



Strategic Direction

# Bartholomew Consolidated School Corporation

# BCSC STRATEGIC PLAN OVERVIEW

## OUR APPROACH

Throughout the spring and summer of 2021, we engaged stakeholders across our school corporation to provide input on our five-year strategic plan. Our planning and steering teams included parent, teacher, school leader, district administrator, school board, and community representation. These teams engaged our stakeholders, analyzed feedback, synthesized our identity, and developed a roadmap for our future as a corporation.

The plan features our strategic direction (core beliefs, mission and vision), three focus areas, and six strategic initiatives. Each initiative is driven by key objectives, as well as the programs and methods that will define them. The plan includes imagery of three Bartholomew County bridges that are both representative of our unique identity and symbolic of the desire for this plan to serve as a connector between our current and desired future state.

## INFORMED BY

19

Focus Groups

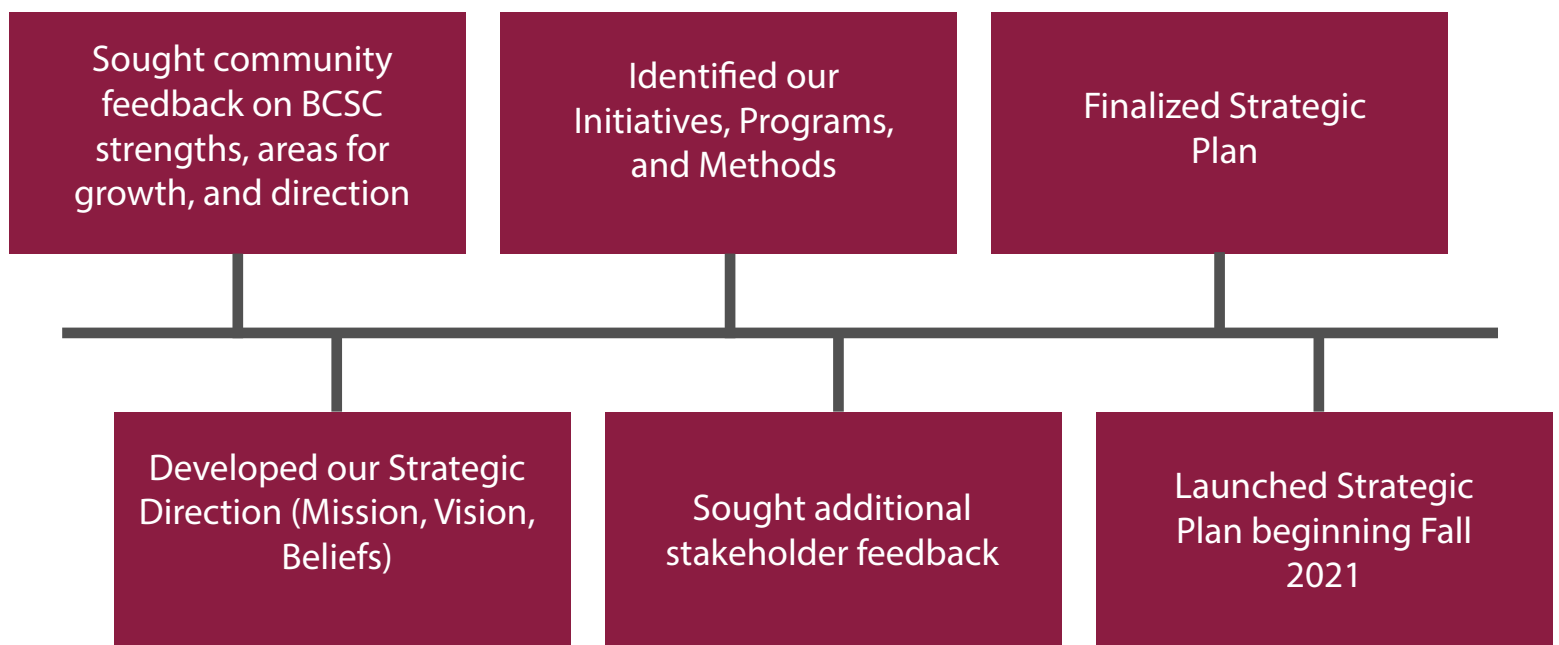
1,789

Surveys

6

Design Workshops

## STRATEGIC PLANNING PROCESS



# BCSC STRATEGIC PLAN 2026

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## OUR CORE BELIEFS

- We all can rise to the challenge of high expectations.
- Learning is most effective when we have choice, flexibility, and see relevance.
- We thrive when our physical, social, and psychological needs are met.
- Our community and school district are stronger when we partner with one another.
- We flourish because of the diversity and variability in our community.
- Our democracy and democratic institutions are strengthened by civic-minded citizens.

