Educator Effectiveness* reports

MSIP 6 Alignment: Teacher/Leader Standards (TL5), Professional Learning (TL8), Continuous Innovative Improvement (DB3), Personnel and Program Evaluation (L7), Personnel (L9)

GOAL 3: PREMIER WORKFORCE

Goal/ Objective	Strategic Action	Timeline	Champions	Professional Development	Funding/ Resources	Progress Monitoring	Quarterly Updates
Goal 3, Obj. 1-3	1. The school system will provide a competitive tuition reimbursement program for certified and classified staff with a focus on high-need certification areas.	August 2021-July 2026	Superintendent Chief Academic Officer Director of Instructional Effectiveness Chief Financial Officer Director of Human Resources PD Committee	N/A	District 1% PDC <i>Recruitment and Retention Grant</i>	Applications in <i>Frontline Professional Growth</i> Certifications	2022-2023 <ul style="list-style-type: none"> 10 participants for Elementary Math Specialist Cohort through UCM 1 participant for Gifted Education certification 1 participant for Dyslexia certification
Goal 3, Obj. 2	2. District and building leaders will conduct a yearly assessment of staffing needs based upon student enrollment, financial data, and student performance data.	August 2021-July 2026	Superintendent Chief Academic Officer Assistant Superintendent Chief Financial Officer Director of Human Resources Director of Student Services School Guidance Counselors	N/A	District Title I, II, III	Class sizes Budget Program outcomes	2022-2023 <ul style="list-style-type: none"> Planning master schedule development workshops for 6-12 to maximize the talent we have Monitored ELL numbers and added a position
Goal 3, Obj. 2, 3	3. District and building leaders will develop a system for personalized self-driven growth through structured self-reflection (including individual performance data and student achievement data), collaboration and coaching.	August 2021-July 2026	Superintendent Chief Academic Officer Director of Instructional Effectiveness Director of Special Education PD Committee Instructional Coaches Curriculum Chairs	<i>The Art of Coaching</i> <i>Swivl</i> <i>Leveraging Video for Learning</i>	District 1% PDC Title I, II, III	NEE Coaching logs <i>Instructional Coach Organizer</i> Achievement data	2022-2023 <ul style="list-style-type: none"> Classroom Observations Building Improvement Plan Teacher Professional Development Plan Administrator, PDC, and Curriculum Chair Collaborative

	4. The school system will provide an effective induction and mentoring process for instructional staff and administrators.	August 2021-July 2026	Chief Academic Officer Director of Instructional Effectiveness PD Committee Instructional Coaches Curriculum Chairs	<i>Collaborative New Teacher Partnership</i> with area districts and Lindenwood	District 1% PDC Title II	Mentoring logs and observations Conference data	2022-2023 <ul style="list-style-type: none"> • New employee survey • New employee check ins • Curriculum chairs and mentors conduct new teacher observations
	5. District and building leaders will utilize an intentional feedback system to improve and refine performance.	August 2021-July 2026	Superintendent Chief Academic Officer Director of Instructional Effectiveness Director of Human Resources Principals	<i>NEE Feedback Paths</i>	District 1% PDC Title II	NEE Good Employee Standards	2022-2023 <ul style="list-style-type: none"> • Principals completed PD on <i>NEE Feedback Paths</i> • Book study on <i>The 5 Languages of Appreciation in the Workplace</i> (specific positive feedback)
	6. District and building leaders will create a leadership development plan to ensure continuity for staff turnover and succession.	August 2021-July 2026	Superintendent Assistant Superintendent Chief Academic Officer Director of Instructional Effectiveness Director of Human Resources Principals Lead Curriculum Chairs Curriculum Chairs PD Committee	<i>Dare to Lead</i> <i>Teacher Leader Model Standards</i> <i>Aspiring Administrators Programs</i> StrengthsFinder	District 1% PDC Title II	NEE Curriculum Chair Program Data	2022-2023 <ul style="list-style-type: none"> • Admin, curriculum chair, and PDC <i>Leadership Team Meetings</i> • Began an <i>Aspiring Leader Program</i>

GOAL 4: RESOURCE STEWARDSHIP

Optimize resources and secure funding to achieve and sustain district goals as responsible stewards of taxpayer dollars.

Defining Objectives:

1. All district facilities will be safe and appropriate for present and future students' programming needs.
2. The school system will provide high-quality instructional and library media resources that effectively serve learners and educators.
3. The school system will support teaching and learning by providing adequate technology infrastructure, connectivity, personnel, and digital resources.
4. The school system will conduct appropriate community outreach and engagement to communicate the value of our schools.

