



BURKEVILLE I.S.D.

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# Strategic Plan



Strategic Planning is a process that **engages stakeholders,** such as parents, students, district employees, city officials, business partners, and clergy to **collaboratively shape the future** of their school district. Through this process, the district and community become partners in creating a **5-year plan.** This shared sense of ownership enables districts to overcome obstacles and **discover new possibilities for students.**

**Beliefs**

**Mission/Vision Statements**

**SWOT Analysis**

**Goal/Objective**

**Goal/Objective**

**Goal/Objective**

**Goal/Objective**

**Strategy**

**Strategy**

**Strategy**

**Strategy**

**Action  
Planning**

**Action  
Planning**

**Action  
Planning**

**Action  
Planning**

# 5-year plan

- To be reviewed and updated annually
- Staggered dates based on various goals, strategies, and action steps
- A living document



# vision/mission for Burkeville I.S.D.



## Vision:

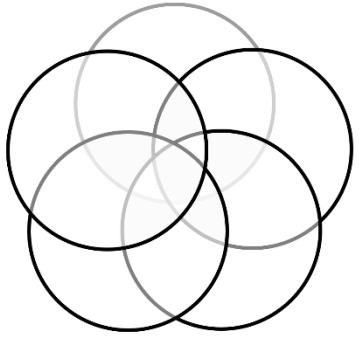
Burkeville ISD will collaborate with all stakeholders to be a district recognized for extraordinary academic growth.

## Mission:

Burkeville ISD is committed to educating, inspiring, and providing opportunities so all students can achieve their goals through extraordinary academic growth.

# Burkeville I.S.D. Beliefs

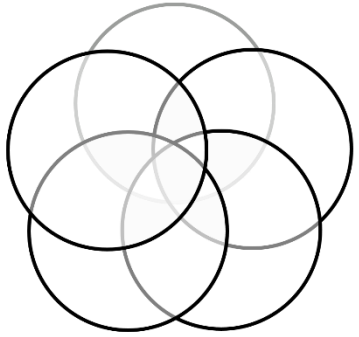
## We Believe:



- Families, communities, and the school district (teachers, staff, administrators, and board members) working together and supporting one another are essential for student learning and success.
- The community, students, and school district can come together and be great.
- Communication with students, parents, and community is imperative.
- Teachers are important; all teachers and students, with support, can be successful in the classroom.

# Burkeville I.S.D. Beliefs

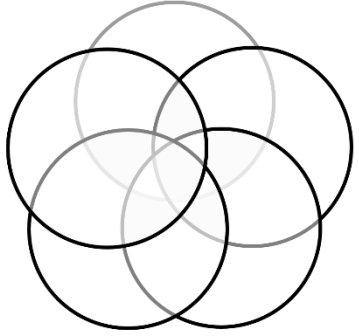
## We Believe:



- All students should be provided every opportunity to excel through a challenging, quality education.
- All students can learn.
- The district must provide all students with skills and expectations for behavior and learning.
  - High expectations for behavior and learning must be consistently applied by all staff.
  - Consistent high expectations for behavior can create a safe environment that supports learning for all students.
  - Students should be held to high expectations for behavior and learning.

# Burkeville I.S.D. Beliefs

## We Believe:



- A positive school culture can be built through mutual respect and recognition of parent and community participation and student and teacher success.



IF



THEN

DO

GET

STRATEGIES

STRATEGIES

RESULTS





# STRATEGIES



# RESULTS



IMPACT  
IMPROVED  
STUDENT  
OUTCOMES

RESOURCES

PEOPLE  
RESPONSIBLE

ACTION  
STEPS

CHANGES IN  
KNOWLEDGE,  
SKILLS, &  
MOTIVATION

CHANGES  
IN  
BEHAVIORS

NEW  
ENVIRONMENT  
OF GOALS

IF



THEN



# Creating aligned strategies



# Events



Board Meeting



1<sup>st</sup> Steering Committee



1<sup>st</sup> Action Planning Team Meeting



2<sup>nd</sup> Action Planning Team Meeting



Consolidated Strategic Planning Team



Board Meeting for Approval



District Plan



# STRAND INPUT

FROM THE SCHOOL BOARD



# ACADEMIC ACHIEVEMENT

- Raising student achievement/performance/scores
- Individualized student intervention plans
- Quality instruction, all students can achieve
- Technical education opportunities



# CULTURE & CLIMATE

- Staff & students
- Morale
- Working as one with community
- Increasing morale & school pride/spirit
- School has kids best interest at heart
- Communication
- Recognition/acknowledgement



# EDUCATOR QUALITY & SUPPORT

- Teacher (and administrator) support & retention
- Teacher quality
  - Teacher training
  - Teacher certifications
  - Ensure quality instruction for all students
  - Accountability
- Teachers are the change agents/magic makers, and we are all teachers.





