



# Strategic Planning

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Steering Committee Meeting  
April 22, 2025

## AGENDA

1. Review the Strategic Plan report to the Board of Education from Monday, April 14, 2025
2. Review feedback from survey
3. Next steps
4. Committee interviews and pictures

# BLUE VALLEY SCHOOLS

## 2025-2030 *Strategic Plan*

Update to the Board of Education | April 14, 2025



<b>AUGUST</b>	Staff/community input (opinion survey to help inform strategic priorities)
<b>AUG. – MAY</b>	Steering Committee work – 30 representatives from staff, students, patrons, admin & BOE
<b>OCT. – NOV.</b>	BOE Advisory Committees' Input
<b>DECEMBER</b>	Executive Cabinet reviews draft plan
<b>JAN. – FEB.</b>	BOE for Update
<b>MARCH 25</b>	Committee: Finalize Draft Plan
<b>APRIL 14</b>	Present draft to BOE at Board Workshop
<b>APRIL 14 – 21</b>	Staff/community feedback to draft via survey
<b>APRIL 22</b>	Committee reviews feedback
<b>MAY</b>	Present final draft to BOE for approval
<b>SUMMER</b>	End of Year Report/goals for 2025–26



# COMMUNITY INPUT

AUG. SEPT. OCT. NOV. DEC. JAN. FEB. MAR. APR. MAY JUNE JULY



DRAFT



FINAL  
REVIEW



FINAL  
APPROVAL



SURVEY



COMMUNITY  
CONNECTIONS



DISTRICT/BOARD  
ADVISORY MEETING

# SURVEY DATA SUMMARY



5,519

Participants



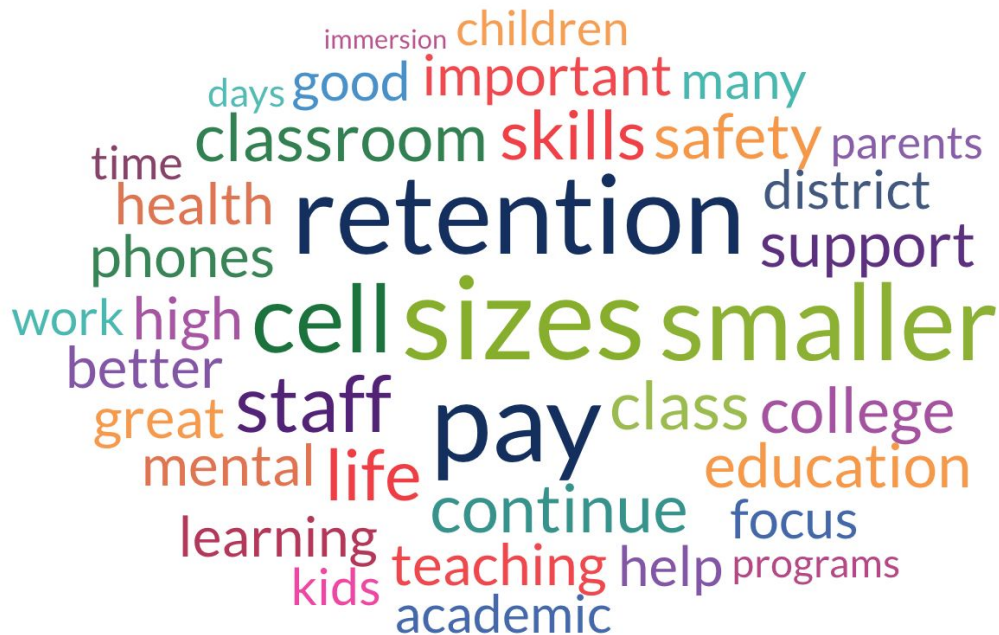
3,537

Thoughts



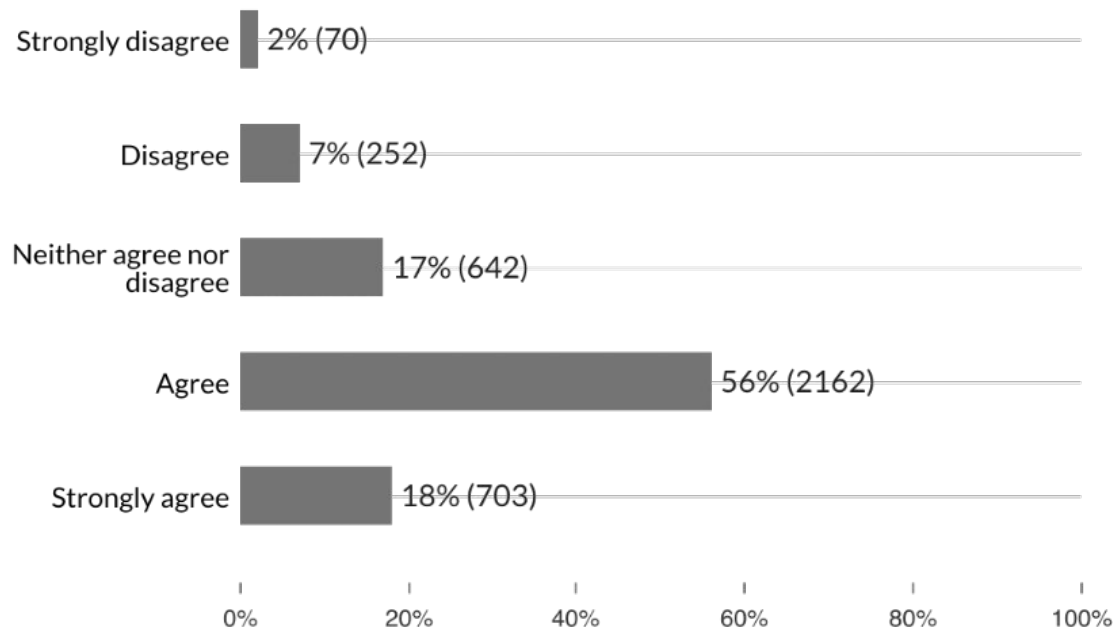
103,458

Ratings



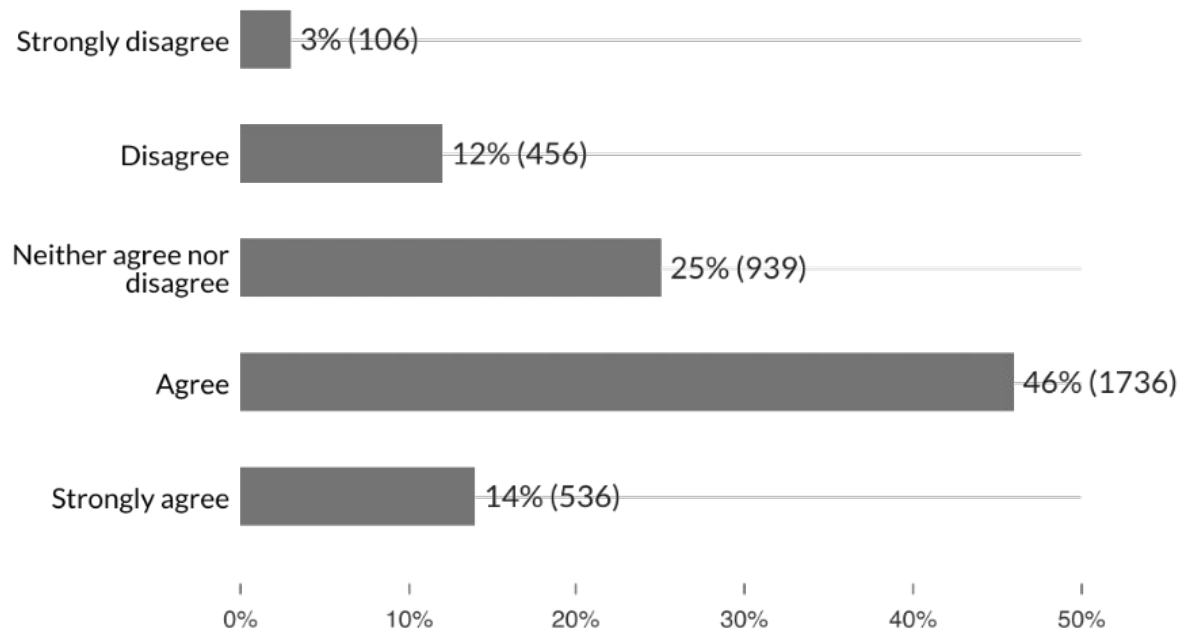
# QUESTION 1

The district is moving in the right direction with its efforts to ensure engaging, meaningful, and extraordinary educational opportunities for all students.



