

# BLOOMFIELD SCHOOL DISTRICT

## Five Year Strategic Action Plan

Adopted July 10, 2012

# Bloomfield School District Strategic Action Plan

## Vision

To educate our students to be responsible, productive members of a culturally diverse world.

## Mission

To be a quality learning community focused on the needs and goals of our students.

## Core Values

- Educational excellence and achievement
  - Cultural diversity
  - Dignity and respect
- Education as a shared community responsibility
  - Safe and equitable environment
    - Accountability
  - A spirit of customer service

# Strategic Objectives

## LEARNING – ENVIRONMENT - OPERATIONS

### LEARNING

Learning will focus on the needs and goals of our students.

#### Academic Priorities

Bloomfield Schools continues to align its curriculum with the New Mexico Common Core State Standards (CCSS).

1. Educational Plan for Student Success (EPSS) ensures that all students, at every grade level, are prepared for graduation by differentiating instruction and will be driven by the “Four Questions”:

#### Action Plan

1. What do we want students to learn?
2. How do we know students have learned?
3. What do we do if students have not learned?
4. What do we do if students have learned?

To achieve the EPSS goals, the District will utilize:

- The Response to Intervention (RtI) framework to provide student support at each Tier Level.
  - Tier I – Core Curriculum
  - Tier II – Student Assistance Team (SAT)
  - Tier III – Special Education (SPED)
- Student Enrichment
  - When “students have learned” they will receive expanded opportunities at the tier level.
- Short Cycle-Assessments, Common Formative/Summative Assessments, and annual State-Mandated Assessments, which provide multiple measures of student progress.
- Professional Learning Communities (PLCs) will conduct in depth and ongoing reviews of the data.

2. Professional Learning Communities (PLCs) are mandated in every school to impact student learning.

#### Action Plan

- PLCs must answer the following “Four Questions” for every student
  1. What do we want students to learn?
  2. How do we know students have learned?
  3. What do we do if students have not learned?
  4. What do we do if students have learned?

3. English Language Arts

#### Action Plan

- Continue to refine and create Common Formative/Summative Assessments for all grades.
- Based on the State-Mandated Assessments, each school will increase English Language Arts proficiencies 3% annually, until grade-level proficiency is achieved by all students.

4. Mathematics

#### Action Plan

- Continue to refine and create Common Formative/Summative Assessments for all grades.
- Based on the State-Mandated Assessments, each school will increase Mathematics proficiencies 5% annually, until grade-level proficiency is achieved by all students.

5. Science/Social Science

#### Action Plan

- Continue to refine and create Common Formative/Summative Assessments for all grades.
- Based on the State-Mandated Assessments, each school will increase Science and Social Science proficiencies annually until grade-level proficiency is achieved by all students.

6. Graduation Rates

#### Action Plan

- Graduation rates will increase 2% a year, from prior year’s rate as based on State Reports.

7. Parental Involvement

#### Action Plan

- Communication to parents/guardians will be timely, precise, and professional at all times.
- Maintain compliance with all Federal/State parent notification requirements.
- School Advisory Councils in all buildings.
- Response to Intervention (Tiers I, II, III)
  - Parent Teacher Conferences
  - Parents/guardians are encouraged to be actively involved in their students’ social and academic progress.
- Parent Teacher Organizations

- Parents/guardians will have the opportunity to partner with schools to ensure student success.
- Volunteers
  - Volunteerism is supported by the District.

## 8. Community Outreach

### Action Plan

Develop plans to enhance programs and activities in athletics, fine and performing arts, technology, and agencies to build bridges between the schools and the community.

- Community use of school facilities subject to Board Policy
- Clinics for student activities
- Partnerships between community organizations and school programs
- Informing students and guardians about community opportunities
- Volunteers

## 9. ELL (English Language Learners)

### Action Plan

- Teacher Prep (TESOL)
  - All new teachers will have TESOL endorsement or will actively pursue course work to achieve their TESOL endorsement.
    - 80% of all teaching staff will have TESOL endorsements by June 2017, regardless of subject area
    - Every teacher is responsible for teaching English Language Acquisition to identified English Language Learners as demonstrated by student proficiency in common assessments and the New Mexico language proficiency test.

## 10. Special Education – Tier III

### Action Plan

- The administrator(s) at each school are responsible for all special education services in accordance with the identified needs of the student and the individualized education plan.
- Tier III students, including gifted students, will demonstrate academic growth consistent with their typical peers.
  - Individualized Educational Plans (IEP's) will use Specific, Measureable, Attainable, Relevant, and Timely (SMART) goals that are based on individual student needs and include parental input.
  - Tier III students will receive grade appropriate, standards-based curricula.
  - All student needs are considered at the IEP meetings regardless of the available programs.

