

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: All early grade teachers will participate in the Early Reading Training.

Strategy 1.1.2: Support teachers using unit and lesson preparation protocols. Facilitate collaboration among teachers to prepare for effective delivery of their instructional materials.

Strategy 1.1.3: Create a district-wide vision for literacy, including a foundational literacy plan.

Strategy 1.1.4: Provide professional development and support for school leaders in developing their knowledge and understanding of what excellent reading foundational skills instruction looks like, using the TN Foundational Skills IPG as an observation tool.

Strategy 1.1.5: Implement and develop action plans based on CASE benchmark assessments (3 times a year).

Strategy 1.1.6: Students in second grade who are near proficiency will participate in the TN ALL Corp high-quality tutoring program.

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

Strategy 1.2.1: Implement monthly PLC meetings to analyze data, student work, root causes, and intervention strategies.

Strategy 1.2.2: Provide support for all teachers around unit/lesson internalization and instructional focus documents.

Strategy 1.2.3: Create a district vision for ELA and math instruction.

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 TRAIN (Tennessee Rural Acceleration and Innovation Network).

Strategy 1.2.6: Implement and develop action plans based on CASE benchmark assessments (3 times a year).

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: Create curriculum maps across all grades and subject areas.

Strategy 1.2.9: Create a data system that encompasses all data points.

Objective 1.3: By the year 2027, 95% of students will graduate on time and 75% of students will be college and career ready.

Strategy 1.3.1: Increase EPSO opportunities for high school students (Industry Certification, Advanced Placement, Dual Enrollment and Dual Credit).

Strategy 1.3.2: Develop a STEM program for elementary and middle grades.

Strategy 1.3.3: Expand partnerships with higher education institutes and businesses.

Strategy 1.3.4: Upgrade and purchase new equipment for STEM and CTE programs of study.

Strategy 1.3.5: Provide student exposure to career opportunities through interest inventories and career aptitude assessments.

Strategy 1.3.6: Students will participate in the Bledsoe County High School College and Career fair.

Strategy 1.3.7: Provide teachers professional development for implementation of STEM and coding activities.

Strategy 1.3.8: Hire additional personnel to help track student attendance.

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.

Strategy 2.1.1: Implement a student and parent advisory board.

Strategy 2.1.2: Send out biannual surveys to both parents and students.

Strategy 2.1.3: Increase the number of partnerships with business leaders and community groups.

Strategy 2.1.4: Include parents on the principal hiring committee.

Strategy 2.1.5: Expand opportunities for parents to provide feedback and participate in activities, including the addition of more virtual activities.

Strategy 2.1.6: Create a data dashboard to encompass all data pieces for parent viewing.

Objective 2.2: By 2027, parents' satisfaction with Bledsoe County Schools will be 95% or higher.

Strategy 2.2.1: Implement the recently developed communication plan.

Strategy 2.2.2: Provide the community with a CTE newsletter.

Strategy 2.2.3: Develop a plan to incorporate student led data presentations during existing family nights/events.

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: Implement a TAP Program (Teaching as a Profession) for students who are interested in becoming educators.

Strategy 3.1.2: Partner with the iTeach/Grow Your Own teacher certification program.

Strategy 3.1.3: Partner with area colleges for placement of student teachers.

Strategy 3.1.4: Participate 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 3.1.5: Create a recruitment video

Strategy 3.1.5: Investing in recruitment materials

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

Strategy 3.2.1: Establish a new teacher mentoring program.

Strategy 3.2.2: Create a teacher advisory board.

Strategy 3.2.3: Conduct scheduled meetings with BCEA.

Strategy 3.2.4: Implement a recognition and celebration program.

Strategy 3.2.5: Restructure the current salary schedule.

Strategy 3.2.6: Implement an evaluation method for central office supervisors and non-certified personnel.

Strategy 3.2.7: Create a systemized process and rubric for hiring.

Strategy 3.2.8: Provide a letter of intent to all employees followed by a yearly contract.

Strategy 3.2.9: Develop a Daycare for teacher recruitment and retention.

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: Create a Leadership Academy for identified aspiring leaders.

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

Objective 4.1: By 2023, the district will develop a comprehensive system/plan for improving, developing and managing all Bledsoe County facilities.

Strategy 4.1.1: Create a master plan for facilities.

Strategy 4.1.2: Create a capital improvements plan.

Strategy 4.1.3: Create an aligned protocol for the shipping and placement of supplies in schools.

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