# QUESTION 2

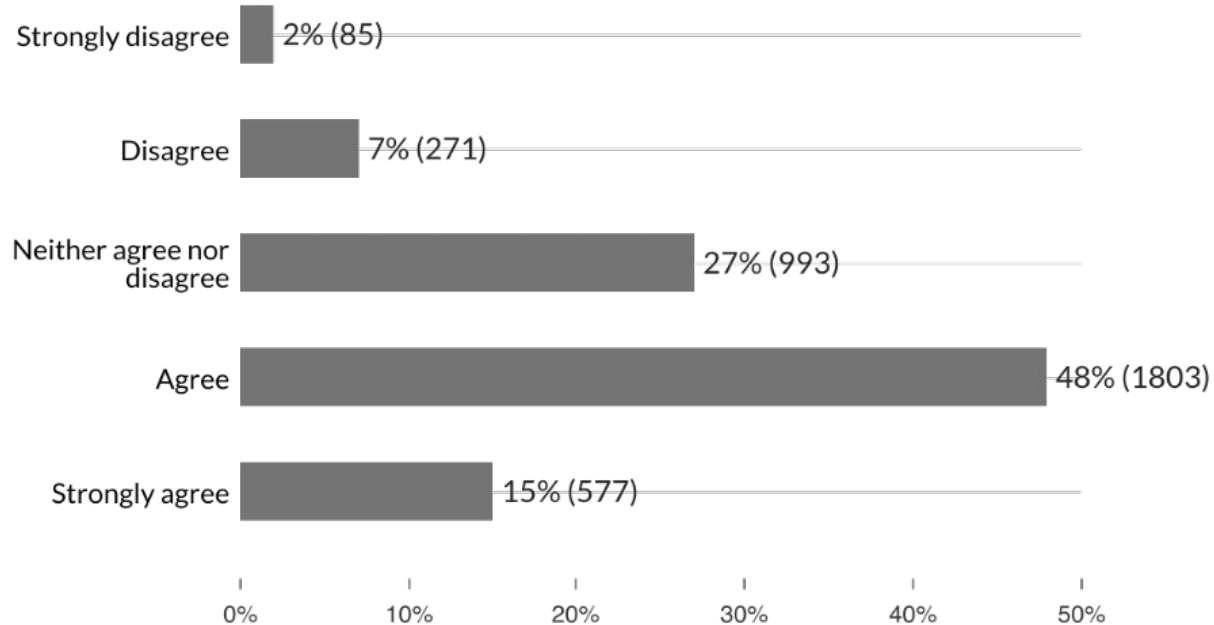
The district is moving in the right direction in its efforts toward the recruitment and retention of exemplary educators to ensure every Blue Valley student has high-quality instruction.





# QUESTION 3

The district is moving in the right direction in its efforts to improve mental health resources and support for students.



# SHARE THOUGHTS

Please share your thoughts and ideas around efforts and initiatives you believe should be a priority to enhance student success in the next five year strategic plan .

Share your first thought

150 characters remaining

Say why it's important

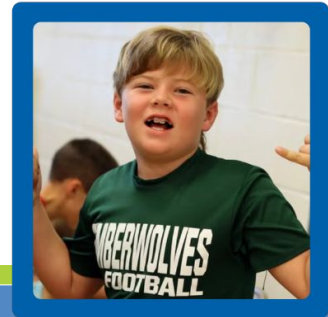
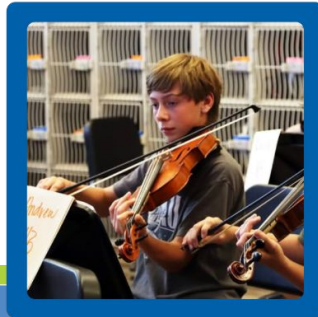
150 characters remaining

Rate thoughts

Submit your thought

# TOP THEMES

- Academic excellence
- Class size
- Equity and inclusion
- Mental health & well-being
- Practical life skills
- Real-world learning
- Safety & discipline
- Support for special education
- Teacher retention and compensation
- Technology and digital literacy



