



BLAINE COUNTY SCHOOL DISTRICT

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James Foudy, Superintendent

2024-2029 Strategic Plan

Focus Area 1: Student Achievement/College and Career Readiness

Goal Statement *BCSD will prepare all students with the skills necessary to be successful lifelong learners.*

Objective 1.1 **BCSD will consistently exceed state averages in all academic measures of standardized state assessments.**

Strategy 1.1.a Prioritize professional learning communities focused on curriculum alignment, essential standards, best pedagogical practices, and differentiated strategies to meet all learner needs.

Strategy 1.1.b Focus professional development and implementation of core curriculum with fidelity in all core academic areas.

Strategy 1.1.c Focus on the academic growth of all learners. We will be data informed and use data and research to drive our decisions.

Strategy 1.1.d Promote student engagement and attendance. We will focus on reducing chronic absenteeism and increasing student engagement.

Objective 1.2 **BCSD will provide robust programs that support the development of the whole child and engage students in learning beyond the core curriculum.**

- Strategy 1.2.a Provide educational opportunities that engage learners in areas outside of the core curriculum and that support the development of the whole child.
- Strategy 1.2.b Provide unique learning opportunities such as dual immersion education and STEAM focused education.
- Strategy 1.2.c Exercise strategic partnerships with local organizations to provide extended learning opportunities to students including after school educational programs, summer enrichment programs, early childhood educational programs, and other programs that support the development of healthy children inside and beyond the classroom.

Objective 1.3 BCSD will ensure college and career readiness skills such as critical thinking, collaboration, perseverance, and problem-solving are integrated into the curriculum at all stages of learning.

- Strategy 1.3.a Find opportunities to integrate meaningful and authentic learning opportunities and cross curricular projects as a way to encourage students to think critically, develop creative solutions, and apply academic concepts to real-world situations.
- Strategy 1.3.b Focus on increasing percentages of students pursuing post-secondary education and will focus on increasing student participation in career readiness programs and initiatives. Increase student utilization of advanced opportunity funding provided by the state of Idaho.
- Strategy 1.3.c Provide programs that allow students to build career readiness skills and earn certifications that open career opportunities.
- Strategy 1.3.d Provide high-quality, relevant, and diverse career technical education courses that reflect student interest and the needs of the local community.

Objective 1.4 BCSD will embrace emerging technology, including artificial intelligence, as educational tools that will be

critical skills for preparing students ready to thrive in the evolving workplace and in their personal lives.

- Strategy 1.4.a Provide professional development to staff on best practices for incorporating artificial intelligence into their classroom.
- Strategy 1.4.b Utilize technology, such as artificial intelligence, to add efficiencies to our workflow and to enhance the services that we provide.

Focus Area 2: Healthy Learning Community

Goal Statement BCSD will promote and foster an environment where the overall wellness and emotional health of students, staff members and families are a priority in order to support positive behaviors and cultural diversity for all students.

Objective 2.1 BCSD will ensure mental health training for parents, coaches, staff and students, including recognize depression/suicide signs in inclusive languages of the community.

Strategy 2.1.a Offer Community Resiliency Training to parents/ students/staff/coaches to support the emotional health of students.

Strategy 2.1.b Continue working with Boise State and the Icelandic Study to ensure student needs are met based on the data collected for each year and provide education to staff/parents/students.

Objective 2.2 BCSD will celebrate and support cultural awareness and differences.

Strategy 2.2.a Adopt inclusive and culturally responsive curricula to ensure students' cultures and differences are represented in their learning.

Strategy 2.2.b Create a district mission statement that includes all students.

Strategy 2.2.c Focus on hiring staff that is reflective of the population of the student body.

Strategy 2.2.d Provide professional development around culturally responsive teaching and learning.

Strategy 2.2.e Expand programs, such as Latinos in Action and Best Buddies, to all campuses and embrace diversity.

Strategy 2.2.f Use virtual opportunities in the classroom to explore countries and cultures.

Objective 2.3 BCSD will continue Positive Behavior Intervention and Supports (PBIS) and restorative practices and expand through the cohort.

Strategy 2.3.a Continue adding and refining PBIS practices to increase to Tier 2 practices.

Strategy 2.3.b Make PBIS and restorative practices available to more staff, students, parents and other student affiliated support personnel to ensure language and practices are reflected across all environments.

Objective 2.4 BCSD will focus on improving student attendance to ensure students are supported and have structures to meet their basic needs and the ability to learn and grow.

Strategy 2.4.a Create a culture in which all teachers and staff purposely develop relationships with students.

Strategy 2.4.b Create opportunities for meaningful involvement (engaging learning activities in the classroom in which students do not want to miss).

Strategy 2.4.c Offer opportunities to increase family engagement through events and school wide community initiatives.

Focus Area 3: Recruitment, Development, and Retention of High-Quality Staff

Goal Statement *BCSD aims to attract, develop, and retain diverse, skilled, committed, and effective team members across all domains, by providing high-quality professional growth opportunities and curriculum resources grounded in research.*

Objective 3.1 BCSD will continue to support more affordable housing options for staff.

Strategy 3.1.a Continue to collaborate with local housing authorities and developers to create subsidized housing options tailored to the needs of BCSD staff.

Strategy 3.1.b Continue to provide rental assistance programs to qualified staff members. Explore ways to strategically leverage BCSD assets to provide creative solutions to staff housing challenges.

Objective 3.2 BCSD will continue to support and provide competitive teacher salaries and benefits within a balanced budget.

