



Brighton Action Model for Success (BAMS)

**A blueprint for continued improvement of Brighton Area Schools
December 2015-June 2020**

Proposed Completion Date: December 2015

Mission Statement

Brighton Area Schools, together with our community will engage every student in a quality learning experience, empowering each student to become a thoughtful, lifelong learner in an environment of mutual trust and respect.

Vision Statement

Learning For Life

Dear Brighton Area School District residents and employees:

In the spring of 2015, the Brighton Board of Education developed the Brighton Area Schools strategic plan – a comprehensive 5 year Strategic Plan that will provide direction and priorities for the Brighton Area Schools community.

The Brighton Area Schools Strategic plan was adopted by the Board of Education in December of 2015, and will serve as a blueprint for continuous improvement of educational opportunities for all students through June 30, 2020. The development process began over a year ago as the Superintendent and his team met with community and school focus groups and surveyed Parents, Staff, Students, and Community members to determine strengths and needs in the areas of Purpose/Direction, Governance/Leadership, Teaching/Learning, Support Systems, and Continuous Improvement. The Board of Education also requested a thorough S.W.O.T Analysis and local Curriculum Planning Surveys to prioritize needs. Results of this analysis work can be found by clicking on the school improvement button on the BAS website (www.Brightonk12.com). Following the tabulation of results, the Board of Education and administrative team began the challenging process of writing the short-term, long-term, and ongoing goals that define Brighton Action Model for Success (BAMS).

The Brighton Board of Education is pleased to present our goals to you in this action plan. We believe this plan will be instrumental in maintaining and enhancing our district’s exemplary educational programs, as well as strengthening our tradition of excellence through the successful partnership between a quality community and a quality school system.

Sincerely,

Jay Krause
President of the BAS Board of Education

Greg Gray, Ph.D.
BAS Superintendent

Governance and Leadership

Brighton Board of Education's Promise

We have been elected by the members of our community and choose to serve our fellow citizens to deliver the best possible programs and services to our children.

Therefore, we Promise that:

We will serve with pride. We have been given the opportunity to make a difference in the lives of children and the quality of life in our community, and we are proud to accept that challenge.

We will treat students, parents, citizens, staff, guests, vendors, and fellow board members inside and outside of the board room with dignity and respect.

We will be informed, knowledgeable and prepared before making decisions that affect the education of students. We will stay up-to-date so that our decisions will be based on the most recent information. We will model our belief that learning is a lifelong process.

We will do our part to work as a team with administrators, teachers, support staff, parents, students and citizens to create a positive learning atmosphere.

We will use appropriate communications and referral to the proper channels for consideration of concerns and suggestions.

We will be enthusiastic and energetic in our support of the work in our schools by students, staff and volunteers.

We will represent and reflect all segments of the community and base our decisions on sound policy and ethical principle that is in the best interest of all students.

We will endeavor to maintain our governance and policy-making role, protecting the autonomy of the district administration for implementation and operation.

BAS Board of Education: 2015-2016

Mr. Jay Krause, *President*

Dr. David Chesney, *Vice President*

Mrs. Beth Minert, *Secretary*

Mr. Ken Stahl, *Treasurer*

Mr. Andy Burchfield, *Trustee*

Mr. John Conely, *Trustee*

Mr. Bill Trombley, *Trustee*

BAS Board of Education Guiding Values and Beliefs:

Commitment

We envision our school district as an exemplary organization whose priority is to seek high academic standards, increase academic achievement, and develop our students' lifelong learning skills.

Community

We believe in fostering a collaborative learning environment that encourages a partnership with the community.

Confidence and Trust

We envision a school district that inspires the confidence and trust of the community and encourages the support of public education. We will provide evidence of our students' accomplishments to affirm our effective use of the community's investment.

Change

We envision a school district that anticipates and has the ability to manage change. We will maximize student learning by initiating responsible strategies to prepare students for the world of tomorrow.

Cost and Stewardship

We believe in the responsibility to be trustworthy stewards of the financial resources provided to us. We will optimize those resources to enhance educational opportunities for students and the quality of life for our community.