# About the Committee

- **First meeting Sept. 10, 2024**
- **38 members with patrons, students, staff, admin. and board representation**



# The Committee's Charge

Recommend a plan to the board utilizing community thoughts to create:

- **Mission**
- **Core Values**
- **Strategic Priorities**
- **Strategies and Action Steps**
- **Foundational Commitments**





*This diagram shows how the **MISSION** drives the entire plan, with **CORE VALUES** shaping the culture and guiding behavior. **STRATEGIC PRIORITIES** define the key areas of focus, supported by clear **STRATEGIES** that outline how progress will be achieved. These strategies are then brought to life through specific **ACTION STEPS**—all grounded in **FOUNDATIONAL COMMITMENTS** that ensure consistency, sustainability, and alignment across the system.*



# THE NEWS

Vol 13-15

May 28, 2030

@ourcommunitynews

**WHAT HEADLINE DO YOU WANT  
TO SEE HERE IN FIVE YEARS?**



jkfdljeraakfldjkdfljaeurieowupncvmn  
mv,ckfjklajfkdlfxbm,/x,mv,/c/zkdjkdjf  
kjdsajklfjda;jfjkd;afjsals;djfkj  
fdjasjd;djfkldjkdslfjkl;nmn,nmmn;;fjk  
sfajdkfljkdsljfdaj;djaja'rioieuieiopuu  
jijnvcvmn,nm.cvnc,c,c,c,eieie

[Read more on reallygreatsite.com](https://www.reallygreatsite.com)



# THE NEWS

1. District engages innovative ways to implement limitless opportunities
2. BV educator compensation is highest in KS
3. BV: The community for you
4. BVSD prepares kids with the skills for adulthood
5. BV names best district for producing best & happiest humans
6. BV's impact on learning continuing to transform student and staff lives
7. BV's balance of 21st century skills produces career ready grads
8. BV teachers love the district and so do students
9. BV students synonymous with "good people"
10. Students AND teachers thrive in BV





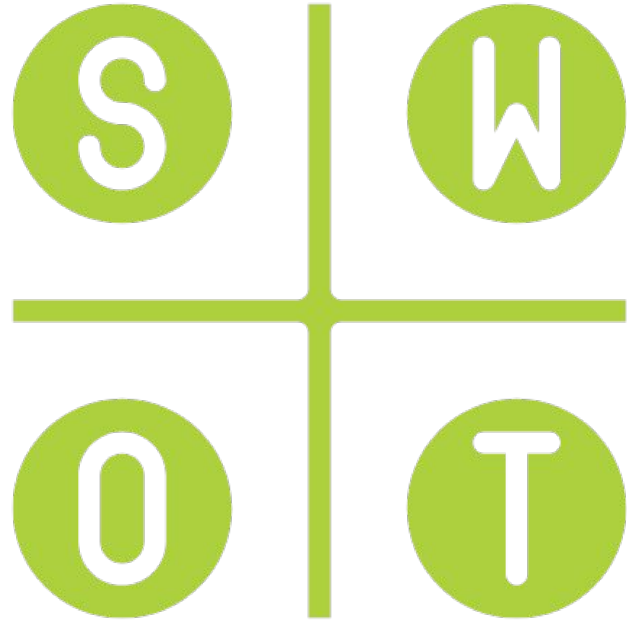
# SWOT ANALYSIS

**Strengths** – Internal advantages or assets that give an organization a competitive edge

**Weaknesses** – Internal challenges or limitations that hinder progress or performance

**Opportunities** – External factors or trends the organization can leverage for growth or improvement

**Threats** – External risks or challenges that could negatively impact the organization

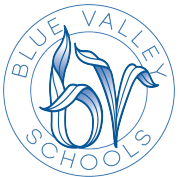




# STRENGTHS

**These elements are perceived to create a robust educational environment that fosters student success and well-being:**

- **Quality of Educators**  
Exemplary, dedicated, and highly trained teachers and staff
- **Community Support**  
Strong involvement and support from parents, local businesses, and the community
- **Variety of Opportunities**  
Wide range of academic, extracurricular, and athletic opportunities for students
- **High Academic Performance**  
Strong academic achievements and rigorous curriculum
- **Safe and Inclusive Environment**  
Safe, beautiful facilities and a supportive, inclusive school culture





