



## BIG HORN COUNTY SCHOOL DISTRICT #3 MISSION & VISION STATEMENTS

District Vision: A district where all students graduate with the skills and characteristics necessary to be productive, contributing citizens.

District Mission Statement: Prepare all students to be college and career ready through superior teaching of a rigorous curriculum.

# STRATEGIC PRIORITIES

### Curriculum & Assessment System

- ✓ Establish district wide curriculum that is coherent from the learner's perspective using the Understanding by Design frameworks
- ✓ Identify what each student should know and be able to do in a given course or series of courses
- ✓ Develop and use quality assessments to guide instruction
- ✓ Support the development of cornerstone assessments that measure students' understanding and transfer of knowledge within and across disciplines
- ✓ Ensure student mastery of 21st century skills
- ✓ Strategically evaluate current and future course offerings to ensure alignment with the mission

### Instructional Programs & Practices

- ✓ Expand use of effective instructional delivery models to ensure high levels of learning for all students
- ✓ Develop system wide responses to support the academic success of all students
- ✓ Support students' emotional and social growth and work towards a community where all students feel safe and valued
- ✓ Guarantee student access to rigorous, relevant, and engaging courses
- ✓ Develop inclusive special education model that meets the needs of identified students

### Human Resources

- ✓ Recruit a diverse applicant pool through innovative methods
- ✓ Improve HR department communications with all stakeholders
- ✓ Create professional development plans for all staff that align with district mission and strategic priorities
- ✓ Promote and ensure a culture of appreciation, support, and understanding in which all staff members feel valued
- ✓ Assess current administrator evaluation process to ensure a focus on growth and accountability for each leader
- ✓ Implement a staff development program designed to continuously improve upon teaching practices

### Leadership Development

- ✓ Under the leadership of the site principal, establish systems to ensure that site staff work collaboratively to foster and sustain a culture of professionalism, respect, trust, and high expectations
- ✓ Provide sustained and focused coaching and professional development for administrators and teachers
- ✓ Continue to improve the Teacher Leader model in order to support development of guaranteed and viable curriculum, equitable outcomes, and high quality instruction
- ✓ Utilize Teacher Leader evaluation system to ensure growth and accountability of each leader
- ✓ Continue to recruit and hire high quality internal and external candidates for all leadership openings especially at the entry level

### Governance

- ✓ Provide direction and support for the superintendent and administrative team
- ✓ Continue to implement communication plan regarding:
  - The role and work of the governance team
  - How and why the governance team works on behalf of all BGH3 students
- ✓ Implement annual process for reflective board self-evaluation and review of governance protocols and goals for the purpose of continuous improvement
- ✓ Continue policy audit process to review district policies through the lens of equity and the mission to begin with review of high impact policies
- ✓ Support mission driven programs and practices through allocation of adequate resources
- ✓ Ensure opportunities for the diverse range of views in the community to inform board deliberations
- ✓ Articulate the mission and strategic priorities of the district focused on student learning and achievement for all students to community, parents, students, and staff

### Community Relations

- ✓ Utilize the most effective means of communication with the district's internal and external stakeholders including websites and social media
- ✓ Develop understanding of the school district in all aspects of its operations by providing an honest, consistent, and comprehensive flow of information about policies, programs, and progress of the schools
- ✓ Actively seek information from the community regarding expectations and aspirations for our schools
- ✓ Bring about community understanding of the need for continuous improvement and what must be done to facilitate that improvement

### Finance & Facilities

- ✓ Ensure long-term fiscal health of the district and maintain a balanced budget
- ✓ Continue active leadership role in the county and state to advocate for adequate school funding
- ✓ Develop short-term and long-term plans for the operational impact of increasing enrollment
- ✓ Develop and implement the facilities plan for modernization and maintenance to ensure safe school environments
- ✓ Develop agreements among school and community organizations for sharing resources and increasing efficiency
- ✓ Develop and implement a process to ensure community and staff awareness of the financial condition of the district