BURKBURNETT ISD STRATEGIC FOCUS 2023

Strategic Focus Statement: In BISD, teaching and learning will ensure quality student/teacher relationships are the foundation for individualized success.

CORE BELIEFS:
We Believe:

1. Appropriate, well-balanced use of technology is beneficial for ALL
2. In developing forward-thinking and responsible adults.
3. In fostering a climate of purposeful learning and self-reflection for ALL. #ALLmeansALL
4. All learners will model The Bulldog Way.

ACTION PLANS FOR: We believe appropriate, well-balanced use of technology is beneficial for ALL

Strategy 1-A
BISD will stay abreast of the latest technology so our students are prepared for their future unknown.

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<thead>
<tr>
<th>Responsible Party</th>
<th>Timeline</th>
<th>Progress Monitoring/Evaluation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Technology and C&amp;I depts</td>
<td>Ongoing</td>
<td>Conferences attended; Trainings offered; appropriate student engagement with devices</td>
</tr>
</tbody>
</table>

Action steps for Strategy 1-A
1. The tech dept and/or curriculum dept will attend state and regional tech conferences to stay up to date on the latest technology
2. Actively seek out training for staff on emerging technology that impacts instruction.
3. Campus based student and staff teams will provide training on trending emerging technology.
4. Create C4 tech team at BMS to aid in technology training and repair.

Strategy 1-B
BISD will promote healthy, purposeful, and safe use of technology
### Action Steps for Strategy 1-B

1. The tech department will continue to evaluate, implement, and deploy content monitoring of students online.
2. BISD will continue to implement all required CIPA, COPA, and FERPA compliance.
3. BISD will identify current research on screen time recommendations and adhere to such recommendations.
4. BISD will provide information for parents regarding screen time recommendations, safe and respectful use of technology.
5. BISD will engage in a student created media campaign for safe use of technology.

### Action Plans for: We believe in developing forward-thinking and responsible adults.

#### Strategy 2-A
BISD will collaborate with the community and parents to offer real-world information for future goal-setting.

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<tr>
<th>Responsible Party</th>
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<tbody>
<tr>
<td>Staff/Parents/Community</td>
<td>Ongoing</td>
<td>Career Tech Catalog created spring of 2024; CTE/Elective fair sign in sheets; Number of community panels hosted</td>
</tr>
</tbody>
</table>

**Action Steps for Strategy 2-A**

1. BISD will create a career tech ed course catalog that will be widely distributed to parents, staff, students, and the community.
2. BISD will sponsor a CTE and elective fair at least every other year for 7th and 8th grade students.
3. BISD will sponsor informational panels of various leaders in the community regarding job opportunities and career planning.

#### Strategy 2-B
BISD will build relationships that develop and encourage a growth mindset with all stakeholders.

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<tr>
<th>Responsible Party</th>
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<tbody>
<tr>
<td>All Stakeholders</td>
<td>Ongoing</td>
<td>CTM agendas and minutes; Intern numbers; Resources provided to parents quarterly; Instructional videos posted by teachers</td>
</tr>
</tbody>
</table>

**Action Steps for Strategy 2-B**
1. All BISD staff will utilize the DODEA grant to ensure PLC practices are immersive at all levels and classrooms throughout the district.
2. BISD will expand upon current student internship programs within the community.
3. BISD will provide informational resources on growth mindset and PLC processes for parent education.
4. BISD will explore avenues for teachers to post instructional videos to help parents work with their children on academic content.

**ACTION PLANS FOR:** We believe in fostering a climate of purposeful learning and self-reflection for ALL. #ALLmeansALL

**Strategy 3-A**  
BISD will provide learning opportunities to be better tomorrow than we were today.

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<tbody>
<tr>
<td>All Stakeholders</td>
<td>Ongoing</td>
<td>Classroom walk throughs; CTM agendas and minutes; PLC grant initiative</td>
</tr>
</tbody>
</table>

**Action Steps for Strategy 3-A**
1. Teachers will set clearly stated expectations for behavior and learning in the classrooms.
2. Teachers will engage in the design and delivery of high quality lessons.
3. Our PLC framework will ensure we use protocols to continually improve upon our instructional strategies in the classroom.
4. BISD will promote a culture of failing forward among staff and students and reflective learning.

**Strategy 3-B**  
BISD will encourage all to take ownership of their learning and progress.

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</thead>
<tbody>
<tr>
<td>All Staff &amp; Students</td>
<td>Ongoing</td>
<td>Professional Development data; student academic data</td>
</tr>
</tbody>
</table>

**Action Steps for Strategy 3-B**
1. BISD will continue to expand on student and staff knowledge of, and opportunities to, set goals and track goal progress.
2. BISD will expect both respect and mutual accountability amongst staff and students.

