

Bledsoe County Schools 5-Year Strategic Plan



Vision: Warrior Excellence

Mission: Prepare students to excel and reach their full potential.

Goal 1: Elevate the educational program for all students.

Objective 1.1: By the year 2027, 50% of third grade students will be reading on grade level.

Strategy 1.1.1: Leaders will participate in networks to build capacity among teacher leaders.

Strategy 1.1.2: Support teachers using unit and lesson preparation protocols, with a focus on analyzing student work.

Strategy 1.1.3: Provide professional development and support for school leaders in developing their knowledge and understanding of what excellent reading instruction looks like, using the Instructional Practice Guide as an observation tool.

Strategy 1.1.4: After each Mastery View benchmark, teachers develop action plans to address areas of growth and need.

Strategy 1.1.5: Students in grades K-5 who are near proficiency will participate in the TN ALL Corp high-quality tutoring program.

Strategy 1.1.6: RTI teams will strategically plan around RTI placement and intervention.

Objective 1.2: By 2027, all Bledsoe County Schools will perform at an overall level 3 or higher.

Strategy 1.2.1: Provide support for all leaders and teachers around unit/lesson internalization, data analysis, student work, root causes, and intervention strategies.

Strategy 1.2.2: Develop and work toward the middle school (and eventually the entire district) gaining STEM certification.

Strategy 1.2.3: Expand planning protocols around learning targets and assessment to include subjects beyond math and ELA.

Strategy 1.2.4: Conduct walk-through observations to analyze trends across schools/district to determine strengths and needs using the IPG (Instructional Practice Document).

Strategy 1.2.5: Participate in professional development as provided through the Early Literacy Network, Literacy Implementation Network, and NIET.

Strategy 1.2.6: After each Mastery View benchmark, teachers develop action plans to address areas of growth and need.

Strategy 1.2.7: Provide math tutoring to students in grades 6-8 who are near proficiency using the TN ALL Corp high-quality tutoring program.

Strategy 1.2.8: Expand professional development opportunities for teachers who need more support to improve student outcomes.

Strategy 1.2.9: Create a data system that encompasses all data points to ensure teachers have access to student data in one location.

Objective 1.3: Develop processes, expectations and resources for IEP teams to develop high-quality IEPs that allow teachers to know what students need.

Strategy 1.3.1: Develop procedures and district-level expectations for the development of high-quality IEPs directly related to students needs in coordination with the CORE SPED Consultant.

Strategy 1.3.2: Train teachers on the procedures developed for writing high-quality IEPs.

Strategy 1.3.3: Provide teacher feedback throughout the year and refine the procedures and expectations as needs arise.

Strategy 1.3.4: Provide bi-monthly district training and follow-up for teachers on programs and strategies used for direct service.

Strategy 1.3.5: Teachers will gather data to guide decision making for struggling students in an effort to effectively identify students with a suspected disability and provide appropriate intervention, supports, and services.

Objective 1.4: By the year 2027, 95% of students will graduate on time and 75% of students will be college and career ready.

Strategy 1.4.1: Increase EPSO opportunities for high school students by the addition of MEP Systems (Mechanical, Electrical and Plumbing), Industry Certification, Advanced Placement, Dual Enrollment and Dual Credit.

Strategy 1.4.2: Expand STEM opportunities for elementary and middle grades.

Strategy 1.4.3: Expand partnerships with higher education institutes and businesses.

Strategy 1.4.4: Upgrade and purchase new equipment for STEM and CTE programs of study.

Strategy 1.4.5: Provide 8th grade students with a career exploration class where they will develop a six-year plan.

Strategy 1.4.6: Eighth grade students will participate in the Bledsoe County High School College and Career fair.

Strategy 1.4.7: Provide teachers professional development for implementation of STEM and coding activities.

Strategy 1.4.8: Provide students in all grade levels additional opportunities to visit post-secondary institutions.

Goal 2: Improve community engagement and the parental experience.

Objective 2.1: Increase the rate of students and families participating in family engagement opportunities by 5% annually and parents' satisfaction with Bledsoe County Schools will be 95% or higher.

Strategy 2.1.1: Collaborate with student and parent advisory board in order to improve student, parent, and community engagement.

Strategy 2.1.2: Analyze data from parent biannual surveys to guide decision making.

Strategy 2.1.3: Expand opportunities for parents to provide feedback and participate in activities, including the addition of more virtual activities.

Strategy 2.1.4: Create a data dashboard to encompass all data pieces for parent viewing.

Strategy 2.1.5: Prioritize participation, collaboration, and building partnerships with businesses and community groups.