Relevant Data Measures:

- Program evaluations

MSIP 6 Alignment: Use of Technology to Improve Instruction (TL9), Library Media Services (TL11), Operations and Resource Management (L4), School Safety (L10)

GOAL 4: RESOURCE STEWARDSHIP

Goal/ Objective	Strategic Action	Timeline	Champions	Professional Development	Funding/ Resources	Progress Monitoring	Quarterly Updates
Goal 4, Obj. 1	1. Maintain a rolling five-year Maintenance and Facility Plan.	August 2021-July 2026	Assistant Superintendent Director of Maintenance and Grounds	Facilities Committee	District	Facilities Committee	2022-2023 <ul style="list-style-type: none"> Quarterly Facilities Committee meetings Rolling maintenance and improvement plan under revision given the significant number of projects completed in the spring and summer of 2022
	2. District and building-level crisis plans will be developed and reviewed annually and practice drills (tornado, fire, intruder) will be conducted as required.	August 2021-July 2026	Superintendent Assistant Superintendent Principals	Safety Committee 4E Safety Training Principal Meetings CPI Training	District	Safety Committee	2022-2023 <ul style="list-style-type: none"> Safety Committee met in August 2022 Comprehensive Safety Assessment performed by St. Louis County PD Partnering with US Secret Service for additional School Safety assessments Administrators participated in FBI School Safety trainings Monthly drill practice 4E Training
	3. Implement building programs utilizing bond funding and Capital accounts which will enhance safety, security and extend the utility of our existing buildings for decades to come.	August 2021-July 2026	Superintendent Assistant Superintendent Director of Maintenance and Grounds Director of Business and Finance	N/A	District Bond Funding Fund Transfer	Facilities Committee	2022-2023 <ul style="list-style-type: none"> New JH Addition completed New Elementary A windows New HS HVAC New Intercom System district-wide Renovated HS and Auditorium roofs

					State		<ul style="list-style-type: none"> Major High School renovation commenced in late May 2023
Goal 4, Obj. 1-3	4. Continue to strategically leverage grant and/or other funding opportunities to support our students and community.	August 2021-July 2026	Superintendent Assistant Superintendent Chief Academic Officer Director of Business and Finance	MOASBO FedPro	Federal grants <i>Alumni Association</i> <i>Academic Foundation, BEST, Music Boosters</i> <i>Care to Learn</i>	Maintenance of Effort Student achievement A+ Program Program evaluations	2022-2023 <ul style="list-style-type: none"> Afghan Refugee Impact Grant for technology for newcomers Missouri Healthy Schools: biking program with JAG and intramural expansion ESSER III for high-dosage tutoring and myView Teacher Recruitment and Retention for EMS Cohort Missouri Healthy Schools for intramural expansion and JAG bikes DESE funded LETRS training
Goal 4, Obj. 1, 4	5. Periodically review facility needs with administrators, faculty, staff, students, parents and community members to ensure that our facility goals conform to the needs of our CSIP.	August 2021-July 2026	Superintendent Assistant Superintendent	Facilities Committee	District	Scheduled and ongoing Facilities meetings, periodic review with principals	2022-2023 <ul style="list-style-type: none"> Provide regular updates to district regarding maintenance and capital improvements Solicit regular feedback regarding maintenance and improvements Provide updates in community and principal meetings
Goal 4, Obj. 2, 3	6. Provide access to current technologies, digital resources, and ongoing professional learning for all instructional staff.	August 2021-July 2026	Assistant Superintendent Chief Academic Officer Director of Instructional Effectiveness Director of Special Education Marketing and Communications Coordinator Technology Director Principals	Infinite Campus Learning Suite 1:1 Implementation <i>ClearTouch</i> panels	District Title I, II, III	<i>Frontline Professional Growth</i> PD evaluations <i>Academic Foundation</i>	2022-2023 <ul style="list-style-type: none"> 1 Server 3 Chromebook Carts - JH 230 Chromebooks - 130 for JH & 100 for HS 20 Chromebooks Touch Screen - EL 2 Small Chromebook Carts - EL 55 iPads with Cases - ELL 47 Laptops - EL Teachers

GOAL 5: GOVERNANCE

Govern the school system in an efficient and effective manner providing leadership and representation to benefit the students, staff, and patrons of the district.

Defining Objectives:

1. The Board of Education and the Superintendent will work together to effectively manage and lead the schools to higher levels of student achievement.