# FACILITIES

- Safety and security of buildings
- Maintenance and upkeep of facilities



# FAMILY & COMMUNITY ENGAGEMENT

- Positive family & community involvement
- District & community moving as one
- Communication





# ACADEMIC ACHIEVEMENT

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# Goal



**All students attending  
Burkeville ISD will reach their  
full academic potential.**

# Objective



**By 2022, 100% of the students will demonstrate academic proficiency or above.**

# Strategy 1



**Develop a district-wide system that involves all students in a guaranteed and viable literacy program to ensure they reach their optimal potential.**

# Develop a district-wide system for literacy.



<b>SEMESTER/YEAR</b>	<b>ACTION STEPS</b>
Fall 2017	Implement phonics program (PK-4).
Fall 2017	Develop and implement Response-to-Intervention program.
Fall 2017	Implement Balanced Literacy in all ELAR classrooms (writing, comprehension, vocabulary, fluency, and phonics).
Fall 2017	Develop and implement a reading incentive program.



# Develop a district-wide system for literacy.



<b>SEMESTER/YEAR</b>	<b>ACTION STEPS</b>
Spring 2018 - ongoing	Monitor and evaluate the effectiveness of the phonics program (PK-4).
Spring 2018 - ongoing	Monitor and evaluate Response-to-Intervention program.
Spring 2018	Identify master teachers (annually).



# Develop a district-wide system for literacy.



<b>SEMESTER/YEAR</b>	<b>ACTION STEPS</b>
Spring 2018 - ongoing	Monitor and evaluate reading incentive program.
Spring 2018 - ongoing	Monitor and evaluate Balanced Literacy.
Fall 2018 - ongoing	Train new teachers and update returning teachers on phonics program, Response-to-Intervention, Balanced Literacy.

# Strategy 2



**Develop a district-wide system that involves all students in a guaranteed and viable mathematics program to ensure they reach their optimal potential.**

# Develop a district-wide system for mathematics.



<b>SEMESTER/YEAR</b>	<b>ACTION STEPS</b>
Fall 2017	Train teachers on math instructional strategies.
Fall 2017	Develop and implement a data analysis protocol to improve instruction.
Fall 2017	Develop and implement a plan for vertical math Professional Learning Committees.
Fall 2017	Develop and implement a math Response-to-Intervention program.



# Develop a district-wide system for mathematics.



<b>SEMESTER/YEAR</b>	<b>ACTION STEPS</b>
Fall 2017	Train teachers on available district resources.
Spring 2018	Identify master teachers (annually).
Spring 2018 - ongoing	Monitor and evaluate math Response-to-Intervention program.
Spring 2018 - ongoing	Monitor and evaluate effectiveness of instructional strategies.

# Develop a district-wide system for mathematics.



<b>SEMESTER/YEAR</b>	<b>ACTION STEPS</b>
Spring 2018 - ongoing	Monitor and evaluate effectiveness of available district resources.
Spring 2018	Introduce the effective use of formative assessment.
Fall 2018	Fully implement and schedule math vertical Professional Learning Communities.

# Develop a district-wide system for mathematics.



<b>SEMESTER/YEAR</b>	<b>ACTION STEPS</b>
Fall 2018 - ongoing	Monitor and evaluate the effective use of formative assessment.
Fall 2018	Train new teachers and update returning teachers on math instructional strategies, district resources, data analysis protocol, and formative assessment (annually).

# Strategy 3



**Develop a district-wide system that ensures all students are college- or career-ready.**

# Ensure all students are college- or career-ready.



<b>SEMESTER/YEAR</b>	<b>ACTION STEPS</b>
Fall 2017	Develop a career interest program for all grade levels.
Fall 2017	Appoint a planning committee for College and Career Day.
Fall 2017	Develop and implement a plan to meet the needs of advanced and Gifted and Talented students.
Fall 2017	Plan and schedule senior planning meetings.



# Ensure all students are college- or career-ready.



<b>SEMESTER/YEAR</b>	<b>ACTION STEPS</b>
Fall 2017	Develop and implement a mentor program to meet the needs of at-risk students.
Spring 2018	Plan and implement College and Career Day (annually).
Spring 2018	Implement a four-year plan for students in grade 8 (annually).

