

Strategy	Action Plan 2006-07	Who	Finish Date	Status	2007-09 Action Plan	Status
	<p>Goal: Improve the quality of 0-6 services at BAISD</p> <p>Objective: Increase opportunities for children who are turning three years old</p> <p>Activities: Analyze outside placement opportunities for BAISD children</p> <p>Share philosophy with community members and BAISD Early Childhood Staff</p> <p>Goal: Effectively utilize BAISD Early Childhood Staff</p> <p>Objectives: Minimize duplication of services for families</p> <p>Analyze meeting attendance to ensure appropriate BAISD staff are attending appropriate 0-6 meetings</p> <p>Review the administrative structure for BAISD Early Childhood programs</p> <p>Conduct on-going training for BAISD Early Childhood Staff</p> <p>Activities: Analyze who is providing services to families and develop a system for "service coordination"</p> <p>Implement service coordination agreements with community members</p>		<p>●</p> <p>●</p> <p>●</p> <p>●</p> <p>●</p> <p>●</p> <p>Finalized 2005-06</p> <p>●</p> <p>Finalized 2005-06</p> <p>●</p> <p>●</p> <p>●</p>		<p>Goal Two: Improve the quality of 0-6 services at BAISD</p> <p>Objective: Develop and communicate a shared vision for Early Childhood at BAISD</p> <p>Identify two gaps of services within Early Childhood programs at BAISD that can be addressed</p> <p>Increase non-traditional funding through community resources, donations, and grants by 5%</p> <p>Activities: Locate, revise, and finalize a mission statement</p> <p>Determine the role of each Early Childhood program in fulfilling the mission statement (population, services, and collaboration)</p> <p>Develop a concept map to chart program involvement and collaboration</p> <p>Establish a Parent Advisory Group to provide feedback and vision</p> <p>Survey staff and parents and hold focus groups regarding perceived needs and the ability to meet those needs with current programming</p> <p>Compile a list of grant-funding sources for Early Childhood Education and distribute to all staff</p>	

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	<p>Implement system to share meeting information with key BAISD Early Childhood Staff</p> <p>Analyze administrative structure of BAISD Early Childhood programs</p> <p>All BAISD Early Childhood Staff will have an Individual Development Plan (IDP)</p> <p>BAISD Early Childhood Staff will receive Family Service Credential training, Home Visiting Training, and Reflective Supervision Training</p> <p>Goal: Evaluate overall BAISD Career Center Early Childhood program and identify areas of growth</p> <p>Objectives: Implement decision</p> <p>Activities: Analyze the number of children, high school students, site location, funding opportunities, and staffing issues</p>		<p>●</p> <p>●</p> <p>Finalized 2005-06</p> <p>●</p> <p>●</p> <p>●</p> <p>●</p> <p>●</p> <p>●</p>		<p>Goal Three: Provide an environment to foster and recognize staff excellence</p> <p>Objectives: Increase the use of best practice in all Early Childhood programs</p> <p>Provide one high quality and individualized professional development series</p> <p>Activities: Align BAISD Early Childhood programs and services with Standards of Quality document from the Michigan Department of Education</p> <p>Identify professional development needs for Early Childhood staff through surveys and questionnaires</p> <p>Establish professional learning communities or on-going PD series</p> <p>Develop and implement an assessment mechanism for Professional Development activities</p> <p>Ensure that all BAISD Early Childhood Staff have an Individual Development Plan (IDP)</p> <p>Goal Four: Provide leadership in the area of Early Childhood for the Bay Arenac community</p>	

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					<p>Objectives: Identify five local preschool programs with which we will increase collaboration</p> <p>Communicate the BAISD Early Childhood shared vision with community members at 8 functions</p> <p>Activities: Poll the identified programs to determine ways in which the ISD can provide leadership and support</p> <p>Educate the 0-6 communities on the appropriate criteria for referring families to BAISD Early Childhood programs (i.e. mailings, presentations, etc.)</p> <p>Present BAISD shared vision with community (i.e. BAECAC, health fairs, community baby shower, etc.)</p> <p>Promote community monetary support for Imagination Library</p>	