Relevant Data Measures:

- Board Docs
- National, state, and local student achievement
- Infinite Campus data (i.e., attendance, discipline)

MSIP 6 Alignment: School Board Leadership (L1), Ethics (L2), Continuous School Improvement (L3), Operations and Resource Management (L4), School Board Policy (L5), Superintendent Roles, Responsibilities and Evaluation (L6), Personnel and Program Evaluation (L7)

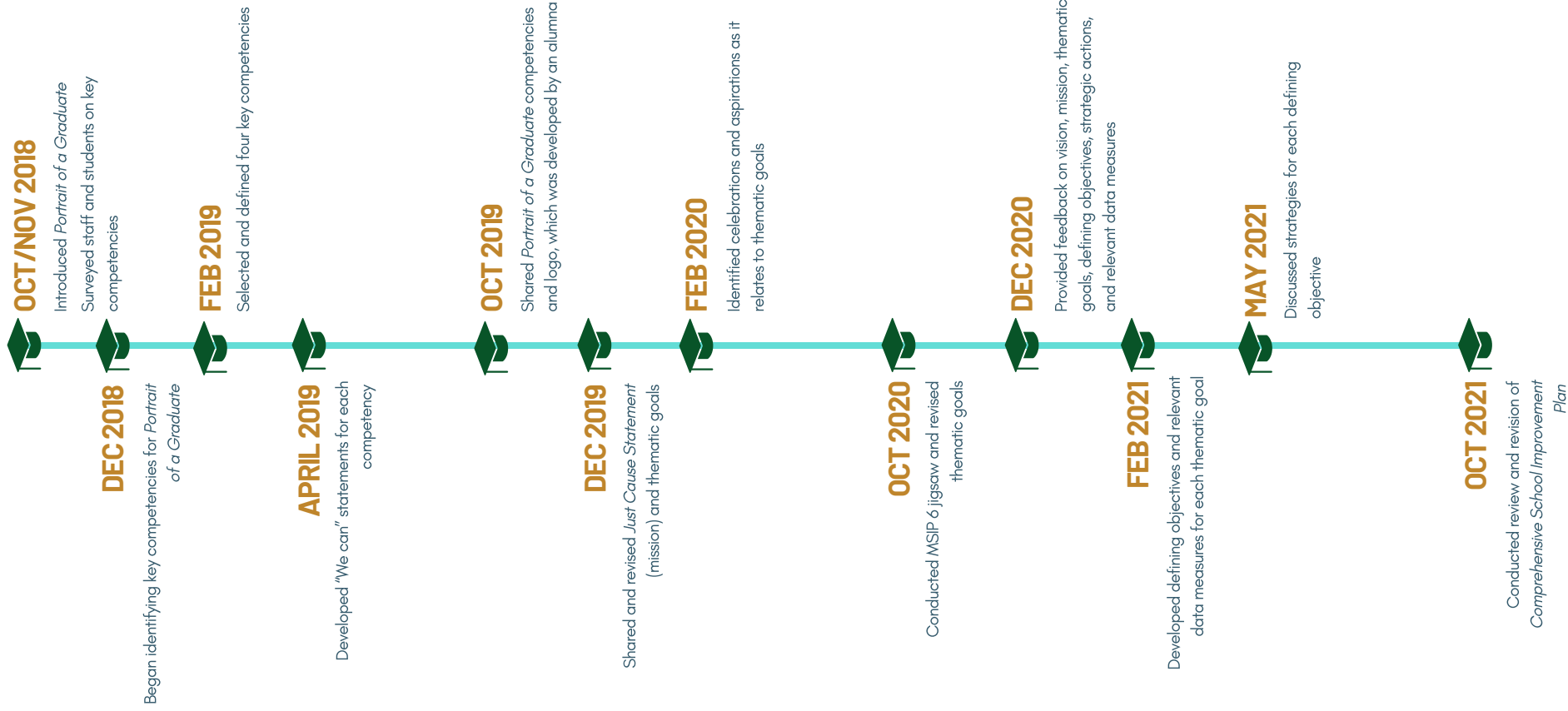
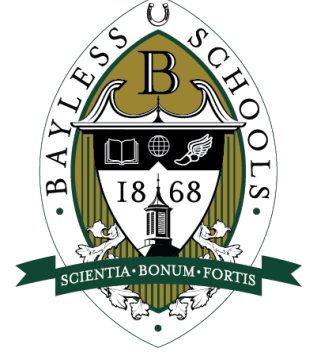
GOAL 5: GOVERNANCE

