

Bloomfield Schools

Strategic Plan

2019-2022



Vision

Inspiring our students to become lifelong learners and contributing citizens in a rapidly changing world

Mission

Providing an exceptional quality learning community focused on the needs of each student in a safe environment

The Bloomfield Promise

We Believe:

- Our students' success is our reason for being,
- That hard work and dedication by everyone are the precursors to success and achievement.

We Value:

- Those who demonstrate the will to succeed,
- And those who support the success of others.

We Commit:

- To being those who can move forward past complaints,
- And become those who are part of the solution.

We Aspire:

- To be the team that makes every student's success a reality.

We are: **Bobcat Strong**

Focus Areas

The Bloomfield Schools will center its efforts on the following six Focus Areas for the duration of this strategic plan:

- Safety of Students and Staff
- Student Learning and Achievement
- Parent and Community Partnerships
- Recruiting, Retaining, and Developing Staff
- Strengthening School Culture and Communication
- Fiscal Support

The integration of our work in each of these six Focus Areas will result in a strengthened instructional program for every student we serve, stronger and more positive relationships with our parents and the community to which we are responsible, and a more effective and collegial faculty and staff delivering those services.

Focus Area: **Safety of Students and Staff**

What does this Focus Area mean?

Bloomfield Schools is committed to consciously addressing all aspects of student and staff safety. We will undertake every process and mechanism available to ensure the safety of our students and staff.

Why is this Focus Area important?

Recent tragedies in public schools across the nation have underscored the vital nature of this focus area. Planning for safety, training for safety, and building for safety has become an even more important requisite for a secure educational process to take place.

What we will do to address this Focus Area:

- ✓ Continue the work of making sure the schools are safe by adding additional layers of security systems such as county wide dispatch access to district cameras for emergencies
- ✓ Budget for construction to improve the entrance areas of the remaining schools who have not yet received the improvements
- ✓ Consider alternative security programs such as security guards, etc.
- ✓ Start programs such as “Say Something” as an early warning system for students of concern

Focus Area: **Student Learning and Achievement**

What does this Focus Area mean?

Focusing on student learning and achievement ensures that what is taught and how it is taught is thoughtfully planned and effectively executed by the entire instructional staff. What students learn, how they learn it, and when they learn it are how academic expectations can be raised and programs and lessons which are meaningful can be implemented to prepare students for tomorrow's world.

Why is this Focus Area important?

The instructional program district wide both vertically (the entire K-12 continuum) and horizontally (within grade levels) is the key to instructional excellence. Instructional alignment brings the entire system, from classroom to support to extracurricular, into a focused effort to attain a rigorous academic experience in which all students excel, and which raises academic achievement for all.

What we will do to address this Focus Area:

- ✓ Curriculum Alignment, Common Formative Assessment, and Professional Development will be implemented, monitored and supported to facilitate that the students instructional needs are met through;
 - District Action Plans
 - School Action Plans
 - Teacher Action Plans

Focus Area: **Parent and Community Partnerships**

What does this Focus Area mean?

Public schools mean just that: schools funded by the public and provided for the children of the public-- our parents and our community. As stakeholders in the success of the school system, parents and community play an important role in helping shape the school system and in the success of students enrolled in the Bloomfield Schools

Why is this Focus Area important?

Our children are the embodiment of our community. Effective partnerships involve extensive two-way communication between and among all parties. The important role parents play in their children's success in school is undeniable. The support the broader community provides the school district by way of funding and opportunities for students to experience the real world is also undeniable. The Bloomfield Schools is committed to building stronger and more effective partnerships with parents and the greater community in support of the success of every student.

What we will do to address this Focus Area:

- ✓ Communicate grade level content to make parents aware of expectations
- ✓ Develop a new website that is parent friendly and utilize social media to convey current events and messages
- ✓ Expand the school districts magazine
- ✓ Utilize grant funds to enhance the parent involvement for literacy in reading, writing and math

Focus Area: Recruiting, Retaining, and Developing Staff

What does this Focus Area mean?

The Bloomfield Schools is committed to ensuring that every position filled is filled by the highest quality staff member. We are also committed to retaining these high-quality individuals for the benefit of each of our students. We also commit to continually developing the skills and competencies of each employee of the district.

