



# Strategic Plan 2022-2027



## **OUR MISSION**

Bladen County Schools will ensure all students are future-ready by providing meaningful learning experiences in an inclusive and supportive environment.

## **OUR VISION**

Bladen County Schools will provide a student-focused learning community that fosters high expectations for all stakeholders and prepares all students for future success.

# OUR CORE VALUES



## INNOVATION

We will embrace forward-thinking and creativity to transform our schools.

## INTEGRITY

We will communicate and act in a trustworthy manner to build genuine relationships through self awareness, transparency, accountability, and responsibility.

## INSPIRATION

We will foster an environment that empowers all students and staff with enthusiasm and motivation.

## INCLUSION

We will value all people for who they are, nurture diversity, and embrace the contributions of all stakeholders to strengthen our learning community.

# OUR STRATEGIC PRIORITIES



**Instructional Excellence & Alignment**

**Leadership Capacity**

**Professional Capacity**

**Planning & Operational Effectiveness**

**Families & Community**

## ***DIMENSION A***

# **INSTRUCTIONAL EXCELLENCE AND ALIGNMENT**

### ***Key Indicators***

The district sets district, school, and student subgroup achievement targets.

The district supports a student-centered approach and provides an instructional framework based on learner profiles that inform individualized learning paths and competency-based progression in a flexible learning environment.

The district provides and supports digital-age classrooms and learning opportunities through relevant and necessary materials, resources, and tools.

### ***Strategies***

Implement achievement targets of at least 5% minimum proficiency per year, in all academic areas.

Conduct data meetings on a quarterly basis.

Target data disaggregation in professional learning communities (PLCs).

Implement Multi-Tiered Systems of Support (MTSS) to address academic, behavior, and attendance needs for students.

Align pacing guides with the NC Standard Course of Student Content Standards.

Implement formative and adaptive assessment instruments to develop individualized and targeted learning progressions for students.

Develop a Blended Learning Plan to integrate a virtual and face-to-face learning environment.

Evaluate digital tools and resources for alignment and efficacy.

Implement partnerships with vendors and community resources to provide Internet access and availability for students and staff.

## **DIMENSION B**

### **LEADERSHIP CAPACITY**

#### ***Key Indicators***

The district has oriented its culture toward shared responsibility and accountability.

The district examines existing school improvement strategies being implemented across the district and determines their value, expanding, modifying, and culling as evidence suggests.

The district proactively supports and emphasizes student-centered instruction by seeking solutions to remove barriers, including those related to policies, practices, and traditions.

#### ***Strategies***

Conduct quarterly meetings of stakeholder advisory groups to discuss issues and opportunities for growth.

Administer semi-annual surveys to all stakeholders to determine needs for improvement.

Implement protocols for two-way communication to establish relationships with all stakeholders.

Align and evaluate resources to address district needs.

Review school improvement plans on a semi-annual basis to determine which strategies are the most effective.

Conduct data meetings in schools on a quarterly basis.

Utilize district liaisons to meet with schools on a quarterly basis to support the school improvement team process.

Conduct quarterly meetings of stakeholder advisory groups to discuss issues and potential barriers that impact student centered instruction.

Review research based instructional strategies, on a quarterly basis, to demonstrate positive learning outcomes for students.

Review district and school policies and procedures on a semi-annual basis, to identify potential barriers and provide recommendations for improvement.

Advocate for change to longstanding state and national policies that serve as barriers to student-centered instruction.

## **DIMENSION C**

### **PROFESSIONAL CAPACITY**

#### ***Key Indicators***

The district has a plan and process to recruit and retain highly-qualified teachers and staff to support school improvement.

The district has a team available to help principals as they support under performing employees to minimize the principal's time spent dismissing low performers.

The district implements and measures the effectiveness of personalized professional development to build the capacity of all educators through coaching, modeling, and networks of support.

#### ***Strategies***

Implement a recruitment and retention plan for the district that includes bonuses for certified and non-certified staff.

Advocate for an increased supplement within the Sandhills Region.

Market and promote the district and district programs, success of the schools, students, and staff.

Implement a district liaison program to assist principals and support schools.

Implement action and improvement plans to target needed supports for staff.

Utilize the qualified observers program and academic support staff to assist principals with targeting supports for under-performing employees.

Implement a required goal of professional development in all professional staff development plans.

Administer surveys to all staff to determine professional development needs.

Review district and school policies and procedures on a semi-annual basis, to identify potential barriers and provide recommendations for improvement.

Develop a professional development calendar of all differentiated offerings for the district.

## ***DIMENSION D***

# **PLANNING AND OPERATIONAL EFFECTIVENESS**

### ***Key Indicators***

The district provides schools with technology, training, and support for integrated data collection, reporting, and analysis systems.

The district regularly reallocates resources to support schools, staff, and instructional improvement.

The district supports schools working toward creating the conditions for personalized learning.

### ***Strategies***

Conduct a needs assessment to determine technology equipment and training needs on a bi-annual basis.

Utilize dashboards from data systems to collect and analyze data for instructional and operational improvement.

Target data disaggregation in professional learning communities (PLCs).

Conduct a needs assessment to determine resources needed on a bi-annual basis.

Analyze data from systems to determine usage, efficacy, and impact on schools, staff, and instruction.

Utilize a program review process to determine the impact of resources.

Implement Multi-Tiered Systems of Support (MTSS) to address academic, behavior, and attendance needs for students.

Create professional development opportunities targeted at research-based strategies for providing personalized learning opportunities for students.

Implement formative and adaptive assessment instruments to develop individualized and targeted learning progressions for students.

## **DIMENSION E**

# **FAMILIES AND COMMUNITIES**

### ***Key Indicators***

The district includes parent organizations in district and school improvement planning and maintains regular communication with them.

The district establishes two-way communication channels to encourage transparency, feedback loops, and access to information for families and the community.

### ***Strategies***

Develop and support parent and other advisory councils that provide opportunities for intentional and meaningful engagement.

Implement cross-council activities that provide opportunities for shared feedback.

Increase capacity for the district and school to partner with community and civic organizations.

Establish a streamlined process for School Improvement Team representatives to update the school community.

Establish annual communication survey for all district stakeholders.

Use multiple communication channels (e.g. traditional media, social media, website, phone calls, mobile app) to improve awareness of district news and achievements.

Design new district and school website.

Increase understanding of, and access to the PowerSchool Parent Portal.