Board of Education Goals:

1. Compile board officers' description of duties and develop typical yearly calendar to assist future board leadership.
2. Reaffirm ongoing board professional development, including Michigan Association of School Boards (MASB) training, and explore other relevant professional development.
3. Continue to survey the community and utilize the information for data driven decision-making.
4. Increase the Board of Education's involvement with liaison appointments.
5. Monitor and assess student academic achievement through ongoing reports.
6. Support training and professional development of BAS leadership.
7. Continue to attract and retain highly qualified administrators.
8. Cultivate programs that enhance student achievement and character development.
9. Monitor and influence governmental issues concerning public schools.

Teaching and Learning

BAS Shared Beliefs about Teaching and Learning:

- *We believe that every member of the BAS community is a lifelong learner*
- *We believe that all students can learn and are entitled to a quality education*
- *We value a strong, positive home and school connection*
- *We believe that students learn best in safe environments where adults model respect and responsibility*
- *We value a developmental, growth-oriented and student-centered approach to teaching and learning*
- *We believe that in order for students to grow they must be actively engaged in their own learning*
- *We believe in the creative nature of learning through collaboration, risk-taking, and dynamic thinking*
- *We believe that assessment should be focused, intentional and used to improve teaching and learning*
- *We believe that instruction should be rooted in research based best practices supported by professional learning expectations and opportunities.*
- *We value a high performance learning culture and a strong sense of accountability for all stakeholders*

GOALS

1. Improve consistency and quality of instructional practice.
2. Improve consistency and quality of assessment practice.
3. Improve consistency and quality of curriculum/program development model.
4. Improve consistency and quality of conditions that support learning.
5. Improve and expand student learning opportunities.
6. Improve consistency and quality of BAS Continuous Improvement Model.

STRATEGIES:

1. Improve consistency and quality of instructional practice.

1.1 Pilot new professional development (PD) model (30-50 hours of PD opportunities) for designated Best Practice instruction:

- a. Assessment Literacy (clear expectations/targets; growth mindset)
- b. 21st Century Learning (Critical Thinking, Creativity, Collaboration, Communication; Making Thinking Visible)
- c. Readers/Writers Workshop; Reading Apprenticeship/Academic Literacy
- d. Instructional Technology (i.e. Promethean, Safari-Montague, Illuminate)

1.2 Expand Instructional Rounds Peer to Peer PD (initiated at Maltby & Scranton in 2014-2015) to grades K-4 and BHS/Bridge.

1.3 Develop standards of instructional practice by level linked to Teacher Evaluation model.

1.4 Enhance opportunities for the infusion of new technology to increase student engagement.

2. Improve consistency and quality of assessment practice.

- 2.1 Continue common assessment work at all levels (Quarterly Assessments/Unit Assessments).
- 2.2 Building level training in Illuminate (Data Management System and online testing system).
- 2.3 Implement state interim online assessments for grades K-8; PSAT testing for grades 9-10.
- 2.4 Implement online M-Step testing grades 3-8 and grade 11.
- 2.5 Ensure time for staff to analyze assessment results to improve instruction (30 hours of PD; Common Planning Time for grades K-4).
- 2.6 Continue Report Card model revision work by level, including standards linked performance rubrics.
- 2.7 Develop standards of assessment practices by level that are linked to Teacher Evaluation.

3. Improve consistency and quality of curriculum/program development model.

- 3.1 Create 5-year Curriculum Review Plan including projected budgets.
- 3.2 Continue Science Curriculum Review/Alignment work including exploration of STEM/STEAM curriculum materials and instructional approaches grades K-8. Select pilot materials for 2016-2017.
- 3.3 Conduct internal reviews by level to ensure student-centered/quality offerings, efficient scheduling, and effective outcomes.
- 3.4 Develop staff compensation model for grades K-12 vertical alignment work, and writing / developing /publishing district curriculum.

4. Improve consistency and quality of conditions that support learning.

- 4.1 Continue Special Education Delivery Model work (initiated in 2014-2015) focusing on explicit best practice and increased accountability.
- 4.2 Assess/develop/strengthen Response to Intervention (RtI) programs by level for efficiency and effectiveness.
- 4.3 Develop monthly grades K-6 Health Curriculum Themes (MI Model for Health) and provide support for grade level health curriculum alignment work.
- 4.4 Assess/develop/strengthen social emotional curriculum and support programs by level.
- 4.5 Build teacher-student mentor program (every student in grades K-12 has one staff member advocate who supports the student's success)

4.6 Support high quality services for English Language Learners (ELL).

5. Improve and expand student learning opportunities.

5.1 Implement World Language(WL) at grades 3 and 4 across the district; expand WL opportunities at grades 5 and 6; assess WL offerings at grades 7 and 8.