Why is this Focus Area important?

Research unequivocally demonstrates the positive relationship between teacher quality and student achievement. Excellent teachers are necessary for creating excellent learners. At the same time, every staff position in a school district is important in providing the very best for each learner—from counselor to instructional assistant, from cafeteria worker to custodian, all play key roles in school district excellence. Retention is important so that consistency can be built upon and the cost of extensive entry training can be avoided. All staff can continue to grow and develop, modeling continual learning as a value to be emulated by students.

What we will do to address this Focus Area:

- ✓ Expand on our “Grow Your Own” program
- ✓ Facilitate a grant partnership that provides opportunity for endorsements in Special Education and STEM fields
- ✓ Consider incentive programs for teacher attendance
- ✓ Increase the mentoring programs to enhance the retention of new teachers

Focus Area: **Strengthening School Culture and Communication**

What does this Focus Area mean?

The culture of a school system is usually defined as “the way we do things here.” The SWOT analysis conducted by the Bloomfield Schools as a component of the strategic planning process revealed areas of improvement needed in both culture and communication.

Why is this Focus Area important?

A school system with a positive culture—a positive school climate—functions more effectively. Studies have revealed that there is a positive correlation between school culture and student academic achievement with the effect of the positive climate even more pronounced for students at risk of negative outcomes. A positive culture also relates to the focus area of staff retention. Staff tends to perform better and remain with the system longer in a district with a more pleasant working environment.

What we will do to address this Focus Area:

- ✓ Provide opportunity for “Two Way Communication” to enhance collaborative efforts
- ✓ Communicate every semester the efforts/work that is being done at the Central Office in support of the schools
- ✓ Employee recognition

Focus Area: **Fiscal Support**

What does this Focus Area mean?

Public schools of New Mexico are funded primarily by resources from the state, in contrast to the funding processes in many other areas of the country. Equalization, however, does not prohibit the district from aggressively pursuing opportunities for improvement of state funding and the acquisition of specific targeted grant funding for projects to enhance the educational offerings of the Bloomfield Schools.

Why is this Focus Area important?

Targeted funding such as grants for special projects or the creation of foundational support for educational enhancement can improve the district. The Bloomfield Schools has the responsibility to be good stewards of the financial resources which are provided by the state and at the same time advocate for additional resources which are needed.

What we will do to address this Focus Area:

- ✓ Continue to pursue Federal and State Grant opportunities
- ✓ Assess the salary schedule periodically to make sure we are competitive with surrounding districts
- ✓ Consider incentives

BLOOMFIELD SCHOOLS

The Bloomfield Schools strives to develop individuals who can assume a worthwhile role in our society. It is our goal they will acquire desirable moral, cultural, and ethical values and develop beliefs that will enable them to adjust successfully and be a contributing citizen to a Global Society.

The education system is designed to assist each individual to become intellectually minded, environmentally aware, and to develop an appreciation for life and the multi-cultural community around them. The Bloomfield School District strives to develop and teach the critical thinking skills necessary to make the wisest use of human, natural and material resources.

BLOOMFIELD SCHOOLS covers approximately 1,500 square miles. There are seven schools with an approximate enrollment of 2,800 students from Pre-School through 12th grade. Approximately 32% of these students are Anglo, 34% Hispanic, and 34% Native American. All schools are accredited by the State of New Mexico. Communities served by the Bloomfield Schools are: Archuleta, Nageezi, Navajo Dam, Chaco Canyon, West Hammond, Blanco Canyon, Largo Canyon, Blanco Trading Post area, Dzilth-Na-O-dith-hle, NAPI, Huerfano, Bloomfield, Carson, Pump Canyon, Gobernador, Blanco, Turley, Escrito, Sims Mesa, Lybrook, and Kimbeto.

The people in the area are a diverse group that share common values of church, family, independence, and advocate for excellence in education. Quality education is a priority and offers an excellent academic environment. Over 44% of graduating seniors receive scholarships for post-secondary study.

Bloomfield Early Childhood Center

Blanco Elementary School

Central Primary School

Naaba Ani Elementary School

Mesa Alta Jr. High School

Bloomfield High School

Charlie Y. Brown Secondary School

