



BEACON CITY SCHOOL DISTRICT

2028 STRATEGIC PLAN



MISSION

Our commitment is for all students to learn in a nurturing and inclusive environment that prepares them for continuous learning, life and work in a diverse world.

VISION

Our schools foster a love of learning and a sense of community in all students as they develop their leadership, critical thinking, and problem-solving skills.

Diversity is our Strength

The diversity of our community is a strength and should be celebrated and represented in our curriculum.

Equitable Education

All of our students deserve an equitable and rigorous education, regardless of race, ethnicity, class, gender identity, sexuality, or disability.

Culture of Care

We will maintain a culture of care, through a safe and supportive environment, to ensure wellness for the entire school community.

THE BEACON **PILLARS**

PILLAR I: Academic Excellence



PILLAR II: Diversity in Staff and Opportunities

PILLAR III: High-quality curriculum

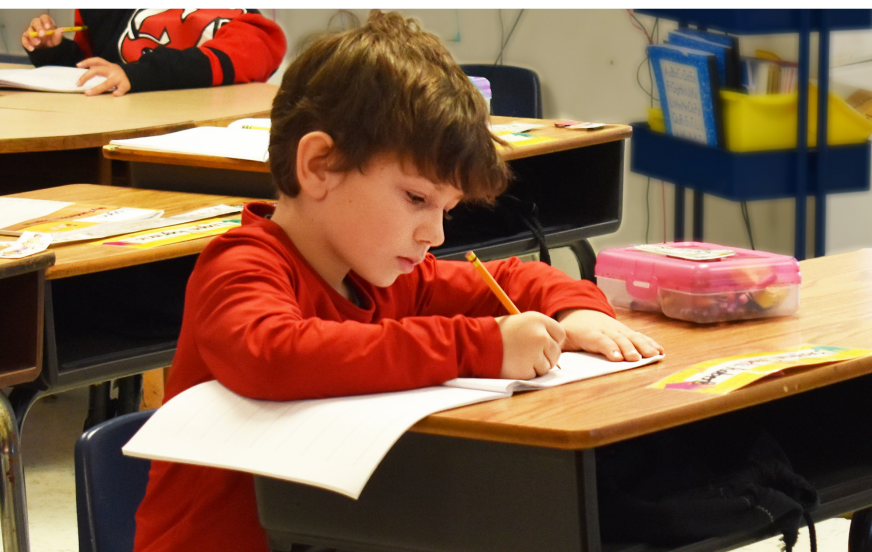


PILLAR IV: Community Engagement and Involvement



ACADEMIC EXCELLENCE

Increase student engagement and rigor in all classes through the use of innovative instructional techniques that center student voice and experience.



What does this mean?

Students learn in active, inquiry based learning environments where they will feel connected to and engaged in their learning.

What does this look like?

Designing curriculum that is inclusive

Connecting with community organizations to expand opportunities

Supporting students with social and emotional needs

What are our goals?

#1 We will provide authentic, extended learning experiences for our students by partnering with community and other external organizations.

#2 We will create more in-class opportunities for student ownership by leveraging existing structures and support.

#3 We will expand access to advanced classes.

We will start by

- Creating a district calendar that prioritizes professional learning.
- Making sure schools have created opportunities for empowering student voice through newspapers, new shows, student councils, advisory groups, surveys, and suggestion boxes.
- Creating a website that catalogs community resources for students and families.

DIVERSITY IN STAFF & OPPORTUNITIES



What does this mean?

Students learn from a diverse group of educators and have access to extracurricular opportunities that reflect their interests.

What does this look like?

A faculty and staff that is more representative of our student population

Reducing or eliminating barriers to participate in extracurricular opportunities

Increasing accessibility to students across all elementary schools to signature events

Ensure equitable access to and increased opportunities for experiences outside of the classroom for our students.



We will start by

- Creating a mentoring program and a support system at Beacon High School for students of color interested in the teaching profession.
- Empowering students and families with expanded information on course offerings.
- Providing extra support to students who need assistance meeting prerequisites for courses.
- Expanding transportation offerings and support with meals for students to attend extracurricular offerings.
- Creating a set of common field trips for elementary students across all schools and aligning the district budget to support the trips.

What are our goals?

#1

We will increase the diversity of our teacher applicant pool by re-thinking our recruitment, onboarding and retention practices.

#2

We will make participation in after-school activities more equitable by providing options to make them more accessible.

#3

We will provide all students with a series of signature experiences and opportunities across schools, K-12.

What does this mean?

Curriculum and instructional materials represent and are inclusive of all of our students.

What does this look like?

Programming that prepares students for life, not just for testing

Programming that focuses on the whole child, including their social, emotional, mental, physical, and cognitive development

Reflecting on opportunities for students to engage in discourse and discussions around real-world events and considering whose voices are missing and whose stories are being told



HIGH-QUALITY CURRICULUM

Leverage high-quality curriculum and instructional materials that reflect today's world and are culturally relevant to our students.



We will start by

- Developing culturally relevant units of learning for each grade level.
- Sharing curriculum maps with the community on the district website.
- Gathering student input related to potential course offerings and new instructional strategies.
- Creating partnerships with varied higher education and workplace opportunities for students.

