



Strategic Plan

2018-2023

BEAVERCREEK CITY SCHOOL DISTRICT
3040 Kemp Rd., Beaver Creek, OH 45431

Beavercreek Board of Education

2017-2018 School Year



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STRATEGIC PLANNING COMMITTEE MEMBERS

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Deron Schwieterman	Director of Human Resources
Gene Taylor	Beavercreek Board of Education
Jo Ann Rigano	Beavercreek Board of Education
Dale Wren	Principal
Sharma Nachlinger	Principal
Christy King	Special Education Supervisor
Beth Sizemore	Curriculum Supervisor
John Csillag	Classified Administrator
Amanda Haacke	Intervention Specialist
Karen Shires	Intervention Specialist
Nel Canfield	Social Studies Teacher
Tasha Nuttbrock	Math Teacher
Carla Lee	Art Teacher
Lil Ortiz	Intervention Specialist
Mary Rice	Counselor
Bill Stanforth	Art Teacher
Gaylyn Logel	Teacher Assistant
Jim Dano	Head Maintenance
Dawn Kacvinsky	Admin. Assistant Student Nutrition

Kelly Dexter	Admin. Assistant Buildings & Grounds
Angie Williams	Ferguson Hall IMC Tech
Judy Absher	Bus Driver/Trainer
Katie Doyle	Parent
Jen Sparks	Parent
Kim Goodnough	Parent
Tom Kowalski	Parent
Sara Goessl	Parent
Heather Shuff	Parent
Jennifer Zollars	Parent
Sophie Bush	Student
Roger Coy	Retired Superintendent
Theresa Geraci	Business-Beavercreek Pizza Dive
Brian Jarvis	Civic Leader
Carol Graff	Civic Leader
Penny Rucker	Treasurer
Michael Shuman	Director of Technology
Greg Thompson	Director of Business Services
Ryan Gilding	Professional Relations

STRATEGIC PLANNING INVOLVEMENT PROCESS

Civic and Community

Provided insight about Beaver Creek City Schools through focus groups and/or surveys

District

Certified Staff
Classified Staff
Administrators
Parents
Students

Provided insight about Beaver Creek City Schools through focus groups and/or surveys

Strategic Planning Council

Oversight of the Strategic Planning process

Informed the Strategic Planning Committee

Moved the Strategic Plan from draft to final document

Will ensure implementation of the Strategic Plan

Strategic Planning Committee

Advised the Strategic Planning process

Participated in guided activities to create the Strategic Plan

DATA COLLECTION PROCESS

The data collection process involved accumulating Beaver Creek City School District data in the following areas:

1. Focus Group data included feedback from 9 Administrators-Elementary Principals, Psychologists & Supervisors; 6 Administrators-Secondary Principals, Classified; 10 BEA Elementary Schools; 12 BEA Middle Schools; 8 BEA High Schools; 4 BCEA; 5 Board of Education; 3 Business/Community Leaders/Members; 4 Central Office Exempt/Managers/Coordinators; 7 Parents/PTO/Booster Members; 5 Students; 4 Transportation/Building/Grounds/Maintenance.
2. Survey data included feedback from 329 Parents; 38 Community members without any children attending Beaver Creek City Schools; 48 Classified Staff; 118 Certified Staff; 14 Administration; 329 Students.
3. State Test Data Comparison
4. MAP District Summary Report
5. Students with Disabilities-Number of Students by Disability
6. College Credit Plus Students FY17 & FY18
7. College Admission Profiles, 2014-15, 2015-16, 2016-17
8. FY18 Extra-Curricular and Co-Curricular Activity
9. Discipline Data
10. Planning Advocates Enrollment Data FY18, FY17, FY16
11. NSPRA's Communication Audit Report for Beaver Creek City School District
12. Beaver Creek City School District Financial Report
13. Military and Foreign Military Impact Aid
14. Beaver Creek City School District Building Maps

The purpose of collecting and presenting this data to the Strategic Planning Committee members was to provide them with information for their review and analysis that would help inform their individual and collective identification of district strengths and areas in need of improvement. The Beaver Creek City School Strategic Planning Committee used this data during their two day long planning workshops to identify and develop district goals and areas for strategic action during the next five years.

