



Blue Valley Schools 2025-2030 Strategic Plan

MISSION STATEMENT

Cultivating lifelong learners prepared to navigate their future with purpose.

CORE VALUES

- **Student-Centered** – We put students at the center of everything we do, ensuring equitable opportunities for success and well-being
- **Excellence** – We pursue excellence by fostering a culture of continuous improvement, innovation and resilience in all that we do.
- **Community** – We foster a culture of belonging, inclusivity and respect, where every student, staff member and family feels valued and supported.

STRATEGIC PRIORITIES



Advancing Academic Excellence & Exceptional Student Experiences

This priority ensures that all students will have access to rigorous, innovative and equitable educational opportunities that prepare them for future success. By creating engaging and memorable experiences, the district fosters a learning environment where students are inspired to grow academically, socially and personally.



Fostering Supportive & Healthy School Communities

This priority centers on creating school environments where every student and staff member feels safe, supported and valued. By prioritizing mental health, well-being and safety, the district cultivates conditions for meaningful learning and personal growth.



Empowering Exemplary Educators & Staff

This priority reflects the district's commitment to attracting, developing and retaining exceptional educators who are essential to student success. By investing in professional growth, promoting well-being and cultivating a supportive culture, the district empowers its team to thrive. Strong relationships, trust and a shared sense of purpose create a workplace where every staff member feels valued and equipped to make a meaningful impact.

FOUNDATIONAL COMMITMENTS

Foundational commitments ensure that the district's day-to-day operations are not working in isolation but are integrated and synchronized to advance the overarching goals of the strategic plan.

ACADEMICS

We will provide rigorous, engaging and equitable learning experiences that empower every student to thrive.

- Align curriculum, instruction and assessments to foster critical thinking, creativity and problem-solving.
- Differentiate instruction to meet the diverse needs and learning styles of all students.
- Use evidence-based and teacher-informed practices to continually refine instruction based on student needs and outcomes.
- Provide enrichment and support to challenge every learner and address individual needs.
- Foster collaboration among educators, students and families to strengthen academic outcomes.

COMMUNICATION

We will cultivate trust, pride and connection through strategic communication that informs, listens and engages — celebrating the people, achievements and values that define Blue Valley Schools and are tied to the strategic plan.

- Deliver transparent, timely and consistent messaging to keep families, staff and the broader community informed and aligned with district priorities.
- Foster two-way communication and community relationships by providing opportunities for dialogue, actively listening to stakeholders, encouraging responsiveness across the organization and building trust through shared presence and engagement.
- Strengthen community engagement and support by sharing compelling stories and impact data that highlight student success, staff excellence and the district's role in shaping the future.

FACILITIES

We are committed to creating and maintaining exceptional environments to foster and support lifelong learners.

- Analyze and adapt facilities to meet the evolving needs of students, staff and programs.
- Prioritize ongoing maintenance and asset preservation of existing facilities and learning environments.
- Create and implement bond and capital improvement plans to enhance the learning experience for all students.

FINANCIAL RESOURCES

We are dedicated to managing financial resources to directly support student success and organizational efficiency.

- Ensure that resource allocations reflect the values of all stakeholders.
- Maintain transparency in financial decision-making.
- Develop short- and long-term budget strategies to achieve stability in school operations.

SAFETY

We will ensure safe, supportive environments for students, staff and visitors.

- Implement comprehensive safety measures across all facilities.
- Promote relationships that foster a culture of trust and vigilance.
- Provide training and resources to prepare for and respond to emergencies.
- Support the physical, emotional and mental well-being of the community.

TECHNOLOGY

We will leverage technology to enhance and support student learning, teacher instruction and district operations.

- Intentionally integrate technology to create a blended approach that enhances various learning methods.
- Ensure equitable access to digital tools that prepare students for future success.
- Support staff and students with the resources needed to maximize the impact of technology.
- Maintain and invest in a secure technological infrastructure that protects user data and privacy.

STRATEGIES AND ACTION STEPS ALIGNED TO PRIORITIES

STRATEGIC PRIORITY:

Advancing Academic Excellence & Exceptional Student Experiences

STRATEGY: Quality Instruction

Blue Valley will maintain a culture of high expectations by providing all students with access to grade-level standards and high-quality instructional materials, which will yield academic excellence and exemplary experiences for all.

ACTION STEPS:

- Ensure access to on-level core curriculum for all students.

