

# BAS Strategic Planning

2022 through 2027



# Overview of the Strategic Planning Document

- During the 2021-22 school year, a large group of parents, students and staff met numerous times to evaluate the current state of the district and to set forth a vision for the next 5 years.
- In June of 2022, the Brighton Board of Education approved the strategic plan as presented
- Three measurable outcomes were identified and these will be evaluated annually by the strategic planning committee and the board of education. This include achievement, post-secondary attainment and culture for learning and growth.
- There are three primary pathways to achieve these measurable objectives:
  - Pathway 1: Curriculum and Instruction
  - Pathway 2: Assessment and Intervention
  - Pathway 3: Culture for Learning and Growth
- This is a 5-year plan that will be evaluated, reviewed and potentially adjusted annually.



# Brighton Area Schools Mission and Purpose

***Mission:*** The Brighton Area Schools is committed to providing a rigorous, meaningful and well-rounded education that will inspire each student to achieve their personal best.

***Purpose:*** The Brighton Area Schools believes that each BAS student and staff member can reach their full potential when challenged to do their best, with an open mind and with an unwavering commitment to personal growth.



# Brighton Area Schools Core Values

- **Core Value #1 (Integrity)**

- *In Brighton, we tell the truth and have the courage necessary to do the right thing even when it is hard.*
- *In Brighton, we hold ourselves accountable for aligning our beliefs, our words and our actions.*
- *In Brighton, we recognize the silence in the face of underperformance or unprofessional behavior is neither kind nor an act of integrity.*

- **Core Value #2 (Growth)**

- In Brighton, we believe that every student and staff member can achieve great things with hard work, self-reflection and experience.
- In Brighton, we are committed to continuous growth as we strive to be our personal best.
- In Brighton, we do not fear failures or set-backs, but rather see these as opportunities to learn and grow.



# Brighton Area School Core Values - Continued

- **Core Value #3 (Innovation)**

- In Brighton, we lead change by:
  - Courageously challenging the status quo
  - By being open-minded to new opportunities and
  - By focusing on an unlimited future
- In Brighton, we are constantly seeking new and improved strategies, approaches and practices in order to help each student to achieve their personal best.
- In Brighton, we stretch our skills and impact by:
  - Stepping into the unknown
  - Learning from others in both traditional and untraditional settings
  - Taking calculated risks in order to help each student to reach their full potential



# Indicators of Success

1. **Achievement** - 66% of Brighton Area Schools students will meet college readiness standards in math and ELA by 2027.
2. **Post-Secondary**
  - a. 90% of Brighton Area Schools graduates will continue their education at a 4-year university, a community college, a certification-based trade school, a career-technical internship program or enlist in the armed forces within one year of graduation.
  - b. Within 5 years of graduation, 66% of Brighton Area Schools graduates will have successfully completed a university degree, earned an associate's degree, a trade certification, completed a career-technical internship program or remain a member of the armed forces.
3. **Culture for Learning** - While the ultimate target for each of these indicators would be to have 100% of students experiencing positive progress in each area, benchmark improvements will be measured annually assessing student's progress towards their goals, the level of connection and support with the school environment, the connections to their future careers and the well-rounded nature of their BAS experience.



# Pathway to Success #I: Curriculum and Instruction

- a. Goal #1 (Core Curriculum):** Brighton Area Schools will maintain a guaranteed, viable and coherent K-12 core curriculum that is aligned with State standards.
  - i. Strategy #1: Brighton Area Schools will cultivate a district curriculum process that will evaluate, revise, develop, norm, and monitor the district's K-12 curriculum including a system to advise and maintain the curriculum in collaboration with district leadership.
  - ii. Strategy #2: Brighton Area Schools will institute a district curriculum warehousing system in order to increase accessibility and usability for staff and train staff on the purpose and use of the resource.
- b. Goal #2 (Explore and Connections to Interest Areas):** Brighton Area Schools will expose students to a variety of topics and have opportunities to explore their interests as part of the district's curriculum and programs.
  - i. Strategy #1: Brighton Area Schools will infuse the curriculum with a continuum of career awareness and preparation while creating opportunities for students to focus on their future.
  - ii. Strategy #2: Brighton Area Schools will provide a progression of STEAM opportunities for students and will focus on hands-on learning with real world applications including problems solving, critical thinking, and creativity.



# Pathway to Success #1: Curriculum and Instruction

- a. Goal #3 (High Quality Instruction):** Brighton Area Schools will provide challenging, engaging, and relevant learning opportunities for all students in a supportive, collaborative and interactive environment.
- i. Strategy #1: High-quality classroom culture will be respectful, rigorous, and conducive to learning. Students feel free to contribute their ideas and questions, and challenge themselves to interact purposely and engage deeply with the content and the learning community.
  - ii. Strategy #2: Learning opportunities will be student-centered and focus on thinking, inquiry, and use of knowledge (application) to provide personalized and meaningful experiences.
  - iii. Strategy #3: Instruction will be grounded in curriculum and dependent on student proficiency and growth, intentional planning, formative assessment, data analysis, and reflection to maximize student proficiency and growth.
- b. Goals #4 (Continuous Professional Learning):** Brighton Area Schools will ensure that professional learning is relevant and meaningful for all staff, and connected to district, building and individual goals.
- i. Strategy #1: Brighton Area Schools will annually and collaboratively review professional learning, assessing the needs of staff, and using this information to plan for future professional learning.
  - ii. Strategy #2: Professional learning will focus on embedded experiences that cultivate skills, knowledge, and dispositions that enhance instructional and assessment practices, deepen our understanding of learning/learners, support authentic collaboration, and include feedback and reflection.





