

BELLEVUE INDEPENDENT SCHOOLS



STRATEGIC PLAN

2023

An Introduction from SUPERINTENDENT MISTY MIDDLETON

Dear Bellevue Families,

This strategic plan is designed to provide a strategic direction on the future of our schools to ensure the best education for our students. The plan was developed using information gathered at community forums, and in partnership with staff and other stakeholders in the Bellevue Independent School District.

Our district's legacy spans over 150 years of educating students and is committed to honoring the past while trailblazing a bright future. Our core purpose is to **Develop Courageous Thinkers and Confident Learners Ready to Thrive and Positively Impact the World Around Them.** This means providing students with opportunities to obtain knowledge and skills and apply them so they will be ready for college, career, military, or other life options after high school.

The Bellevue Independent School District uses its small size to individualize attention and engage students in the learning process. A variety of techniques are utilized to equip students with knowledge and skills with the goal to empower students to use their knowledge and skills to achieve their goals. Thus, our mission statement:

Through and ENGAGING environment, we EQUIP students with essential skills; EMPOWERING them to accomplish their goals.

We are proud of the work our students are doing in the classroom and the accomplishments that have been made thus far. Our dedicated staff stands ready to continue supporting students to reach their full potential.

Working together as staff, parents, friends, and community, we can ensure great outcomes for our students. They deserve our very best!

With Tiger Pride,

Misty Middleton
Superintendent



STUDENT SUCCESS & WELL-BEING

Ensure that every student is challenged & engaged while providing multiple pathways for student success by broadening opportunities, building support systems, & eliminating barriers. Create an environment that fosters the growth of the whole child by nurturing all students' intellectual, physical, mental, & social-emotional growth in healthy, safe, & supportive learning environments.



Utilize the Bellevue Classroom instructional model to promote real-world & deeper learning.

Train staff in the Instructional Protocol.

PEBC Thinking Strategies Institute.

Learning Walks to gather anecdotal district data.

Utilize Model Lab Classroom Observations districtwide.



Ensure an aligned curriculum, with identified essential standards, is implemented with fidelity and monitored consistently.

Employ instructional coaches at each school.

Create and utilize a standards monitoring tool.

Verify equity & access for all students to engage in rigorous coursework on their level.

Ensure assessments are aligned to standards at the correct level of rigor.

Utilize PLC meetings to determine student mastery towards standards.

Revisit curriculum each year with teachers and revise as needed.



Ensure an aligned curriculum, with identified essential standards, is implemented with fidelity and monitored consistently.

Utilize MAP as the universal screener & ensure intentional purpose for using.

Create Tier 1, 2, & 3 delivery systems.

Develop & promote school wide behavior expectations.


Ensure a comprehensive code of conduct.

Monitor progress of all students & ensure appropriate action is taken to meet each individual student's needs.



ENGAGED WORKFORCE

Recruit, hire, & invest in a high-quality workforce to ensure BISD is the place where talented individuals choose to work to help students meet their goals.



Ensure competitive wages and benefits for staff.

Conduct salary studies a minimum of every other year.

Provide a minimum of 1% increase each year.




Allow opportunities for staff to work collaboratively and share ideas.

Provide 3-4 staff gathering events.

Give surveys to allow for feedback on ideas or concerns.

Listening Tours.

Provide consistent professional learning opportunities for staff to hone the skills of their craft.



Promote Tiger Principles and communicate employee expectations.

Principals & other supervisors to review these expectations with staff.

Update the employee handbook.



Utilize allocations and positions to enhance student achievement & opportunities.

Work with school and district leadership on staffing needs



Provide effective feedback for staff.


Utilize the evaluation system to connect with staff and have discussion.

Use learning walk data to hold conversations with school teams.



FAMILY & COMMUNITY PARTNERSHIPS

Develop & support strong connections among schools, families, & the community to broaden opportunities for student learning, development, & growth.



Provide awareness and resources to connect with families who have children age Birth-5 on the importance of early childhood development to promote school readiness.

Provide Future Bellevue Tiger materials to families with newborns.

Promote Tiger Cub Book Club & Dolly Parton Imagination Library- Goal is to have 75% of eligible community enrolled.

Recruit families to attend Bellevue Preschool.

Provide a monthly article on an important early childhood topic.



Hold family friendly events to ensure smooth transitions to school & allow for learning and feedback.

Back to School events.

Community Forum each year.

Vue at the Brew once a month.

Reading/Math nights.

Specific information family nights.

Consider virtual options for families when appropriate.



Ensure effective parent communication.

Create, implement, & follow a district communication plan.

Utilize Infinite Campus for school & district communication.

Determine & implement the best ways to communicate with families (i.e. social media, community newspapers, bulletins, etc.).

Promote positive work taking place in the district daily




Encourage strong parent organizations/volunteers and collaborate with both to support students.

Provide opportunities for volunteers to engage in student learning events and activities



FACILITIES & OPERATIONS

Strengthen & improve system-wide operations & facilities to meet the needs of our students & the community. We will ensure we are good stewards of our district's resources while offering efficient & effective spaces for student learning & growth.



Continuously monitor safety & security measures to ensure safety of students & staff.

Staff a School Resource Officer in the district.

Conduct building walkthroughs twice a year with SRO to ensure safety compliance.

Meet annually with local first responders and School Safety Coordinator to ensure proper safety measures are in place.

Annually review the Emergency Management Plans.

Work with City of Bellevue for safety measures around schools.

Promote STOP tip safety line and other tip lines.



Create a Facility Plan for upgrades to existing district buildings.

Conduct walkthroughs annually to identify needs in buildings.

Work with board architect on construction projects.

Create a timeline to complete certain projects.

Develop funding mechanism to help with upkeep and renovations.



Create and follow Districtwide Systems.

Create district wide processes .

Establish a place to house district processes for staff to access.



Promote clean spaces for student learning.

Create schedules and processes that communicate the work to be done during the summer and when school is in session.

Utilize school wide expectations to communicate to students & staff on their role in keeping buildings clean.

Inventory of current equipment used to clean spaces and upgrade as needed.