

# BAYARD PUBLIC SCHOOLS STRATEGIC PLAN





# MESSAGE FROM THE BOARD

Dear Bayard School Community,

We are pleased to share the Bayard Public Schools Strategic Plan. The strategic plan is the result of the contributions of students, staff, parents, community members, and school officials working in partnership with the Board of Education over the past two years. During that time we have listened to stakeholders, identified strengths and opportunities, clarified expectations for improvement, and engaged in the process of continuous improvement.

Examples of progress that have already resulted from the strategic planning process include partnerships to develop leadership in every person associated with our school, a refined school mission statement and development of the academic seal highlighting areas of pride and focus for our school district. We are also in the process of improving communications to strengthen our shared commitment with parents to promote learning and achievement for each student.

Our progress as a school community must continue each year in every classroom and every home. This plan is intended to guide us as we work to take our students, staff, and school community to continuously higher levels of performance. Our plan to achieve higher levels of performance involves the following four strategic priorities: Academics, Leadership, Engagement, and Community.

Within each strategic priority, we have identified strategies to leverage improvement. The pages of this plan document twenty-one strategies that will be implemented by our school team over the next four years. School personnel will develop specific actions intended to ensure the success of each of these twenty-one strategies.

This plan is ambitious and is intended to result in meaningful educational progress. Fulfillment of the plan will require a diligent effort on the part of all stakeholders in our school community. We look forward to partnering with our community in completing the challenging and essential work that must be done to accomplish our strategic priorities.

Bayard Public Schools is committed to excellence for every person, every day. This plan represents our commitment to continue to make improvements that benefit our students today and positively impact the future of our community and world.

Our mission is to partner with parents to provide a successful educational experience and diverse opportunities. We look forward to a continued partnership with the entire school community in fulfillment of that mission.

Sincerely,

Kim Kildow, President

Donna Stuart, Vice President

Carolyn Applegate, Secretary

Craig Henkel, Treasurer

Kim Burry, Member

Lisa Ouderkirk, Member



# MISSION VISION AND CORE COVENANTS

## MISSION STATEMENT

The mission of Bayard Public Schools is to partner with parents to provide a successful educational experience and diverse opportunities.

## VISION STATEMENT

Bayard Public Schools will effectively provide and adapt its programs to meet the needs of its students, today and in the future.

## CORE COVENANTS

### Focused on the Student

- Positive Interactions and Relationships
- Focus on Student Potential
- Diverse Opportunities
- Unconditional Acceptance

### Attitude of Excellence

- Act with Integrity
- Expect to be Great
- Accept Daily Challenges and Setbacks
- Think “Big Picture”

### Community

- Support each Other
- Set Aside Self for Benefit of the Group
- Respect Everyone
- Be a Wing, Not a Weight

Tiger Way!

*Every Person, Every Day.*  
**It's a FACT!**

## ADMINISTRATION

Dr. Travis W. Miller, Superintendent of Schools  
 Mr. Matthew McLaughlin, Elementary Principal  
 Mrs. Kelley Rice, Jr./Sr. High School Principal  
 Mr. James Miller, Activities Director/Assistant Principal  
 Mrs. Kari Foreman, Director of Special Education

# ACADEMIC SEAL



At the center of the seal is an image of Chimney Rock. This historic landmark was used by the first Americans, and later by the pioneers as a guide on their epic journeys. Chimney Rock continues to inspire countless travelers and residents alike. Chimney Rock enhances our sense of place and instills pride, as the landmark prominently stands above the fertile North Platte River Valley.

The phrase, *Every Person, Every Day*, which is derived from the Core Covenants of Bayard Public Schools, reminds us of the dignity and value of every member of our school community. Every person matters for the future of our school and community, and every day is an opportunity to make a contribution to our greater well-being.

Surrounding the central ring are academic pillars and six icons describing our enduring strengths, values, and aspirations.

**Academics:** At the top of the seal is a Book of Knowledge, symbolizing academics as our highest institutional value and first priority.

**Athletics and Arts:** Flanking the Book of Knowledge on the left is the school's Tiger mascot, representing athletics and the fiercely competitive nature of our student-athletes. Flanking the Book of Knowledge on the right is an artists' palette and musical notes, representing the arts and the creative talents of our student performers. Athletics and arts support and enhance the academic and personal development of our students.

**Community:** The efforts of the school are supported by the entire community. Regular interactions between the faculty, staff, students, parents, and patrons are essential to a vibrant community and a strong school.

**Opportunity:** Two keys and a lock represent the importance of opportunity. Education provides a key to unlocking many opportunities for our students. Equally important, providing our students with many opportunities is key to their development.

**Agriculture:** Our community and economy are supported by an agricultural base. The plow symbolizes agriculture and the strong agrarian work ethic of our community and our students.

# STRATEGY

Bayard Public Schools' Strategic Plan is focused on four key areas.