# Ensure all students are college- or career-ready.



<b>SEMESTER/YEAR</b>	<b>ACTION STEPS</b>
Spring 2018 - ongoing	Evaluate and adjust Career and Technology Education program.
Spring 2018 - ongoing	Monitor and evaluate the advanced and Gifted and Talented program.
Fall 2018 - ongoing	Monitor and evaluate the mentor program for at-risk students.



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Thank You



# CULTURE & CLIMATE

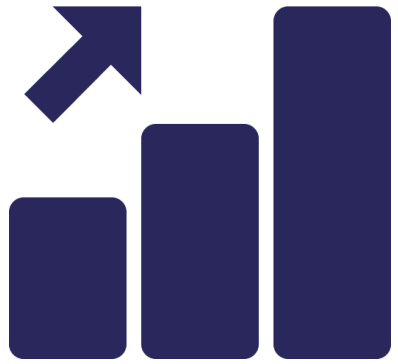
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# Goal



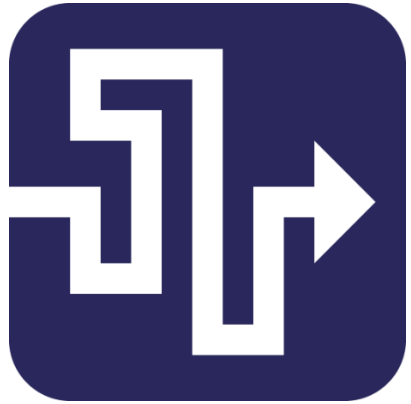
**Burkeville ISD will have a culture and climate of high expectations for student engagement, extra-curricular success, and behavior for all students.**

# Objective



**By 2022, 100% of the students will be recognized for their individual successes.**

# Strategy 1



**Develop a district-wide system that involves all stakeholders in creating a safe learning environment which consistently recognizes individual student successes within the school.**



# Create a safe learning environment which recognizes individual student successes.



<b>SEMESTER/YEAR</b>	<b>ACTION STEPS</b>
Fall 2017	Create Culture and Climate Committee.
Fall 2017	Create Celebrations Assembly Committee.
Fall 2017	Train staff and implement CHAMPS.
Fall 2017	Utilize bulletin boards to recognize students and staff.



# Create a safe learning environment which recognizes individual student successes.



<b>SEMESTER/YEAR</b>	<b>ACTION STEPS</b>
Fall 2017	Organize a “Meet the Teachers” (annual).
Fall 2017 – ongoing	Set goals for student attendance, honor roll, Accelerated Reader, and behavior.
Fall 2017 - ongoing	Hold 6-weeks celebrations of student achievements and success.

# Create a safe learning environment which recognizes individual student successes.



<b>SEMESTER/YEAR</b>	<b>ACTION STEPS</b>
Spring 2018	Research Growth Mindset.
Spring 2018 - ongoing	Evaluate progress of strategic plan.
Fall 2018 - ongoing	Train staff and monitor implementation on Growth Mindset.



# Strategy 2



**Develop a district plan to consistently communicate individual student success, utilizing various forms of communication.**

# Develop a district plan to communicate individual student success.



<b>SEMESTER/YEAR</b>	<b>ACTION STEPS</b>
Fall 2017	Create district Instagram account.
Fall 2017	Develop student-generated campus newsletter.
Fall 2017	Create a Publication Request Form.
Fall 2017	Offer training to staff and students on using district webpages and social media.

# Develop a district plan to communicate individual student success.



<b>SEMESTER/YEAR</b>	<b>ACTION STEPS</b>
Fall 2017	Research funding for purchasing electronic marquee.
Fall 2017	Research publicizing with local businesses and organizations.
Spring 2018 - ongoing	Publish student-generated newsletter.
Spring 2018	Purchase electronic marquee.

# Develop a district plan to communicate individual student success.



<b>SEMESTER/YEAR</b>	<b>ACTION STEPS</b>
Spring 2018 - ongoing	Publicize with local businesses and organizations.
Spring 2018 - ongoing	Evaluate and adjust communication system.
Fall 2018 - ongoing	Set expectations and monitor usage of district webpages and social media.



