



Bowie I.S.D

Strategic Plan 2017-2022

TEAM BOWIE!

One Community...One Vision...One Mission...One Spirit...One Family...

Above All, STUDENTS FIRST!



Bowie Independent School District

Strategic Plan 2017-2022

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One Community...One Vision...One Mission...One Spirit...One Family...Above All, STUDENTS FIRST!

<p>CORE BELIEFS The most basic truths about our organization, shared by all stakeholders and guiding all action</p>	<p>We believe:</p> <ul style="list-style-type: none"> ▪ Kids come first ▪ Education is the foundation of our community ▪ The success of each student is the shared responsibility of our students, families, schools, and community ▪ Student-centered actions and decisions are critical to our district's success ▪ A personalized learning experience is necessary to prepare students for their future ▪ A tradition of excellence is our legacy 																
<p>VISION What the world would look like if our beliefs were fully realized...our preferred future</p>	<p>Bowie Schools—A place where everyone strives for excellence and is encouraged, empowered, and inspired to reach their full potential.</p>																
<p>MISSION Describes our central purpose, our reason to exist as a learning organization</p>	<p>In partnership with our parents and our community, it is our mission to promote the intellectual, emotional, social, and physical development and well-being of each student and to create a flourishing environment and educational experience that empowers all students to be successful at their highest level in order to lead a meaningful life in an ever-changing world.</p>																
<p>OPERATIONAL GOALS Statements that define the duties of the District within our four broad areas of work</p> <p>TARGETED OBJECTIVES Specific targets within each operational goal which can be measured over time through a summative process based on the success of multiple strategies over the course of the five-year plan</p>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr style="background-color: #cccccc;"> <td style="text-align: center;">Goal 1</td> <td>STUDENT OUTCOMES Provide a culture of high expectations for individual and collective excellence.</td> </tr> <tr> <td style="text-align: center; vertical-align: middle;">Objectives</td> <td> <ul style="list-style-type: none"> 1.1 Implement measures to ensure vertical and horizontal curriculum alignment of all content areas. 1.2 Develop common systemic processes and components that support optimal implementation of effective instructional practices. 1.3 Implement programs and practices that support the concept of educators as “life changers” and ensure that every child has an advocate in the school system. 1.4 Promote a culture of individual and collective excellence in all school-related and personal endeavors as a foundation for each student setting and attaining post-secondary goals. 1.5 Implement research-based professional development and follow-up aligned to district goals. </td> </tr> <tr style="background-color: #cccccc;"> <td style="text-align: center;">Goal 2</td> <td>LEARNING ENVIRONMENT Provide the necessary support to foster an optimal teaching and learning environment that develops student and teacher excellence.</td> </tr> <tr> <td style="text-align: center; vertical-align: middle;">Objectives</td> <td> <ul style="list-style-type: none"> 2.1 Incorporate district expectations and goals in the hiring process of all new B.I.S.D. employees. 2.2 Develop teacher and student leadership skills to facilitate ownership in the teaching and learning process. 2.3 Provide engaging learning activities to ensure students are actively involved in learning. 2.4 Provide progressive technology infrastructure to stay current with available tools for learning. 2.5 Foster a positive, risk-free learning environment that encourages all students to actively participate, builds trust, and encourages risk-taking during learning experiences. </td> </tr> <tr style="background-color: #cccccc;"> <td style="text-align: center;">Goal 3</td> <td>COMMUNITY AND PARENT ENGAGEMENT Engage parents and the community in positive partnerships that create champions and advocates for Bowie students and Bowie I.S.D.</td> </tr> <tr> <td style="text-align: center; vertical-align: middle;">Objectives</td> <td> <ul style="list-style-type: none"> 3.1 Strengthen positive relationships among all stakeholders through the use of varied communication systems that keep parents, community members, and students informed. 3.2 Cultivate and manage positive community partnerships that are mutually beneficial. 3.3 Establish partnerships to assist students in attaining skills for college and career pathway success. 3.4 Ensure transparency when sharing data and information with district personnel, parents, and the community. 3.5 Create an environment where all parents feel welcomed at B.I.S.D. campuses and at school-related events. </td> </tr> <tr style="background-color: #cccccc;"> <td style="text-align: center;">Goal 4</td> <td>DISTRICT OPERATIONS Manage resources efficiently to ensure that students, parents, and the community receive optimal educational services.</td> </tr> <tr> <td style="text-align: center; vertical-align: middle;">Objectives</td> <td> <ul style="list-style-type: none"> 4.1 Conduct long-term facilities and operations planning, including projected demographic trends. 4.2 Offer competitive salaries and benefits to assist in hiring and retaining quality staff. 4.3 Provide quality resources to support and optimize student learning. 4.4 Explore and secure additional funding options to provide classroom resources. 4.5 Conduct instructionally-driven goals/performance-based budgeting to support positive student outcomes. </td> </tr> </table>	Goal 1	STUDENT OUTCOMES Provide a culture of high expectations for individual and collective excellence.	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Strategic Planning Guide

