Brighton Blueprint

2016

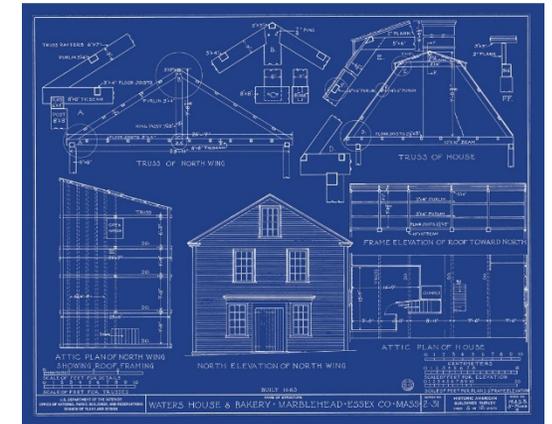*Building on our tradition of excellence – planning for the future.*

Why are we here?

- We needed a map, a plan, some guidelines

- Lots of great work has been happening!

- We know that will accomplish more if it is more focused and consistent

- We needed predictable and thoughtful approaches to building programs and allocating resources

What for?

- Think of traveling
  - Choose a destination
  - Find the most efficient and effective route
  - A map helps you get there

- Now think of building
  - Identify your goals
  - Understand the code and your limitations
  - Review the data available
  - Consider designs
  - Collaborate on a blueprint that serves as your map in building what you set out to create
  - An iterative, flexible and adjustable process

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INTEGRITY
RESPECT
RESPONSIBILITY
KINDNESS
SELF-CONTROL

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What's the history at Brighton with this kind of thinking?

- Lots of goals and lots of different models

- Some committees, some driven centrally

- The names are different in each building

- The timelines were different

- The types of goals were different

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What did it look like?

- The district adopted broad goals for central work

- Individual building groups developed some annual goals not always connected to the district goals

- The district goals didn't connect efforts in the buildings

- Moved to a system where district goals drove some building work

- Building goals were communicated and updates were provided publicly at regular intervals

- A system was in place

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Then what happened?

- The priority areas emerged. Essentially we said that the district should be focused on:

  - Safety, Health and Wellness
  - Rigorous Coursework for All Students
  - Early Childhood Programming
  - Creativity and Innovation
  - Instructional Technology
  - Ongoing Systems for Continuous Growth

- Building goals addressed these areas and others as needed

- We were a little more focused on the big picture

So what did you do?

1. Research and Development: 2 surveys, followed by focus groups

   - Concept was to learn about how people felt we were doing then dig deeper into how we could improve

   - Focus groups were intended to clarify some of the areas that came back as questionable

2. Planning/Preparation Phase: Analysis of the Results

   - Internal review of the material
   - Discussion of how best to take that information and develop the plan
   - Team formed
   - Materials developed
   - Concept was honed

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What came next?

3. Blueprint Retreat Phase:

- Approximately 50 stakeholders including staff members, teachers, parents, administrators, and the Board of Education met in June to review community feedback, current district data and information regarding 21st century schools and new approaches to teaching and learning. Using that information the group developed the "what's" or the strategies for accomplishing our goals in each priority area. The group affirmed the priorities and framed their discussions on guiding principles based on the district's mission and vision.

4. Blueprint Implementation:

- The Board of Education and Leadership worked together to revise the retreat ideas and to develop action steps to address the "when" and the "how" the work would be done.

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Blueprint Overview:

- Mission, Vision and Decision Making Structures are described in detail at the end of the plan.

- The District will continue to focus efforts and resources on the priority areas: Safety, Security and Wellness, Rigorous Coursework for all Students, Creativity and Innovation, Early Childhood Education, and Instructional Technology.

- Each Priority Area has a list of strategies that are planned in order to accomplish our goals in that area. Each strategy has a plan that accompanies it. 19 strategies are to be addressed during the 2016-2017 school year. Others have been planned for future years.

- Regular updates will be provided to the Board of Education and Community. Recommendations will be made through the appropriate committee structure and on the timeline indicated in the plan.

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Next Steps:

1. Communicate to staff and school community.
2. Introduce plans at the district, building, and committee level.
3. Develop specific committee plans
4. Regularly report progress
5. Revisit and revise at the end of the year

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