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Thank You



# EDUCATOR QUALITY & SUPPORT

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# Goal



**All teachers will be masters of their content areas and meet the diverse needs of all students.**

# Objective



**By 2022, 100% of BISD teachers will be highly qualified in their content areas and demonstrate effective teaching strategies that increase student growth.**



# Strategy 1



**Develop a district-wide approach that hires and retains highly-qualified teachers and staff.**

# Develop an approach to hire and retain highly-qualified teachers and staff.



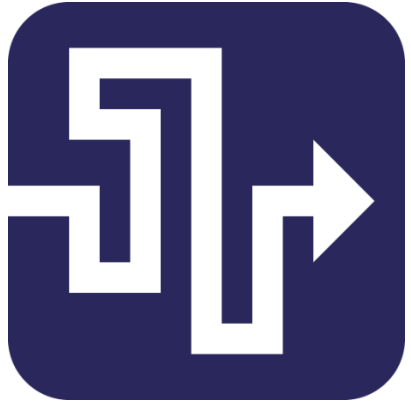
<b>SEMESTER/YEAR</b>	<b>ACTION STEPS</b>
Fall 2017 - ongoing	Seek new professionals.
Fall 2017 - ongoing	Create incentives for new professionals.
Fall 2017	Create a retention plan for highly-qualified staff.

# Develop an approach to hire and retain highly-qualified teachers and staff.



<b>SEMESTER/YEAR</b>	<b>ACTION STEPS</b>
Fall 2017 - ongoing	Review and verify all certifications of professionals.
Fall 2017 - ongoing	Notify professionals of certifications renewals.
Fall 2017 - ongoing	Recommend all teachers and staff necessary training.
Fall 2017 - ongoing	Encourage current professionals to expand teaching certificates.

# Strategy 2



**Create a professional development plan to ensure teachers demonstrate effective instructional strategies to increase student achievement.**



# Create a professional development plan to ensure effective teaching strategies.



<b>SEMESTER/YEAR</b>	<b>ACTION STEPS</b>
Fall 2017	Create a professional development calendar for Fall/Spring based on previous years student data.
Fall 2017	Train staff in use of BISD's Instructional Binder (annually).
Fall 2017	Create and train teachers on a data analysis protocol for summative assessments.

# Create a professional development plan to ensure effective teaching strategies.



<b>SEMESTER/YEAR</b>	<b>ACTION STEPS</b>
Fall 2017 - ongoing	Implement data meetings among professional staff.
Fall 2017	Train and monitor teachers on effective teaching strategies.
Fall 2017-ongoing	Use student data to monitor student engagement and progress.
Fall 2017 - ongoing	Evaluate teachers using walk-throughs and student achievement data.



# Create a professional development plan to ensure effective teaching strategies.



<b>SEMESTER/YEAR</b>	<b>ACTION STEPS</b>
Spring 2018 - ongoing	Review and revise data analysis protocol.
Fall 2019 – ongoing	Train new teachers and update returning teachers on the BISD Instructional Binder, data analysis protocol, and effective teaching strategies.



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Thank You



# FACILITIES

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# Goal



**Burkeville ISD will have facilities that exceed code and are appealing, conducive to learning, and accessible to students, staff, and the community.**

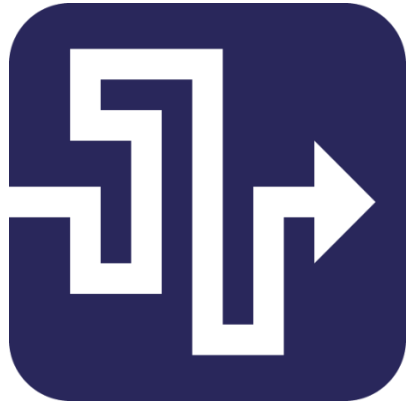
# Objective



**By 2022, 100% of the facilities will be safe, compliant, clean, conducive to learning, and available to the community.**



# Strategy 1



**Develop a security and safety plan for facilities to promote an environment that is conducive to learning.**

# Develop a security and safety plan to promote an environment conducive to learning.



<b>SEMESTER/YEAR</b>	<b>ACTION STEPS</b>
Fall 2017	Create a safety team.
Fall 2017	Create a position of Additional Duty Safety Officer including funding.
Fall 2017	Evaluate and revise PK-12 programs.
Fall 2017	Train staff on emergency procedures (annually).

# Develop a security and safety plan to promote an environment conducive to learning.



<b>SEMESTER/YEAR</b>	<b>ACTION STEPS</b>
Fall 2017 - ongoing	Conduct and evaluate emergency drills (each semester).
Spring 2018	Conduct PK-12 Safety and Security Audit (annually).
Spring 2018	Create an Emergency Management Team.



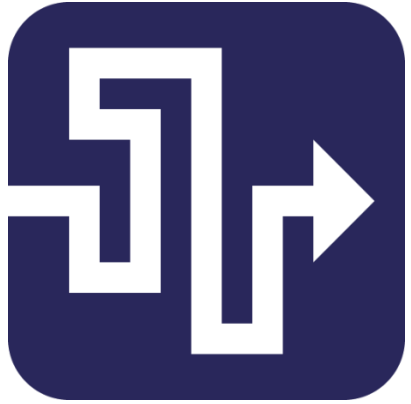
# Develop a security and safety plan to promote an environment conducive to learning.