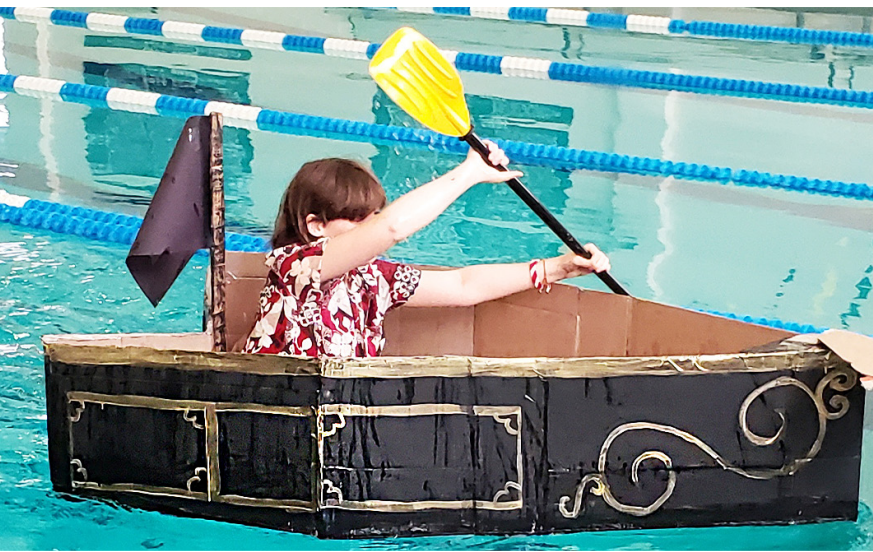
What are our goals?

- #1** We will rethink traditional scheduling structures to create more dedicated opportunities for innovation, collaboration and professional learning for all staff.
- #2** We will develop or provide access to additional elective course offerings that offer students the opportunity to explore different career pathways.
- #3** We will prioritize student-centered learning across all content areas by incorporating a meaningful, culturally relevant curriculum that fosters a sense of belonging and ownership.



COMMUNITY ENGAGEMENT & INVOLVEMENT

Partner with the community by providing opportunities for family involvement and student leadership; Increase communication and connection between schools and families.



What are our goals?

#1

We will create and share accessible resources and opportunities to help families best support their students through innovative platforms.

#2

We will give students more opportunities to give input on decisions at the district level.

#3

We will strengthen the BCSD community by creating authentic engagement opportunities that reach every family.

What does this mean?

The community will hear from the district more, specifically around accessing information and how to best support students.

What does this look like?

Increasing building- and district-level communication

Creating more engaging community events

Creating a library of resources and learning experiences for parents and families

Leveraging opportunities at every level for students to give feedback to decision-makers

We will start by

- Developing resources for students and families to assist with the transition to Kindergarten, 6th, 9th, 11th and 12th grades.
- Establishing student advisory and student feedback systems at each school.
- Creating engaging events at each school for families focused on all aspects of supporting our students.

OUR PROCESS

Throughout the 2021-2022 and 2022-2023 school years, we gathered feedback from the Beacon CSD community to create our strategic plan. This feedback was shared with our steering committee — a representative group of district, school and teacher leaders, board members, community members, union representatives, and parents — to build the plan's foundation. This committee honored the district's existing values and belief statements, making them actionable by identifying strategic pillars, goals and actions to serve as the district's focus for the next five years. Additionally, the team continued to seek input from focus groups, particularly Beacon students, to iterate and finalize the plan you see here.

451

responses to
community survey

56

5 in-depth focus
groups with 56
students across
all 6 schools

23

hours team spent
in sessions

16

steering team
members



BEACON STUDENTS'

MOST CRITICAL ATTRIBUTES



Empathy

- Kindness, care, and compassion for others
- Respect for persons and property
- Understanding of the circumstances and opinions of others

Self-Regulation

- Self-awareness and emotional metacognition
- Ability to recognize and act to regulate reactions and shift actions



Citizenship/Community

- Understanding that all members are part of a larger whole
- Understands the relationship between rights and responsibilities
- Contributes to the overall success of the community as a whole

Curiosity, Wonder, Awe & Imagination

- Generates questions and follows leads
- Investigates and creates
- Demonstrates a passion and energy for learning



Adaptability/Flexibility

- Calm and positive when structures or patterns change
- Sees change as opportunity

BEACON STUDENTS'

MOST CRITICAL SKILLS

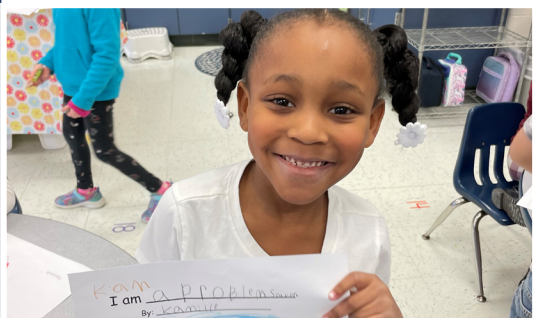


Communication

- Organize and articulate thoughts – write, speak or create media for a variety of purposes and audiences
- Use digital tools for a variety of purposes and audiences
- Actively listen, comprehend and respond appropriately

Problem Solving

- Identify and frame problems with their associated consequences
- Understand and apply problem solving processes
- Implement and reflect on the effectiveness of proposed solutions



Creative and Critical Thinking

- Identify multiple perspectives, options or pathways
- Apply novel or insightful notions
- Apply criteria and evaluate for a purpose
- Use evidence, logic and reason

Collaboration – Independence

- Work with others to accomplish tasks and solve problems
- Demonstrate metacognition of interpersonal skills
- Fulfill different roles in a variety of situations
- Demonstrate self-direction and initiative
- Overcome obstacles to success



Digital Literacy

- Be a good digital citizen
- Practice effective search techniques
- Apply criteria and analysis processes for information validity
- Consistently use reliable and valid information in the service of learning