

**BAYFIELD SCHOOL DISTRICT 10 Jt-R**  
**STRATEGIC PLAN**



**Adopted May 24, 2012**

## **Introduction**

This document encompasses countless hours of work by the strategic plan committee made up of a broad spectrum of the Bayfield Community. Two full-day community meetings, multiple sub-committee meetings, and four dedicated board meetings contributed to the development of a strategic plan that will focus our efforts to best meet the needs of all of our students as they prepare for their future. The plan is centered around four priority areas: Meeting Individual Student Success and Needs; Exemplary Staff; Increase Student Access to Career and Technical Education Programming; and Co-Curricular/Extra-Curricular Activities Support. In each priority area a guiding vision statement and goals and action steps were created to clarify our direction as a school district. This document will be treated as a living document that will be monitored and adjusted on a regular basis.

We are thankful for the many hours that our strategic plan committee has dedicated to this process. They have identified worthy goals for the school district to be striving for. The Bayfield School District is committed to the realization of these goals and seeks the community's continued support in creating a model education system for every student that walks through our doors.

## **Mission**

Our mission is to provide excellence in academics with student-centered instruction while concurrently maintaining a safe environment which provides all students with the opportunity to develop intellectually, emotionally and physically; assisting them to be productive members of the Bayfield community.

## **Beliefs**

We believe that ignorance is incalculably more expensive than education. We feel that students and staff need to work smart, persevere, be self-motivated and self-controlled to be successful. We also believe that every student, parent, staff member and community member deserves to be heard, respected and dealt with fairly and honestly. We understand the responsibility for providing a rigorous curriculum giving students the 21st century skills they will need in an ever-increasing world-wide competition. We are passionate about an educated populace and consider that nothing of excellence or greatness is accomplished without passion and hard work.

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Vision Statement - Goal and Action Steps

**PRIORITY: MEETING INDIVIDUAL STUDENT SUCCESS AND NEEDS**

**VISION STATEMENT: The Bayfield School District will create a community wide culture of success that results in growth for individual students.**

**Goal Number One: Increase differentiated instruction and programming**

ACTION STEP		OUTCOMES	Responsibility	Completion Date
1	Establish district-wide definition of differentiation. Implement K-12 professional development training on differentiated instruction.	District community has common understanding of differentiated instruction including vocabulary and structural processes. Teachers have a solid skill set for differentiated instruction, and are practicing it effectively in the classroom. Increase in programming opportunities based on student academic needs, interests and learning styles.	Teachers Building Admin. District Admin.	
2	Establish district-wide definition of Response to Intervention (Rti) processes.	District community has common understanding of Rti including vocabulary and structural processes.	Teachers Building Admin. District Admin.	
3	Explore the feasibility of implementing a center-based program within the Bayfield School District.	Accommodate Bayfield's special needs students locally.	Building Admin. District Admin. School Board	

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Vision Statement - Goal and Action Steps

**PRIORITY: MEETING INDIVIDUAL STUDENT SUCCESS AND NEEDS**

**VISION STATEMENT: The Bayfield School District will create a community wide culture of success that results in growth for individual students.**

**Goal Number Two: To foster whole student success by having administration provide academic leadership, resources, and staff accountability**

ACTION STEP		OUTCOMES		Responsibility	Completion Date
1	Explore the addition of 360 degree feedback within the new educator effectiveness evaluation tools.	Improved staff effectiveness and student responsibility.		1338 Comm. Teachers Building Admin. District Admin.	
2	Develop a mechanism for increasing recognition and celebration of student and staff success K-12.	Increased student and staff recognition.		Teachers Building Admin. District Admin.	

