

COMPASS 2027

Sailing to New Horizons



*Strategic Plan for
Boaz City Schools
2023-2027*





BOAZ



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Board of Education Members



G. Todd Haynie, PhD
Superintendent



Allison Brewster



Chad Cofield



Sloan Limbaugh



Randall Morton



Rhonda Smith



Letter from the Superintendent

G. Todd Haynie, PhD

BCS Parents, Guardians, and Community,

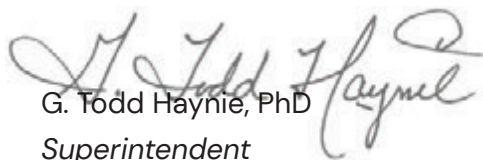
It is with great pride that I present to you the new 5-year strategic plan for Boaz City Schools. We have been working diligently to create a plan that will help us reach our ambitious goals and set our students up for success. Our plan focuses on improving the quality of our education and services, while also taking into consideration the needs of our community.

Our strategic plan includes initiatives to increase student achievement, expand professional development opportunities, and strengthen our community partnerships. We are also prioritizing the expansion of academic opportunities to ensure our students are prepared for the future. Additionally, we are focusing on maintaining a balanced budget to ensure we are making the most of every dollar.

We understand the importance of keeping our parents and community members informed about our progress and are committed to creating an open and transparent dialogue. We will be hosting informational sessions at least once a year to share our successes, as well as our challenges.

We are confident that our new strategic plan will help Boaz City Schools reach new heights. We are eager to share our progress with you and look forward to sailing to new heights together!

Go Pirates!



G. Todd Haynie, PhD
Superintendent
Boaz City Schools



A Snapshot of the **Boaz City Schools**



BOAZ ELEMENTARY SCHOOL

- ➡➡ Pre-K
- ➡➡ First Grade

CORLEY ELEMENTARY SCHOOL

- ➡➡ 2nd Grade
- ➡➡ 3rd Grade

BOAZ INTERMEDIATE SCHOOL

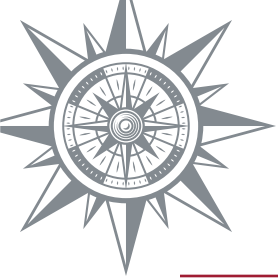
- ➡➡ 4th Grade
- ➡➡ 5th Grade

BOAZ MIDDLE SCHOOL

- ➡➡ 6th Grade
- ➡➡ 7th Grade
- ➡➡ 8th Grade

BOAZ HIGH SCHOOL

- ➡➡ 9th Grade
- ➡➡ 10th Grade
- ➡➡ 11th Grade
- ➡➡ 12th Grade
- ➡➡ College Dual Enrollment



Our Strategic Planning Process



In February 2022, the Boaz City Board of Education contracted with E3 Strategic Solutions LLC (E3) to facilitate the development of a new strategic plan for the school system. The planning process spanned a period of eight months, March 2022 to October 2022. The end-result and final strategic plan is *Compass 2027: Sailing to New Horizons (Compass 2027)*. *Compass 2027* will serve as a guide for growth and improvement for Boaz City Schools through the year 2027.

Compass 2027 is a product of a multitude of stakeholder input opportunities. One of the most valuable sources of input was the collaborative work of 125+ individuals who participated through seven different stakeholder committees – Teachers; Support Personnel; Students; Principals; Central Office Staff; Parent, Business, and Community Members; and the Boaz Strategic Planning Committee (BSPC). The BSPC was a large group with representatives from all stakeholder groups. The committees were engaged for input in numerous sessions. In addition to the input received from stakeholder committees, more valuable input was garnered from data, comments, and suggestions received through several different means, including a public input period and related surveys.

Considering all the input from various sources, E3 and the BSPC completed four strategic plan drafts. Upon completion of each draft, groups were reengaged for additional input. The core items developed for the strategic plan were: 1) Guiding Principles (Belief Statements, Purpose, Vision, Mission, and Motto), 2) Strategic Goals, and 3) Strategies. To execute the plan in the coming years, detailed Action Items will be developed for each strategy.

The final draft was presented to the Board at a work session on October 24, 2022. The Board approved *Compass 2027* on November 17, 2022.



BENTLEY GRAY
PHOTOGRAPHY

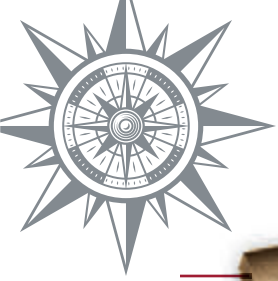
FACILITATED BY E3 STRATEGIC SOLUTION, LLC

PHOTOS COURTESY OF BENTLEY GRAY PHOTOGRAPHY



The strategic plan for Boaz City Schools was developed using the 30 Cognia Performance Standards and four Key Indicators as a framework. To promote excellence and continuous growth throughout our organization, the school system completes the Cognia accreditation process every five years. This process entails a comprehensive program of evaluation and external review, which is guided by the Cognia Performance Standards and Key Indicators. Our five Strategic Goals and the related Strategies will guide our work in ensuring we are successful in meeting the needs of our learners and the expectations of the Cognia Performance Standards.





