

ACTION MEMORANDUM

TO: Bibb County School District

FROM: Dr. Katika D. Lovett, Chief of Staff
Dr. Dan A. Sims, Superintendent

SUBJECT: Approval of 2023-2028 Strategic Plan Framework,
#Built4Bibb: More Victory Planned

Summary

Our community-inspired, 2023-2028 strategic plan framework, ***#Built4Bibb: More Victory Planned***, represents a bold path forward for our students, staff and families centered on achieving our ultimate vision of empowering students to learn, lead, innovate and serve.

Background

During the 2022-23 school year, the BCSD engaged in a series of community meetings, focus groups, surveys, work sessions and retreats with one goal in mind – developing a community inspired strategic plan that would shape the future of education for Bibb County students for years to come. Centered on a set of beliefs and commitments from our Board of Education, our plan culminated with a new mission focused on *maximizing student achievement and social-emotional well-being by building a sense of community in safe, equitable learning environments*, coupled with a vision to *empower our students to learn, lead, innovate, and serve as productive and caring citizens within their chosen paths of success*. To complete the mission and make our vision a reality, we have identified three strategic goals focused on improvement: student achievement, staff effectiveness and stakeholder engagement.

These elements along with guiding principles, our learner profile, learner outcomes, specific strategies and call to action make up the foundation of our 5-year strategic plan framework, ***#Built4Bibb: More Victory Planned***, which was presented at the May 2023 board meeting.

Recommendation

It is recommended that the Board of Education approve the recommended 5-Year Strategic Plan Framework, ***#Built4Bibb: More Victory Planned***, for adoption for the 2023-2028 school years.



ACTION MEMORANDUM

Superintendent's Approval:

Superintendent's Signature	Approve/Disapprove
Dr. Dan A. Sims	Approved



June 15, 2023
Board of Education
Committee Meeting

#Built4Bibb: More Victory Planned

2023-2028 Strategic Plan Framework

AGENDA



OVERVIEW

The purpose of the presentation is to provide an overview of the district's proposed strategic design framework for the 2023-2028 school years.

view

ROADMAP

- Strategic Planning Journey
- Overview of the Framework
- Strategic Planning Timeline: Design + Implement
- Foundation
 - BOE Beliefs and Commitments
 - Mission and Vision
 - Guiding Principles
 - Learner Profile and Outcomes
 - Goals and Call to Action

TAKEAWAY

Our community-inspired, 2023-2028 strategic plan framework represents a bold path forward for our students, staff and families centered on achieving our vision of empowering students to ***learn, lead, innovate and serve.***

DISTRICT STRATEGIC DESIGN TEAM



BIBB COUNTY BOARD OF EDUCATION



B4B STRATEGIC DESIGN JOURNEY

(Oct 2022-May 2023)

- Community Summits
- Focus Groups
- Online Surveys
- Board Retreats
- Design Team Work Sessions
- Principal, Executive Leader and Advisory Group Feedback Sessions



B4B STRATEGIC DESIGN JOURNEY



Community Survey



January 2023



COMMUNITY ENGAGEMENT RESPONSE SUMMARY

Prepared for Bibb County
School District

BIBB COUNTY SCHOOL DISTRICT Community Engagement Response Survey

The data in the following report is combined from the community survey, summit and focus groups, which included responses from teachers, students, principals, parents/grandparents/guardians, district employees, and community members. For each question, the top five response categories are listed.

COMMUNITY PARTICIPATION



Community Survey

Students	55	Parents/grandparents/guardians	424
Teachers	253	District employees	145
Principals	13	Community members	39



Focus Group Participation

Students	24	Parents/grandparents/guardians	6
Teachers	9	District employees	3
Principals	6	Community members	1



Summit Participation

Teachers	4	District employees	21
Parents/grandparents/guardians	17	Community members	9

B4B STRATEGIC PLAN FRAMEWORK

Overview of the Foundation

- Board of Education Beliefs and Commitments
- Mission and Vision
- Guiding Principles
- Learner Profile
- Learner Outcomes
- Goals and Strategic Results
- Call to Action



B4B STRATEGIC PLANNING Timeline



PHASE I: DESIGN (Oct 2022-May 2023)

Beliefs and Commitments
Guiding Principles
Mission and Vision
Learner Profile
Learner Outcomes
Goals and Strategic Results
Call to Action

PHASE II: IMPLEMENT (July 2023-June 2028)

Specific Results
Performance Measures
Targets



Board of Education Beliefs

Students flourish with exposure to diverse experiences and *personalized learning*.

School district success is vital to community success.

Engaged teachers with proper tools and support make for a quality education.

Schools are safe havens for growth and learning.

Stakeholders have value and their *engagement* is necessary for student achievement.



BOE Beliefs + Commitments

	Personalized Learning	School System Success	Teacher Support	Safe Schools	Stakeholder Engagement
We Will...	<i>provide</i> resources to support personalized learning and encourage delivery of diverse experiences.	<i>promote</i> the value of a strong school system to the prosperity of the community.	<i>engage</i> in active listening to capture the expressed needs of teachers.	<i>ensure</i> that students, teachers, and all staff learn and work in environments where they feel safe, accepted, and respected.	<i>give</i> our stakeholders opportunities to be involved with the learning process.
We Will Not...	<i>put-up barriers</i> to access diverse programming.	<i>disparage the school system</i> to hide our success.	<i>ignore or presume</i> to know what tools and support teachers need to provide a quality education.	<i>tolerate anything or anyone that compromises</i> the safety and security of our schools.	<i>leave stakeholders out of key decisions</i> as it relates to student success.



