

THIS WAY FORWARD ›

BEND-LA PINE SCHOOLS
STRATEGIC INVESTMENT PLAN
2020-2021



OUR PROMISE



At Bend-La Pine Schools, we fundamentally believe it is not what we do, it is why we do it that unites us in our work and ultimately matters most for our students' success. Our more than 2,000 employees are driven by an unrelenting passion for education and a commitment to provide our more than 18,500 students the learning environment they deserve.

It is our collective belief that we must renew the promise of public education, pushing back against a narrow, "test-driven" definition of success for our students.

We care deeply about academic excellence, but we care just as much about our students' character; their preparedness for the next steps in their lives; and their abilities to think critically, work creatively, communicate, and collaborate.

Our aim is to open minds and develop future-ready students: the next generation of thinkers, doers, leaders, and neighbors. Delivering an exceptional public education is a promise, one we work hard to keep for our students every day.

"We need to help our children as much as possible. Keep them safe, teach them with love and patience. They will be the ones to care for us and this world very soon. We owe them more and we need to put them first."

— Bend-La Pine Schools parent/guardian



CELEBRATING OUR

SUCCESSES



Bend-La Pine Schools' students and staff have enjoyed much success during the district's more than 135-year history, and our community has much to celebrate.

Our students outperform state and national averages on the ACT and SAT exams and our graduation rates are continuing to climb – up nearly 13% in the last eight years alone; the number of our third-graders who are proficient readers outpaces the state average by almost 20 percentage points; more freshmen are on-track for graduation; our students spend more time giving back to the community than ever before; families are more engaged with our schools; and we are able to recruit and keep highly effective teachers, staff, and leaders.

Advanced Placement, International Baccalaureate, and College Now dual-credit classes abound in our high schools, with students earning thousands of college credits each year. Our high schools and middle schools offer a rich array of elective courses in the arts, languages, and Career and Technical Education areas of study; in addition, they host numerous activities, clubs, and athletic options.

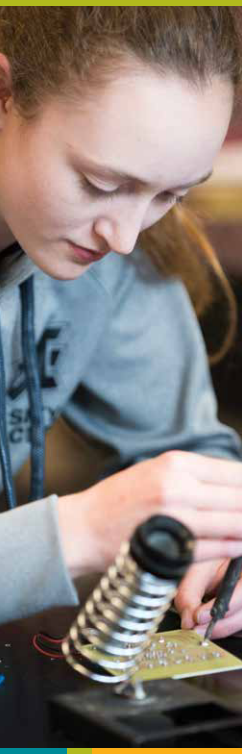
Our district is home to exceptional staff members including Oregon's Teacher of the Year; Oregon's Art Teacher of the Year; Oregon's School Nurse of the Year; Oregon's Journalism Teacher of the Year; Oregon's Culinary Teacher of the Year; Oregon's Athletic Director of the Year; Presidential Award Winners for Excellence in Math and Science Teaching and many other state and national award winners.

While we celebrate successes of many, we look forward to celebrating successes for all. We have an unwavering focus to ensure every student has the tools and resources they need to be successful, in ways both measurable and beyond measure. Using the resources available to us, Bend-La Pine Schools' Strategic Investment Plan demonstrates a renewed commitment to each student and pledge to do more to ensure an equitable chance at success in the classroom and beyond for our students who have been historically underserved, including students experiencing poverty, students with disabilities, students of color, and linguistically diverse students.


Kind
Peace

LISTENING TO STUDENTS, STAFF, AND OUR

COMMUNITY



The investment priorities put forth within this plan come not just from best practices and staff expertise, but also from months of broad community conversations that included voices from students, families, and community members.

Bend-La Pine Schools held a number of wide-ranging engagement activities in the fall of 2019 to gather feedback about how our schools could better meet the needs of students and families, and how they felt we could best prioritize new funding in ways that align with our goals.

One effort, the Excellence & Equity Review, included 36 listening sessions with families and students, with particular outreach to historically underserved groups. Families and students shared experiences about connection, engagement, communication, barriers, and needs in order to thrive in our schools. We also hosted staff listening sessions at 33 schools. These extensive listening sessions, along with staff comments, data, and survey results, helped define themes and areas of need as we created our strategic investment plan.

