



Bryan ISD Strategic Plan 2012-2017

Beliefs

Developed by Team of 8 – March 2012

We believe:

- Children first – always;
- An educated person has unlimited potential for success;
- Every employee of the district must have the support and tools to succeed;
- Diversity is an asset;
- Every child deserves respect and a quality education;
- No excuse is acceptable—the district must succeed;
- Public education is the foundation of our community;
- All students must be post high school ready, preparing them for the workforce and/or higher education;
- Schools should be a safe place to learn;
- In educating the whole child by developing their talents, curiosity, and imagination.

Vision

Developed by Team of 8 – March 2012

*Children First, Always. . .
The Bryan Way*

Mission

Developed by Strategic Planning Team – September 2012

Bryan ISD will provide positive educational experiences
that ensure high school graduation
and post-secondary success.

Strategic Objectives and Strategies

Developed by Strategic Planning Team – September 2012

Teaching and Learning:

1. Educational gaps will be closed by continually addressing instruction and learning in Bryan ISD.
 - 1.1 Instill in our students a sense of ownership for their learning.
 - 1.2 Provide a viable curriculum and support its effective implementation in every classroom.
 - 1.3 Systemize programs in a way that best address the needs of all students.

Human Resources:

2. A high quality workforce will be recruited and retained to support student success.
 - 2.1 Develop a recruitment plan that attracts high quality individuals.
 - 2.2 Create a working environment that is conducive to retaining high quality employees.

Funding and Finance:

3. Optimize resources to assist the District in reaching its student objectives.
 - 3.1 Identify and implement Best Practices to enhance revenue and efficiency in District operations.

Facilities:

4. Maintain and develop quality facilities for all students that will support student success and promote community ownership.
 - 4.1 Develop a plan that will ensure every student has access to equitable, safe, high-quality facilities.
 - 4.2 Organize programs to increase awareness and involvement through community and school partnerships.

Communications:

5. Aggressively involve our community, families, employees, and students with the purpose of improved communication and improved perception of Bryan ISD.
 - 5.1 Build spirit, pride, commitment and ownership within Bryan ISD.
 - 5.2 Celebrate and communicate the stories of BISSD—who we are, what we do, and why we are so amazing!

Action Plans

Developed by Action Teams – Fall 2012

Teaching and Learning:

- 1.1.1 Empower students as decision-makers by providing a forum for student voice.
- 1.1.2 Facilitate the connection of learning to post-secondary prep for students.
- 1.2.1 Provide all core teachers access to a comprehensive, standards-based, viable curriculum with parents and students having access to curriculum and resources necessary to support student learning at all levels.
- 1.2.2 Provide relevant, effective professional development opportunities for teachers regarding the district's viable curriculum with follow-up that includes support, instructional coaching, and accountability at all levels.

- 1.3.1 Systematically plan how to sustain/re-evaluate programs.
- 1.3.2 Systematically choose new, relevant and effective programs.

Human Resources:

- 2.1.1 Provide prospective applicants with attractive, pertinent, easily assessed information about Bryan ISD.
- 2.1.2 Acquire highly qualified applicants reflective of district demographics.
- 2.2.1 Implement creative, valuable, variable compensation plans, in addition to the initial respected salary and benefits package, that rewards student achievement and instructional practice.
- 2.2.2 Investigate the feasibility of an in-district childcare program.
- 2.2.3 Develop and implement a comprehensive plan to validate a positive culture and climate for staff.

Funding and Finance:

- 3.1.1 Develop a comprehensive plan to increase district revenue and resources.
- 3.1.2 Develop a plan to improve stewardship of district funds and resources.

Facilities:

- 4.1.1 Establish a BISD Facility Committee.
- 4.1.2 Establish a Master Facility Plan.
- 4.2.1 Create partnerships that lead to enduring connections between schools, families, businesses, and community that will be beneficial to all involved.

Communications:

- 5.1.1 Develop a plan to establish a district-wide communications/campus committee that results in a consistent message shared across campuses, with all BISD employees receiving the same information, and teachers, administration, support

staff, etc. using the information to make improvements, incorporate new ideas, etc.

- 5.1.2 Develop a plan to celebrate Bryan ISD that results in parents, businesses, etc. being better informed about the district, fostering excitement about the next step in education for students (elementary to MS to HS to beyond), enhancing the perception of BISD via positive messages covered by media, shared by realtors, etc., and begin building a “tradition”.
- 5.2.1 Provide ongoing development and opportunities for the BISD community to champion the exceptional learning environment and successes experienced by students and staff.
- 5.2.2 Establish partnerships to promote BISD as the district of choice as evidenced by student success and community support.