

BMS Board Report
8/13/2024

Hello, welcome to the 24-25 school year. We are very excited at BMS and we are looking forward to providing every BMS student with a high quality, equal, and equitable education that is provided in a safe and empathetic yet challenging learning environment. BMS is fully staffed for the school year with some new faces and veteran faces in new places. The SLT set the foundation during Leadership Week and the SBE committee is building upon that foundation to provide every staff member with a supportive culture that focuses on providing all support at that confluence of empathy, accountability, and cultural competence. Our academic, SEL, behavior, and attendance MTSS is in place and has been improved by providing specific differentiation information and guidance to students, staff and parents. IEFA is a focus at BMS and our goal is to become a model school for IEFA implementation. Each subject area is crosswalking their standards with the essential understandings to determine our starting point and needed level of support in supplementing (or supplanting) the textbook and curriculum of each subject area. Our behavior management plan is continuing our evolution and updates that were started last school year in the successful implementation of restorative practices and unconditional positive regard for all students in all areas of the building. Our behavior management plan will focus on the student(s) and not the consequence as an initial step. This will be completed by implementing HALO planning to support all students with what they need as opposed to focusing on the consequences as the main change agent, as accountability is not only consequences. The families are also involved in the plan of action beginning before and after the choice has been made by the students. The attendance plan implemented in 23-24 will also continue to be updated and improved. We have all 3 counselors this school year which will help mightily in ongoing communication and support for families. We also are able to fully implement a counseling support plan that is a key cog in the MTSS for all areas.

Our instruction is the high priority as the instructional component is the most difficult and the last component to be implemented successfully as it depends on every other component of education (leadership, standards, curriculum, assessment, SEL, family & community engagement, the physical & learning environments, and culture) to be implemented successfully. We are working on the alignment of our strategic plan, instructional framework, lesson plans, and walkthrough feedback. Our number one priority is administrator and coaches walkthroughs being completed daily according to the walkthrough calendar and weekly in every classroom. We are implementing effective teaching strategies which is based upon teacher autonomy with accountability, teacher autonomy with prescriptive support, culturally responsive to implement collective efficacy, and support that is systems based. The biggest effect size on improving student learning is collective teacher efficacy and that will be implemented within our behavior management plan, classroom management plan, and instructional framework implementation. In closing, staff wellness will always be at the top of mind throughout the school year. This not only includes celebrating and rewarding staff, it also includes providing a structured, transparent, listening, and accountable work environment that is firm but fair and that is equal and equitable for all staff to implement our distributed leadership model.