**Bayfield School District  
Strategic Plan**

Vision Statement - Goal and Action Steps

**PRIORITY: MEETING INDIVIDUAL STUDENT SUCCESS AND NEEDS**

**VISION STATEMENT: The Bayfield School District will create a community wide culture of success that results in growth for individual students.**

**Goal Number Three: Every student will experience individual success each year.**

ACTION STEP		OUTCOMES		Responsibility	Completion Date
1	Establish a school culture (student to student and teacher to student) that supports and encourages students to challenge themselves and to feel confident in taking risks and fosters social/emotional and behavior support.	Students feel confident in their academic and co-curricular pursuits. Increased positive peer influence to improve student behavior and to create a culture of success.		Students Teachers Building Admin. District Admin.	
2	Establish a school culture that fosters student to student support through academic peer counseling and tutoring.	Increased positive peer influence to improve student success.		Students Teachers Building Admin. District Admin.	

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Vision Statement - Goal and Action Steps

**PRIORITY: MEETING INDIVIDUAL STUDENT SUCCESS AND NEEDS**

**VISION STATEMENT: The Bayfield School District will create a community wide culture of success that results in growth for individual students.**

**Goal Number Four: 100 percent active parent involvement.**

ACTION STEP		OUTCOMES	Responsibility	Completion Date
1	Explore and implement attendance standards that establish a culture of high attendance.	Improved attendance K-12	Teachers Building Admin. District Admin. School Board	
2	Establish mechanisms to improve home and school communication. Increase use of district to parent email correspondence.	Stakeholders receive up-to-date information regarding K-12 programs through an increase in group email lists at the classroom and administrative level as well as communication through teacher web pages.	Teachers Building Admin. District Admin.	
3	Establish a welcoming environment that encourages parents and community members to participate in school activities and events.	Increased participation of parents and community members in school activities and events.	Teachers Building Admin. District Admin.	
4	Identify a volunteer coordinator at each building site to establish volunteer programming.	Increased parent and community involvement that will free up staff time to focus on instruction.	Building Admin. District Admin.	

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Vision Statement - Goal and Action Steps

PRIORITY: EXEMPLARY STAFF

**VISION STATEMENT: The Bayfield School District staff will be provided with, and utilize the tools, skills and incentives to be exemplary.**

**Goal Number One: Increase student/teacher contact time.**

ACTION STEP		OUTCOMES		Responsibility	Completion Date
1	Create a culture of effective instructional time on task everyday throughout the year. Ensure all instructional time after TCAP testing window is closed is used effectively.	Increase effective student/teacher contact time thereby improving students' overall education.		Teachers Building Admin.	
2	Adjust the school calendar to provide additional student contact time.	Student/Teacher contact time will be increased, thereby increasing students' opportunities for learning.		District Admin. School Board	
3	Maintain the Bayfield School District's commitment to reasonable student/teacher ratios based on consideration for age/grade/needs and/or content area being taught.	Optimal class sizes for grades/ages as determined by professional research studies.		District Admin. School Board	



**Bayfield School District  
Strategic Plan**

Vision Statement - Goal and Action Steps

**PRIORITY: EXEMPLARY STAFF**

**VISION STATEMENT: The Bayfield School District staff will be provided with, and utilize the tools, skills and incentives to be exemplary.**

**Goal Number Two: Develop a culture where all staff feel valued.**

ACTION STEP		OUTCOMES		Responsibility	Completion Date
1	Expand partnerships with other agencies to assist with meeting the needs of our changing student population.	Student social/emotional support would be increased, allowing teachers more time to focus on quality instructional approaches.		Teachers Building Admin. District Admin.	
2	Continue a commitment to having a competitive compensation package for all staff and incentives for advanced degrees.	Increase in staff retention rates and qualified applicants for positions.		District Admin. School Board	
3	Create a consistent district wide mentoring program for all new employees.	New district employees will be supported and valued.		Teachers Building Admin. District Admin.	

Bayfield School District  
Strategic Plan

Vision Statement - Goal and Action Steps

*PRIORITY: EXEMPLARY STAFF*

**VISION STATEMENT: The Bayfield School District staff will be provided with, and utilize the tools, skills and incentives to be exemplary.**

**Goal Number Three: Maximize the efficient use of all staff resources.**

ACTION STEP		OUTCOMES		Responsibility	Completion Date
1	Maximize existing resources and reduce teacher extraneous duties.	Increase in time for teachers to plan quality instruction, interventions, and enrichment for all students.		Building Admin. District Admin.	
2	Implement a mechanism to annually gather and use staff input for strengthening school district instructional programs.	Increase in the quality of instructional programs throughout the school district.		District Faculty Building Admin. District Admin.	