Thanks to the findings from these engagement activities, as well as the Student Success Act investment priorities shared by our **students, staff and families,** we now have a deeper understanding of the strengths and challenges as perceived by our school community.

STUDENT PRIORITIES

More than 2,000 middle and high school students took part in our funding priorities survey. Through the survey, we heard from students that they care about having a supportive school environment: socially, mentally, and academically. Many students would like to see smaller class sizes so they can better connect with teachers and would like more supports in place for mental health and counseling. Overwhelmingly, students voiced support for additional elective class offerings.

In all, more than 4,500 of these surveys were completed; student voices accounted for nearly half of these responses.

"To me, education is extremely important and I love being challenged." - student

FAMILY PRIORITIES

Many families surveyed support smaller class sizes, the addition of counselors and staff to support students' social, emotional and mental health, and staff trainings that expand knowledge and intervention skills to promote inclusiveness and positive school climate. Families said connections with staff, being thought of as the expert on their students' needs, and feeling welcomed by all staff at schools and events were key to their continued engagement in their children's education.



STAFF PRIORITIES

Overall, staff who participated in the survey want to see smaller class sizes and more staff to support students with social and emotional challenges. Many staff would also like to see more counselors and mental health professionals at all levels. Additional educational assistants and more support staff in general were also high priorities.

We are grateful for the thousands of staff members, families, students, and community members who lend their voices to our work each and every day. Thank you for helping our district to identify critical strengths and areas for growth, as well as weighing in on what you believe to be the most important new investments for your district.





OREGON'S HISTORIC INVESTMENT IN

EDUCATION

"This is a historic opportunity to ensure equitable learning outcomes for students in Oregon."

- Colt Gill, Oregon Superintendent of Schools

In May 2019, Oregon passed the historic Student Success Act (SSA). SSA provides public school districts with an opportunity to invest more fully in an education system that helps to ensure every student realizes their dreams for the future. When completely implemented, this new statewide investment will bring Oregon closer to the Quality Education Model funding that our students and staff deserve and make Oregon's education system more competitive nationwide.

The Student Success Act's general resources are separated into three investment accounts: Early Learning Account, Student Investment Account, and Statewide Initiatives Account; and calls for the state to fully fund Measure 98's High School Success Fund for the first time since it was passed by voters in 2016. This new investment from the Student Investment Account (SIA) and High School Success (HSS) fund is expected to increase Bend-La Pine Schools operating budget by approximately 9%, to $208 million, for the 2020-21 school year.




Squiggle Art
educational



OUR PLAN FOR STRATEGIC

INVESTMENTS

The Student Success Act provides Bend-La Pine Schools with a historic opportunity. After years of disinvestment by the state in K-12 education, Oregon will finally infuse much needed resources into our classrooms in ways that will make measurable, positive impacts. These new investments, which align with our Comprehensive Plan, will better provide our students and staff with the teaching and learning conditions they deserve.

This $18 million annual investment from the new SIA and fully funded HSS funds will make dramatic improvements to our schools – helping to ensure every student is known by name, strengths, and needs, and graduates ready for college, career, and citizenship.

While the following pages describe the details of our funding plan, at the heart of our plan is an investment in our people. High-quality teachers, staff, and leaders are the foundation to our success.

Bend-La Pine Schools, through the Strategic Investment Plan, will hire more than 125 additional staff members focused on three strategic priorities:

- **supporting students' health and safety,**
- **reducing class size,**
- **and increasing access to a well-rounded education.**

We know every staff member in our schools plays a critical role in the educational experiences of our students. As we invest in additional staffing, we will also continue to build upon and grow professional learning opportunities. We know that when we increase the knowledge and skills of the adults working in our schools and across our system, we foster deeper relationships between students and staff, increase students' sense of belonging, and improve cultural awareness and sensitivity in our schools.