<b>SEMESTER/YEAR</b>	<b>ACTION STEPS</b>
Fall 2018	Share final Safety and Security Audit report with Board of Trustees.
Fall 2019	Conduct annual review of Emergency Operating Procedures.
Spring 2019	Share final High-Quality Emergency Operations Planning (EOP) review report with Board of Trustees.



# Strategy 2



**Develop a maintenance plan to promote a safe, compliant, clean, and conducive-to-learning environment.**

# Develop a maintenance plan.



<b>SEMESTER/YEAR</b>	<b>ACTION STEPS</b>
Fall 2017	Create a maintenance and custodial team.
Fall 2017 - ongoing	Conduct custodial workload and scheduling analysis.
Fall 2017	Audit existing work order system and Facility Plan.

# Develop a maintenance plan.



<b>SEMESTER/YEAR</b>	<b>ACTION STEPS</b>
Spring 2018	Host annual Community Facilities Tour.
Spring 2018 - ongoing	Continue custodial workload and scheduling analysis.
Spring 2018 - ongoing	Report findings of annual review to the Board of Trustees.
Fall 2018 - ongoing	Conduct annual review of Facilities Plan.



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Thank You



# FAMILY & COMMUNITY ENGAGEMENT

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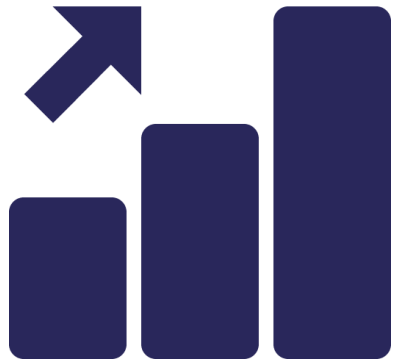
# Goal



**Burkeville ISD will collaborate with families and community members in order to provide educational opportunities to all students.**



# Objective



**By 2022, 100% of the community will have the opportunity to participate in educational planning and decision-making for all students.**



# Strategy 1



**School leaders will actively reach out to parents, students, and community members for dialogue and input.**

# School leaders reach out to parents, students, and community for dialogue and input.



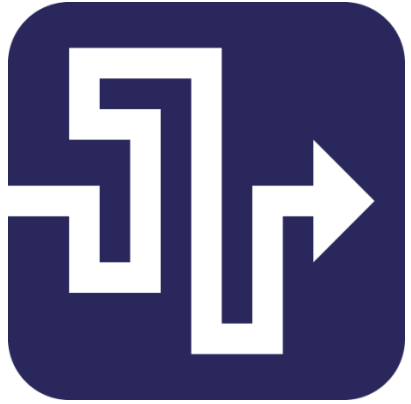
<b>SEMESTER/YEAR</b>	<b>ACTION STEPS</b>
Fall 2017	Create focus groups.
Fall 2017 - ongoing	Create survey to provide community input and send out annually.
Spring 2018	Create and implement an action plan.

# School leaders reach out to parents, students, and community for dialogue and input.



<b>SEMESTER/YEAR</b>	<b>ACTION STEPS</b>
Fall 2018	Host Town Hall Meeting (annually)
Fall 2018 - ongoing	Review and revise focus groups' action plan.
Fall 2022	Host community celebration.

# Strategy 2



**The school, along with the community, will plan and create events and activities for school and community interaction and involvement.**

# The school and community will plan and create events for interaction and involvement.



<b>SEMESTER/YEAR</b>	<b>ACTION STEPS</b>
Fall 2017	Create a community and staff group.
Fall 2017	Identify ways for the community and staff to support Burkeville I.S.D.
Spring 2018	Create a survey and send out to community (annually).
Spring 2018	Create an action plan and revise annually.

# The school and community will plan and create events for interaction and involvement.



<b>SEMESTER/YEAR</b>	<b>ACTION STEPS</b>
Spring 2018	Host a “town hall” meeting.
Fall 2018	Host an annual membership drive.
Fall 2018	Review and revise survey, as needed (annually).

# The school and community will plan and create events for interaction and involvement.



<b>SEMESTER/YEAR</b>	<b>ACTION STEPS</b>
Fall 2018	Evaluate and revise action plan, as needed.
Fall 2018	Host an annual community celebration.
Fall 2022	Host celebration for successful partnership.





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Thank You