

Benton Harbor Area Schools



**STRATEGIC PLAN
2003 - 2007 FINAL**



Purpose

The strategic plan is being developed to create a common plan for the District that reflects the key initiatives that will be required to prepare the students for a positive post secondary and life experience. Additionally, it is to ensure alignment across departments and a clear understanding within the community. It acknowledges that these events are accomplished across time.

Mission Statement

The Benton Harbor Area Schools will assure all students the opportunity to gain a challenging and quality education.



Vision

The Benton Harbor Area Schools will do whatever is necessary, unconstrained by convention and fueled by innovation, to guarantee our students an education as worthy as any in the nation.

We will recognize and instill in our students a strong and abiding sense of their value as individuals and an understanding of their roles as citizens. We will be dedicated to creating and nurturing in those students and the community we serve an appreciation for the value of education. We will be a system that treats everyone--students, teachers, employees, administrators, parents and the community-- with equal respect, in an atmosphere of mutual trust.

Above all, the Benton Harbor Area Schools will take the lead and become a major force in revitalizing and strengthening the community it serves.



Overarching Goal

To prepare 100% of our students for post-secondary education or careers.



Three Key Strategies

1. ACADEMIC ACHIEVEMENT

- Leadership in instruction and curriculum
- High expectations and a culture of achievement
- Programs/services necessary to support learning

2. OPERATIONAL EXCELLENCE

- Ongoing management, faculty and staff professional development
- Fiscal stewardship and accountability

3. FIRST-CLASS FACILITIES

- Well-managed maintenance and replacement
- New construction and consolidation



Academic Achievement

❑ **Leadership in instruction and curriculum**

- Evaluation of current programs
- Emphasis on curricula in language arts, math, social studies and science, and Technology
- Implement Reading First Initiative
- Additional gifted/enrichment programs
- Alternative education programs and special education
- Continued leadership in Career Pathways programs
- Consistent academic standards
- Extended time to master standards
- Night school at BHHS (2003/04)
- High school “reform” (2004/05)
- Continue Middle Start and Coalition of Essential Schools
- International Baccalaureate Program(2005/06)



Academic Achievement

❑ **High expectations and a culture of achievement**

- Community-wide reading program
- Increased parental involvement in all schools
- Professional Development to meet needs of Parents (Workshops)
- Increased growth assessments K-8; Minimum advancement & graduation standards
- Increased safety and improved learning environment
- Increased celebration of students success
- Corporate sponsorships for programs and achievement awards
- Bridges for Digital Excellence Initiative (CWCC)
- Increased internal and external communication to achieve alignment with student achievement goals
- Retention and Recruiting programs (Schools of Choice and Charter Schools)



Academic Achievement

□ Programs and services necessary to support learning

- Continue emphasis on early childhood education
- Early Childhood Education emphasis
 - “Even Start” assessment; 3 year old Program (‘04-’05); Center (2006/07)
- Strengthen special education teaching capabilities
- Technology initiatives integrated in the classroom
- Learning Without Limits Implementation
- Implement Information Technology Across The Curriculum
- Provide Professional Development to address staff needs and new technologies
- Health and nutrition services
- Immunization *Passport* program and 100% compliance
- Anger/Self Management training program
- TP3 Teen Pregnancy program
- 40 Assets Assessment
- Data Collection and Assessment and Analysis
- Fully operational Research Department by 2006/07



Operational Excellence

❑ Ongoing professional development

- *No Child Left Behind* compliance
- Leadership succession planning and development
- Professional development and improved evaluation methodologies for special education
- More extensive new teacher orientation
- More rigorous performance evaluations and follow-up
- Fully operational research department by 2006/07



Operational Excellence

- ❑ **Fiscal stewardship and management accountability**
 - Integrated strategic and operational planning
 - Build long-term financial stability
 - Improved financial efficiency
 - Increase efficiency of bargaining process
 - Pre-approved purchasing system
 - Vendor consolidation
 - Increase efficiency of special education transportation system.
 - Reduction of non-instructional overhead costs (e.g. health insurance)



First-Class Facilities

- **Well-managed maintenance and replacement programs**
 - Roof replacements
 - 2003/04: BHHS, FP West, McCord, FP Northeast (all partial)
 - 2004/05: BHHS, FP West, McCord, FP Northeast (completion)
 - 2005/06: Martindale, Sorter
 - 2006/07: Stump



First-Class Facilities

❑ **Well-managed maintenance and replacement programs**

- HVAC (Univents/Controls)
 - 2003/04: FP East, FP Middle, MLK
 - 2004/05: FP East, FP West, Morton, Sterne Brunson 2005/06: Calvin Britain
 - 2006/07: BHHS
- Flooring Replacements
 - 2003/04: FP Northeast
 - 2004/05: Calvin Britain
 - 2005/06: Morton
 - 2006/07: Sorter



First-Class Facilities

Well-managed maintenance and replacement programs

- Lighting Upgrades
 - 2003/04: Sorter
 - 2004/05: FP East, FP West
 - 2005/06: Calvin Britain
 - 2006/07: BHHS
- Redecorate/Remodel Facilities
 - 2003/04: Farnum Gym
 - 2003/07: Classroom Painting and Dry Erase Boards



First-Class Facilities

Well-managed maintenance and replacement programs

- School bus replacement Program
- Food service equipment replacement program
- District-wide security and surveillance system upgrades/updates
- Keyless entry system
- Sinking-fund millage (June 2003 vote)
- Computer/hardware replacements and software upgrades



First-Class Facilities

- ❑ **New construction and consolidation**
 - Transportation building (2003)
 - High school campus (2002; '06 - '07)
 - Consolidation of elementary buildings