Strategy 2.1.6: Communicate updates to parents and community through newsletters, social media, short video segments, etc..

Strategy 2.1.7: Provide monthly tips for parents and guardians on social and emotional well-being.

Goal 3: Recruit, build, and retain excellent employees.

Objective 3.1: By 2027, the district will increase the number of applicants for open positions.

Strategy 3.1.1: Expand access to the TAP Program (Teaching as a Profession) for students who are interested in becoming educators.

Strategy 3.1.2: Continue to collaborate with iTeach, Grow Your Own, and partnership universities for teacher certification programs.

Strategy 3.1.3: [Continue to partner with area colleges for placement of student teachers.](#)

Strategy 3.1.4: [Expand participation in education college and career fairs at local universities \(Bryan College, Tennessee Technological University, Lee University, University of Tennessee at Chattanooga, Middle Tennessee State University, and the University of Tennessee at Knoxville\).](#)

Strategy 3.1.5: Data will be collected through surveys after all professional development to determine success, refinements and needs.

Strategy 3.1.6: [Expand the job posting network through additional platforms.](#)

Strategy 3.1.7: [Raise the beginning teacher salary to \\$50,000 by the 2026-2027 school year.](#)

Objective 3.2: By 2027, the district will retain 97% of teachers and leaders.

Strategy 3.2.1: [Increase access to teacher mentoring program, peer collaboration, and professional learning to support teacher development.](#)

Strategy 3.2.2: [The teacher advisory board will be used to gather feedback on successes and areas of improvement.](#)

Strategy 3.2.3: Conduct scheduled meetings with BCEA.

Strategy 3.2.4: [Utilize the Warrior Excellence brand to promote recognition, celebration, and pride in the workplace.](#)

Strategy 3.2.5: [Develop a plan to sustain the Little Warriors Daycare.](#)

Strategy 3.2.6: [Provide opportunities for overall staff well-being.](#)

Strategy 3.2.7: [Initiate a formal recognition program for growth and achievement.](#)

Strategy 3.2.8: [Implement a performance based incentive program.](#)

Objective 3.3: By 2027, 80% of staff indicate that they are being provided opportunities to develop and improve their leadership capacity within their roles.

Strategy 3.3.1: Provide support for school leaders around identifying, supporting, and developing teacher leaders.

Strategy 3.3.2: Provide instructional coaching training to leaders, principals, and instructional coaches to support staff development.

Strategy 3.3.3: Implement monthly PD for principals around data-driven instruction, student culture, student work, and assessments.

Strategy 3.3.4: [Continue](#) a Leadership Academy for identified aspiring leaders.

Strategy 3.3.5: [Increase leadership opportunities to grow teacher leaders.](#)

Goal 4: Provide facilities that inspire and support student achievement.

Objective 4.1: By 2028, the district will [implement](#) the comprehensive system/plan for improving, developing and managing all Bledsoe County facilities.

Strategy 4.1.1: Create a master plan for [athletic](#) facilities.

Strategy 4.1.2: [Implement and update](#) the capital improvements plan.

Strategy 4.1.3: [Implement the plan to relocate/build a central office.](#)

Strategy 4.1.4: Develop a data system for management of Capital Improvement Funds.

Objective 4.2: [By 2024, the district will improve the safety of all facilities as measured through the school safety assessment.](#)

Strategy 4.2.1: [Improve communications and collaboration with area first](#)

responders and emergency communications district-wide.

Strategy 4.2.2: Increase security measures at all entrances.

Strategy 4.2.3: Address parking lot safety by making improvements such as distinguishing fire lanes, installing speed bumps, lighting, and updating signage.

Strategy 4.2.4: Implement a centralized safety documentation database.

Strategy 4.2.5: Implement a new standardized safety response system.

Strategy 4.2.6: Implement annual intruder exercises with state and county Agencies.

Goal 5: Provide a climate that supports the overall well being of all students and staff.

Objective 5.1: By 2027, the district will improve the overall well being of students and staff as evidenced by student/staff surveys, AWARE quarterly reports/referral pathway and nursing reports.

Strategy 5.1.1: Operationalize a School-Based Health/Telemed clinic for students and staff.

Strategy 5.1.2: Continue the annual Trauma-Informed practice training with staff in order to become a trauma-informed district.

Strategy 5.1.3: Increase mental health awareness and substance abuse education among students.

Strategy 5.1.4: Create a sustainability plan for the continuation of all health services including nurses and social workers.

Strategy 5.1.5: Distribute a weekly newsletter to faculty and staff promoting social and emotional well-being.