BELONGING

MATTERS



SUPPORTING STUDENTS' HEALTH AND SAFETY

At Bend-La Pine Schools, supporting health and safety goes beyond the brick and mortar – here, safety is hallways free of bullying, nurses to support physical health, classrooms free of behavioral outbursts, partnerships with experts that aid in prevention of high-risk behaviors, and social and emotional resources for all.

Our students, staff, and families recognize a growing need for additional staff and programming to promote and support the social, emotional, behavioral, mental, and physical health of every student.

Because our district values the success of each student, Bend-La Pine Schools will commit more than $6.5 million SIA funds to support students' health and safety, as well as more than $1.5 million of HSS funds, making this the district's largest new investment next year.

- **More than 25 certified positions to support students' social, emotional, and mental health at elementary, middle, and high school levels - including elementary counselors at our schools with the highest needs;**
- **More than 15 educational assistants to support students' social, emotional, and mental health at the elementary and middle school levels;**
- **Expanded partnerships with the City of Bend, Deschutes County, the Child Center, and others to provide critical prevention, intervention, and response supports to all students.**

"Kids should feel like they have access to means for their problems and mental wellness, and a safe environment (where) they feel they can get help." - student

RELATIONSHIPS

MATTER

REDUCING CLASS SIZE

Bend-La Pine Schools' students, families, and staff believe overwhelmingly that we have exceptional schools with strong cultures steeped in meaningful relationships. The district's goal is for every student to be known by name, strengths, and needs. Strategically identified class size reductions cultivate strong connections between staff, students, and families, which helps us accomplish our goal to connect deeply with every student.

Smaller class sizes and strong instructional practices help our teachers and classroom staff foster relationships and promote deeper learning, which is why focused class size reduction is a high priority for these new investments. Bend-La Pine Schools will commit almost $6 million of SIA funding to provide additional teachers at our schools, especially those with the highest numbers of students in poverty, students with disabilities, students of color, and linguistically diverse students. More than 50 new certified positions, spread across elementary, middle, and high schools will be added.

- **More than 20 new positions at the elementary school level;**
- **More than 10 new positions at the middle school level;**
- **More than 20 new positions at the high school level.**

These certified positions will be distributed using a weighted formula based on individual schools' number of historically underserved students.



"I would like school a lot more and I would learn better if the class sizes weren't so big." - student

CULTURAL AWARENESS AND SENSITIVITY

MATTERS



INCREASING ACCESS FOR ALL STUDENTS TO A WELL-ROUNDED EDUCATION

Bend-La Pine Schools has a long history of successful implementation of options at the elementary and middle school levels that provide a rich array of programming for students.

We believe that strong, culturally responsive curriculum and instructional practices will allow more students to access and find success with these opportunities.

In all, Bend-La Pine Schools will commit approximately $1.8 million of SIA funds and $2.5 million of HSS funds to provide the space and personnel to expand Career and Technical Education programs, as well as expand advanced coursework and electives; in addition these funds will support the professional learning of certified and classified staff so that they can help ensure each student learns at high levels.

- **5 certified positions to support linguistically diverse students;**
- **12 certified Special Education positions;**
- **3 classified Latino Family Liaison positions;**
- **3 Special Education classified positions;**
- **New Equity Coordinator to facilitate:**
  - **Coaching in cultural responsive instruction**
  - **Training in the selection and implementation of culturally relevant curriculum**
  - **Required equity training for all district staff on School Improvement Wednesdays**
  - **Expansion of Taking IT UP and Coaching for Education Equity**
  - **Focused recruitment and retention of diverse staff.**

These new funds will allow the district to now deliver expanded options at the high school level – from electives to Career Technical Education (CTE) programs.