**ACTION PLANS FOR:** We believe all learners will model The Bulldog Way.

**Strategy 4-A**  
BISD will provide an environment with opportunities for ALL to follow The Bulldog Way.

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<tr>
<th>Responsible Party</th>
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</thead>
<tbody>
<tr>
<td>District-wide Design Team; all stakeholders</td>
<td>Ongoing</td>
<td>Protocols created prior to Aug 2024; Staff and student recognitions; Bulldog Way lessons; Discipline data</td>
</tr>
</tbody>
</table>

**Action Steps for Strategy 4-A**
1. Campuses will create protocols to recognize students and staff who exhibit behaviors that align with the Bulldog Way.
2. BISD will ensure ALL learners to know and understand the guiding principles behind the Bulldog Way.

**Strategy 4-B**  BISD will have pride in The Bulldog Way and share it with the greater community.

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<tbody>
<tr>
<td>BISD students &amp; staff; AV Production classes</td>
<td>Ongoing</td>
<td>PSAs produced; Bulldog Huddle events; Community member/business recognitions</td>
</tr>
</tbody>
</table>

**Action Steps for Strategy 4-B**

1. Campus, students, and staff will create PSA videos to share the value and importance of the Bulldog Way with the community.
2. BISD will add a Bulldog Way component to the Bulldog Huddle Facebook Live events.
3. BISD will create protocols to recognize and celebrate community members and local business who exhibit behaviors aligning to the Bulldog Way.
BURKBURNETT ISD STRATEGIC FOCUS 2023

Strategic Focus Statement: In BISD, student services will encourage, prepare, and support learners in a safe and diverse environment

CORE BELIEFS:
We Believe:

1. In encouraging and supporting all learners to dream, overcome challenges, and achieve goals.
2. ALL learners need to feel safe and supported.
3. In building unity through diversity.

ACTION PLANS FOR: We believe in encouraging and supporting all learners to dream, overcome challenges, and achieve goals.

Strategy 1-A
The district will provide authentic experiences on and off campus that provide exposure to build background knowledge.

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<tr>
<th>Responsible Party</th>
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</thead>
<tbody>
<tr>
<td>Campus Principals; Teachers</td>
<td>May 2025</td>
<td>Data Collection; Surveys; Districtwide Calendar/Plan of Activities (eliminate repetition)</td>
</tr>
</tbody>
</table>

Action Steps for Strategy 1-A
1. BISD will ensure ALL students at each grade have the opportunity to participate in designated field trips each school year.
2. BISD will inform the larger community of off campus experiences for students connected to the essential standards.
3. BISD will engage with the greater community to provide learning experiences for students.
**Strategy 1-B**  
**Students will have the opportunity to set and track personalized goals.**

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<th>Responsible Party</th>
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<th>Progress Monitoring/Evaluation</th>
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</thead>
<tbody>
<tr>
<td>Campus Principals; Counselors; Teachers; Students; Parents/Guardians/ Families</td>
<td>May 2026</td>
<td>Goal setting portfolios/sheets; student led conferences</td>
</tr>
</tbody>
</table>

**Action Steps for Strategy 1-B**

1. BISD will educate students how to set and track personalized goals.

**ACTION PLANS FOR:** We believe ALL learners need to feel safe and supported.

**Strategy 2-A**  
**Provide opportunities for all learners to build their capacity to regulate emotions.**

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<th>Progress Monitoring/Evaluation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Central Administration; Campus Principals; Staff</td>
<td>May 2025</td>
<td>ongoing professional development logs; surveys; discipline data; family participation</td>
</tr>
</tbody>
</table>

**Action Steps for Strategy 2-A**

1. BISD will expand SEL learning opportunities for students, staff, and parents.
2. BISD will educate students, parents, and staff on identifying, recognizing and regulating their emotional distress.
3. BISD will implement a designated social/emotional learning day on each secondary campus.

**Strategy 2-B**  
**Build a culture of relationships and support for all learners to foster community.**

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</thead>
<tbody>
<tr>
<td>Central Administration; Campus Principals; Staff</td>
<td>May 2025</td>
<td>Surveys; data collection; implementation of strategies; family attendance/participation</td>
</tr>
</tbody>
</table>

**Action Steps for Strategy 2-B**

1. BISD will explore avenues to increase student mentoring programs.
2. BISD will implement opportunities for students to work as volunteer teams to improve peer relationships.