# WEAKNESSES

**The sentiment is that while the district excels in many areas, there are gaps that need addressing to ensure all students receive adequate support.**

- **Resource Limitations**  
Insufficient resources and staffing, particularly in special education and support services
- **Support for Middle-Tier Students**  
Middle-tier students often feel overlooked and need more targeted support
- **Class Size**  
Concerns about large class sizes affecting the quality of education
- **Teacher and Para Retention**  
Challenges in retaining teachers and support staff, leading to burnout and shortages
- **Consistency Across Schools**  
Variability in the quality of programs and services from one school to another





# OPPORTUNITIES

**The perception is that these opportunities could significantly enhance the educational experience and better prepare students for future challenges.**

- **Community and Business Partnerships**  
Expanding partnerships with local businesses and community organizations to enhance educational programs
- **Mental Health Support**  
Increasing mental health support for students to improve well-being and academic performance
- **Integration of Technology**  
Leveraging AI and other advanced technologies to enhance learning experiences
- **Professional Development**  
Opportunities to improve teacher training and professional growth
- **Early Childhood Education**  
Expanding early childhood education opportunities for all families





# THREATS

**The sentiment is that these threats could undermine the district's ability to maintain its high standards and quality of education:**

- **Funding and Legislative Changes**  
Concerns about the stability of funding and the impact of political and legislative changes on the district
- **Retention of Educators**  
Declining number of students entering the teaching profession and challenges in retaining quality educators
- **Community Support**  
Maintaining strong community support and trust amidst political and economic challenges
- **Competition with Other Districts**  
Competing with other districts for staff retention and student enrollment
- **Technological and Social Changes**  
Adapting to rapid technological advancements and the influence of social media on students and the community

[Link SWOT document](#)



# Review of Community Survey Data



# Strategic Plan **MISSION**

A mission statement is a concise, clear declaration of an organization's core purpose and focus. It articulates what the organization aims to achieve, who it serves, and how it intends to fulfill its purpose.





# Strategic Plan **MISSION**

*Cultivating lifelong learners prepared to navigate their future with purpose.*

- ✓ **Shorter**
- ✓ **Memorable**
- ✓ **Reflection Of Our Core Purpose & Focus**





# *Strategic Plan* **CORE VALUES**

Our core values represent the fundamental principles that define who we are as a district and guide our actions, decisions, and interactions every day. These values serve as the foundation of our culture and commitment to excellence.



# Strategic Plan CORE VALUES

## Community

*We foster a culture of belonging, inclusivity and respect, where every student, staff member and family feels valued and supported.*

## 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.*



# Strategic Plan **PRIORITIES**

Strategic priorities provide clarity and focus, ensuring that our efforts are directed toward the areas of greatest impact.



# Strategic Priorities Work



## IDENTIFY 3-5 STRATEGIC PRIORITIES

STRATEGIC PRIORITY:


STRATEGIC PRIORITY:


STRATEGIC PRIORITY:


STRATEGIC PRIORITY:


STRATEGIC PRIORITY:


# Strategic Plan 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.*

## **Empowering Exemplary Educators and 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.*

## **Fostering Supportive and 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.*





# Strategic Plan PRIORITIES

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# *Strategic Plan* **FOUNDATIONAL COMMITMENTS**

