



# Strategic Plan

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**Adopted by Board of Education May 26, 2005**

### **Beliefs...fundamental convictions and basic values.**

- We believe that:
- All people have intrinsic worth.
- All people can learn.
- High expectations are necessary for maximum learning.
- Learning is a life-long process.
- Involvement enhances learning.
- Obtaining an education is honorable and valuable.
- A safe, supportive, and trusting environment is essential for learning.
- People are responsible and accountable for their actions.
- The common core values of honesty, responsibility, and respect are essential.

### **Mission...statement of system purpose and critical means.**

The mission of the Belton School District is to encourage, challenge and engage all students in the development of knowledge, skills and attitudes that will prepare them to become lifelong learners and contributing members of society.

### **Parameters...guidelines for individual and system behavior.**

- We will make all decisions based on our mission statement.
- We will not compromise high standards.
- We will focus on what is best for students.
- We will not tolerate violence, disrespect, harassment, intimidation, or retaliation.
- We will invite, respect, and consider all input.
- We will not give up on any student.

### **Strategic Objectives...visionary results vital to accomplishing the mission.**

- All students will establish an educational plan and graduate on time.
- All students will demonstrate the common core values established by the community emphasizing respect for themselves, others, and property.
- All students will meet or exceed established state and community academic standards.
- All students will execute an exit plan and become lifelong learners and contributing members of society.

*Note: Although these strategic objectives are lofty and perhaps even unattainable, they are long-range aspirations for which we will continually strive.*

**Strategies...commitments to focus system capacity to accomplish the mission and objectives.**

**Strategy #1 - We will ensure that all students meet or exceed federal and state performance standards.**

1. Identify technology and technological resources available within the district and monitor their implementation with the curriculum.
2. Utilize data driven instruction and measure student achievement across the curriculum at all levels.
3. Utilize all curricular areas of study to meet AYP (Adequate Yearly Progress) goals.
4. Facilitate research-based instructional and philosophical consistency throughout the district that challenges all learners.
5. Facilitate district vertical and horizontal collaboration with emphasis on student achievement, curriculum development, instructional strategies, and alignment across all campuses.
6. Maximize student achievement through instructional leadership.
7. Implement ongoing common assessments PK-12 that are aligned with state standards.
8. Implement a district-wide structure of weekly, job-embedded professional development to increase teacher effectiveness.<sup>1, 2</sup>
9. Implement comprehensive at-risk programs to include early identification, ongoing continuous monitoring, and research-based intervention strategies at all levels.

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<sup>1</sup> Accept with stipulation that we will do and not detract from the educational plan.

<sup>2</sup> Also see Strategy #4-7

**Strategy #2 - We will engage all students preK-12 in activities/athletics to enhance learning, promote a winning attitude and assist in graduating on time.**

1. Establish a model school-community partnership that fosters improved communication and involvement of all students, parents, staff, and community stakeholders.
2. Establish a district-wide staff involvement plan. Cross reference 3-7
3. Implement increased opportunities for co-curricular activities in pre-K through 12.
4. Create systems that will provide needed funding and resources for co-curricular activities.
5. Develop district-wide pride by establishing a partnership between the schools and community.<sup>3</sup>

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<sup>3</sup> Also see Strategy #3-7

**Strategy #3 - We will actively promote and expand parent/community involvement, collaboration, and communication.**

1. Form and utilize a Public Information Team to increase the level of community involvement.
2. Promote staff and student involvement in community organizations and philanthropic endeavors
3. Celebrate student accomplishments throughout the community.
4. Expand opportunities for school community partnerships.
5. Maximize the use of technology, media, and written publications to promote community awareness.
6. Provide information and services to the ESL community.<sup>4</sup>
7. Promote Pirate Pride throughout the district and community.<sup>5</sup>
8. Foster and promote friendly and welcoming atmosphere.

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<sup>4</sup> Suggested “possibility of 2-way linguistics mentor

<sup>5</sup> Also see Strategy 2-5

**Strategy #4 - We will recruit and retain the highest quality faculty and staff while ensuring meaningful professional development.**

1. Establish a career path program to identify and promote field experiences for Belton students interested in teaching as a profession.
2. Create a fellowship program with selected colleges and universities to actively recruit for placement of student teachers.
3. Establish a systematic 3-year mentor program for beginning teachers as well as mentoring support for all staff as needed.
4. Establish a program that promotes the recruitment of minorities at all levels and males at the elementary level.
5. Enhance the district website related to human resources information.
6. Develop and maintain competitive salary schedules for all staff that compensates for training, experience, and longevity that is comparable to surrounding school districts.
7. Provide regular job embedded, data driven professional development opportunities for all teachers building and/or district-wide.<sup>6</sup>
8. Provide regular job embedded job specific professional development and/or mentor opportunities for non-certified staff.
9. Implement an incentive program for National Board Certification which includes, but is not limited to monetary recognition.

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<sup>6</sup> Reference Strategy #1-8

**Strategy #5 - We will provide and maintain high quality facilities incorporating state of the art technology and security.**

1. Refresh the District Master Facilities Plan to include input from all major stakeholders.
2. Renovate existing facilities to standards of high quality.
3. Complete all current bond projects and provide for needs of future growth.
4. Implement a technology plan which addresses the instructional, administrative, and security needs of the district.
5. Develop and implement a district comprehensive safety plan in collaboration with local emergency service providers, incorporating current best practices.