Strategy 3 Curriculum

Strategy	Action Plan 2006-07	Who	Finish Date	Status	2007-09 Action Plan	Status
<p>Strategy 3</p> <p>Sustain and enhance comprehensive system of curriculum support services.</p> <p>Two teams meet: The Curriculum Support Services Team</p> <p>This report is a summary of the actions and plans of the two teams.</p>	Examine LEA needs for curriculum development.	<p>Chair: M.E. Bluem M. Andress L. Engelhardt B. Johnson</p> <p>All members of BAISD Curriculum Council</p>	Ongoing	●	<p>A needs assessment was conducted in November 2006. Results were discussed with Curriculum Council, Superintendents and Board of Education.</p> <p>Review curriculum development plan for areas of study in the next few years.</p> <p>Address unique needs of districts.</p> <p>Develop curriculum as needed. In 2006-07, High School Math will be aligned to CEs; beginning August 2007, Social Studies will be developed.</p> <p>Review, edit and evaluate plan. The plans now include development of pacing guides, review of appropriate textbooks and a customized implementation plan for each content area.</p> <p>Curriculum plans are shared with Superintendents regularly throughout the year.</p> <p>Implementation of the Curriculum Plan continues.</p> <p>Customized implementation plans are being developed for each content area and LEA as curriculum is developed.</p>	●
	Draft curriculum development/plan for next five years.		Fall 2004	●		
	Discuss proposed plan with Curriculum Council.		Fall 2004- Winter 2004	●		
	Secure Curriculum Council endorsement of plan.		Winter 2005	●		
	Present plan to LEA Superintendents.		Winter 2005	●		
	Begin Implementation of ELA Curriculum.		Summer 2005	●		
	Offer LEA support through Club Leaping Lizards to improve math and/or reading achievement.		2004- Ongoing	●		
	Address unique needs of districts.		Ongoing	●		
	Conduct professional development for curriculum council members on ongoing basis.		Ongoing	●		
	Revise, edit and evaluate plan.		Ongoing	●		

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					<p>Club Leaping Lizard is currently on hiatus; no districts or buildings are in need of this service at this time.</p> <p>Unique needs are addressed and embedded in each plan for curriculum work.</p> <p>Professional Development is a topic at monthly Curriculum Council meetings and was included in a survey of needs. In addition, Strategy 2 is conducting needs assessment regarding PD in the 2006-07 school year.</p> <p>Revise, edit and evaluate plan.</p>	<p>●</p> <p>●</p> <p>●</p> <p>●</p>

Strategy 4 Technology

Strategy	Action Plan 2006-07	Who	Finish Date	Status	2007-09 Action Plan	Status
Strategy 4 Integrate technology resources into educational programs and services by implementing the district technology plan.	Upgrade backbone to Gig Ethernet. <ul style="list-style-type: none"> • Concentrate on the northern loop first • Upgrade ESC to CC first 	Chair: C. Loree M. Bluem	Sept. 06	●	A/V Technology infrastructure upgrade.	●
	Upgrade phone system to distribute over fiber.	B. Curtiss M. Rivard	Dec. 06	●	Organize and secure Data Center.	●
	Installing hybrid speed connection to LLC-Arenac Campus.	R. Schantz B. Hauk M. Andress	Dec. 06	●	Evaluate Exchange as GroupWise replacement.	●
	Write a new technology plan.	A. Muempfer J. Arnold	June 06	●		
	Research wireless bridge connection for LLC-Arenac Campus.	J. Helie L. Engelhardt K. Bitzer		●		
	Research and implement more web based applications for CIMS.	T. Steih L. Hudson K. Gilbert		●		
	Upgrade e-mail system.	J. VanDusen J. Whitehead	Dec. 06	●		
	Connect Whittemore Prescott via fiber.	T. Leavitt		●		
	Move to cost-saving 3-year licensing agreement for Anti-Virus protection.		Sept. 06	●		
	3-year agreement for web filtering.		Aug. 06	●		
	Implement strong authentication.			●		
	Implement work request system.		Aug. 06	●		
	Collaborate with community partners.			●		
	Develop Disaster Recovery Plan.			●		
	Implement annual purchase of technology.		Aug. 06	●		
	Create, develop, and implement technology.			●		
Inventory system.			●			