STRATEGIC PLAN OVERVIEW

BELIEF STATEMENTS

- We believe all learners will meet their full potential and positively impact their community as productive citizens.
- We believe in fostering a culture of innovative and inclusive learning through diverse and dynamic programs that impact all students.
- We believe in a welcoming, safe, and supportive learning environment for all students, staff, and the community.
- We believe a student centered education requires a transparent, collaborative approach with all stakeholders.

VISION

Inspire. Lead. Empower.

MISSION

Beavercreek City Schools creates a student-centered, inclusive learning environment through innovative opportunities which inspire and empower all to lead and serve.



GOAL 1: Student Success

We will foster a culture of innovative and inclusive learning through diverse and dynamic opportunities that impact all students.

Objective 1.1 We will continually evaluate and align curricular programs with state standards to challenge and support the academic needs of all students.

Action		Data Points	Person/Group Responsible	Resources Needed	Timeline
1.1.1	Curriculum Improvement Council (CIC) will conduct needs assessment	Meeting dates, needs assessment	Curriculum Department/Building Leadership	Time commitment of committee, sub costs	Yearly for 5 years
1.1.2	Needs assessment data will be compiled to identify areas of curricular need	Needs assessment analysis	Curriculum Department/Building Leadership	Technology, time commitment of committee, sub costs	Yearly for 5 years
1.1.3	Action plan will be written based on needs assessment	Action plan based on areas of need	Curriculum Department/Building Leadership	Time commitment of committee, sub costs	Yearly for 5 years
1.1.4	Provide a summary of progress to the board of education	Progress summary	Curriculum Department/Building Leadership	Technology, time commitment	By July Board Meeting
Performance Measures: Needs Assessment Data/Action Plan					

Objective 1.2: We will evaluate the needs of students to identify barriers to learning and devise a prevention and intervention plan.					
Action		Data Points	Person/Group Responsible	Resources Needed	Timeline
1.2.1	Create a committee	Meeting dates, invitations to participate on committee	Pupil Services Director/Intervention Prevention Coordinator/Building Leadership	Time commitment of committee, sub costs	2018-2019 (1st semester)
1.2.2	Develop and distribute a needs assessment	Committee meeting to develop needs assessment, compilation of data for needs assessment	Pupil Services Director/Intervention Prevention Coordinator/Building Leadership	Technology for needs assessment	2018-2019
1.2.3	Write an intervention/prevention plan	Intervention/prevention plan	Pupil Services Director/Intervention Prevention Coordinator/Building Leadership	Determined by plan	2018-2019
1.2.4	Review and amend plan annually	Meeting dates for annual review	Pupil Services Director/Intervention Prevention Coordinator/Building Leadership	Time commitment of team	2019-2020, 2020-2021, 2021-2022, 2022-2023
1.2.6	Provide a summary of progress to the board of education	Progress summary	Pupil Services Director/Intervention Prevention Coordinator/Building Leadership	Technology, time commitment	By July Board Meeting
Performance Measures: Needs Assessment Data/Intervention Prevention Plan					

Objective 1.3 We will investigate and implement technology that will promote 21st century learning.					
Action		Data Points	Person/Group Responsible	Resources Needed	Timeline
1.3.1	Ongoing technology needs assessment	Technology needs assessment	Technology, Curriculum, Building Leadership	Needs assessment	2018-2019
1.3.2	Analysis of needs assessment	Summary of technology needs assessment	Technology, Curriculum, Building Leadership	Time for analysis	2018-2019
1.3.3	Technology action plan	Technology action plan	Technology, Curriculum, Building Leadership	Funds to support technology needs	2018-2019
1.3.4	Communication of technology action plan to all stakeholders	Communication	Technology, Curriculum, Building Leadership	Technology, communication plan	2018-2019
1.3.5	Review and amend plan annually	Technology team meetings	Technology, Curriculum, Building Leadership	Time for analysis	2019-2020, 2020-2021, 2021-2022, 2022-2023
1.3.6	Provide a summary of progress to the board of education	Progress summary	Technology, Curriculum, Building Leadership	Technology, time commitment	By July Board Meeting
Performance Measures: Technology Plan					

GOAL 2: Financial Stability

We will create long-term financial stability by continuing to be good stewards of district resources and by capturing potential sources of funding.

Objective 2.1 We will create a long term plan for financial stability.