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



# Strategic Plan

## FOUNDATIONAL COMMITMENTS

### 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.



# *Strategic Plan*

## **FOUNDATIONAL COMMITMENTS**

### **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 our 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.

# *Strategic Plan*

## **FOUNDATIONAL COMMITMENTS**

### **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.

# *Strategic Plan*

## **FOUNDATIONAL COMMITMENTS**

### **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.

# *Strategic Plan*

## **FOUNDATIONAL COMMITMENTS**

### **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 our community.

# *Strategic Plan*

## **FOUNDATIONAL COMMITMENTS**

### **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.

# Strategic Plan **STRATEGIES**

**Strategies** provide high-level direction on how the district will achieve the identified priorities.



# Strategic Plan **ACTION STEPS**

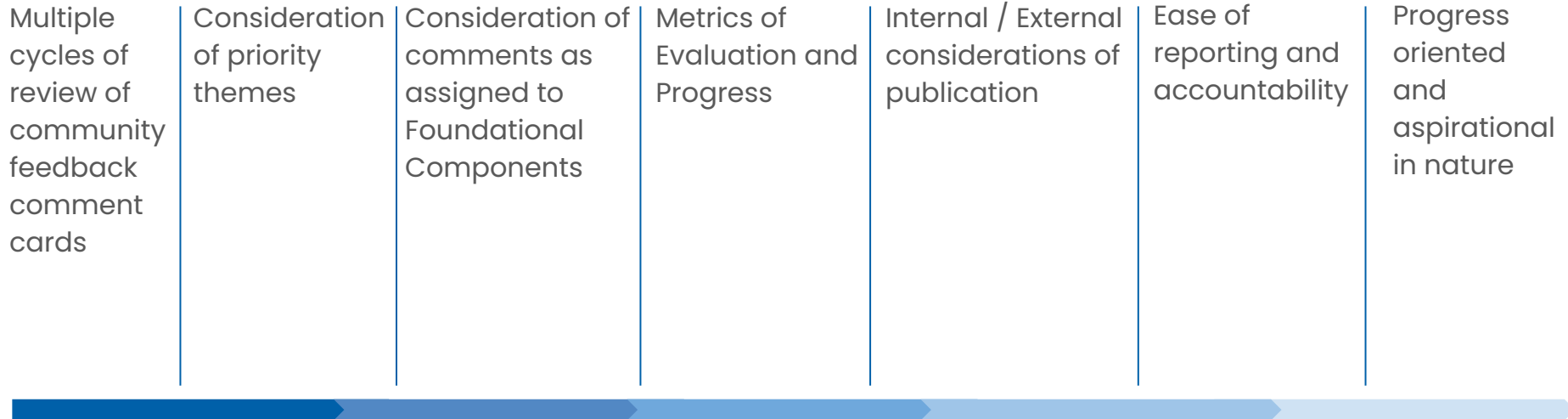
**Action Steps** are specific, concrete tasks or initiatives that will be implemented to carry out a strategy. It defines what will be done to operationalize the strategy.



# Strategic Plan

## STRATEGIES & ACTION STEPS

### Development Process





# Strategic Plan

## STRATEGIES & ACTION STEPS

The development of the Strategies and Action Steps which adhere to each Priority in the Strategic Plan were developed after:

- Community feedback review
- Staff feedback review
- Strategic Plan committee feedback and dialogue
- Student performance data review
- Student enrollment trends
- State expectations associated with accreditation and school improve fundamentals



**Priority:****Advancing Academic Excellence and Exceptional Student Experiences****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.

**New and Expanding Programs:**

Expand **career-connected learning** opportunities for all students.

**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

## Quality Instruction

- Ensure access to on level core curriculum for all students.
- Monitor and emphasize student learning growth, particularly for on-level learners.
- Provide research based best instructional practices as part of core instruction and intervention support.
- Teacher collaboration emphasizing data analysis and responsive instructional planning.
- Provide high quality professional learning around best practices.

## New and Expanding Programs

- Provide expanded career ready course offerings.
- Explore expansion of CAPS model at the middle level.
- Consider a “grow your own” model for teacher development within Blue Valley.

## Learning with Technology Tools

- Implement district-provided screen time recommendations
- Implement responsible use guidelines for Artificial Intelligence
- Integrate digital wellness education & digital citizenship education



## Priority: Fostering Supportive and Healthy School Communities

### Climate:

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

### Behavior Support:

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

### Community Partners:

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

### 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.

### Student Connectedness:

Explore and **expand Athletic/Activity student participation** and opportunities.

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## ACTION STEPS

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### ■ Climate

- Emphasize on-going 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 parents in healthy and positive school culture activities & opportunities

### ■ Behavior Support

- 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 & 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.
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## ACTION STEPS

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### ■ Community Partners

- 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 children.
- Analyze and recommend revised enrollment and registration procedures to ensure a smooth transition for students and families to Blue Valley Schools.