Strategy 3.2.a Allocate staff resources efficiently by identifying areas where programs can be combined or cost savings can be realized without compromising the quality of education/teacher support services.

Strategy 3.2.b Continue to monitor and explore different quality healthcare options for staff.

Objective 3.3 BCSD will recruit qualified and diverse candidates reflective of the student population.

Strategy 3.3.a Continue to hire and support local community members to teach.

Strategy 3.3.b Partner with colleges to actively recruit diverse candidates.

Strategy 3.3.c Attend job fairs, engage with community organizations and develop targeted outreach campaigns to attract local community members to teaching positions.

Objective 3.4 BCSD will provide professional development, training, and growth opportunities.

Strategy 3.4.a Continue to support Grow Your Own Program and create a mentor partnership to support their professional goals.

Strategy 3.4.b Use data to determine appropriate, research-based professional development curriculum

Focus Area 4: Communication / School Community Relations

Goal Statement BCSD is committed to actively engaging and collaborating with families, staff, community members, and other key stakeholders in the educational journey and support of students.

Objective 4.1 BCSD will provide communications to families and staff with a predictable and consistent cadence.

Strategy 4.1.a Coordinate with building administrators to identify communication responsibilities and set clear expectations.

Strategy 4.1.b Define high value content to be shared to families and staff.

Strategy 4.1.c Seek and interact with feedback from the community

Objective 4.2 BCSD will utilize a cohesive platform to communicate with families and staff.

Strategy 4.2.a Identify what platforms families and staff prefer/utilize.

Strategy 4.2.b Integrate the selected platform into the current Student Information System thus providing automation.

Strategy 4.2.c Provide training resources and support to assist families in accessing this platform in multiple languages.

Strategy 4.2.d Develop strategies to monitor and improve the effectiveness of communication efforts.

Focus Area 5: Financial Responsibility

Goal Statement *BCSD will be responsible and accountable for district resources while providing transparency and community engagement to support the district's needs and the strategic plan.*

Objective 5.1 BCSD will communicate and educate the public on how attendance impacts funding.

- Strategy 5.1.a Create a campaign to increase attendance district wide.
- Strategy 5.1.b Communicate how attendance is calculated and what absences are and are not excused.
- Strategy 5.1.c Use all outlets to communicate the importance of attendance, (i.e. Facebook, newsletters, website).
- Strategy 5.1.d Put a financial number on how much an increase in attendance will increase support units.

Objective 5.2 BCSD will continue with community outreach in the form of a Board/Community Finance Committee.

- Strategy 5.2.a Bring large financial decisions to the finance committee for input and recommendations.
- Strategy 5.2.b Post finance committee meeting minutes on the website for greater transparency.

Objective 5.3 BCSD will work to continue with community trust and transparency

- Strategy 5.3.a Create pie charts for the finance page that communicate how the budget is allocated.

Strategy 5.3.b Work with the board and BCEA to develop and refine a financial model that can explain Local and State funding and how it relates to decisions on spending.

Strategy 5.3.c Work on creating a matrix when funding decisions affect programs.

Focus Area 6: Facilities/Safety

Goal Statement BCSD will provide facilities that are safe, welcoming, efficient, and well- maintained school environments for all students, staff, and the community while proactively planning for the future.

Objective 6.1 BCSD will report to the Board and community the progress of existing facility projects and communicate future needs.

Strategy 6.1.a Develop a Facility Committee, a subcommittee of the Finance Committee, with community members and industry professionals.

Strategy 6.1.b Develop a communication plan to report on existing plant facility levy projects and proposed future projects with a focus on budget and energy efficiency to the board and broader community.

Strategy 6.1.c Develop a District Facility Master Plan, including potential consolidation of buildings.

Strategy 6.1.d Communicate the effectiveness of previous geothermal and energy efficiencies projects.

Objective 6.2 BCSD will collaborate with the community to provide a safe, energy efficient, adequately sized facility for Hailey Elementary into the future.

Strategy 6.2.a Compare renovation vs replacement options and communicate findings with the Board and community.

Strategy 6.2.b Project a 10-year model for Hailey, factoring in potential growth in the Wood River Valley.

Strategy 6.2.c Analyze the possibility of constructing a combined Bellevue/Hailey Elementary.

Strategy 6.2.d Work with community partners on the potential development and site for a replacement of Hailey Elementary.

Strategy 6.2.e Obtain renderings and a budget.

Strategy 6.2.f Collaborate with the Finance Advisory Committee on a potential levy.

Objective 6.3 BCSD will collaborate with the community to provide an adequate middle school option for Ernest Hemingway STEAM School on district land with an adequate capacity.

Strategy 6.3.a Analyze the viability of a middle school option at Hemingway STEAM School vs a consolidation to WRMS.

Strategy 6.3.b Work with the City of Ketchum on potential locations for a facility on district property.

Strategy 6.3.c Obtain renderings and a budget.

Strategy 6.3.d Collaborate with the Finance Advisory Committee on a potential Levy.

Objective 6.4 BCSD will collaborate with community partners to provide equitable fields and facilities for all district sports as well as community use.

Strategy 6.4.a Maintain consistency with all local and federal laws related to compliance with Title IX.

Strategy 6.4.b Collaborate with community partners for field and indoor facility construction and oversight.

Objective 6.5 BCSD will proactively plan for the future of the Community Campus in regards to security and usage.

- Strategy 6.5.a Ensure the safety of the students, staff, and community at the Community Campus Building.
- Strategy 6.5.b Explore options for centralized Pre-K.
- Strategy 6.5.c Proactively plan for the future of the community partners usage.