



BEECHWOOD INDEPENDENT SCHOOLS

LEADING TOGETHER: EXCELLENCE IN ACTION

2025-2028
weare**beechwood.**

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MESSAGE from the SUPERINTENDENT

Fellow Tigers,

As we continue our journey to provide an innovative education, grounded in tradition, I ask you to join us in a shared vision of the next 3 years at Beechwood Independent Schools. Our goal is to demonstrate excellence in action through shared leadership. This 3-year strategic plan was built under the umbrella of the Beechwood Way as it provides the framework to instill the 5 pillars of our continuous improvement. We have outlined 3 goals for each of those 5 pillars (Personalized Learning, Culture, Wellness, Community Engagement, and Leadership) in order to provide actionable implementation to achieve excellence as called for by The Beechwood Way. We were able to provide the opportunity for feedback from all stakeholders in order to achieve the goal of leading together through this process. Through analyzing feedback with our board of education and the district leadership team, we have generated a thorough and inspiring plan that will guide our school district through 2028. We are also committed to communicating our progress and action steps towards these goals throughout the next 3 years. Through implementation, monitoring, assessment, analysis, and refinement, this plan will provide us that guidance to adjust and improve over the next three years.

We are proud.

We are inspired.

We are... Beechwood.

Justin R. Kaiser, Superintendent

Beechwood Independent Schools



BUILDING *the* STRATEGIC PLAN: PROCESS *and* STAKEHOLDER INVOLVEMENT

- **Review of the previous 3-year strategic plans**
(Roadmap to Excellence and Blueprint for Excellence)
- ▼
- **Review of Data**
*Assessments, Impact Working Conditions,
School & District Improvement Plans*
- ▼
- **Board Input**
- ▼
- **Superintendent Advisory Town Hall for the Community**
- ▼
- **Staff Survey**
- ▼
- **SBDM Council Discussion & Input**
- ▼
- **District & Building Admin Team Input & Review of Feedback**
- ▼
- **Board Review at Working Board Meeting**

The **B**eechwood Way

We design teaching and learning focused on students.

We build resilient learners and leaders who are fearless in the pursuit of excellence.

We are a uniquely intimate community developing globally competitive students.

wearebeechwood.

We are Learners

We are fearless.

We pursue excellence.

We are resilient.

We reflect and grow.

We are Leaders

We are safe.

We are respectful.

We are responsible.

We are proud.

We provide innovative education grounded in tradition.

THE 5 PILLARS



**PERSONALIZED
LEARNING**



CULTURE



WELLNESS



**COMMUNITY
ENGAGEMENT**



LEADERSHIP





PERSONALIZED LEARNING

Evolve our framework to provide opportunities for individual learning experiences for ALL students to maximize growth in all areas.



CULTURE

Promote and sustain The Beechwood Way for ALL stakeholders.



WELLNESS

Establishing a system of support that promotes social, emotional, physical, and intellectual wellness for ALL students and staff.



COMMUNITY ENGAGEMENT

Engage in partnerships with all stakeholders through clear and transparent communication to promote personalized learning, leadership, wellness, and culture for ALL students and staff.



LEADERSHIP

Provide ALL students and staff with opportunities to demonstrate and strengthen leadership.





PERSONALIZED LEARNING SPECIFIC GOALS

1.

Expand **personalized learning experiences** to ensure **every student and staff member** is equipped to thrive in a globally competitive world.

2.

Foster a **balanced approach** to learning that prioritizes both mastery of **core content and the development of EDGE** core concept skills.

3.

Research and implement **responsible practices for integrating artificial intelligence (AI)** into teaching and learning, with clear guidelines, training, and communication for all stakeholders.

These three goals will be measured and progress reported annually.

PERSONALIZED STUDENTS: LEARNING IN ACTION

- Increase opportunities for exceptional populations (SpEd, GT, EL, etc.)
- Expand educational, collegiate opportunities for senior capstones - research, performance-based, dual credit, early college
- Education on and tracking of EDGE minors
- Postsecondary Scholarship Support Program
- Opportunities for students to experience global awareness around culture & language
- Assessment and data dashboard (core, EDGE, whole child)
- Research and develop AI Guidelines
- Elementary MTSS refinement
- High school embedding summer/winter workshops for EDGE minors with universities

STAFF:

- New building equipment training and learning for staff
- Continue and enhance personalized staff learning opportunities
- Resetting expectations for staff in designing EDGE challenges
- Developing staff leaders not only in EDGE but also in core content
- Professional learning on responsible practices with AI in the classroom

These action steps will be monitored, assessed, reviewed, and refined annually over the course of the next three years. Implementation of these action steps may vary from year to year. Additional action steps will also be included as needed upon annual review.



CULTURE SPECIFIC GOALS

1.

Prioritize **transparency**
and **communication** with
ALL stakeholders.

2.

Improve **districtwide**
collaboration to promote
alignment and cohesiveness.

3.

Develop a plan for competitive
and appropriate staff
compensation, recognition,
recruitment, and retention.



These three goals will be measured and progress reported annually.