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	Upgrade web content filtering. Upgrade Career Center web page. Career Center Grade Quick implementation. Restructure technology department. Reorganize technology office space. Identify and implement Data Warehousing. Have BAISD Network evaluated for performance and security.		Nov. 06 July 06 Aug. 06	● ● ● ● ● ● ● ●		

Strategy 6 Collaborative Services among LEAs and within BAISD

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<p>Strategy 6</p> <p>Facilitate the Development of cooperative business, information, and resource leveraging services among LEAs within the BAISD.</p> <p>Actions 1-7 are no longer the direction of this strategy. Items A-E will now be the action plan for strategy six. However the strategy itself is not changing.</p>	<p>1) Compile list of current services</p> <p>2) Develop a guide that can be shared with current and prospective customers</p> <p>3) Embrace and foster the collaborative spirit as a district</p> <p>4) Commit to review and assessment of collaborative programs offered by other ISDs or Agencies</p> <p>5) Determine capability to provide services internally or externally in ISD</p> <p>6) Assess fit within the ISD or LEA</p> <p>7) Update guide annually</p> <p>A) Create committee composed of Superintendents, Directors, et al. from the ISD and All local schools in the ISD.</p> <p>B) Meet with committee to discuss opportunities in all facets of school district operations</p> <p>C) Establish work teams to investigate identified opportunities</p> <p>D) Full committee meeting to receive subcommittee reports. Pursue areas of Interest.</p> <p>E) Work teams explore and report progress and receive continued or new direction.</p>	<p>Chair:</p> <p>B. Curtiss D. Sevener J. Helie M. Doring T. Leavitt</p> <p>Chair:</p> <p>M. Dewey D. Sevener</p> <p>Superintendents, Directors, et al.</p>		<p>●</p> <p>●</p> <p>●</p> <p>●</p> <p>●</p> <p>●</p> <p>●</p> <p>●</p> <p>●</p>	<p>The action plan has been developed and will be implemented. The ISD lives by this strategy everyday. The primary objective of this committee will be documenting this collaborative spirit so that it can be shared and communicated to every stakeholder, current or potential customer, and the public.</p> <p>The revised action plan is in effect. The first meeting of the full committee took place on March 8, 2006. Work team chairs were selected. Identified opportunities were: mail, business office, curriculum direction, state and federal grant writing, and transportation.</p>	<p>●</p>

Strategy 7 Communications

Strategy	Action Plan 2006-07	Who	Finish Date	Status	2007-09 Action Plan	Status
<p>Strategy 7</p> <p>Enhance communication and collaboration within the ISD and among the local school districts to increase public awareness</p>	<p>The information gathered from surveys will help the focus group to identify additional publication needs. The committee will make decisions for all future communication material and publications. Some objectives are:</p> <ol style="list-style-type: none"> 1) Re-instituted the Annual Report and print in-house every other year starting with 2006-2007. 2) It was determined to continue with the current printed material. Timeline as follows: -Inside Story – Printed in-house and e-mailed to all staff 4 to 5 times/year. -Mike’s Monday Memo – e-mailed to all staff every Monday morning. -BAISD Brochure of Essential Services – to be updated and printed for the 2007-08 school year. (This will then be updated and printed on even years.) -LEA Profiles – to be revised and printed for the LEAs for the 2007-08 school year. (This will then be updated and printed on odd years.) 3) Updated main web site to include Special Ed. and the Career Ctr. 4) Partner with Bay-Area Community Foundation and the United Way to have them attach a link from their website to BAISD. 5) Some of these publications such as the Annual Report and Essential Services will be mailed to the offices of community agencies, etc. <p>A fall survey was completed in September 2006. A spring survey will be completed in March 2007.</p>	<p>Chair:</p> <p>M. Dewey B. Peppel G. Anderson P. Barkell A. Muempfer M. Sullivan K. Vargo</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Dec. 2006</p> <p>May 2007</p> <p>Ongoing</p> <p>Sept. 2006</p> <p>March 2007</p>	<p>●</p> <p>●</p> <p>●</p> <p>●</p> <p>●</p> <p>●</p> <p>●</p> <p>●</p>	<p>The committee will meet quarterly to review communication material and make suggestions on how we might continue to enhance our publications.</p> <p>The committee will continue to survey both our internal and external stakeholders to confirm that we are providing them with valuable and timely information.</p> <p>Surveys will be conducted periodically throughout the school year.</p> <p>Create a link on the ISD Website for all forms that can be accessed by all ISD staff and LEAs.</p> <ul style="list-style-type: none"> - Work with OPSN Committee and Erika Rupert <p>Once the Annual Report is completed, the ISD will promote the report in the Last Word of the Bay City Times and the Arenac Independent.</p>	<p>●</p> <p>●</p> <p>●</p> <p>●</p> <p>●</p> <p>●</p> <p>●</p>