# Pathway to Success #2: Assessment and Intervention

- a. Goal #1 (Effective Assessment System)** - Brighton Area Schools will maintain a comprehensive, coherent, and continuous K-12 assessment system to foster student learning, success, and opportunity.
  - i. Strategy #1: Brighton Area Schools' balanced assessment system combines frequent formative classroom assessments, collective common assessments, and periodic standardized assessments to provide continuous information on student growth.
  - ii. Strategy #2: Brighton Area Schools will continue to develop and utilize aligned valid quality assessments designed using depth of knowledge and flexible assessment methods.
- b. Goal #2 (Intervention)** - Brighton Area schools will utilize data to monitor student progress, provide intervention, and ensure all students receive the appropriate level of support necessary for academic and behavioral success.
  - i. Strategy #1 (Tiered Support System): Brighton Area Schools will fully implement a Multi-Tiered System of Support (MTSS) and build staff capacity in identifying, implementing, monitoring and assisting students in need of additional support.
  - ii. Strategy #2 (Early Warning System): The Brighton Area Schools will develop a proactive systematic approach (Early Warning System) to address student academic disengagement and keep students on the pathway to success.



# Pathway to Success #3: Culture for Learning and Growth

- a. **Goal #1 (Environment for Learning and Growth)** - The Brighton Area Schools, through strategic and intentional efforts, will provide the optimal environment for student learning and growth.
- i. **Strategy #1** (Culture of Respect and Rapport): The Brighton Area Schools will implement intentional strategies, lessons and activities to promote a culture of respect and rapport among and between students across the district.
  - ii. **Strategy #2** (Relationships): All students within the Brighton Area Schools will have positive, meaningful relationships with peers and staff.
    1. **Action Step #1** (Peers): The district will create age-appropriate systems to gather student feedback regarding positive peer-to-peer relationships and will develop and/or expand programs to assist students in need.
    2. **Action Step #2** (Staff): Programs will be developed at each level to ensure that all Brighton Area Schools students have at least one positive and meaningful connection with a BAS staff member.
  - iii. **Strategy #3** (Student Wellness): In addition to supporting students that may currently be in crisis, the Brighton Area Schools will develop and/or expand educational programming to proactively address wellness topics including stress management, healthy habits, and student safety.
  - iv. **Strategy #4** (Involvement Beyond the Traditional School Day): - The Brighton Area Schools will ensure that students have an opportunity to grow and explore beyond the traditional school day.
    1. **Action Step #1** (Involvement): The district will create age-appropriate systems to annually gather student feedback regarding their involvement and interests. Additionally, the district and individual schools will use this data to explore new and/or expanded programming to match with student interests.
    2. **Action Step #2** (Service and Leadership): The district will examine current programming and educational opportunities that support character development through service to others and leadership.



# Pathway to Success #3: Culture for Learning and Growth

- a. Goal #2 (Mindset for Learning and Growth)** - The Brighton Area Schools, students, and parents will work collaboratively to set high expectations for learning, behavior, and well-being.
- i. Strategy #1 (Your Best, Your Growth, Your Future): The Brighton Area Schools, students, and parents will work collaboratively to set high expectations for learning, behavior, and well-being.
    1. *Action Step #1* (Learning about Setting Goals): Training will be conducted to assist students, staff, and parents with setting meaningful goals for each student.
    2. *Action Step #2* (Personal Growth Plans): At each level, an age-appropriate system will be developed for students to both set and monitor personal growth goals throughout the school year. Goal areas will minimally include career interests, academic goals for the current year, behavioral goals, and goals connected to student well-being.
  - ii. Strategy #2 (Learning Focused on Mindset) - Through strategic and intentional programming and learning opportunities, the Brighton Area Schools will reinforce the mindset and behaviors that will support student learning and growth.
    1. *Action Step #1* (Monthly Educational Themes and Messaging):
      - a. Each year, the district will create a calendar where one or more mindset or behavior will be chosen each month for focus and study.
      - b. Age-appropriate messaging will be placed throughout the district to reinforce thematic lessons focused on the mindset and behaviors that support student learning and growth.
    2. *Action Step #2* (Deliberate Programming to Support Mindset and Behaviors): At each level, uniform programming will be identified that will support and guide staff efforts to teach the mindset and behaviors needed to support student learning.



Brighton Area Schools

**Thank you all for being part of this important work!**