OUR MISSION*

The Bibb County School District maximizes student achievement and social-emotional well-being by building a sense of community in safe, equitable learning environments.



*pending BOE approval



OUR VISION*

Students are empowered to learn, lead, innovate and serve as productive and caring citizens within their chosen paths of success.



OUR GUIDING PRINCIPLES



PERSONALIZED LEARNING

Students are successful when they are provided flexible opportunities to be self-directed learners in an adaptable, risk-free environment.

COLLABORATION

Strong, transformative collaboration among home, school, community unlocks student potential and fosters increased opportunities for diverse meaningful learning experiences.

ENGAGEMENT

Engaged teachers with proper tools, resources, and support make for a quality education that will prepare our students for their future.

SAFETY

Every student deserves to be loved, cared for, and educated in a safe environment.

EFFECTIVE LEADERSHIP

Effective leadership is key to a positive learning environment where all voices are respected and heard.

OUR LEARNERS

Boldly Adapt

Communicate & Collaborate

Solve Problems

Demonstrate Empathy



OUR LEARNER OUTCOMES



Each student will graduate **empowered** to make a well-informed decision about their next step. They will learn about themselves as they **engage** in rigorous content and gain **exposure** through personalized learning **experiences**, thereby **enlightening** them to choose their most meaningful pathway.

MATCHED AND
ENROLLED

MOTIVATED TO
ENLIST

MOLDED FOR
ENTREPRENEURSHIP

MEANINGFULLY
EMPLOYED





OUR GOALS



#B4B Roadmap

- ✓ Our goals tell us what we want to achieve, i.e., what will #Built4Bibb for students, adults or for us as a system?
- ✓ Our strategies and specific results tell us what we are going to do to reach our goals.
- ✓ Our progress measures tell us if we have met our goals.



Goals

Specific Results &
Initiatives

Performance
Measures



GOAL 1: STUDENT ACHIEVEMENT

All students will continually demonstrate high academic and social-emotional growth preparing them for life, college, and careers.

GOAL 2: STAFF EFFECTIVENESS

All employees will excel daily in the performance of their roles to ensure our district thrives.

GOAL 3: STAKEHOLDER ENGAGEMENT

We will build collective ownership and active engagement among all stakeholders to maximize students' overall learning experience.



GOAL 1: STUDENT ACHIEVEMENT

All students will continually demonstrate high academic and social-emotional growth preparing them for life, college, and careers.



Specific Results

- 1.1 Develop and Implement a comprehensive social-emotional learning (SEL) framework.
- 1.2 Build a multi-tiered system of supports (MTSS) that equitably meets the academic and behavioral needs of all students.
- 1.3 Implement a robust K-12 numeracy and literacy plan.
- 1.4 Support the implementation of personalized learning in all classrooms.



GOAL 2: STAFF EFFECTIVENESS

All employees will excel daily in the performance of their roles to ensure our district thrives.



Specific Results

- 2.1 Establish a comprehensive wellness program for all employees.
- 2.2 Engage all employees in a coherent sequence of differentiated capacity building opportunities.
- 2.3 Create opportunities to recognize and celebrate all employees.
- 2.4 Implement performance and accountability measures for all employees.



GOAL 3: STAKEHOLDER ENGAGEMENT

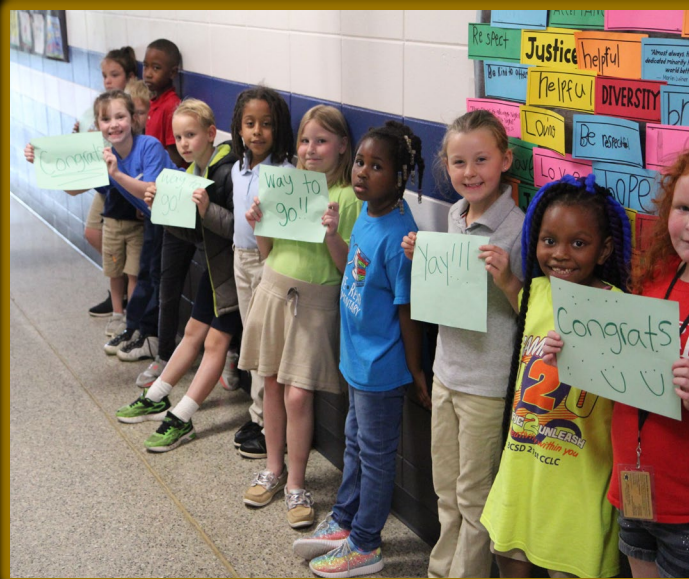
We will build collective ownership and active engagement among all stakeholders to maximize students' overall learning experience.



Specific Results

- 3.1 Develop a culture of collective ownership.
- 3.2 Develop mutual trust and relationships with and amongst stakeholder groups.
- 3.3 Strengthen practices of engagement to maximize students' overall learning experiences.





OUR CALL TO ACTION

Built by Bibb:

Empowered to Learn, Lead, Innovate and Serve!