**ACTION PLANS FOR:** We believe in building unity through diversity.

**Strategy 3-A** We will build a school community where all are accepted and celebrated.

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<tr>
<th>Responsible Party</th>
<th>Timeline</th>
<th>Progress Monitoring/Evaluation</th>
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</thead>
<tbody>
<tr>
<td>Everyone</td>
<td>Ongoing</td>
<td>Surveys; focus groups</td>
</tr>
</tbody>
</table>

**Action Steps for Strategy 3-A**

1. BISD will continue to promote opportunities for students to engage in activities with a variety of peer groups.
2. BISD will deliver lessons created by the counseling department focused on celebrating individual diversity.
BURKBURNETT ISD STRATEGIC FOCUS 2023

Strategic Focus Statement: In BISD, our personnel will be empowered to impact the growth of ALL learners.

CORE BELIEFS:
Because our staff is valued, WE believe:

1. Educators deserve a personalized professional development experience that meets the needs of ALL educators.
2. BISD will be an environment that is conducive to creating nurturing relationships.
3. In Servant Leadership at all levels.
4. A Professional Learning Community creates a safe environment to share ideas and promotes innovation.
5. In recruiting and retaining life-changers in ALL learning spaces through competitive compensation.

ACTION PLANS FOR: Because our staff is valued, WE believe educators deserve a personalized professional development experience that meets the needs of ALL educators.

Strategy 1-A  BISD will provide regular individualized learning opportunities based on teacher input and campus/district needs that move educators forward professionally.

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<tbody>
<tr>
<td>All Staff</td>
<td>Ongoing</td>
<td>Pre and Post evaluation tools and surveys on PD opportunities.</td>
</tr>
</tbody>
</table>

Action Steps for Strategy 1-A

1. BISD will provide impactful professional development on a regular basis tailored for specific employee needs based on input, campus needs, and end of year T-TESS goal planning.
2. BISD staff will seek out individualized training through outside organizations and entities.

ACTION PLANS FOR: Because our staff is valued, WE believe BISD needs to be an environment that is conducive to creating nurturing relationships.

Strategy 2-A  Honor, promote and provide systems that create a sense of belonging for staff members.

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<tr>
<th>Responsible Party</th>
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<th>Progress Monitoring/Evaluation</th>
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</thead>
<tbody>
<tr>
<td>All stakeholders</td>
<td>Ongoing</td>
<td>Staff Climate surveys fall and spring. Activities for staff evaluated by participants as a measurement of success.</td>
</tr>
</tbody>
</table>

Action Steps for Strategy 2-A
1. Campus and district leadership will create opportunities for all campus staff members to feel valued.
2. Create opportunities for staff to connect on a more personal level to promote a sense of belonging and understanding.

**Strategy 2-B  Create a culture that ensures positive relationships.**

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<thead>
<tr>
<th>Responsible Party</th>
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<th>Progress Monitoring/Evaluation</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Stakeholders</td>
<td>Ongoing</td>
<td>Successful training as evidenced by climate surveys and participants’ feedback. Campus leaders report out regarding culture building activities.</td>
</tr>
</tbody>
</table>

**Acton Steps for Strategy 2-B**
1. BISD leadership will receive training on creating and maintaining positive cultures conducive to learning.
2. Leaders at all levels will model and engage in positive culture building practices.
3. Utilize our district Culture and Climate survey results to reflect and inform our practices.

**ACTION PLANS FOR:** Because our staff is valued, WE believe in Servant Leadership at all levels.

**Strategy 3-A  Model and reflect on practices and values that increase leading by serving.**

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<tr>
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<tbody>
<tr>
<td>All Staff</td>
<td>Ongoing</td>
<td>Increase in community/campus volunteering at all levels of staff/students. Increase in positive interactions at all levels of staff/students.</td>
</tr>
</tbody>
</table>

**Acton Steps for Strategy 3-A**
1. We will be intentional regarding defining and modeling servant leadership at all levels.
2. Will grow community service projects (Ex: Meals on Wheels).

**Strategy 3-B  Provide an environment to model and influence others for purpose.**

<table>
<thead>
<tr>
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<tbody>
<tr>
<td>All Staff</td>
<td>Ongoing</td>
<td>Provide opportunities for staff to participate in PD focused on servant leadership. Provide purposeful moments for staff and students to work as leaders.</td>
</tr>
</tbody>
</table>

**Acton Steps for Strategy 3-B**
1. Identify and support the growth of future servant leaders by allowing staff opportunities to attend servant leadership focused staff development.
2. We will implement systems that create opportunities for ALL members to serve as leaders.