CULTURE IN ACTION

- Focused and frequent communication and recognition of students and staff
- Vertical alignment opportunities
- Collaborations between Beechwood Elementary, Beechwood High School, and Guardian Angel
- Taking advantage of opportunities for mentorship, EDGE challenges, experiences across buildings and classrooms (cross-content, grade levels)
- Coordinated staff opportunities and experiences across buildings
- Cabinet collaboration sessions
- Research and investigate compensation in the region and strategies to increase our competitiveness
- Staff recognition across areas
- Beechwood promotion/PR and regional involvement for recruitment
- New Teacher Support Plan - continued input and refinement

These action steps will be monitored, assessed, reviewed, and refined annually over the course of the next three years. Implementation of these action steps may vary from year to year. Additional action steps will also be included as needed upon annual review.



WELLNESS SPECIFIC GOALS

1.

Embed a **comprehensive**, P-12 approach to wellness, supporting the whole child.

2.

Strengthen our approach to creating a **safe and responsible school environment**.

3.

Expand **wellness resources and opportunities** for staff.

These three goals will be measured and progress reported annually.

WELLNESS IN ACTION

STUDENTS:

- Create a wellness continuum for P-12 including instruction and services at each grade level
- Communicate wellness instruction and resources (internal and external) available to students and families
- Enhance resources and training for staff to support students' needs
- Bully prevention program
- Digital/non-digital balance
- Digital citizenship instruction

STAFF:

- Continue and enhance P-12 wellness activities (in and out of school)
- Share wellness resources for staff to increase awareness
- Recognition of staff

These action steps will be monitored, assessed, reviewed, and refined annually over the course of the next three years. Implementation of these action steps may vary from year to year. Additional action steps will also be included as needed upon annual review.



COMMUNITY ENGAGEMENT SPECIFIC GOALS

1.

Improve **communication** between the district and the community through **transparent, timely, and accessible information.**

2.

Increase **levels of engagement** and **expand our partnerships**
- EDGE and beyond.

3.

Cultivate **trusting relationships** with ALL families within our **diverse community.**

These three goals will be measured and progress reported annually.

COMMUNITY ENGAGEMENT IN ACTION

- Quarterly Superintendent Advisory
- Information sharing and celebrations at Board and SBDM Council meetings
- Focused and frequent sharing of successes in newsletters and on social media
- Develop a communication plan
- System for partner tracking including levels of engagement
- Menu of services for partner involvement
- Recognize a variety of partners and support organizations
- Gather feedback from partners when they provide experiences for our students
- Communicate the variety of opportunities to give back to Beechwood
- Expand our multicultural experiences for students and families
- Involve partners representing our minority populations
- Include exceptional populations in the EDGE showcase where families and community members are able to attend
- Celebrating all - arts, athletics, academics

These action steps will be monitored, assessed, reviewed, and refined annually over the course of the next three years. Implementation of these action steps may vary from year to year. Additional action steps will also be included as needed upon annual review.



LEADERSHIP SPECIFIC GOALS

1.

Provide ALL students with intentional instruction in leadership development and goal-setting to prepare them for lifelong success.

2.

Create student voice and leadership opportunities for ALL students at every grade level.

3.

Offer meaningful leadership development and growth opportunities for staff members.



These three goals will be measured and progress reported annually.

LEADERSHIP IN ACTION

STUDENTS:

- Leadership curriculum in Seminar 5th - 8th
- Student leadership certificate opportunity
- Middle grades leadership assessment
- K-12 student leadership collaboration - EDGE challenges, etc.
- Menu of leadership opportunities through the service site
- Expanding opportunities for leadership outside of formal groups or positions
- Tracking of leadership in EDGE folder - inside and outside of school
- Principals' Advisory Councils
- SBDM Council student input
- Recognition of student leaders

STAFF:

- EDGE Certified and recognition of staff leaders in other areas
- Encourage and support staff leading professional learning at Beechwood and in the region/state
- Offer a staff leadership group that is a combination of feedback and growing leadership skills/learning about leadership
- Continue to offer Innovation Teams for staff to demonstrate leadership and provide feedback

These action steps will be monitored, assessed, reviewed, and refined annually over the course of the next three years. Implementation of these action steps may vary from year to year. Additional action steps will also be included as needed upon annual review.

If you have questions or would like to further inquire about engagement opportunities with Beechwood Independent Schools, please contact us:

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(859) 331-1220



Board of Education

- Jeanne Berger
- Kyle Burns
- Brad Hood
- Amy Sleet
- Laura Wooten

District Team

- Justin Kaiser, *Superintendent*
- Dr. Sarah Schobel, *Assistant Superintendent*
- Kristi Ward, *Director of Finance*
- Lauren Steltenkamp, *Director of Special Education*
- Tim Lillard, *Director of Technology*
- Stephanie Layton, *Business & University Liaison*
- Ryan Booth, *Director of Athletics & Pupil Personnel*
- Ashley Ritchie, *Gifted & Talented Coordinator*
- Alan Yanke, *High School Principal*
- Jana Bromley, *High School Assistant Principal*
- Zach Ashley, *Elementary Principal*
- Alicia Wittmer, *Elementary Assistant Principal*
- Brad Bentley, *Guardian Angel Administrator*