Action		Data Points	Person/Group Responsible	Resources Needed	Timeline
2.1.1	Collect and analyze data	Metrics used by ODE	Treasurer	Five year forecast, monthly reports, year-end reports	Monthly/bi-annually/annually
2.1.2	Prepare a financial infrastructure to ensure success	Timeline of levies needed	Treasurer	Five year forecast and levy renewal/new funding information	Bi-annually
2.1.3	Communicate financial stability with stakeholders	Metrics that tell our financial story to the public	Treasurer/Communication Committee	Five year forecast/levy information	Regularly as per the committee timeline
2.1.4	Provide a summary of progress to the board of education	Progress summary	Treasurer	Technology, time commitment	By July Board Meeting

Performance Measures: Financial Plan

Objective 2.2 We will continually improve upon the implementation of best practices of good stewardship of district resources.

Action		Data Points	Person/Group Responsible	Resources Needed	Timeline
2.2.1	Attend professional development to ensure development of new best practices and strategies for ensuring financial integrity	Different types of analytics and data to reveal results of operations	Treasurer/cabinet	Depending on the study, we will pursue the data needed	Monthly we will analyze the overall results of operations to determine if further study is necessary
2.2.2	Implementing strategies to address growth and financial prudence	Different types of analytics and data to reveal results of operations	Treasurer/cabinet	Depending on the study, we will pursue the data needed	Monthly we will analyze the overall results of operations to determine if further study is necessary
2.2.3	Provide a summary of progress to the board of education	Progress summary	Treasurer	Technology, time commitment	By July Board Meeting
Performance Measures: Financial Plan					

Objective 2.3 We will continually improve upon the transparency of financial practices and procedures.

Action		Data Points	Person/Group Responsible	Resources Needed	Timeline
2.3.1	Open more dialogue with internal stakeholders regarding their financial practices	Budgets	Treasurer/Cabinet/Administration	Varying financial data	Quarterly/annually
2.3.2	Provide a summary of progress to the board of education	Progress summary	Treasurer	Technology, time commitment	By July Board Meeting
Performance Measures: Financial Plan					

GOAL 3 Communication

We will develop and implement a district communication plan that provides transparent, two-way communication among stakeholders.

Objective 3.1 We will develop a two way communication plan for internal stakeholders.

Action		Data Points	Person/Group Responsible	Resources Needed	Timeline
3.1.1	Communication committee - analyze communication audit	Summary analysis of communication audit identifying areas of need	Public Relation Specialist and communications committee	Communication audit	2018-2019
3.1.2	Communication committee- write a communication plan for internal stakeholders	Communication plan - internal stakeholders	Public Relation Specialist and communications committee	Communication audit summary analysis, time for committee to meet	2018-2019
3.1.3	Communication committee- distribution of internal communication plan	Distribution of plan	Public Relation Specialist and communications committee	Internal communication plan-distribution method	2018-2019
3.1.4	Communication committee- implementation of internal communication plan	Implementation of plan	Public Relation Specialist and communications committee	TBD based on plan specifics	2018-2019
3.1.5	Solicit feedback and amend plan annually	Amendments to plan	Public Relation Specialist and communications committee	TBD based on plan specifics	2019-2020, 2020-2021, 2021-2022, 2022-2023
3.1.6	Provide a summary of progress to the board of education	Progress summary	Public Relation Specialist and communications committee	Technology, time commitment	By July Board Meeting

Performance Measures: Internal Communication Plan, yearly review of Internal Communication Plan

Objective 3.2 We will develop a two way communication plan for external stakeholders.

Action		Data Points	Person/Group Responsible	Resources Needed	Timeline
3.2.1	Communication committee - analyze communication audit	Summary analysis of communication audit identifying areas of need	Public Relation Specialist and communications committee	Communication audit	2018-2019
3.2.2	Communication committee- write a communication plan for external stakeholders	Communication plan - internal stakeholders	Public Relation Specialist and communications committee	Communication audit summary analysis, time for committee to meet	2018-2019
3.2.3	Communication committee- distribution of external communication plan	Distribution of plan	Public Relation Specialist and communications committee	Internal communication plan-distribution method	2018-2019
3.2.4	Communication committee- implementation of external communication plan	Implementation of plan	Public Relation Specialist and communications committee	TBD based on plan specifics	2018-2019
3.2.5	Solicit feedback and amend plan annually	Amendments to plan	Public Relation Specialist and communications committee	TBD based on plan specific	2019-2020, 2020-2021, 2021-2022, 2022-2023
3.2.6	Provide a summary of progress to the board of education	Progress summary	Public Relation Specialist and communications committee	Technology, time commitment	By July Board Meeting
Performance Measures: External Communication Plan, yearly review of Internal Communication Plan					

GOAL 4 Operations

We will assess and evaluate district growth and the diverse needs of students to promote efficient operations of our schools.