Strategy 8 Enhance and Improve Special Education Programs and Services for Students with Disabilities.

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Strategy 8 Enhance and improve Special Education programs and services for students with disabilities.	Implement 11-15 year old program at LLC-Arenac.	<u>Randall Schantz:</u> Oversee all strategies. Co-Facilitate Behavior Committee, RTI and AI	Oct. 04	●	Strategic plan team to serve in on-going advisory capacity.	●
	Implement restructure Post-Secondary program.		Aug. 06	●	Review and revise as necessary Early Intervention procedures/service delivery.	●
	Implement county wide E.I. program.	<u>Eric Kunisch:</u> Behavior Review Committee and AI	Oct. 05	●	Create Behavior Review Committee and develop procedures for managing student behavior problems.	●
	Implement Early Childhood transition process and OT/PT/Speech guidelines.		Aug. 04	●		
	Parent Involvement Plan.	<u>Maurine Trombley:</u> Curriculum	Oct. 04	●	Continue to develop and implement the SCI/SXI/AI curriculum for centered-based programs.	●
	Prioritize facility needs for the Arenac Campus.	<u>Beth Jarve:</u> Transition and Community Based Instruction.	Nov. 04	●	Review current transition services and community based instruction and make recommendations for future programming.	●
	Provide for maximum student involvement in the community.		June 06	●		
	Review Juvenile Home service delivery system and make necessary improvements.	<u>Mary Laures:</u> Response to Intervention.	June 05	●	Explore Response to Intervention (Instruction) models and make recommendations for implementation.	●
Inform the Board of Education as to the Special Education programs and services that the BAISD has to offer.	<u>Collen D'Arcy:</u> Early Intervention	June 06	●	Review current programs and services for AI students and to make recommendations for future programming.	●	

Strategy 9A
Identify Current and Future Career & Technical Education (CTE) Needs

Strategy	Action Plan 2006-07	Who	Finish Date	Status	2007-09 Action Plan	Status
<p>Strategy 9A</p> <p>Completion of construction of a new Health & Science Occupations addition.</p>	<p>Develop planning committee for the construction of a Health & Science Occupations addition at Bay-Arenac ISD Career Center.</p> <p>Identify the future Career & Technical Education (CTE) programs and present program areas that would occupy a "new" constructed Health & Science Occupations addition based on data researched from BAISD Strategy 9A.</p> <p>Establish schedule and continue to meet with contracted architecture and construction teams to define and design a Health & Science Occupations addition for the Career Center.</p> <p>Continue to visit and gather data from training facilities, high schools, community colleges, universities, health related businesses and technical centers to further define the overall facility addition, program area designs, curriculum, content, equipment needs, etc.</p> <p>Develop and establish funding plan for construction of a Health & Science Occupations training addition.</p> <p>Identify and recruit new ad hoc advisory committee members to assist in program facility design, curriculum content components, licensing/regulations, equipment needs, associations/organizations, certifications, etc.</p>	<p>Mike Rivard – Chairperson</p> <p>L. Engelhardt J. Geno K. Seward P. Berghuis T. Camp A. Dore T. Bacigalupo</p> <p>Health Occupations Committee Members.</p>	<p>Aug. 2006</p> <p>Nov. 2006</p> <p>Feb. 2008</p> <p>Sept. 2007</p> <p>June 2007</p> <p>Nov. 2006</p>	<p>●</p> <p>●</p> <p>●</p> <p>●</p> <p>●</p> <p>●</p>	<p>Continue to research and identify future career and technical student and program needs.</p> <p>Completion of construction of new Health & Science Occupations addition within projected budget.</p> <p>Successful development and implementation of Health and Science CTE programs to enhance the skills and career preparation opportunities for our students.</p>	<p>●</p> <p>●</p> <p>●</p>