# ENVIRONMENT

Our district's culture will support student safety and wellbeing.

## Priorities

- Comply with State Wellness Regulations delineated in Bloomfield Schools District Wellness Policy.
- Maintaining nurses/health aides at all buildings.
- Develop a Safety Committee (under the Safety Coordinator).
  - Conduct annual Site Inspections and Repairs.
- Provide training to staff and students on fire safety, first aid, intruder, AED's, CPI, and CPR.
- Implement State guidelines for anti-bullying and behavior support programs
- Extra-Curricular Activities and Events
  - Assure consistent policies/procedures are in place to provide for ethical behavior and good citizenship for all activities and all participants (parents, students, staff and fans).
  - Includes all entities using Bloomfield Schools' facilities.

# OPERATIONS

Operations support the Mission and Vision of the District by providing operational services, focusing on quality customer service, while adhering to applicable laws, standards, and policies.

## Priorities

- Finance
  - Conduct business in accordance with Generally Accepted Accounting Principles (GAAP) and State requirements.
- Technology Services
  - Supports all students, staff, and community members in using technology to enhance learning while streamlining our working environments to better plan for future needs.
  - Maintain and report data in compliance with applicable regulations.
- Maintenance
  - To assure safe, clean, well-maintained buildings and grounds for students, staff, and the community.
- Student Nutrition Program
  - Provide nutritionally appropriate meals and increase enrollment in lunch programs for students and staff in compliance with applicable laws and regulations.
    - Push to improve return on lunch forms to 80%, or higher.
- Transportation
  - Provide safe and reliable transportation services to support educational and activities programs to increase ridership to 80% of possible riders.
    - Reduced congestion at school drop-off.
    - Reduced time on the bus (more busses in service).
    - Reduced tardies.
- Human Resources
  - Assure that the District has a workforce with the qualifications necessary to carry out the District mission.
  - Provide workplace training and mentoring for staff.
  - Coordinate employee benefits

# Strategies Appendix-updated 4/14/14

(From previous Strategic Plan)

(Indicated in blue capital letters under each strategy is the Strategic Objective category the previous strategy can be found in the current plan.)

- 1.1 Learning strategies will be considered in all district decisions that impact staff and students.  
LEARNING-ongoing/embedded
- 1.2 Establish systemic processes to increase student motivation and achievement.  
LEARNING-completed
- 1.3 Communicate online professional development opportunities for staff.  
LEARNING and OPERATIONS-function of current teacher evaluation system
- 1.4 Develop an efficient protocol to troubleshoot problems and coordinate software use at each site.  
OPERATIONS-completed
- 1.5 Develop a partnership with area businesses to ensure workplace readiness.  
LEARNING-embedded
- 1.6 Design and implement a district wide, integrated, progressive technology skills program that is grade level appropriate. (Reexamine – teach technology skills, not technology curriculum.)  
LEARNING and OPERATIONS-completed
- 1.7 Each site will coordinate district wide a calendar of celebrations and community events to create an engaging school culture.  
LEARNING and OPERATIONS-ongoing
- 1.8 Build in flexible scheduling for classes, activities and learning academics. (i.e., early morning, late afternoon, evening, Saturday, and/or vacation breaks)  
LEARNING and OPERATIONS-completed
- 2.1 Provide in-service training to all staff on fire safety, first aid, and CPR.  
ENVIRONMENT –expanded and completed
- 2.2 Provide a nurse or health assistant at every school site daily.  
ENVIRONMENT-completed
- 2.3 Require visitors to present a valid ID card of document to office personnel prior to receiving a visitor’s pass.  
ENVIRONMENT-expanded and completed
- 2.4 Train for awareness of district and building policies for substitute teachers at each site.  
OPERATIONS-ongoing
- 2.5 Establish effective approach to anti-bullying.  
ENVIRONMENT-State-mandated



- 3.1 Implement professional development directed toward improving student literacy PK-12  
LEARNING-completed and embedded
- 3.2 Review stipends for relevancy.  
LEARNING and OPERATIONS-ongoing
- 3.3 Provide information about local health oriented centers and clubs.  
OPERATIONS –completed
- 3.4 Provide and Employee Assistance Program (EAP).  
OPERATIONS-completed
- 3.5 Include budget and Board meeting information on web site.  
OPERATIONS-completed
- 3.6 Establish information and dialogue meetings with superintendent/administrators and school staff.  
OPERATIONS-ongoing