July 15, 2025

To: Blaine County Board of Trustees

From: Jim Foudy, Superintendent, District Leadership Team

Subject: Strategic End of Year Summary

**During the 2023-2024 school year, the Blaine County School District worked extensively to develop a five-year strategic plan for 2024-2029. The work included gathering broad based community input. We conducted a survey and received a strong response. We also held several community sessions, which were well attended. While this is a five-year plan, we have made significant progress this year. This update provides a snapshot of the work that was accomplished during the first year of implementation.**

**Focus Area 1:  Student Achievement / College and Career Readiness**

**Objective 1.1 BCSD will consistently exceed state averages in all academic areas of standardized state assessments.**

* **Implemented the newly adopted curriculum for mathematics K-8.  The work is tied into the district’s Professional Learning Community (PLC) initiative, and includes weekly collaboration at the building level, as well as district collaboration (approximately) every six weeks.**
* **Adopted a new science curriculum K-12, implementation will be fall 2025.**
* **Adopted a new math curriculum 9-11, implementation will be fall 2025.**
* **Engaged in professional development for implementation of new math curriculum (unit study) with Regional Math Center.**

**Objective 1.2 BCSD will provide robust programs that support the development of the whole child and engage students in learning beyond the core curriculum.**

* **Completed an assessment and realignment of the World Language Program with our vertical Dual Immersion (DI) Program, K-12. Adjusted the scope and sequence of World Language and aligned Spanish 1 at the middle school and high school. Revised the philosophy of DI in the world language department, 6th-9th grade.**
* **BCSD revived and expanded club robotics at the elementary schools this fall.**
* **BCSD partnered with multiple organizations to offer summer learning opportunities.**
* **Executed a district-wide initiative focused on improving student attendance. We averaged 95% attendance for school year 2024-2025, improving by approximately 2% year over year and exceeding the statewide average of 94%.**
* **Transportation filled nearly all of the vacant driver positions and was able to accommodate the vast majority of requests for extracurricular programs.**

**Objective 1.3 BCSD will ensure college and career readiness skills such as critical thinking, collaboration, perseverance, and problem-solving, are integrated into the curriculum at all stages of learning.**

* BCSD made adjustments to the Residential Construction Academies (RCA) at Wood River High School and Carey High School that have made the programs financially more sustainable, reduced student travel time, and increased participation.
* BCSD is exploring partnerships for learning opportunities in the automotive industry.  These opportunities may be available without a negative financial impact on district funds and resources.
* BCSD navigated a transition with educators in the medical arts program at Wood River High School and was able to maintain the program with a new instructor for the 2024-2025 school year. **This position is hard to fill, and is currently vacant for the 2025-2026 school year.**

**Objective 1.4 BCSD will embrace emerging technology, including artificial intelligence, as educational tools that will be critical skills for preparing students ready to thrive in the evolving workplace and in their personal lives.**

* BCSD is partnering with Far and Wise, to offer secondary students career camp opportunities. One of the camps this summer focuses on Artificial Intelligence (AI).
* We have partnered with Google, and have built basic training tools to support teachers.
* **Adopted Google Gemini for classroom and non-classroom activities. Our Information Technology Director presented at Google in January of 2025.**
* **Google Gemini has been made available for staff for non-classroom AI usage. We are currently negotiating with Google, for better pricing on Gemini Pro.**
* **Schoology “PowerBuddy” AI has been made available for use in classroom content creation. This will be part of the professional development this fall.**
* **BCSD Policy Committee is refining school policy to reflect AI adoption.**

Objective 2.1 BCSD will ensure mental health training for parents, coaches, staff and students, including recognize depression/suicide signs in inclusive languages of the community.

* The district’s mental health team, which includes the special programs director, social workers, counselors, nurses, and school psychologists, will continue to meet to support student mental health needs. This work is based on student survey results (grades 6-12) that will be conducted annually for five years. The first survey data was captured in October of 2023. Work is conducted in partnership with Boise State University and is based on the Icelandic Model of Prevention.
* We received a grant that will provide scholarships for students to receive outside counseling services. **One of our social workers wrote a grant, which was approved to supplement outside counseling scholarships for the next three school years.**

Objective 2.2 BCSD will celebrate and support cultural awareness and differences.

* Title (federal) funding has been budgeted to provide bilingual materials for parents.

Objective 2.3 BCSD will continue Positive Behavior Intervention and Supports (PBIS) and restorative practices and expand through the cohort.

* The special programs director has received training on the SWIS Suite and has updated the administrative staff in the SWIS program. The technology department is working on getting PowerSchool and the SWIS Suite to communicate. There have been issues with this.
* **The special programs director has received training on the SWIS (School Wide Intervention Supports) Suit and has updated the administrative staff in the SWIS program. The technology department is working on getting PowerSchool and the SWIS Suite to communicate. The participating schools are moving to tier 2 PBIS (Positive Behavior Intervention Supports) in the fall of 2025.**
* **Transportation Department completed PBIS training prior to the start of the 2024-2025 school year.**

Objective 2.4 BCSD will focus on improving student attendance to ensure students are supported and have structures to meet their basic needs and the ability to learn and grow.

* Several IEP meetings were held this fall, with a focus on increasing attendance for students with disabilities. Supports have been added for these students, with accommodations.

Objective 3.1 BCSD will continue to support more affordable housing options for staff.