Timeline for Planning Process





Our Guiding Principles



BELIEF STATEMENTS

➡➡ **WHAT** we stand for and **HOW** we behave as an organization

We believe in...

- ➡➡ The essentiality of providing a safe and caring learning environment.
- ➡➡ Developing the whole child—academically, socially, emotionally, and physically – to have a strong work ethic and real-world skills for success.
- ➡➡ Meaningful community and school partnerships.
- ➡➡ Operating in an ethical, moral, and professional manner.



PURPOSE

➡➡ **WHY** we exist as an organization

The **PURPOSE** of Boaz City Schools is to provide impactful educational opportunities that enhance the potential of everyone in their chosen path of life.



VISION

➡➡ **WHAT** we want to achieve as an organization

The **VISION** of Boaz City Schools is to serve as an innovative standard of excellence, inspiring life-long learners who make meaningful contributions to a dynamic world.



MISSION

➡➡ **HOW** we want to achieve our vision

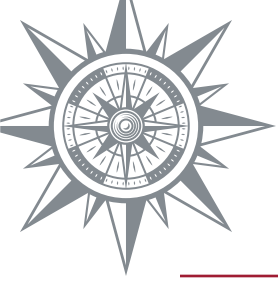
The **MISSION** of Boaz City Schools is to cultivate a positive, student-centered learning environment championed by well-equipped, exceptional educators.



MOTTO

➡➡ An expression of organizational spirit

Anchored in Excellence



Strategic Goals



BOAZ CITY SCHOOLS WILL...

- 1.** Establish and communicate an organizational purpose and direction that serve as a daily compass in our efforts to provide students with an exceptional educational experience.
- 2.** Operate with effective governance and leadership practices, procedures, and policies characterized by being ethical, efficient, and equitable, while promoting high levels of student achievement and school effectiveness.
- 3.** Establish and maintain a positive, effective learning environment characterized by quality curriculum, instruction, and assessment practices which promote high levels of student academic growth and achievement.
- 4.** Provide quality resources to ensure the needs of our students and staff are met in a manner which ultimately promote high levels of student success.
- 5.** Foster excellence through strong commitments that honor continuous improvement, effective support systems, stakeholder engagement, quality communications, equity, and diversity.



Strategic Goal 1



Boaz City Schools will establish and communicate an organizational purpose and direction that serve as a daily compass in our efforts to provide students with an exceptional educational experience.

STRATEGIES

In fulfillment of this strategic goal, our school system shall...

- 1.1** Develop a comprehensive plan to implement regular practices at all school levels to ensure consistent use of our Guiding Principles in all aspects of the school system.
- 1.2** Communicate effectively to all stakeholders our organizational Guiding Principles, Strategic Goals, and Strategies.
- 1.3** Engage annually multiple stakeholder groups in the evaluation of our efforts to align our work to our Guiding Principles, Strategic Goals, and Strategies.
- 1.4** Provide qualified personnel who will instruct and assist learners and each other in support of our Guiding Principles, Strategic Goals, and Strategies.



Strategic Goal 2



Boaz City Schools will operate with effective governance and leadership practices, procedures, and policies characterized by being ethical, efficient, and equitable, while promoting high levels of student achievement and school effectiveness.

STRATEGIES

In fulfillment of this strategic goal, our school system shall...

- 2.1** Establish an internal leadership development program to build quality teacher leadership and leadership skills for staff interested in serving as future administrative leaders.
- 2.2** Continue to provide our current administrative leaders with opportunities for professional growth through external opportunities and partnerships.
- 2.3** Increase our efforts to expose, educate, and engage stakeholders to the work of the school board.
- 2.4** Lead efforts to foster and strengthen the relationships and collaborative work between the School System, the P.I.R.A.T.E. Foundation, and City Government.
- 2.5** Develop practices to foster and recognize innovation among staff, students, and programs.
- 2.6** Design and implement programs, procedures, and activities to acknowledge teachers for their innovation, guidance, impact, and engagement with students and throughout the community.
- 2.7** Ensure all policies, practices, and actions are carried out in a manner that has a positive impact on the school system and ultimately supports quality teaching and high levels of student academic growth and achievement.