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## OUR VISION

BCSC is THE CHOICE to learn, work, and play.

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## OUR MISSION

We develop expert learners by partnering with our community to invest in people.

## OUR FOCUS AREAS



Excellence  
& High  
Expectations



Healthy, Safe,  
& Welcoming  
Environments



Pathways to  
Success



# EXCELLENCE & HIGH EXPECTATIONS

BCSC prepares expert learners through an equitable system of high-quality curriculum, resources, and educators.

## A. ENSURE EQUITABLE ACCESS AND ACHIEVEMENT

### Strategic Objectives

Students will have equitable access to learn, grow, and demonstrate success.

Staff will be able to remove barriers and provide options for student learning through the Universal Design for Learning (UDL) framework.

### Programs & Methods

A-1 Improve equity in academic achievement.

A-2 Increase our capacity to develop expert learners through the UDL framework.

A-3 Implement systemic, meaningful celebrations of student success.

## B. ATTRACT AND RETAIN A DIVERSE, HIGH-QUALITY STAFF

### Strategic Objectives

Students and community members will view a career at BCSC as attainable and fulfilling.

Staff will feel a sense of belonging among their colleagues.

Staff will be engaged and have a sense of self-efficacy in the work of the district.

### Programs & Methods

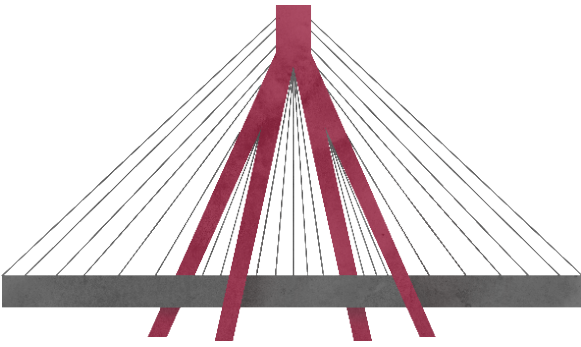
B-1 Implement an educator development and recruitment program.

B-2 Conduct an annual research-based, independent Employee Engagement Survey to inform our approach to retention.

B-3 Implement systemic celebrations of staff success.







# HEALTHY, SAFE, & WELCOMING ENVIRONMENTS

BCSC provides safe and welcoming learning environments in which every learner has positive relationships and access to resources needed to thrive.

## C. MEET PHYSICAL, SOCIAL, & PSYCHOLOGICAL NEEDS OF STUDENTS AND STAFF

### Strategic Objectives

Students and staff will have equitable access to necessary resources.

Staff will be confident in their understanding of equity, cultural responsiveness and sustainability.

Students and staff will have the knowledge, mindset, and skills needed to foster trusting relationships.

### Programs & Methods

C-1 Increase staff capacity to effectively implement Positive Behavior Instructional Supports (PBIS).

C-2 Increase our capacity to provide comprehensive social, emotional, and counseling services.

C-3 Develop staff capacity to incorporate cultural responsiveness and cultural sustainability within UDL.

## D. INVEST IN WELCOMING, SAFE, AND INCLUSIVE FACILITIES

### Strategic Objectives

Students and staff will work and learn in safe and healthy learning environments.

Student learning spaces will reflect the diverse cultural views of the community.

Community members will have access to BCSC facilities as resource centers.

### Programs & Methods

D-1 Implement student health clinics in the schools with the greatest need.

D-2 Upgrade school buildings to reflect our facility guiding values and principles.





# PATHWAYS TO SUCCESS

BCSC provides equitable access  
to flexible, student-centered  
options for success.

## E. INCREASE OPPORTUNITIES FOR PARTICIPATION IN EXISTING PATHWAYS

### Strategic Objectives

Students will have equitable access to BCSC's learning pathways.

Students, families, and the community will understand BCSC's pathways.

### Programs & Methods

E-1 Create a system to evaluate existing pathways for access, equity, outcomes.

E-2 Develop a comprehensive marketing campaign to inform members of the community about BCSC's learning pathways.

## F. UTILIZE PARTNERSHIPS TO ESTABLISH ADDITIONAL PATHWAYS

### Strategic Objectives

District leaders and the community will determine what pathways are needed and work towards the development of future pathways.

### Programs & Methods

F-1 Engage the community in identifying additional pathway(s) to meet student needs.

