

Baldwin-Whitehall School District

2017-2018 Goals



Vision:

The BWSD, in partnership with the parents and community, strives to provide all students with a rigorous, high-quality, standards based academic program aligned to the diverse needs of all learners delivered in a safe and caring environment. The stakeholders of the BW educational community envision a school district in which:

- All students acquire skills to become lifelong learners in a diverse, ever-changing world
- Every child is viewed as our greatest resource and thus our most valuable investment
- All members of the educational community are dedicated to continuous improvement
- All members of the school community are technologically proficient

We Believe:

- That every student has a right to learn and experience appropriately challenging and relevant learning opportunities
- That school schedules are designed for students and to meet their educational and developmental needs
- That high expectations be maintained in all areas of the school district and programs, including co-curricular and extracurricular activities and programs.
- That students be challenged to achieve their potential
- That instruction be designed to accommodate individual learning styles and diverse student needs

We Believe (continued)

- That academic excellence should be promoted in all phases of the instructional program
- That students and staff use and apply technology on a regular basis
- That learning shall occur in a caring, supporting, clean and safe environment
- That education is the shared responsibility of the student, staff, parents, and the community
- That the community shall be an active participant in the education of students
- That the schools are a community resource

Industrial Age vs. Informational Age

Schools are built upon structures that promoted and prepared workers for the Industrial Age in America, in which recall of facts and memorization was prioritized. Gaps of knowledge were filled in by employers that conducted brief onboarding programs. Once hired and trained, the employee was set for life, as the conditions of employment rarely changed. (**FACTORY READY**)

Schools need to focus on the ability to teach students how to critically access, assess and process information in a work environment that is dynamic, and in many cases not even identified as of yet. (**FUTURE READY**)

**If we wanted to teach all the standards,
we would have to change schooling to K-22**

(Marzano)

8 Days in April

Consider This...

No amount of tweaking or modifications of the current industrial era paradigm will fulfill a vision of all children learning and thinking to their full potential.

**We cannot get there
from here!!**

There has to be a better way

Prince EA: I Sued the School

<http://bit.ly/2A43CMd>

Why??

Where we are:

- When students learn something is more important than Whether they learn it well
- Time is the constant and Learning is the variable

Where we need to go:

- Whether students learn it well is more important than When they learn it
- Learning is the constant and Time is the variable

The Shift (McGarvey)

**Name an industry or profession
that has not changed significantly in the
past ~~150~~ 10 years**

**How have products and services become
“personalized?”**

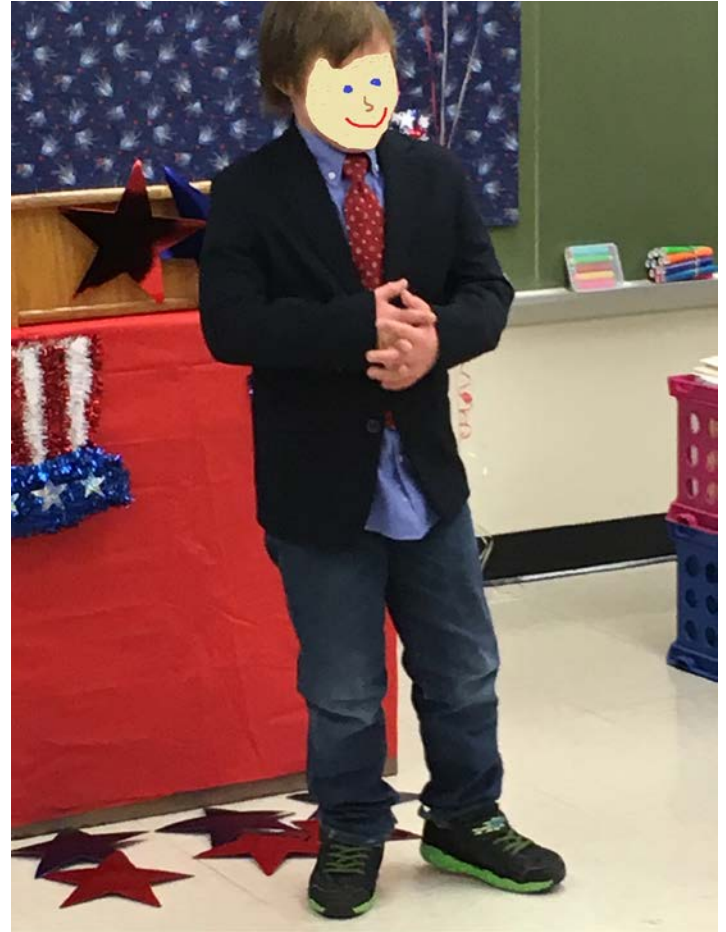
<https://www.youtube.com/watch?v=KJXzkUH72cY>

Which road will you choose?



<https://www.youtube.com/watch?v=l-gQLcy9f4o>

BWSD's Kid President



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Effective Practices and Commonalities

- Project-Based Learning
 - Modified Scheduling
 - Advisory/Mentoring
 - Job Shadows/Internships
 - 1:1
 - Integrated Learning
 - Large, Flexible Learning Spaces
 - Deeper (Understanding)
 - Social-Emotional Focus
 - Regular Planning/PD Built into Schedule
- “Voice and Choice”**

(Ralston)

Goal 1: Student Growth and High Academic Achievement

Develop and implement a comprehensive plan that establishes a clear vision of student growth and achievement as the top priority of the school board, staff and community.

Transforming Learning Initiative

- Voice and Choice
- School Calendar and Daily Schedule
- Flexible Learning Structures
- Technology (use and proficiency)

Goal 2: Human Resource Management

Incorporate best practices for human resource management and oversight to recruit, develop, support and retain outstanding personnel across the school district.

- **Systems of accountability and evaluation**
- **Professional development/training plans**
- Universal hiring processes
- Employee safety programs
- **Collective bargaining**
- District staffing levels

Goal 3: Operations & Financial Management

Ensure completion of activities associated with the annual budget with an emphasis on distribution of resources and directing the overall operational activities, in support of the District's core mission of student growth and high academic achievement.

- Annual budget and audit
- **Maintenance and cleaning of District facilities**
- **Food service program**
- **Inventory control systems**
- Safety and security for all students, staff, and community members
- **Implement Feasibility Study Planning**
- Transportation of students

Goal 4: Communication & Community Relations

Communicate with and effectively engage the staff, Board of School Directors, and members of the community, clearly articulating district goals and priorities, addressing local and broader issues affecting the District, and building support for District initiatives, programs and goals.

- **Internal and external communications (verbal and written)**
- Professional relationships/Organizational structure
- **Comprehensive community outreach program**
- **District communication plan**
- Administrator visibility/Staff engagement
- **Advocacy**

Goal 5: Organizational Leadership

Create an environment of earned autonomy and empowered decision making through the implementation of organizational practices that blend the art of leadership and science of management to provide inspiration, objectives, operational oversight, and other administrative services in order to positively influence the climate and culture of the District.

- **Administrative team**
- **Building master schedules**
- **Interdistrict collaboration**
- District policy and regulations
- Systems of motivation and empowerment

Goal 6: Professionalism

Inspire the modeling of professional decision-making processes and ethical standards consistent with the values of Pennsylvania's public education system as well as that of the local community.

- Inclusive and respectful environment
- **Professional development, training and mentorship**
- **Thoughtful and strategic decision making**
- Systems of collaboration
- Positional ethics/personal integrity for all staff
- Behavioral expectations (words, actions)