Objective 4.1 We will evaluate growth projections to develop an operations plan.

Action		Data Points	Person/Group Responsible	Resources Needed	Timeline
4.1.1	Analyze planning advocates data to determine trends and needs	Analyzed data summary	District Leadership	Planning advocate report	2018-2019
4.1.2	District facilities needs assessment (including survey and focus groups)	Needs assessment summary in collaboration with facilities commission and SHP	Director of Business Services	Time to collaborate, needs assessment survey and focus groups, SHP contracted services	2018-2019
4.1.3	Collaborate with SHP to review needs assessment and develop a BCS facilities plan	BCS facilities plan	Director of Business Services	Time to collaborate, needs assessment survey and focus groups, SHP contracted services	2018-2019
4.1.4	Review and update BCS facilities plan	Team meetings and BCS facilities plan	Director of Business Services	Ongoing meetings	2019-2020, 2020-2021, 2021-2022, 2022-2023
4.1.5	BCS facilities plan communicated to all stakeholders	Communication of BCS facilities plan	Director of Business Services	Communication plan - all methods	All five years
4.1.6	Provide a summary of progress to the board of education	Progress summary	Director of Business Services	Technology, time commitment	By July Board Meeting
Performance Measures: BCS Facilities Plan					

Objective 4.2 We will continually analyze and assess BCS facilities to promote preventative maintenance and facility improvements that benefit all stakeholders.

Action		Data Points	Person/Group Responsible	Resources Needed	Timeline
4.2.1	Operations department meetings to review data on building and maintenance needs	Data gathered through software program identifying needs and history	Director of Business Services	Software to track work orders	2018-2019
4.2.2	Prioritizing facility and maintenance needs based on safety and impact on students to create a plan to target areas of need	Maintenance and facility improvement plan	Director of Business Services	Time to meet, software	2018-2019
4.2.3	Capital plan budget to complete the needed upkeep and maintenance and facility improvements	Capital plan, budget	Director of Business Services	Operational funding to fulfill capital plan	2018-2019
4.2.4	Review and update capital plan	Department meetings, capital plan revisions, facilities plan	Director of Business Services	Ongoing meetings	2019-2020, 2020-2021, 2021-2022, 2022-2023
4.2.5	Provide a summary of progress to the board of education	Progress summary	Director of Business Services	Technology, time commitment	By July Board Meeting
Performance Measures: BCS Capital Plan					

Objective 4.3 We will establish a plan of efficiency for transportation.					
Action		Data Points	Person/Group Responsible	Resources Needed	Timeline
4.3.1	The bell time study will be analyzed	Bell time study summary	Director of Business Services	Bell time study, time to analyze	2018-2019
4.3.2	Transportation department will analyze routing for efficiency	Bus routes (stops, kids, times, locations)	Director of Business Services	Bell time study, time to analyze bus routes	2018-2019
4.3.3	Fleet study will analyze the amount of buses needed to safely and efficiently transport kids	Fleet study	Director of Business Services	Bell time study, bus routes, time to collaborate	2018-2019
4.3.4	Fleet and routing plan -budget reflective of funds needed to implement and maintain	Budget	Director of Business Services	Funds for transportation needs	2018-2019
4.3.5	Implement fleet and routing plan for safety and efficiency	BCS Transportation - fleet and routing plan	Director of Business Services	Fleet and routing plan, funding in budget	2019-2020
4.3.6	BCS Transportation plan communicated to all stakeholders	Communication of BCS transportation plan	Director of Business Services	Communication plan - all methods	All five years
4.3.7	Provide a summary of progress to the board of education	Progress summary	Director of Business Services	Technology, time commitment	By July Board Meeting
Performance Measures: BCS Transportation Plan					