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Vision Statement - Goal and Action Steps

**PRIORITY: EXEMPLARY STAFF**

**VISION STATEMENT: The Bayfield School District staff will be provided with, and utilize the tools, skills and incentives to be exemplary.**

**Goal Number Four: Continue, and improve upon, Professional Learning Communities principles and practices.**

ACTION STEP		OUTCOMES		Responsibility	Completion Date
1	Implement methods to embed the structure and time necessary for PLC teams to collaborate in consistent student-centered and solution-focused meetings.	Teachers will be provided dedicated PLC structures and time to fully implement PLC practices.		Building Admin. District Admin.	
2	Ensure that teachers know how to effectively utilize testing data to drive decisions about how to best meet the needs of each individual student.	Increase in the quality of instructional programs throughout the school district.		Teachers Building Admin. District Admin.	
3	Provide teachers with common K-12 support and training in systematic interventions (RtI) and enrichment to best meet the needs of each individual student.	Increase in intervention and enrichment resources for all students.		Building Admin. District Admin.	
4	Implement structures that will allow for the delivery of consistent systematic intervention and enrichment programs.	Provide for more timely and effective approaches to the delivery of intervention and enrichment programs.		Teachers Building Admin. District Admin.	

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Vision Statement - Goal and Action Steps

*PRIORITY: EXEMPLARY STAFF*

**VISION STATEMENT: The Bayfield School District staff will be provided with, and utilize the tools, skills and incentives to be exemplary.**

**Goal Number Five: Enhance professional development opportunities.**

ACTION STEP		OUTCOMES		Responsibility	Completion Date
1	Implement methods of differentiated professional development opportunities that are tied to specific district and school initiatives.	Professional development opportunities will be focused on individual staff member needs.		Building Admin. District Admin.	
2	Implement centralized professional development resource information on school district website.	Bayfield School District website will have up-to-date professional development resource information posted.		Building Admin. District Admin.	

Bayfield School District  
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Vision Statement - Goal and Action Steps

**PRIORITY:** *Increase student access to Career and Technical Education Programming.*

**VISION STATEMENT:** By graduation all Bayfield School District students will have acquired the foundational skills necessary to make self-directed career and life choices by displaying postsecondary and workforce readiness.

**Goal Number One:** Create a culture that places a value on Career and Technical Education (CTE) in the Bayfield School District.

ACTION STEP		OUTCOMES	Responsibility	Completion Date
1	Revise all applicable district documents to clearly indicate CTE programming .	Applicable documents, such as course descriptions and offerings, will utilize CTE vocabulary.	Teachers Building Admin. District Admin.	
2	Explore increasing CTE graduation credit requirements from two to four.	Places emphasis on CTE and 21st Century Skills.	CTE Advisory Building Admin. District Admin.	
3	Explore options of awarding core content credit to specific CTE courses.	Students will be able to receive core content credit for specific CTE courses.	CTE Advisory Teachers Building Admin. District Admin.	
4	Expand certification opportunities within CTE programming.	Students will have the ability to receive certifications within specific CTE courses.	CTE Advisory Teachers Building Admin. District Admin.	
5	Integrate Bayfield School District Technology Education and Counseling Services into CTE Advisory Committee.	Technology programming and counseling services will provide a critical voice to CTE programming, strengthening the CTE culture throughout the district.	CTE Advisory Building Admin. District Admin.	