Goal/ Objective	Strategic Action	Timeline Start/End	Champions	Professional Development	Funding/ Resources	Progress Monitoring	Quarterly Updates
Goal 5, Obj. 1	1. The Building School Improvement Plans will be updated yearly and specific goals and objectives will be determined based upon disaggregated student data and needs assessments.	August 2021-July 2026	Superintendent	NEE	District	Implemented and ongoing (quarterly meetings, BOE workshops)	2022-2023 <ul style="list-style-type: none"> • Triannual BIP meetings with principals
	2. The Board and administration will follow a systematic process for establishing, adopting, and revising policies so that they are clear, current, and legally compliant.	August 2021-July 2026	Superintendent	MSBA	District	Implemented and ongoing Board policies	2022-2023 <ul style="list-style-type: none"> • Over a dozen policies adopted • Utilized legal counsel to review and revise
	3. Systematic procedures will be in place to ensure fiscal accountability and management of District funds.	August 2021-July 2026	Superintendent Director of Business and Finance	MOASBO	District	Implemented and ongoing (Audit Committee, Ext. Audit)	2022-2023 <ul style="list-style-type: none"> • Quarterly Audit Committee meetings • Annual district audit was clean • Bond defeasance
	4. Board members will complete all legally-required board training within the mandated time frame.	August 2021-July 2026	Board of Education	MSBA	District	Ongoing	2022-2023 <ul style="list-style-type: none"> • Refresher trainings completed per MSBA

	5. The Board and Superintendent regularly evaluate governance team strengths and opportunities for improvement.	August 2021-July 2026	Superintendent Board of Education	MSBA	District	Board retreat agendas	2022-2023 <ul style="list-style-type: none"> • Board workshop in August 2022 as a follow-up to the January 2022 BOE self-evaluation. • BOE self-evaluation workshop in February 2023
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COMMUNITY ENGAGEMENT TIMELINE

BAYLESS CSIP



2021-2026

Portrait of a Graduate and Strategic Plan Development Participants

Jeff Preisack, Board of Education President
Sarah Reece, Board of Education Vice President
Tom Wood, Board of Education
Ron Tucker, Superintendent
Mike Hawkns, Assistant Superintendent
Amy Ruzicka, Assistant Superintendent
Preston Sterett, Director of Business and Finance
Kim Arnold, Director of Human Resources
Melanie Rouggy, High School Principal
Eric Lawrence, High School Assistant Principal and District Activities
Director
Suzanne Richardson, High School Assistant Principal
Christine Prosser, Junior High Principal
Andrew Mertens, Junior High Assistant Principal
Aaron Kohler, Elementary Principal
Dr. Amanda Middendorf, Elementary Assistant Principal
Chel'Lee Whitten, Elementary Assistant Principal
Kelly Klocke, Elementary Assistant Principal and Federal Programs
Coordinator
Crisi Ly, Early Childhood Principal
Amra Hadzic, Parent and Administrative Assistant
Kathy Lohse, Early Childhood Speech and Language Pathologist
Kara Buckeridge, Early Childhood Teacher Assistant
Natalie Unger, Early Childhood Teacher

Sue Lucas, Parent and Early Childhood Teacher Assistant
Kim Grempler, K-5 Reading Curriculum Chair
Bob Efken, High School English Language Arts Teacher
Dr. Monika Hasanbasic, High School German and ELL Teacher
Debbie Hobbs, Elementary Teacher
Lindsay Jovanovich, Secondary Library Media Specialist
Krista Schmidt, Early Childhood Teacher
Nathan Williams, Secondary Science Teacher
Todd Brooks, Parent
Kelly Case, Parent
Aubrey Fridley, Parent
Angelina Miller, Parent
Asia Abkemeier, Student
Amina Catic, Student
Cam-Ly Huong, Student
Adelina Huric, Student
Irma Hrsic, Student
Leila Jackson, Student
Doanh Lung, Student
Crystal Luong, Student
Belma Mujezinovic, Student
Ashley Nguyen, Student
Bao Nguyen, Student
Ena Pilipovic, Student
Miranda Reese, Alumna

We Believe:

- High expectations inspire higher performance.
- Diversity builds character and strength, knowledge enhances freedom and opportunity, and commitment leads to success.
- Learning is enhanced by a positive and supportive environment that fosters a growth mindset, self-confidence, and success.
- Dynamic and supportive partnerships among students, parents, educators, and the community are critical to meet student needs and provide enriching experiences.
- A well-rounded PK-12 education develops students who are *problem solvers, collaborative communicators, creative and critical thinkers, and global citizens.*

