<table>
<thead>
<tr>
<th>Time</th>
<th>Event Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>7:45 - 8:30</td>
<td>Teacher Plan Time</td>
</tr>
<tr>
<td>8:30 - 8:45</td>
<td>Break</td>
</tr>
<tr>
<td>8:45 - 9:45</td>
<td>Dr. Roberts’ Strategic Kick Off with Discussion Questions (all staff including building/office staff)</td>
</tr>
<tr>
<td>9:45 - 10:00</td>
<td>Break</td>
</tr>
<tr>
<td>10:00 - 11:20</td>
<td>UDL/PBIS Connection</td>
</tr>
<tr>
<td>11:20-11:30</td>
<td>Dr. Roberts’ wrap up - LIVE</td>
</tr>
<tr>
<td>11:30 - 12:30</td>
<td>Lunch (all buildings break at this time)</td>
</tr>
<tr>
<td>12:30 - 3:15</td>
<td>Building/Department Work Time</td>
</tr>
</tbody>
</table>
OUR APPROACH

STRATEGIC PLANNING PROCESS

- Sought community feedback on BCSC strengths, areas for growth, and direction
- Identified our Initiatives, Programs, and Methods
- Finalized Strategic Plan

- Developed our Strategic Direction (Mission, Vision, Beliefs)
- Sought additional stakeholder feedback
- Launched Strategic Plan beginning Fall 2021

INFORMED BY

19 Focus Groups
1,789 Surveys
6 Design Workshops

BCSC Strategic Plan Overview
OUR CORE BELIEFS

• We all can rise to the challenge of high expectations.

• Learning is most effective when we have choice, flexibility, and see relevance.

• We thrive when our physical, social, and psychological needs are met.

• Our community and school district are stronger when we partner with one another.

• We flourish because of the diversity and variability in our community.

• Our democracy and democratic institutions are strengthened by civic-minded citizens.

OUR VISION

BCSC is THE CHOICE to learn, work, and play.

OUR MISSION

We develop expert learners by partnering with our community to invest in people.
OUR FOCUS AREAS

Excellence & High Expectations

Healthy, Safe, & Welcoming Environments

Pathways to Success

BCSC Strategic Plan 2026
Excellence & High Expectations

BCSC prepares expert learners through an equitable system of high-quality curriculum, resources, and educators.
A. ENSURE EQUITABLE ACCESS & ACHIEVEMENT

Strategic Objectives

Students will have equitable access to learn, grow, and demonstrate success.

Staff will be able to remove barriers and provide options for student learning through the Universal Design for Learning (UDL) framework.

Programs & Methods

A-1 Improve equity in academic achievement.
A-2 Increase our capacity to develop expert learners through the UDL framework.
A-3 Implement systemic, meaningful celebrations of student success.
B. ATTRACT & RETAIN A DIVERSE, HIGH-QUALITY STAFF

Strategic Objectives

Students and community members will view a career at BCSC as attainable and fulfilling.

Staff will feel a sense of belonging among their colleagues.

Staff will be engaged and have a sense of self-efficacy in the work of the district.

Programs & Methods

B-1 Implement an educator development and recruitment program.

B-2 Conduct an annual research-based, independent Employee Engagement Survey to inform our approach to retention.

B-3 Implement systemic celebrations of staff success.
Healthy, Safe, & Welcoming Environments

BCSC provides safe and welcoming learning environments in which every learner has positive relationships and access to resources needed to thrive.
C. MEET PHYSICAL, SOCIAL, & PSYCHOLOGICAL NEEDS OF STUDENTS AND STAFF

**Strategic Objectives**

Students and staff will have equitable access to necessary resources.

Staff will be confident in their understanding of equity, cultural responsiveness and sustainability.

Students and staff will have the knowledge, mindset, and skills needed to foster trusting relationships.

**Programs & Methods**

C-1 Increase staff capacity to effectively implement Positive Behavior Instructional Supports (PBIS).

C-2 Increase our capacity to provide comprehensive social, emotional, and counseling services.

C-3 Develop staff capacity to incorporate cultural responsiveness and cultural sustainability within UDL.
D. INVEST IN WELCOMING, SAFE, & INCLUSIVE FACILITIES

**Strategic Objectives**

Students and staff will work and learn in safe and healthy learning environments.

Student learning spaces will reflect the diverse cultural views of the community.

Community members will have access to BCSC facilities as resource centers.

**Programs & Methods**

D-1 Implement student health clinics in the schools with the greatest need.

D-2 Upgrade elementary school buildings to reflect our facility guiding values and principles.
Pathways To Success

BCSC provides equitable access to flexible, student-centered options for success.
E. INCREASE OPPORTUNITIES FOR PARTICIPATION IN EXISTING PATHWAYS

Strategic Objectives

Students will have equitable access to BCSC’s learning pathways.

Students, families, and the community will understand BCSC’s pathways.

Programs & Methods

E-1 Create a system to evaluate existing pathways for access, equity, outcomes.

E-2 Develop a comprehensive marketing campaign to inform members of the community about BCSC’s learning pathways.
F. UTILIZE PARTNERSHIPS TO ESTABLISH ADDITIONAL PATHWAYS

Strategic Objectives

District leaders and the community will determine what pathways are needed and work towards the development of future pathways.

Programs & Methods

F-1 Engage the community in identifying additional pathway(s) to meet student needs.
Inclusion | Openness | Unity | Partnership

“The success of our learners comes from the importance of collaboration.”
BCSC Strategic Plan 2026
A stylized check mark icon signifies the choice of togetherness. The four stripe segments represent families, students, BCSC staff members, and the community working together. The road-like qualities of the icon signifies the different pathways that BCSC offers its students.
Please use the questions below for staff engagement regarding the BCSC Strategic Plan.

1. What parts of the plan resonated with you?
2. What does the mission “District of Choice” mean to you and the work you do?
3. What is an “expert learner” and how do you foster growth in both students and staff in the role you play in BCSC?
4. As you reviewed the core beliefs, which one(s) do you feel will have the greatest impact on students and staff?
5. Are there any parts of the strategic plan that cause you to pause?
6. What are the opportunities that may have been missed to support BCSC becoming the district of choice?