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Vision Statement - Goal and Action Steps

*PRIORITY: Increase student access to Career and Technical Education Programming.*

**VISION STATEMENT: By graduation all Bayfield School District students will have acquired the foundational skills necessary to make self-directed career and life choices by displaying postsecondary and workforce readiness.**

**Goal Number Two: Provide all Bayfield School District students the opportunity to learn 21st Century foundational skills throughout the curriculum.**

ACTION STEP		OUTCOMES	Responsibility	Completion Date
1	Ensure that School District Individual Career and Academic Plan requirements are current with State recommendations.	Full compliance of all Individual Career and Academic Plan requirements.	Teachers Building Admin. District Admin.	
2	Build into the District Professional Development Plan specific training on the integration of 21st Century Skills into all content areas.	All Bayfield School District staff will have the skills, tools and resources necessary to integrate 21st Century Skills throughout the curriculum.	Building Admin. District Admin.	
3	Create a position and job description for a Postsecondary and Workforce Readiness Coach.	Established need for Postsecondary and Workforce Readiness Coach with clearly defined job expectations tied directly to implementation of Individual Career and Academic Plans.	CTE Advisory Building Admin. District Admin.	
4	Hire a Postsecondary and Workforce Readiness Coach.	Personnel in place to lead students through Individual Career and Academic Plans.	Building Admin. District Admin.	

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Vision Statement - Goal and Action Steps

*PRIORITY: Increase student access to Career and Technical Education Programming.*

**VISION STATEMENT: By graduation all Bayfield School District students will have acquired the foundational skills necessary to make self-directed career and life choices by displaying postsecondary and workforce readiness.**

**Goal Number Three: Provide and promote more diverse Career and Technical Education opportunities for students and community.**

ACTION STEP		OUTCOMES	Responsibility	Completion Date
1	Increase access to on-line programming for more students.	More Career and Technical Education course opportunities provided to students.	Teachers Building Admin. District Admin.	
2	Utilize the Postsecondary and Workforce Readiness Coach to develop community and business partnerships and coordinate community resources and participation.	Expanded opportunities for students to access job coaching, career shadowing, internships, classes and facilities.	PWRC Building Admin.	

Bayfield School District  
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Vision Statement - Goal and Action Steps

**PRIORITY: CO-CURRICULAR/EXTRA-CURRICULAR ACTIVITIES SUPPORT**

**VISION STATEMENT: The Bayfield School District will integrate co-curricular/extra-curricular opportunities in a safe, inviting environment, with a cooperative culture, and supportive policies, facilities, organization and resources.**

**Goal Number One: Develop and execute a master plan for co-curricular/extra-curricular programs and facilities.**

ACTION STEP		OUTCOMES	Responsibility	Completion Date
1	Establish a pre-task force to define steps and actions that will lead to an effective Master Plan.	Organize and prioritize tasks, delegate responsibilities, establish timelines.	District Admin.	
2	Conduct an internal needs assessment.	Understand our starting point: what resources, staffing, scheduling we currently have in place; understand which parts of our programs/curriculum are functioning effectively; which parts are not.	Task Force District Admin.	
3	Create a community-friendly summary report which describes the current state of co-curricular programs/curriculum.	Share and invite community participation.	Task Force District Admin.	
4	Identify target stakeholders; share summary finding with stakeholders.	Conduct outreach to stakeholders.	Task Force District Admin.	



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**VISION STATEMENT:** The Bayfield School District will integrate co-curricular/extra-curricular opportunities in a safe, inviting environment, with a cooperative culture, and supportive policies, facilities, organization and resources.

**Goal Number One:** Develop and execute a master plan for co-curricular/extra-curricular programs and facilities.

ACTION STEP		OUTCOMES	Responsibility	Completion Date
5	Develop and conduct a survey of stakeholders designed to provide feedback on co-curricular strengths and weaknesses.	Analyze the results to be included with the internal needs assessment.	Task Force District Admin.	
6	Identify goals based on survey results.	Provide a list of goals to the board.	Task Force District Admin.	
7	Prioritize goals by systematically analyzing variables such as costs, benefits, staffing, etc.	Make recommendations with a clearer understanding of the costs and benefits associated with each goal.	Task Force District Admin.	
8	Board selects desired goals.	Develop objectives and action plans to address these goals.	School Board	