

Goals & Specific Results continued...

3 Positive Culture

We will establish a positive school and classroom culture by continuously teaching and modeling respect among all students, personnel and community.

- 3.1 Create a behavior management system that will be used consistently at every school level to establish a positive classroom environment.
- 3.2 Provide targeted professional learning opportunities to regulate effective classroom discipline.
- 3.3 Implement a character development plan to establish a positive culture throughout the district.

4 Technology

We will integrate the most up-to-date technology district-wide to enhance student development, growth, and learning.

- 4.1 Create a plan to increase students' access to technology and become a 1:1 district.
- 4.2 Implement a professional, continuous, on-time training program for all staff to ensure the effective integration of technology throughout the district.
- 4.3 Expand course offerings to include advanced courses and technology-based extra-curriculars.

5 Instructional Practices

We will integrate instructional practices that develop learning environments that are applicable to real-world experiences.

- 5.1 External Learning: Provide authentic off-campus experiences that expose all students to real-world opportunities.
- 5.2 Community Education: Implement a collaborative-learning partnership that integrates real-world experiences from the community at all grade levels.
- 5.3 Internal Learning: Create curriculum based on real-world challenges and applications.
- 5.4 Career Pathways: Design specific instructional models aligned to the local career pathways.

6 High Quality Staff

We will recruit, attract, retain, and train diverse, high-quality staff to carry out the district's beliefs, goals, and call to action.

- 6.1 Create a comprehensive plan to recruit staff.
- 6.2 Establish a partnership network that will create community benefits to prospective and current employees.
- 6.3 Implement a comprehensive mentorship program for new and continuing staff.
- 6.4 Implement feedback tools for existing staff to continually monitor and measure engagement.
- 6.5 Provide quality training to meet the professional needs of all staff.

Our Community Inspired **Strategic Design FRAMEWORK**



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Call to Action:

All BCISD Learners are equipped to pursue their limitless futures in an ever-changing, global society.

Beliefs:

Our beliefs about education in Bay City ISD.

- Each student deserves an education comprised of high-quality staff in a safe and inclusive environment.
- All students are worthy of opportunities that offer multiple pathways which are individually and clearly communicated.
- All students have the ability to learn when provided the appropriate relationships and options that are suitable to their needs.
- Every student deserves a place where their needs are met, both academically and emotionally.
- Every student has responsibility in laying a foundation in building their goals and visions that will lead to their success.
- Teachers that focus on students' understanding of material instead of preparing for a test increase student achievement.
- Positive student-teacher relationships and interaction are critical for student success.
- We believe that collaboration among all stakeholders, which honors all voices, creates ownership that drives personal accountability towards education and lifelong opportunities.
- We believe that a district that works in partnership with its community is synergistic.
- We believe that it is necessary to empower families to build a strong personal, educational and social foundation for learners' success.
- Parental involvement in the schools changes the climate of the community as a whole.

Learner Profile:

Our vision for every Bay City ISD learner.

- **Advocate:** Persistent, Inclusive, Determined, Persuasive, Courageous, Defender, Humble, Supportive, Selfless, Motivated, Righteous, Character, Organized, Conscientious
- **Innovative:** Situationally aware, Growth mindset, Open-minded, Persistent, Grit, Deductive, Desire, Collaborative, Curious, Risk-taker, Adaptive, Analytical, Courageous, Reflective, Creative, Demonstrates solution-based performance, Problem solver
- **Communication:** Communicates effectively using all types of media, Communicates effectively verbally and nonverbally, Networks and collaborates with others, Open-minded, Receives and provides constructive criticism, Listens, Confidentiality, Respectful, Seeks clarification, Transparency
- **Teamwork:** Collaborative, Cooperative, Stays connected, Sympathize, Goal oriented, Approachable, Open-minded, Responsible, Listens to others, Respectful, Flexible, Communicative, Partnership, Sympathetic
- **Work Ethic:** Presentation, Uses diverse language, Collaborative, Flexible, Open-minded, Forecasts, Strategic thinker, Accountable, Punctual, Dependable, Completes tasks, Respectful, Responsible, Persistent, Integrity, Meets commitments, Meets deadlines
- **Attitude:** Adaptable, Respectful, Intellectually curious, Lifelong learner
- **Equipped for Life:** Focused, Self-disciplined, Confident, Integrity, Perseverance

The outcomes we desire for students at the end of their time in Bay City ISD.

Learner Outcomes:

- **Academic Growth:**
 - Each learner will achieve academic growth through setting goals that are measured by threshold, target, and stretch outcomes annually.
 - 100% of students will achieve academic growth each year by participating in purposeful and individualized learning on a daily basis.
 - Every student will execute personal goals within an individualized success plan.
- **Positive Relationships:**
 - 100% of students will demonstrate respectful behavior towards their peers and adults daily.
- **Community:**
 - All BCISD students will participate in community service each year.
- **Learning Experiences:**
 - All students will be engaged through hands-on learning, problem solving, and critical thinking each day.
 - Each student will communicate effectively in collaborative settings weekly.
 - All students will demonstrate effective use of instructional technology daily.

What we will accomplish together.

Goals & Specific Results

- 1 **Parent and Community Engagement**

We will engage parents and community members by providing opportunities for developing positive relationships in academic and non-academic settings.

 - 1.1 Create opportunities for parent and community engagement in a low-risk setting.
 - 1.2 Implement a professional development plan for parents to provide resources and educational opportunities.
 - 1.3 Establish a comprehensive system to communicate with parents.
 - 1.4 Expand and facilitate volunteer opportunities.
- 2 **Systematic Approach**

We will develop a systematic approach that builds relationships between students, staff, and parents through a collaborative effort to accomplish our call to action.

 - 2.1 Create a needs assessment to identify gaps in building collaborative relationships.
 - 2.2 Create a comprehensive plan that involves stakeholders.
 - 2.3 Develop ongoing training and learning experiences that foster positive relationships between stakeholders.

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