CORE BELIEFS

The most basic truths about our organization, shared by all stakeholders and guiding all action

VISION

What the world would look like if our beliefs were fully realized...our preferred future

MISSION

Describes our central purpose, our reason to exist as a learning organization

OPERATIONAL GOALS

Statements that define the duties of the District within our four broad areas of work

TARGETED OBJECTIVES

Specific targets within each operational goal which can be measured over time through a summative process based on the success of multiple strategies over the course of the five-year plan

STRATEGIES

Strategic action items located in the district and campus improvement plans that fulfill the work of the targeted objectives and are measured both formatively and summatively

Bowie I.S.D.

MISSION

In partnership with our parents and our community, it is our mission to promote the intellectual, emotional, social, and physical development and well-being of each student and to create a flourishing environment and educational experience that empowers all students to be successful at their highest level in order to lead a meaningful life in an ever-changing world.



VISION

Bowie Schools—A place where all people strive for excellence and are encouraged, empowered, and inspired to reach their full potential.

CORE BELIEFS

We believe:

- Kids come first
- Education is the foundation of our community
- The success of each student is the shared responsibility of our students, families, schools, and community
- Student-centered actions and decisions are critical to our district's success
- A personalized learning experience will prepare students for their future
- A tradition of excellence is our legacy

Bowie I.S.D. Operational Goals



Goal 1

STUDENT OUTCOMES

Provide a culture of high expectations for individual and collective excellence.

Goal 2

LEARNING ENVIRONMENT

Provide the necessary support to foster an optimal teaching and learning environment that develops student and teacher excellence.

Goal 3

COMMUNITY AND PARENT ENGAGEMENT

Engage parents and the community in positive partnerships that create champions and advocates for Bowie students and Bowie I.S.D.

Goal 4

DISTRICT OPERATIONS

Manage resources efficiently to ensure that students, parents, and the community receive optimal educational services.

Bowie I.S.D. Operational Goal 1

STUDENT OUTCOMES

Provide a culture of high expectations for individual and collective excellence.



Targeted Objectives

1.1

Implement measures to ensure vertical and horizontal curriculum alignment of all content areas.

1.2

Develop common systemic processes and components that support optimal implementation of effective instructional practices.

1.3

Implement programs and practices that support the concept of educators as “life changers” and ensure that every child has an advocate in the school system.

1.4

Promote a culture of individual and collective excellence in all school-related and personal endeavors as a foundation for each student setting and attaining post-secondary goals.

1.5

Implement research-based professional development and follow-up aligned to district goals.

Bowie I.S.D. Operational Goal 2

LEARNING ENVIRONMENT

Provide the necessary support to foster an optimal teaching and learning environment that develops student and teacher excellence.



Targeted Objectives

2.1

Incorporate district expectations and goals in the hiring process of all new B.I.S.D. employees.

2.2

Develop teacher and student leadership skills to facilitate ownership in the teaching and learning process.

2.3

Provide engaging learning activities to ensure students are actively involved in learning.

2.4

Provide progressive technology infrastructure to stay current with available tools for learning.

2.5

Foster a positive, risk-free learning environment that encourages all students to actively participate, builds trust, and encourages risk-taking during learning experiences.

Bowie I.S.D. Operational Goal 3

COMMUNITY AND PARENT ENGAGEMENT

Engage parents and the community in positive partnerships that create champions and advocates for Bowie students and Bowie I.S.D.



Targeted Objectives

3.1

Strengthen positive relationships among all stakeholders through the use of varied communication systems that keep parents, community members, and students informed.

3.2

Cultivate and manage positive community partnerships that are mutually beneficial.

3.3

Establish partnerships to assist students in attaining skills for college and career pathway success.

3.4

Ensure transparency when sharing data and information with district personnel, parents, and the community.

3.5

Create an environment where all parents feel welcomed at B.I.S.D. campuses and at school-related events.

Bowie I.S.D. Operational Goal 4

DISTRICT OPERATIONS

Invest resources efficiently to ensure that students, parents, and the community receive optimal educational services.



Targeted Objectives

4.1

Conduct long-term facilities and operations planning, including projected demographic trends.

4.2

Offer competitive salaries and benefits to assist in hiring and retaining quality staff.

4.3

Provide quality resources to support and optimize student learning.

4.4

Explore and secure additional funding options to provide classroom resources.

4.5

Conduct instructionally-driven goals/performance-based budgeting to support positive student outcomes.