

Beebe School District

Dr. Chris Nail, Superintendent

2021-22
LEA # 7302000

District Strategic Plan
(To be revisited every 3 years - June 2024)

District Mission Statement

Beebe School District is committed to providing a safe and equitable community for personal and academic growth.

District Vision Statement

Leading excellence by empowering all Badgers for success.

District Core Values

- **Committed to: Safety, Equity, Growth, and Community.**

Student Achievement - Long Term Goal Statement

Beebe School District is committed to increasing student achievement across all grade levels.

Student Achievement - Action Plan

Action Steps	Evaluation	Target Date(s)
1. Improve 3rd Grade reading levels 2% in the first year then 3% every year following.	<ul style="list-style-type: none">● NWEA Data● ACT Aspire Scores	<ul style="list-style-type: none">● Annually in July
2. Move the annual graduation rate to 95%.	<ul style="list-style-type: none">● Yearly DESE Graduation Rate Data	<ul style="list-style-type: none">● May 2022
3. Raise average district ACT score to 22.	<ul style="list-style-type: none">● Yearly DESE ACT Data	<ul style="list-style-type: none">● May 2023

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Resources - Long Term Goal Statement		
BSD is committed to operating a fiscally sound school district while providing continued support and opportunities in all aspects of operations.		

Resources - Action Plan		
Action Steps	Evaluation	Target Date(s)
1. Move a minimum reserve of \$500,000 to Building Fund 3 each year.	<ul style="list-style-type: none"> Building Fund Balance above \$2.5 million. 	<ul style="list-style-type: none"> Annually in June
2. Monitor staffing to stay under 80% of total district expenditures.	<ul style="list-style-type: none"> Comparison of total number of staff to total district expenditures. 	<ul style="list-style-type: none"> Annually in June
3. Plan future projects/purchases based on projected revenues and expenditures.	<ul style="list-style-type: none"> Availability of Project Funds based on District Revenues and Expenditures 	<ul style="list-style-type: none"> Annually in June

Facilities - Long Term Goal Statement		
The Beebe School District is committed to having first class, well maintained, and up to date facilities, enhancing student safety measures, and utilizing outside funding sources as available.		

Facilities - Action Plan		
Action Steps	Evaluation	Target Date(s)
1. Enhancement of facilities safety measures with a focus on video surveillance, entrance into buildings, and campus lockdown.	<ul style="list-style-type: none"> Yearly audit of safety measures. 	<ul style="list-style-type: none"> Annually in July

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2. Maintain Preventative Maintenance Program and outside facilities audit to determine needs.	<ul style="list-style-type: none"> Yearly audit of program and facilities. 	<ul style="list-style-type: none"> Annually in July
3. Utilize outside funding sources provided by State and Federal agencies.	<ul style="list-style-type: none"> Yearly review of outside funding availability and potential projects. 	<ul style="list-style-type: none"> As Available

Human Resources - Long Term Goal Statement		
<p>The Beebe School District Human Resources Department is committed to recruiting, retaining, and training the best teachers and staff members in the State of Arkansas.</p>		

Human Resources - Action Plan		
Action Steps	Evaluation	Target Date(s)
1. Attend college recruitment events (minimum of 3 per year) with a focus on hiring candidates from underrepresented groups in order for our staff to mirror our student population.	<ul style="list-style-type: none"> Event Attendance Record Staff Demographics 	<ul style="list-style-type: none"> Annually in August
2. Create an "on-board" process for new employees, remain in the Top 10% in the state for teacher pay, and continue to reimburse licensed staff for obtaining advanced degrees.	<ul style="list-style-type: none"> Salary Schedule Comparison 	<ul style="list-style-type: none"> Annually in August
3. Provide meaningful professional development in effective instructional practices, as well as incentives to decrease staff absenteeism.	<ul style="list-style-type: none"> Professional Development Records Staff Leave Records 	<ul style="list-style-type: none"> Annually in August

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Family & Community Engagement - Long Term Goal Statement
Beebe School District is committed to being a district in which all students, caregivers, and stakeholders feel included, informed, and involved in the education process.

Family & Community Engagement - Action Plan		
Action Steps	Evaluation	Target Date(s)
1. Increase parental participation by 5% (Baseline= 2021-22 numbers).	<ul style="list-style-type: none"> ● Event Attendance ● Parent Volunteer Numbers ● Parent Communication Logs (Virtual and In Person) 	<ul style="list-style-type: none"> ● May 2023
2. Provide a complete family resource center, including food, clothing, school-based mental health, and learning resources.	<ul style="list-style-type: none"> ● Visitor numbers broken down by services used. 	<ul style="list-style-type: none"> ● June 2022
3. Ensure all students have at home resources needed to be successful (high priority: internet).	<ul style="list-style-type: none"> ● Internet Access Survey ● Student Success on Virtual Platforms 	<ul style="list-style-type: none"> ● June 2022