5.2 Initiate a Technology/Media special for grades K-6.

5.2 Initiate a Strings course/program for grades 5-8.

5.3 Expand A World in Motion (AWIM) to include elementary schools.

5.4 Expand the current 2-3 week Title I Summer School to a summer long program.

5.5 Develop academic program offerings.

5.6 Continue to build/expand Career Technical Education (CTE) offerings at BHS and Scranton MS.

5.7 Develop Work/Study (co-op) for Credit program and summer internship program for BHS/Bridge students.

5.8 Develop blended learning (online & classroom learning) program at the Bridge HS.

5.9 Develop and enhance our enrichment course offerings.

6. Improve consistency and quality of BAS Continuous Improvement Model.

6.1 Develop system for training staff in Illuminate and in analyzing/using data to improve instruction (through root cause analysis and action planning)

6.2 Develop PD model that fosters self-reflection and deep thinking about professional practice.

6.3 Strengthen transition model that supports success for students and staff moving to a new level (induction program for staff, kindergarten readiness, grades 4 to 5, 6 to 7, 8 to 9, life skills for graduating seniors)

6.4 Develop and implement expectations for exemplary professional practice at all levels (administrators, support staff, etc.).

Resources and Support Systems

Finance

GOALS

1. Maintain a well-defined budget process and balanced budget.
2. Maintain and establish fund equity per board policy/state requirement.
3. Establish a capital projects fund.
4. Maintain financial strategy as a consistent goal and dialogue.

District Operations and Facilities

GOALS

1. Establish a capital improvement plan.
2. Develop a facility utilization/scheduling plan.
3. Define community use of district property.
4. Maintain and enhance a safe and secure school district.
5. Maintain high standards and expectations for all district facilities.

Communications

GOALS

1. Establish a progressive media, marketing and public relations plan to promote the district.
2. Maintain and enhance community and stakeholder engagement and feedback.

Sense of Community

GOALS

1. Maintain and enhance a collaborative partnership with community businesses, and governmental stakeholders.
2. Maintain and enhance a collaborative partnership with alumni, boosters and student activity clubs.
3. Develop and redefine goals and opportunities with the Brighton Area Schools Foundation (BASE).

Human Resources

GOALS

1. Formalize district staff hiring procedures and exit survey process.
2. Review and update district administrative decision-making model and flow chart (hiring process).
3. Revise school-year calendar to meet the needs of our community.
4. Develop a secured intranet for Brighton Area Schools to maintain district forms and policies
5. Develop a district Leadership Training Program.
6. Continue to manage the cost of district employee benefit programs.
7. Review and improve the plan to attract and retain highly qualified staff.

Special Services

GOALS

1. Continually update the wellness policy to address staff and student healthy life choices.
2. Improve the effectiveness of district transportation programs.
3. Evaluate and improve early intervention programs, including Tot Spot and JK.
4. Evaluate and improve the district community based instructional program for secondary special education.
5. Enhance the transition program in conjunction with LESA for post-secondary students with special needs.
6. Continue to improve student offerings for students at all academic abilities at the secondary level.
7. Add additional hours for support positions at the elementary level.
8. Continue to train staff to ensure compliance with federal, state, and other rules and regulations.

Co-Curricular

GOALS

1. Develop a co-curricular handbook for all supervisors.
2. Study and promote the future expansion/realignment plan for the high school and middle school in the KLAA Conference.
3. Develop/monitor a plan to increase the promotion of athletics.
4. Monitor the plan for shared facilities between Brighton Area Schools and the area youth organizations.
5. Develop a plan to address future growth of the high school co-curricular programs.
6. Provide staffing to meet the needs of district music programs when funding is available.
7. Increase opportunities for all students to participate in co-curricular activities, including community services.
8. Strengthen our commitment to exemplary sportsmanship behavior, emphasizing respect for all.
9. Monitor and promote the academic standards of all students involved in co-curricular activities.
10. Collaborate with area school districts, local businesses, and booster clubs regarding fiscal needs of the co-curricular programs.