Strategy 9B Student Success

Strategy	Action Plan 2006-07	Who	Finish Date	Status	2007-09 Action Plan	Status
Strategy 9B <u>Student Success</u> Increase the number of students who earn the Student Success Award based on the Career Center's 10 Performance Indicators.	Interview and survey students to gather data on strategies that will increase students achieving the Career Center Student Success Award.	Chris Connors Valerie Gerhart Co-Chairpersons Tina Bacigalupo, Larry Bowker, Traci Camp, Kathy Dardas, Leonard Fauble, Jenny Geno, Michelle Kapala, Terry Morse, Tim Rivard, Mike Rivard, Eric Stasser, Dave Urlaub	Sept. 2006	●	Continue to compile and analyze data to evaluate the impact the early intervention strategies have on attendance and grades.	●
	Review teacher survey results from previous years identifying Indicators that prevented students from achieving the Success Award.		Sept. 2006	●	Continue to utilize education research, model programs, and best practices to strengthen the Student Success program, increasing the number of students that achieve the Success Award.	●
	Utilizing student and staff input, prioritize factors that most often prevent students from achieving the Success Award.		Sept. 2006	●	Continue to identify dynamic, rigorous and continuous professional development opportunities to enhance the staff's role in the Student Success program.	●
	Identify committee comprised of staff and students to evaluate data and develop strategies that will increase attendance and grade performance success indicators.		Oct. 2006	●	Monitor the State's OCTP development of the "new" Carl Perkins Transition Plan, identifying Core Performance Indicators that would align with Career Center Student Success Indicators.	●
	Research (attendance and student grades) model programs and best practices and develop proactive intervention plan to address Career Center students with a pattern of low grades and/or low attendance.		Nov. 2006	●	Continue to monitor the Michigan Merit Curriculum and align academic standards with student success performance indicators.	●
	Implement an early attendance improvement system that identifies Career Center staff, parents and students as partners in addressing patterns of poor attendance.		Feb. 2007	●		
	Develop a mid-term report system that provides instructors a means to give parents/students information as to the deficiencies in academic achievement.		April 2007	●		
	Identify Career Center staff Professional Development activities that support targeted strategic goals for improving poor attendance, low grades, and reinforces a culture of student success.		Ongoing	●		
Continue assessing the grade and attendance intervention systems and when necessary, modify strategies that would increase substandard attendance and grade success indicators.	Ongoing	●				

Strategy 9C Delivery of Academic Credit through Career & Technical Education (CTE) Programs

Strategy	Action Plan 2006-07	Who	Finish Date	Status	2007-09 Action Plan	Status
<p>Strategy 9C</p> <p>Develop a comprehensive system for the delivery of academic credit through career and technical education programs at Bay-Arenac ISD Career Center.</p>	<p>Identify a planning committee and establish a meeting schedule to address the development of a comprehensive system for the delivery of academic credit through Career And Technical Education programs.</p> <p>Implement a research planning component and establish data gathering activities to monitor and address the Michigan Merit Curriculum Guidelines and the optional approaches/systems for CTE delivery.</p> <p>Research and address optional delivery systems for academic credit and CTE instructors; visit credit recovery and academic credit "best practice" delivery systems throughout the State.</p> <p>Continue to communicate with Career Center staff and provide professional development activities which target and align with the Office of Career and Technical Education's (OCTE) identified core academic standards and CTE program specific academic and technology standards.</p> <p>Survey and meet with our LEA administrative representatives to identify the specific needs each district may have as it relates to the requirements of the Michigan Merit Curriculum and the continued access of their students to our Career Center.</p>	<p>Chair: M.Rivard L. Engelhardt J. Geno</p> <p>Co-Chairpersons T. Bacigalupo M. Andress V. Gerhart</p> <p>BAISD Career Center Staff</p>		<p>●</p> <p>●</p> <p>●</p> <p>●</p>	<p>Continue to assess and develop a comprehensive delivery system of academic content, integration in career and technical education programs, allowing all students the opportunity to attend Bay-Arenac ISD Career Center and meet Michigan Merit Curriculum.</p>	<p>●</p>