**ACTION PLANS FOR:** Because our staff is valued, WE believe a Professional Learning Community creates a safe environment to share ideas and promote innovation.

**Strategy 4-A  Provide training and protected time for staff to implement high-functioning PLC.**
Action Steps for Strategy 4-A
1. Promote a collaborative culture by prioritizing time, resources, and schedules for PLCs for all departments.
2. BISD will utilize training resources from Solution Tree partnerships to increase staff knowledge and capacity with professional learning communities.

Strategy 4-B  Ensure that the PLC norms are followed allowing for confidential sharing of ideas and data in a safe environment.

Action Steps for Strategy 4-B
1. Staff will understand the norms, roles, and expectations in PLCs.
2. BISD will monitor the CTM processes to ensure fidelity as it pertains to professional growth.

ACTION PLANS FOR: Because our staff is valued. WE believe in recruiting and retaining life-changers in ALL learning spaces through competitive compensation.

Strategy 5-A  Provide the tools, teams, and culture to recruit and retain fulfilled employees.

Action Steps for Strategy 5-A
1. Study current retention models to provide strategic retention protocols.
2. Tailor recruiting to meet the needs of candidates.
3. BISD will train and calibrate all hiring personnel to ensure we hire candidates who add value to our culture and vision.

Strategy 5-B  Through research, provide an attractive environment for all staff with tangible and intangible incentives.
### Admin/Principals | Ongoing
---|---

Provide education and training to candidates and employees regarding the non-monetary benefits provided by the district as well as the financial gain of being an employee of BISD.

**Action Steps for Strategy 5-B**

1. Promote wellness benefits, breaks in the instructional calendar and district provided insurance premiums.
2. Promote staff, parent, and community testimonials about BISD to the community.
3. Utilize market analysis to ensure the compensation plan for employees is aggressive and equitable.
BURKBURNETT ISD STRATEGIC FOCUS 2023

Strategic Focus Statement: In BISD, our facilities will create the optimum environment for the execution of the BISD Mission, through our Vision, in accordance with our Beliefs.

CORE BELIEFS:

We believe our facilities will:

- 1. Meet and adapt to current and future learning styles and requirements.
- 2. Be welcoming, inspire pride and foster a sense of ownership amongst students, staff and community.
- 3. Be a place that stimulates collaboration and facilitates creativity among all within our students and educators.
- 4. Be flexible agile structures accommodating to both curricular and extracurricular activities and learning.
- 5. Provide a healthy, safe and secure learning environment for students and a proper work environment for staff.

ACTION PLANS FOR: We believe our facilities will meet and adapt to current and future learning styles and requirements.

Strategy 1-A Establish a baseline of the current status of facilities through a facilities audit.

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<tr>
<th>Responsible Party</th>
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</thead>
<tbody>
<tr>
<td>Superintendent</td>
<td>ASAP</td>
<td>Report from audit</td>
</tr>
</tbody>
</table>

Action Steps for Strategy 1-A
1. BISD will have a facility audit completed during 2023-24.

ACTION PLANS FOR: We believe our facilities will be welcoming, inspire pride and foster a sense of ownership amongst students, staff and community.

Strategy 2-A Pursue strategies to increase traffic within our school facilities amongst community members.

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<tbody>
<tr>
<td>Superintendent</td>
<td>Ongoing</td>
<td>number of events</td>
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</table>

Action Steps for Strategy 2-A
1. BISD will advertise, host, and/or allow events in our facilities that include parents and community members.

Strategy 2-B Explore an incentive program to inspire pride and ownership amongst staff and students.
### BISD Strategic Focus Action Plans

#### FACILITIES MANAGEMENT

| Superintendent | Beginning in September 2024 | Recognition events for staff and students. |

**Action Steps for Strategy 2-B**

1. BISD will create protocols to recognize and celebrate students and staff who exhibit respect for our facilities and grounds.

**ACTION PLANS FOR:**

We believe our facilities will be a place that stimulates collaboration and facilitates creativity among all within our students and educators.

**Strategy 3-A**  Stay apprised of best practices and recent developments in respect to facilities.

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<tbody>
<tr>
<td>Superintendent; Facilities Director; Energy Management; Safety Coordinator</td>
<td>Ongoing</td>
<td>Scheduling of tours; spaces redesigned; engagement with outside partners</td>
</tr>
</tbody>
</table>

**Action Steps for Strategy 3-A**

1. BISD will tour facilities in other districts to get ideas for future renovations.
2. BISD will review TASA/TASB innovative design winning school districts for ideas for future renovations.
3. Re-create/Re-design outdoor areas as learning spaces.