### ■ Physical Health

- 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

### ■ Student Connectedness

- 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
-



## Priority: Empowering Exemplary Educators & Staff

### Exemplary Staff:

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

### 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

### ■ Exemplary Staff

- 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

### ■ Supportive Work Environment

- Develop pathways to the field of education and career pathways within the Blue Valley School District
  - High school student to teacher, college student to teacher, classified/para/substitute to teacher, employee to administrator/specialist/manager, & college graduates outside the field of education to teacher
- 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

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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, & BEHAVIORAL HEALTH SUPPORTS & STATISTICS
  - STAFF HEALTH AND WELLBEING SUPPORTS
  - FACILITY AND OPERATIONS REPORTS
  - CYCLICAL PROGRAM EVALUATION REPORTS
  - PARTNERSHIPS & PARENT EDUCATION RESOURCES DATA
  - PERSONNEL RETENTION AND RECRUITMENT DATA
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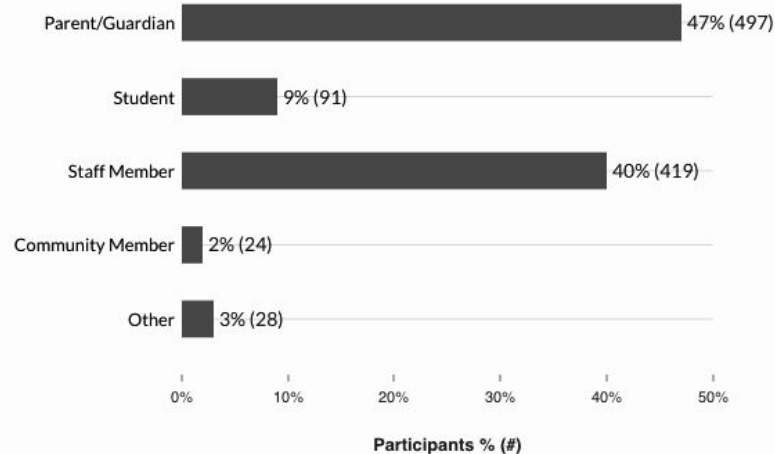
# SURVEY DATA SUMMARY



## PARTICIPATION

### Breakdown of Participation

What is your primary connection to Blue Valley Schools?



# SURVEY DATA SUMMARY



## PARTICIPATION

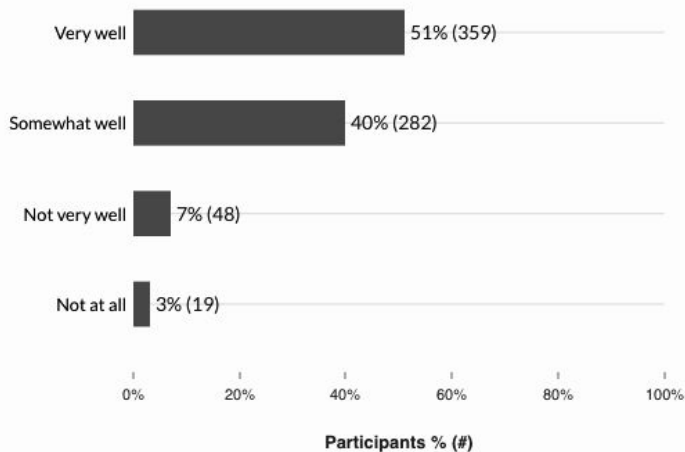
### Breakdown of Participation

After reviewing the draft strategic plan, how well do you feel it reflects the priorities and needs of Blue Valley Schools?



Responded

1155



# SURVEY DATA SUMMARY

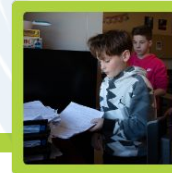
## FINDINGS:

Results of the survey told us the strategic plan has laid a robust foundation for achieving academic excellence, promoting wellbeing, and supporting educators. However, the feedback indicates a need for more detailed implementation strategies and a balanced approach toward inclusion, equity, and technology use. Addressing these areas will likely enhance the overall effectiveness of the plan and ensure it meets the community's expectations.



# BLUE VALLEY SCHOOLS

## QUESTIONS?



## Next Steps

- Board Approval
- Setting a timeline for the year-to-year work
- Communication planning

Thank you!