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	<p>Implement an integrated system approach which aligns with both the guidelines and the requirements of the Michigan Merit Curriculum and the standards for No Child Left Behind (NCLB) to the delivery of academic content in CTE programs. Assess budget impact.</p> <p>Explore and implement alternative delivery systems (beyond the integrated approach) for academic credit at the Bay-Arenac ISD Career Center.</p> <p>Meet and validate delivery systems with LEA administrative representatives and establish academic and CTE credit granting partnership agreements.</p> <p>Develop a communication plan to establish targeted activities that promote the opportunities and options for academic credit and CTE programs at Bay-Arenac ISD Career Center.</p>			<p>●</p> <p>●</p> <p>●</p> <p>●</p>		

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	<p><i>Key Train</i> will be installed on all general use computers at the BAISD Career Center, enabling student access to this software.</p> <p>BAISD Career Center instructors will integrate <i>Key Train</i> lessons/use into his/her curriculum, enabling students to better prepare for the world of work.</p> <p>BAISD Career Center instructors, in conjunction with Placement and Counseling Staff, will be trained in the usage of the Work Keys Occupational Profiles, enabling this staff to assist students in career planning activities. Designated Work Keys Coordinators at the BAISD Career Center will develop and implement an effective testing and data sharing system with stakeholders (i.e. students, parents, LEAs, CC instructors, employers, advisory members, ISD Board of Education), as measured by number of students assessed, systemic usage ease and accuracy of information shared.</p> <p>BAISD Career Center Strategy 9B committee will explore Work Keys <i>Estimator</i> and <i>SkillMap</i> programs, as a way of aligning Work Keys skills to needed skill levels for employment, culminating in a recommendation of whether or not to add to our Center's offerings.</p>		<p>Aug. 2007</p> <p>Oct. 2007</p> <p>Oct. 2007</p> <p>Aug. 2007</p>		<ul style="list-style-type: none"> • BAISD Career Center will continue to promote and work with all students on achieving a gold seal, the highest recognition level of the Career Readiness Program. • BAISD Career Center will continue to update and share data related to our Career Readiness Program with stakeholders. 	

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	<p>BAISD Career Center instructors, administrators, and placement staff will work in conjunction with Strategy 9B committee members, to update information, regarding our Career Readiness Program with advisory committee members, LEAs, the business community at-large, as measured by advisory committee minutes, and other pre-determined forms of written documentation.</p> <p>BAISD Career Center instructors, administrators and placement staff will work in conjunction with Strategy 9B committee members, to market the Career Readiness Program to local businesses and advisory committees, as a way of promoting the hiring of our students.</p> <p>BAISD Career Center instructional and placement staff will work together with students in the inclusion of Work Keys scores and Career Readiness Certificates, as appropriate, within their portfolios and resumes, as measured by a check-off system that instructors will be responsible for monitoring.</p>		Feb. 2008			

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					<p>Replace existing roadway entrance light standards at Career Center</p> <p>Engineer land use drawing with existing buildings and utilities for both Career Center and Educational Service Center.</p> <p>Install a back-up generator to start and maintain electrical power to heating water pumps at the Career Center.</p> <p>Inspect all roof levels for possible repair or replacement.</p> <p>Replace windows at Educational Service Center (2007)</p>	<p>●</p> <p>●</p> <p>●</p> <p>●</p> <p>●</p>

Strategy 12
Enhance the Recruiting, Selection and Employment Process

Strategy	Action Plan 2006-07	Who	Finish Date	Status	2007-09 Action Plan	Status
<p>Strategy 12</p> <p>Determine team make-up.</p> <p>Determine need and develop a “Statement of Work”</p>	<p>Identify interested parties.</p> <p>Research best practice, develop benchmarks and criteria for review of current and proposed practice.</p>	<p>Chair:</p> <p>Dave Sevener Mike Rivard Randy Schantz Brenda Peppel Colleen D’Arcy Mike Dewey Mary Ellen Bluem</p>	<p>03/30/07</p> <p>05/04/07</p>	<p style="text-align: center;">●</p>		