- Monitor and emphasize student learning growth, particularly for on-level learners.
- Complete academic program evaluations, as appropriate, to ensure rigorous and enhanced programming opportunities for students, while also adjusting to staffing challenges or shortfalls in identified programming areas.
- Provide research-based best instructional practices as part of core instruction and intervention support.
- Facilitate collaboration, emphasizing data analysis and responsive instructional planning.
- Provide high-quality professional learning around best practices.

STRATEGY: New and Expanding Programs

Expand career-connected learning opportunities for all students.

ACTION STEPS:

- Provide expanded Career Ready course offerings.
- Explore expansion of the Center for Advanced Professional Studies (CAPS) model at the middle school level.
- Consider a “grow your own” model for teacher development within Blue Valley.

STRATEGY: Learning with Technology Tools

The student experience will be enhanced by technology tools for learning (devices and software) to assist students with preparedness for academic and life purposes.

ACTION STEPS:

- Implement district-provided screen time recommendations.
- Implement responsible use guidelines for artificial intelligence (AI).
- Integrate digital wellness education and digital citizenship education.

STRATEGIC PRIORITY:

Fostering Supportive & Healthy School Communities

STRATEGY: Climate

Blue Valley schools each create an emotionally supportive climate that fosters a sense of belonging, creating atmospheres conducive to high levels of learning.

ACTION STEPS:

- Emphasize ongoing and positive student and teacher relationships.
- Continue to adhere to state guidance and embed Kansas Social-Emotional and Character Development Standards in learning activities and instruction.
- Maintain and expand coordinated mental health resources for students and families.
- Engage families in healthy and positive school culture activities and opportunities.

STRATEGY: Behavior Support

Support students in the development of durable life skills and productive behaviors, allowing them to realize their learning potential.

ACTION STEPS:

- Teach and facilitate development of durable life skills for success in school and life.
- Cultivate school leadership opportunities to connect all students positively to their school.
- Update procedures and methods to prevent student-to-student bullying.
- Provide ongoing professional learning opportunities for teachers at all levels as they work to support the social, emotional and behavioral needs of their students.

STRATEGY: Community Partners

Explore and expand relationships with community partners to meet the varied student and family needs.

ACTION STEPS:

- Explore grant opportunities and partnerships with community organizations and agencies to enhance services and opportunities for students.
- District and board advisory committees will include representation from community, staff and students to ensure a range of perspectives and voices that work collaboratively to serve Blue Valley students.
- Analyze and recommend revised enrollment and registration procedures to ensure a smooth transition for students and families to Blue Valley Schools.

STRATEGY: Physical Health

Demonstrate a commitment to physical health development by ensuring students have opportunities to nurture their physical health as part of their school experience.

ACTION STEPS:

- Analyze current practices and report on opportunities to enhance physical activity for students at all levels.
- Explore opportunities for nutrition education for students and possibilities to provide more nutritional options during the school day.

STRATEGY: Student Connectedness

Explore and expand athletic and activity student participation and opportunities.

ACTION STEPS:

- Each middle school and high school will continue to emphasize school connectedness opportunities for all students.
- Identify and leverage various funding sources to maintain and expand athletic and activity programs.

STRATEGIC PRIORITY: Empowering Exemplary Educators & Staff

STRATEGY: Exemplary Staff

Attract and retain exceptional professionals who inspire student success and enrich the school communities.

ACTION STEPS:

- Explore operational software to ensure that the district provides seamless, user-friendly experiences to meet the needs and expectations of a wide range of candidates and employees.
- Collaboratively develop competitive compensation and benefits through negotiations and recommendations to the board annually.
- Curate employee well-being, value and sense of belonging.

STRATEGY: Supportive Work Environment

Foster a culture of collaboration, respect and continuous growth by providing the support and resources necessary for staff to thrive.

ACTION STEPS:

- Develop pathways to the field of education and career pathways within Blue Valley Schools:
 - High school student to teacher
 - College student to teacher
 - Classified, paraprofessional or substitute to teacher
 - Employee to administrator, specialist or manager
 - College graduates from non-education fields to education careers
- Build and implement an aspiring educator pathway to address the educator preparation shortage.
- Expand and develop partnerships with post-secondary universities.
- Explore methods to reduce cost barriers to degree attainment.

QUANTITATIVE MEASURES

Quantitative measures are data-driven indicators used to evaluate progress toward strategic goals. These measurable outcomes provide objective insight into key areas of the strategic plan.

- Academic achievement
- Student social, emotional and behavioral health supports and statistics
- Staff health and well-being supports
- Facilities and Operations reports
- Cyclical program evaluation reports
- Partnerships and parent education resources data
- Personnel retention and recruitment data