Strategic Goal 3



Boaz City Schools will establish and maintain a positive, effective learning environment characterized by quality curriculum, instruction, and assessment practices which promote high levels of student academic growth and achievement.

STRATEGIES

In fulfillment of this strategic goal, our school system shall...

- 3.1** Design student leadership programs that utilize students at all levels to serve as mentors in assisting and motivating other students for success.
- 3.2** Provide staff with professional development opportunities to strengthen communications efforts.
- 3.3** Conduct a needs assessment and develop a K-12 comprehensive plan to strengthen programs in the fine arts.
- 3.4** Develop a comprehensive teacher mentoring program to include induction and coaching components which promote teacher success and instructional improvement that enhance student academic achievement.
- 3.5** Design and implement a Grow-Your-Own Teacher Initiative to foster interests of local students and community members who may desire a career in education and to assist in providing a quality pool of teaching candidates to meet the unique needs of our school system.
- 3.6** Develop innovative measures to promote and simplify dual enrollment processes for students wishing to participate in offerings through Snead State Community College.
- 3.7** Study, improve, and standardize all registration processes within the school system, but especially those between Boaz High School and Snead State Community College.
- 3.8** Increase career and technical education offerings and provide more related career-based internships.
- 3.9** Design and implement innovative initiatives to improve instruction and student academic achievement in reading and mathematics.
- 3.10** Study possibilities to increase ACT and AP scores by providing more opportunities for academic rigor through advanced class offerings and programs throughout all secondary grades, while also ensuring sufficient academic rigor is present in current advanced academic offerings.
- 3.11** Implement school and instructional practices that enhance growth for all learners and build a love for life-long learning.



Strategic Goal 4



Boaz City Schools will provide quality resources to ensure the needs of our students and staff are met in a manner which ultimately promote high levels of student success.

STRATEGIES

In fulfillment of this strategic goal, our school system shall...

- 4.1** Engage professional service providers to conduct a comprehensive assessment of all facilities within the school district and develop a related long-range capital plan to address needs.
- 4.2** Develop maintenance and replacement plans and schedules for technology resources within the school district.
- 4.3** Study technology support needs of teachers and staff and strategically consider opportunities to increase personnel for technology support.
- 4.4** Improve communications and understanding between instructional and tech staffs, with a focus of understanding needs from an instructional standpoint.
- 4.5** Implement a program to increase the number of National Board–Certified Teachers through a cohort program that provides support to enhance their success.
- 4.6** Implement a program to increase the number of ALSDE Dyslexia certified staff through a cohort program that provides support to enhance their success.
- 4.7** Design and implement a comprehensive plan to recruit, train, support, and retain substitute staff in all areas.
- 4.8** Study options to revamp the school district’s alternative disciplinary programs with an effort to separate short-term and long-term placements and create an effective ISS setting that deters disciplinary infractions and reduce related recidivism rates.
- 4.9** Seek new funding sources to promote innovative classroom instruction and programs.
- 4.10** Implement continuous efforts to assess our EL staffing, supports, and resources and create related plans to strengthen areas of weakness as resources are available.
- 4.11** Appraise our safety needs and adequately appropriate resources to ensure a safe school environment.



Strategic Goal 5



Boaz City Schools will foster excellence through strong commitments that honor continuous improvement, effective support systems, stakeholder engagement, quality communications, equity, and diversity.

STRATEGIES

In fulfillment of this strategic goal, our school system shall...

- 5.1** Develop and implement a comprehensive strategic marketing and communication plan.
- 5.2** Maintain and increase partnerships with business and industry throughout the community and surrounding area to provide students exposure to career opportunities and additional opportunities in work-related programs.
- 5.3** Continue to expand mock interviews and job fair opportunities to match local business and industry needs to the interests of our students and promote actual job placements.
- 5.4** Create plans to standardize the branding of our schools and programs throughout the school district.
- 5.5** Implement efforts to strengthen translation efforts for all communities served by our school system.
- 5.6** Develop innovative methods to better engage and involve parents in a meaningful manner at all levels, but especially at the secondary level.
- 5.7** Continue to study possibilities to increase mental health supports throughout the school district.
- 5.8** Develop a plan to strengthen supports for students with Dyslexia.
- 5.9** Assess both internal and external communication efforts and develop a comprehensive plan to address any shortcomings and establish standardized communication platforms for all school levels.
- 5.10** Build awareness and appreciation of our diverse cultures within the school system, while communicating expectations that all stakeholders operate in a manner characterized by respect, fairness, equity, and inclusion.
- 5.11** Show a strong commitment to continuous improvement by establishing metrics for growth and success, and monitoring related data for the system, leadership, schools, staff, and students.
- 5.12** Construct and execute a plan to provide periodic updates, reviews, reports, and evaluations for the implementation of our strategic plan.







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