

# **BAINBRIDGE-GUILFORD CENTRAL SCHOOL DISTRICT**

## **STRATEGIC PLAN**



**2022-2027**

# Bainbridge Guilford Central School District

## LINKS/Strategic Plan

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### Academics

#### **GOAL 1:**

**Provide a sound educational experience that challenges students to achieve their fullest potential.**

1. Evaluate classroom assessment techniques to ensure that all disciplines are focusing on the

application of critical thinking skills in preparing our students for the future.

Progress: Through walk-throughs, observations, lesson plans, PLC and department meetings, academic team meetings.

2. Increase the offerings of our academic program with consideration of dual credit courses, online learning opportunities, welding, agriculture etc.

Progress: Welding donations from Raymond, fitness classes, SUNY Broome, advanced placement, online learning opportunities, TC3

3. Ensure the curriculum is coordinated both vertically and horizontally.

Progress: Utilized staff development days, pacing guides, align curriculum through shared drives, PLC time, department chairs, Google classroom, common meeting time, Curriculum maps

4. Implement a cohesive, aligned, research-based ELA and math program in grades preK-6.

Progress: BOCES training, PLC times, in house training, use of DCMO BOCES instructional services training and trainers, iReady ELA and math K-8, Letters PreK-3.

## **GOAL 2:**

**Continue to develop and support an exemplary fine arts program and continue to investigate ways to improve and enhance the overall experience of the students.**

Fine Arts:

Increase student involvement as creators, performers, critics, and consumers of fine arts

through expansion of our drama, art, and music curriculum.

Progress: ceramics offered in art, Pep band and Jazz band, Tri-Cities Opera performances, drama club and productions.

Enrichment: Summer art classes for 7-12, summer art field trip for 7-12

Explore options for providing summer enrichment programs for K-6. Explore the idea of pre-K camp. DFS job fair, Hobby fair.

## **GOAL 3:**

**Recruit, hire, and retain qualified and effective teachers and staff.**

1. Assist new teachers with special orientations and ongoing mentoring. New staff orientation, experienced hires, extend mentor program, need substitute training, incorporate a needs assessment (canvas staff for input) for trainings.

2. Develop a school professional development program based on BG staff's identified needs. LINKS, CPI training,

3. Develop a program to show recognition and appreciation for staff's achievements and efforts. Praise and reports at BOE meetings, raffle at faculty meetings, caught you doing something great board, birthday celebrations, pins for years of service, Christmas breakfast, news and notes, Blue and White.

## **GOAL 4:**

### **Create a rigorous academic culture that engages the full community and encourages all students to embrace life-long learning.**

1. Identify ways to inspire students to challenge themselves. AP and dual credit courses, Associates degree program, goal setting, Life Beyond HS, CTE, student 4-year planning, Odyssey of the Mind, Envirothon.

2. Provide alumni and parents an opportunity to become and remain active members of the

Bainbridge Guilford community. Hall of Distinction, Alumni panel, LBHS, Community nights, donation of awards and scholarships by community members, Alumni Association, Blue and White.

3. Provide our students with a broader exposure to global cultures. Progress: Exchange program, Diverse reading material in all classes, develop and implement a curriculum that includes diversity, equity and inclusion.

4. Foster an awareness for students and staff of the impacts that poverty has on our academic community. Student nutrition program, Bobcat Boutique, art shows, job shadowing, internships, school supplies provided by district, (when possible), New Visions, LPP tutoring. Foster an awareness for students and staff of the impacts that diversity has on our academic community. (LGBTQ, race, poverty, mental health, physical abilities)

# **Facilities**

## **GOAL 1:**

### **Develop a Master Plan for the future development of the campus facilities and grounds.**

1. Prioritize the construction of new facilities aligned to the Master Plan.
2. Improve and beautify the appearance of the campus.
3. Identify and prioritize short- and long-term physical plant and technology infrastructure needs.
4. Develop a construction team management system to utilize the talents and experience of the staff and community.

## **GOAL 2:**

### **Seek innovative ways to make the best use of the existing buildings and grounds.**

1. Update the “as built” drawings and documents upon completion of Capital projects.
2. Explore and identify the creation of additional usable space within the current campus buildings and grounds.
3. Plan, prioritize, and project costs for deferred maintenance.
4. Improve lighting in auditorium and sound systems at Greenlawn and Guilford.
5. Create student participatory gardens (consider a partnership with other outside agencies such as Cornell Cooperative Extension).
6. Encourage use of the teacher Catskill Regional Resource Center

### **GOAL 3:**

#### **Continually strive to improve the safety, functionality, energy efficiency, and security of the campus.**

1. Identify and take actions to correct areas of security vulnerability, prioritizing areas to be fixed and improved as soon as needed. (Doors, windows, locks, etc.)
2. Increase indoor and outdoor signage. (There is a need for clearer directions for parking, larger signs, better signage on the building)
3. Incorporate the Raptor, limited access system with the use of identity verification badges and educate the entire school community on the security protocol. (Discussion of difficulty of getting in after hours: accessibility versus safety)
4. Long term systematic/rotational plan for classroom furniture replacement (especially student seating and desks)
5. Clear system for retirement/re-use/recycling of furniture and equipment
6. Consider testing needs when choosing furniture and equipment (size of fold up desks in HS auditorium)
7. System for rotation/replacement of playground equipment (addition of adaptive and sensory equipment)
8. Better heating and cooling system so that classroom temperatures are more conducive to learning.
9. Survey faculty and families regularly regarding technology needs both at home and at school.