- **Staffing and materials for CTE classes;**
- **Classroom support for small choice high schools, including Skyline and Realms high schools.**

DIG DEEPER INTO OUR

RESOURCES

Strategic Investment Plan

https://www.bend.k12.or.us/SIP

Excellence and Equity Report

http://bit.ly/BLSsip1

SSA Funding Priorities Survey Results

http://bit.ly/BLSsip2

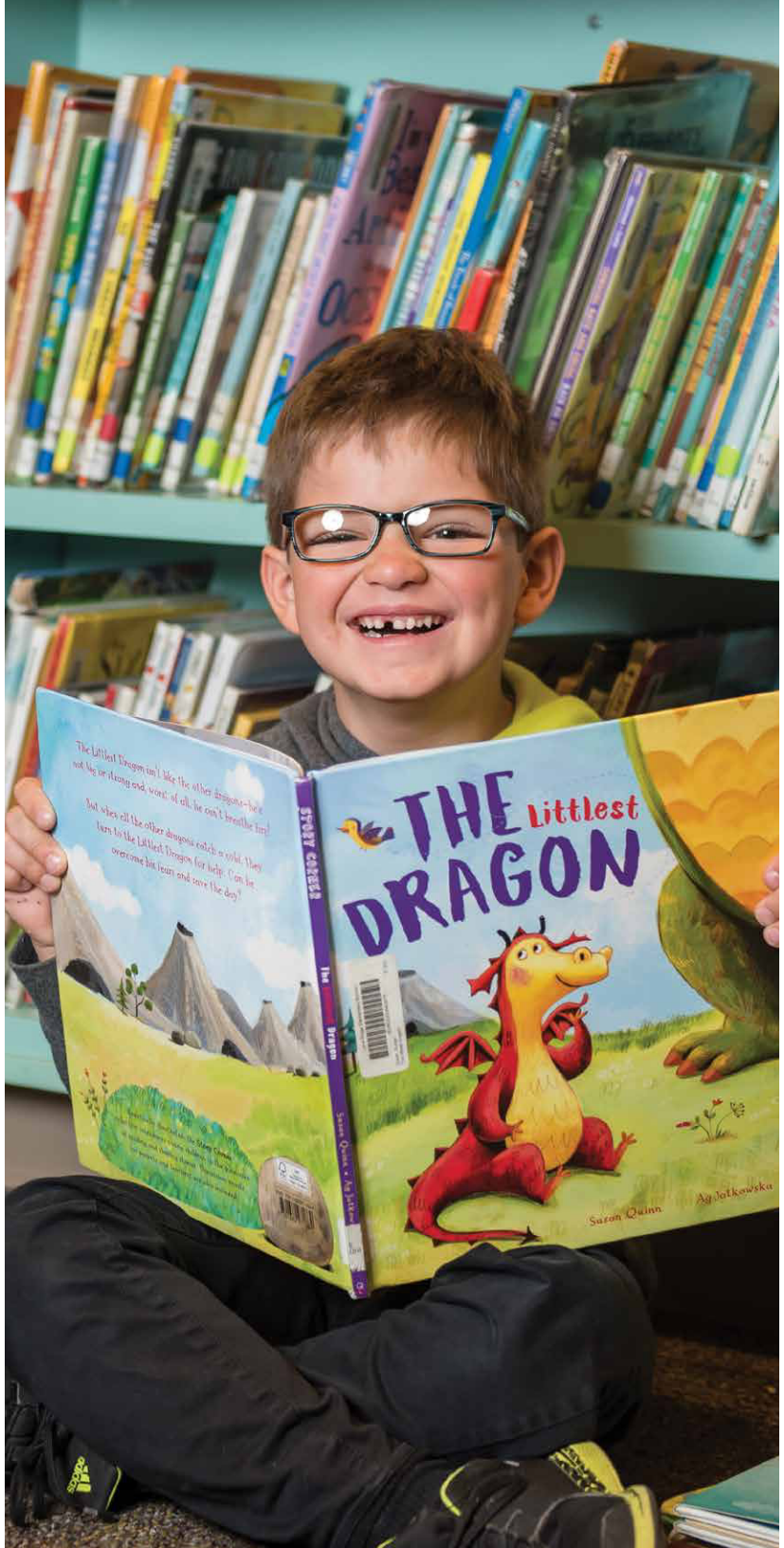
Oregon's Quality Education Model

http://bit.ly/BLSsip3

Bend-La Pine Schools Comprehensive Plan

http://bit.ly/BLSsip4





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BEND LAPINE Schools

Educating Thriving Citizens

520 NW Wall Street, Bend, OR
www.bend.k12.or.us