ACADEMICS



LEADERSHIP



ENGAGEMENT



COMMUNITY

## STRATEGIC PLAN OVERVIEW

In August 2016, the Bayard Board of Education initiated the development of a Strategic Plan in efforts to guide the vision and direction of education for Bayard Public Schools. Students, staff, parents, community members, business leaders, and administrators were key participants throughout the process to ensure a comprehensive and collaborative planning approach. Marcia Herring with the Nebraska Association of School Boards (NASB) facilitated these meetings and worked with the Board of Education and administration to develop the initial direction for this plan. Marcia and her team at NASB helped bring the voices of the stakeholders of the Bayard Public Schools Community together to inform the future direction of the school district.

This document is the result of the extensive time, work, and collaboration by all stakeholders, and illustrates the strategic direction and objectives that will serve as priorities for Bayard Public Schools for the next three to five years. It is the Board of Education's intent that the priorities, goals, and action items resulting from this body of work will be used as a guide for administrative decision making, policy development, faculty and staff direction, and allocation of district resources.

## BPS BY THE NUMBERS



23

People on the Strategic Planning Committee



262.9

Square Miles (Geographical Size of the School District)



5

Focus Group Meetings



15

years of learning opportunity for each child (Preschool for ages 3 and 4 through – 12th Grade)



4

Strategic Priorities



21

Strategies



90

Adults Trained so far in the 7 Habits of Highly Effective People



1<sup>st</sup>

Strategic Plan for Bayard Public Schools



5

School Based CERT Team Classes Trained since 2013-2014



# STRATEGIES

- Continue to implement and refine a system of curriculum, instruction, and assessment, aligned to Nebraska State Standards, that will enable every student to engage in challenging, rigorous, and creative learning experiences throughout the district.
- Develop and support the implementation of individualized learning opportunities to enable each student to reach his or her potential.
- Research and implement best practices and processes that will support effective student transitions (early childhood to preschool, preschool to grade school, grade school to middle school, middle school to high school, high school to college/career).
- Engage parents, students, and staff with timely and relative feedback to improve instruction in student learning and achievement.
- Review and modify the district's lesson plan philosophy and best practices to ensure consistency and accountability for quality instruction district-wide.
- Evaluate, research, and implement practices that align grading and instruction to effective learning.
- Develop a system to evaluate the effectiveness of current curriculum, programs, and services.

## STRATEGIC PRIORITY 1

# ACADEMICS

*Our commitment to the pursuit of academic success for every student, every day.*

*“Academics are the fundamental building blocks upon which our students achieve excellence.”*

*-Kim Kildow*

Emphasis on Academic Excellence is the first priority and highest institutional value at Bayard Public Schools. At all levels, our staff are committed to our mission of maximizing student potential through challenging and integrated curriculum, as well as diverse educational opportunities that focus on individualized student needs. We strive to provide a system of education that engages students in a challenging, inspiring academic setting that will prepare them for a successful future.

## STRATEGIC PRIORITY 2

# LEADERSHIP

*Our commitment to an organizational culture of leadership, empowerment, and excellence for all.*

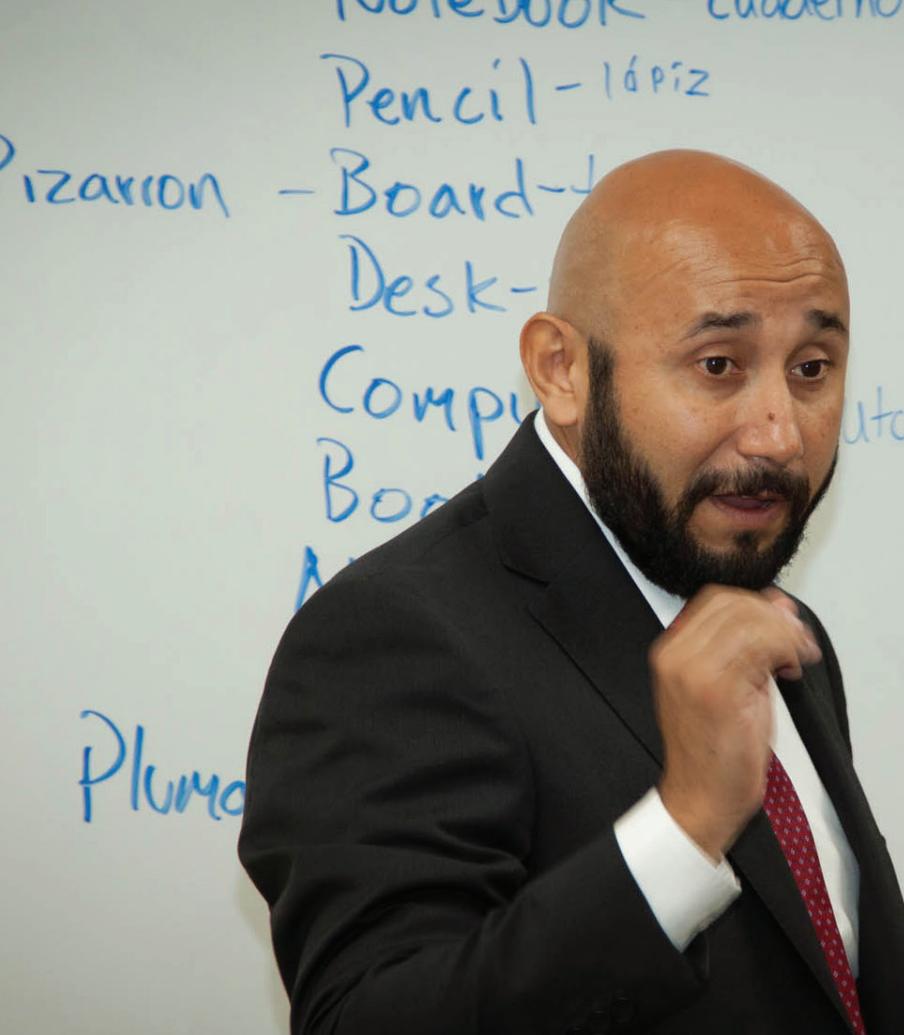
*“Leadership and learning are indispensable to each other.”  
– John F. Kennedy.*