**ACTION PLANS FOR:**

We believe our facilities will be flexible agile structures accommodating to both curricular and extracurricular activities and learning.

**Strategy 4-A**  Establish a recurring assessment system distributed through various modalities.

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<tbody>
<tr>
<td>Superintendent; Facilities Director; Safety Coordinator/Police Chief</td>
<td>Ongoing</td>
<td>Survey results; created facility plans; efficiency studies completed by outside vendors</td>
</tr>
</tbody>
</table>

**Action Steps for Strategy 4-A**

1. Create a survey for visitors to provide feedback after visiting our facilities.
2. BISD will maintain its short and long-term facilities plans through partnerships with outside firms who will provide ongoing recommendations for facility improvement.
3. BISD will maintain a cycle of efficiency studies on all major operating systems.

**ACTION PLANS FOR:**

We believe our facilities will provide a healthy, safe and secure learning environment for students and a proper work environment for staff.

**Strategy 5-A**  Monitor legislative requirements for safety & security.

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### Action Steps for Strategy 5-A

1. BISD will comply with state and federally mandated safety and security standards.

2. BISD leadership will stay abreast of any changes and facility standards through legislative engagement and TEA compliance.
Strategic Focus Statement: In BISD, community engagement will empower a collaborative environment that will foster growth, which leads to lifelong learning.

CORE BELIEFS:
We believe:
- 1. Volunteering enhances a student's ability to experience life's challenges.
- 2. In fostering community relationships which creates our future community leaders.
- 3. BISD is the collaborative connection between our community and youth.
- 4. Individual growth will lead to community growth.

ACTION PLANS FOR: We believe volunteering enhances a student's ability to experience life's challenges.

**Strategy 1-A** Identify volunteer opportunities and experiences within BISD and the community for ALL students

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<tbody>
<tr>
<td>Campus/ Dist. Admin</td>
<td>Summer 2024</td>
<td># of opportunities; # of students involved</td>
</tr>
</tbody>
</table>

Action Steps for Strategy 1-A
1. BISD staff will work with district and community leaders to identify student volunteer opportunities in which to engage.

**Strategy 1-B** BISD will instill the ideals of virtue across the organization and professional staff

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<tbody>
<tr>
<td>C&amp;I</td>
<td>Beg. Aug 2024</td>
<td># of opportunities for students to promote service; # of hours of service volunteered by students</td>
</tr>
</tbody>
</table>
Action Steps for Strategy 1-B
1. BISD will promote service over self amongst students and staff through a variety of opportunities.
2. BISD will educate students on ethical behavior.

**ACTION PLANS FOR:**

<table>
<thead>
<tr>
<th>Action Steps for Strategy 2-A</th>
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<tbody>
<tr>
<td>1. BISD will partner with the greater community to create opportunities for our students to benefit the community through real world projects.</td>
</tr>
<tr>
<td>2. BISD will invite community members and businesses into our schools to speak with and mentor our students in their career development.</td>
</tr>
<tr>
<td>3. BISD will host an annual career and post-secondary education fair.</td>
</tr>
<tr>
<td>4. Expand current internship opportunities for students.</td>
</tr>
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</table>

**Strategy 2-A Create & nurture mutually beneficial relationships between campuses and the community**

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</tr>
</thead>
<tbody>
<tr>
<td>Campus Leadership &amp; Dist Admin</td>
<td>Spring 2024</td>
<td># of community partnerships; # of students involved; # of hosted events in BISD</td>
</tr>
</tbody>
</table>

**Strategy 2-B BISD will provide our students with community leadership opportunities to steward the needs of tomorrow**

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<tbody>
<tr>
<td>Dist/Campus Leadership</td>
<td>Summer 2024</td>
<td>Established roles on local boards; # of Students in leadership roles</td>
</tr>
</tbody>
</table>

**Action Steps for Strategy 2-B**
1. BISD will work with local government officials to create ex-officio member positions on boards to be held by students.

**Strategy 3-A Foster a sense of pride & community ownership among our students**

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</thead>
</table>
Our staff & Students | 2024-25 School Year & ongoing | # of lessons & activities based on Burkburnett; areas of the community adopted by BISD organizations

Action Steps for Strategy 3-A

1. BISD will provide learning opportunities for all of our students focused on our community’s history and local legends.
2. BISD student groups will “adopt” portions of Burkburnett to both beautify and promote pride in our community.