#### **GOAL 4:**

**Develop a “Best Practices Guide” with the overall goal of moving toward an environment of sustainability through good stewardship and planning.**

1. Set up a committee that will be charged with seeking grants and cooperative partnerships

that will enhance the energy efficiency of the facilities.

2. Develop a set of policies and procedures that define the following:

a. Who may use facilities?

b. What the facilities may be used for

c. When the facilities may be used

d. Rules for the facility care and upkeep, safety

#### **GOAL 5:**

**Develop a plan to communicate with and support parents**

1. Plan for communication of what is available to their students through school

2. Create trainings for parents on a wide variety of topics (PowerSchool, social media dos and don'ts, cyberbullying, appropriate and inappropriate apps or websites, filters, how your child is using technology at school, guardian access, vaping)

# **Financial**

## **GOAL 1:**

### **Maintain a balanced budget that will provide financial support for the school's short-and-long-term operations.**

1. Maintain a comprehensive 5-year projected budget/fiscal plan.
2. Budget components are now being presented to the board so that each budget area is clearly understood
3. Provide on-going training and support for department chairs so they can most effectively plan for and maintain budgetary stability within their areas of oversight.
4. Involve other areas of the district where budgets are created (i.e. athletics)

## **GOAL 2:**

### **Create additional revenue streams to help supplement and stabilize district expenses/budget.**

1. Progressively build a diverse curriculum appealing to students from other districts. Tuition is \$1000 per year
2. Foster a relationship with neighboring districts to explore common financial ends. (Talking to Afton CSD to coordinate some shared services such as board retreats, health services etc.)
3. Increase sources of operational auxiliary income through facilities rentals and summer programming activities.
4. Look for grants.

## **GOAL 3:**

### **Determine an appropriate reserve fund in order to provide for future operating cash needs.**

1. It is important to increase revenue, which will help us to keep grant funded positions and programs.

## **Professional Development**

### **GOAL 1:**

**Enhance the professional development processes for staff and board members to reflect the ever-changing environment of the Bainbridge Guilford Central School District.**

1. Update job descriptions for the Superintendent and Principals to clearly and accurately reflect each position's accountabilities. (job descriptions for department chairs, assistant principal, district data coordinator, CSE chair, athletic coordinator, director of facilities, director of food services, treasurer, payroll clerk, SRO, educational technology specialist)
2. Publish annual goals for each committee established in consultation with each committee chairperson. (September)
3. Continue to use the LINKS team to create a training and professional development plan to support the district and Board goals in the future.

### **GOAL 2:**

**The Board of Education will make its role in resource development (time, talent, treasure) a priority to ensure the future financial viability of the school.**

1. The Board's role will continue to be defined as policy/planning/fund development. The Board and Superintendent and LINKS committee will annually update the five-year strategic plan and the financial projection.
2. Strengthen the Board structure through continued goal creation and implementation.
3. Involve the Board in professional development opportunities and team building activities and an annual retreat. (SUCO Board training sessions)

### **GOAL 3:**

**Create and strengthen orientation activities for new faculty, staff and board members to enable them to appreciate and participate in the values and mission of the school.**

1. Continue to educate the Board on their role as promoters of the school's mission.

2. The training of Board members will be balanced with expertise of candidates and with

special concern for the orientation of new members.

3. Training and orientation for all new staff. Include an orientation for substitute teachers and aides. *BOCES will do regional training for substitutes and aides as well.*

4. Possible follow-up training sessions for new staff during the school year. Also at least one midyear training session for new substitutes and any new aides as more come onboard throughout the school year. Teachers who have had student teachers could work with new substitutes and aides.

### **GOAL 4:**

**The school's administrative structure and composition will ensure accountability for the coordinated implementation of the strategic plan.**

1. The strategic plan is to be championed and assessed by the Board, in cooperation with

the Superintendent, with an annual audit, review, and renewal.

2. Develop a plan to select future Board trainings in alignment with the priorities identified

in the strategic plan. (The board has brought in a trainer each year to train on topics that were shown as needs via survey of board members.)

3. Structure bi-annual meetings of the administrative team to assure oversight of the

strategic plan implementation.

# Technology

## **GOAL 1:**

### **Annually review and update the school technology plan.**

1. Secure and maintain funding sources to support the school's technology efforts.
2. Continue to ensure the school buildings have reliable network infrastructure.
3. Upgrade existing infrastructure and resources to support all working and learning environments, as well as the learning needs of students.
4. Utilize funds and resources to continue being a 1:1 district.
5. Continue integrating sophisticated technology in support of teaching and learning opportunities.

## **GOAL 2:**

### **Provide teachers with the current technological tools and the training necessary to fully utilize them to allow for classroom instruction to enhance the learning environment.**

1. Ensure all faculty are trained to use new academic technology resources.
2. Provide instructional technology hardware for use in curricular integration, record-keeping,  
and stakeholder communications.
3. Secure educational software to enhance and improve the curriculum.
4. Provide educational technology support through the creation of building specific educational technology specialists.
5. Create and maintain instructional educational technology website for staff use.

## **GOAL 3:**

### **Engage and empower students to become more active participants in the learning experiences that are relevant to their lives and the global marketplace.**

1. Investigate establishing a student technology team.
2. Increase student experiences with online courses.
3. Implement standards and learning objectives using technology in all content areas.