The Bayard Public School District recognizes that to build a sustainable, successful future with a culture of excellence in our classrooms, we must develop great leaders from within. The Bayard School District is proud to announce that it has recently secured a commitment to leadership development through a partnership with the world-renowned FranklinCovey Institute. Through this, as well as additional opportunities, we are inspired to drive greater, more positive influence within our classrooms and community by adopting principles that will empower all educational stakeholders to lead and serve with excellence.

# STRATEGIES

- Invest in professional development opportunities to support staff in every work area to become leaders in their field.
- Develop processes to identify and inspire the leadership potential, talents, and gifts in each child.
- Continue to invest in student development by maximizing the leadership potential of the Pathfinders After-School Program.
- Continue to offer leadership opportunities for students through the Bayard Public Schools Community Emergency Response Team (CERT) Program, in addition to other programs and extracurricular activities.
- Continue to maximize the impact of the Bayard Public Schools partnership with the FranklinCovey Institute, with a focus on professional development and the *LEAD/Leader in Me* Programs.





# STRATEGIES

- Utilize integrated technology to engage and inspire students in an effort to support efficacious instruction and growth of learning.
- Support advancements in technology for students and staff by evaluating opportunities for technological investments, through the inventory of current resources and infrastructure, and by efficiently managing existing equipment.
- Develop processes to ensure a positive and conducive environment for student learning.
- Utilize effective communication systems to engage staff, students, parents, and community members in relationships that support student learning.
- Research and implement strategies to mitigate the educational risks to students experiencing poverty and mobility.

## STRATEGIC PRIORITY 3

# ENGAGEMENT

*Our commitment to the intentional and effective use of resources to optimize the educational experience of students, staff, families, and community members.*

**“Caring about students beyond the boundaries of the classroom is the first step of sparking engagement”**

**-Beth Marrow**

The Bayard Public School District recognizes that engagement of students, staff, families, and community members is necessary to maximize student achievement. To obtain our common goal of success for each student, Bayard Public Schools is committed to developing and enhancing systems that will lead to a quality educational environment for a diverse population of students.

## STRATEGIC PRIORITY 4

# COMMUNITY

*Our commitment to programs and services that support the growth and development of the whole child (academic, social, emotional, physical, and nutritional).*

*“Focusing on the whole child is changing the world. It changes the world one student, one classroom, one school, and one community at a time”.*

*– Amanda Koonlaba*

Every person, every day is a core philosophy at Bayard Public Schools. Inspired by the acronym FACT, which encompasses the Bayard School District's core covenants, we are empowered to support and promote the development and well-being of the whole child. As community leaders, we knowingly recognize that our responsibility and influence transcend far beyond academics, and we are committed to offering and supporting services that will assist our students in becoming the very best they can be, in every aspect of life.

# STRATEGIES

- Identify and develop panhandle partnerships that will support safe community opportunities for youth (including but not limited to: summer camps, enrichment activities, arts, music, athletics, etc.).
- Continue ongoing efforts regarding positive student behavior programs in an effort to support a quality learning environment for all staff and students.
- Offer and support programs and services that effectively contribute to the wellbeing of all educational stakeholders, including students, staff, parents, and community members.
- Provide effective college/career preparation to support the long-term success of all students districtwide.



# THANK YOU

## Strategic Planning Process Core Committee Membership

### 2016 Board of Education

Tate Rice  
Kim Kildow  
Carolyn Applegate  
Craig Henkel  
Kim Burry  
Donna Stuart

### Community Members

Kent Andreas  
Diane Coon  
Hugh Houchin

### Administration

Travis Miller  
Matt McLaughlin  
Tom Perlinski  
Tammy Tillman

### Teaching Staff

Doug Babic  
Jocilyn Blanco  
Cheryl Ferrero  
Micki McKibbin  
Holly Nolte  
Candace Smith

### Classified Staff

Jennifer Kriha  
Heather Oliverius

### Students

Catherine Applegate  
Carissa Wolfe





*This Strategic Plan is a living document that provides strategic direction and guidance for Bayard Public Schools. The Bayard Public School District is committed to successfully implementing these objectives in our pursuit of fulfilling our vision, mission, and core covenants. It is with anticipation that the strategies presented in this plan will be completed by the end of the 2022-2023 school year.*





**Bayard Public Schools**

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