* The district continues to work with the ARCH Foundation, to complete the housing units that were identified. Five of the eight new units were completed in July of 2024. All five units were occupied in August. Three additional units are scheduled to be completed by March of 2025. These units will be held and used to recruit new staff. If they are unfilled when staffing for 2025-2026 is completed, they will be made available to existing staff.
* The one-bedroom and two-bedroom units on Croy Street will be occupied during the 2025-2026 school year, by two newly hired certified staff members relocating to the area.
* The McKercher and Winterhaven units will be made available to existing staff, if we don’t fill them by August.

Objective 3.2 BCSD will continue to support and provide competitive teacher salaries and benefits within a balanced budget.

* Staffing needs that were identified after the start of the school year were met by shifting staff from one building to another, without replacing these positions from outside the district. This resulted in an unanticipated net reduction of staff and maximized efficiencies. We continue to work closely with the special programs department to make further adjustments, as necessary. The District Leadership Team (DLT) is working on potential staff reallocations and reductions, and will present a recommendation to the Board of Trustees at the regular February Board meeting.

Objective 3.3 BCSD will recruit qualified and diverse candidates reflective of the student population.

* **The Human Resources Department participated in job fairs during the spring of 2025. Secondary schools are expanding their Dual Immersion opportunities. Secondary bilingual positions are a priority and area of focus.**
* **This year, the Human Resources Department participated in three job fairs, successfully connecting with several qualified candidates.**
* **We streamlined our recruitment communications by migrating all contact information from our previous job notification system to Constant Contact. This allows potential candidates to opt in more easily and enables HR to share job openings more efficiently, as new positions become available.**
* **We have partnered with the Idaho Association of Bilingual Education (IABE). The organization has shared our need on their Facebook page, and their president is developing a flyer featuring our contact information to distribute to all IABE members. Our job opportunities will also be promoted at their Summer Institute with the Idaho Education Association.**
* **Human Resources is working closely with Trustee Scarnegi to promote our hard-to-fill positions through LinkedIn, expanding our reach to a broader professional audience.**

**Objective 4.2 BCSD will utilize a cohesive platform to communicate with families and staff.**

* We have engaged with “Classroom Parent” ([www.classroomparent.com](http://www.classroomparent.com)) as one platform to better engage parents and parent auxiliary organizations.
* We have deployed “Bright Arrow” ([www.brightarrow.com](http://www.brightarrow.com)) for communication between BCSD and families.
* **Classroom Parent has been deployed at 5 of 8 BCSD schools. It also includes PowerSchool API for data synchronization. Additionally, it has been customized for FERPA (Family Educational Rights and Privacy Act of 1979) compliance.**
* **BrightArrow is now usable on mobile devices. This is a tool to communicate with staff through text or phone messages. Staff phone numbers have been added, so administrators can easily text all staff.**

Objective 5.1 BCSD will communicate and educate the public on how attendance impacts funding.

* This objective is part of an overall goal for increasing attendance. The Guiding Coalition, and administration, reviewed literature and guidance on in this topic. We learned that while attendance impacts funding, messaging this impact to families often does not resonate with them. Messaging to families this year focused on the value gained for students and families, when students attend at least 90% of the year. These include, but are not limited to: strong social connections; positive relationships with teachers and staff; a sense of belonging; maximized learning opportunities; and increased resilience for students. These efforts are proving to be successful, with a measured increase of approximately 2%, year over year.
* The district reduced 14.5 positions for 2024-2025 (13.5 certified and 1.0 classified). This served to balance the fiscal year 2025 budget. The district leadership team has identified additional positions, which can be reduced without triggering a reduction in force or a loss of program opportunities, for the fiscal year 2026 budget. These recommendations will be presented to the Board of Trustees at the regular February Board meeting.

Objective 5.4 BCSD will maximize financial investments.

* Transportation purchased assets (busses) and retired assets to maximize reimbursements and improve the quality of the fleet.

Objective 6.1 BCSD will report to the Board and community the progress of existing facility projects and communicate future needs.

* The Finance Committee discussed the reporting of existing Plant Facility Levy projects. A member of the committee developed a financial tracking tool, which was shared and is now being utilized. This has increased transparency and simplified communication.
* The director of finance is working on running reports through our financial management system (Skyward), that align with this tool. We anticipate the new tracking tool being presented to the Board of Trustees at the regular March Board meeting, if not before.

Objective 6.2 BCSD will collaborate with the community to provide a safe, energy efficient, adequately sized facility for Hailey Elementary into the future.

* The Board discussed a potential partnership with the Blaine County Recreation District (BCRD) for the utilization of Nelson Field. A possible overlay was created by Design West to ensure there is adequate room for a potential replacement to Hailey Elementary.

Objective 6.4 BCSD will collaborate with community partners to provide equitable fields and facilities for all district sports as well as community use.

* The director of Buildings and Grounds is working with the BCRD on potential improvements to land space, owned by the BCSD. This includes Nelson Field, Quigley 10-acre parcel, and Founders’ Field. The Board created a Memorandum of Understanding (MOU), which establishes collaboration between BCSD and BCRD on these parcels.

Objective 6.5 BCSD will proactively plan for the future of the Community Campus in regards to security and usage.

* The Board has a scheduled work session for February regarding a potential early childhood centralized preschool program. This discussion will lead to discussions highlighting the implications for partners within the Community Campus.