

Bruce School District

Long Range Planning Committee

Student

&

Community First

Long-Range Planning Initiative

Original Plan: 2010

Review and Revision: 4/3/14 and 5/18/14

Review and Revision: 5/13/15

Review and Revision: 3/28/16

Review and Revision: 3/27/17

The revised plan is a five (5) year operations plan for the School District of Bruce.

The primary goals are to guarantee high quality education, demonstrate reasonable financial accountability for all school operations to the Bruce community, foster school/community relationships, and to safeguard employees' long-range employment and commitment to education.

The budgetary philosophy is to align annual revenues and expenditures.

The committee feels this plan should be reviewed annually and revised considering the state of the district, new laws affecting state aid and revenue limits, and new requirements for educating our students.

Bruce School District

Student and Community First – Long Range Planning Initiative

The Bruce School Long Range Planning Committee, authorized by the Bruce School Board, has reviewed and revised the 2010 Long Range Plan to guide the Bruce School operations for the next five (5) years. This operational plan places a priority on:

1. High quality education and support programs for all Bruce School students;
2. Financial accountability to the taxpayers of the Bruce School District;
3. Fostering school/community relationships; and
4. Employment security and stability for all Bruce School staff.

High Quality Education & Support Programs – Through this initiative, the School Board, School administration, and all staff will strive to develop on-going updates to curriculum and technology for all grades. All extra-curricular programs will be reviewed with an emphasis for increased participation and co-oping with other schools if necessary. In addition, curricular programs will be reviewed and co-oping with other schools will be considered if necessary.

Financial Accountability – The Bruce School Board will work with school administration on developing a long-range budget initiative that includes:

1. A referendum to exceed the revenue limit by \$400,000 for 5 years was passed on April 7, 2015. The referendum will run from July 1, 2016 through June 30, 2021.
2. The district will maintaining a 2% annual budget increase, but be aware of trends in declining enrollment and adjust the budget accordingly.
3. The district will use the CPI as a guideline for staff salary increases, as well as the overall district financial status.
4. Staffing according to need – adjustments are being made for declining enrollment.
5. Review employee benefit plan yearly to ensure fiscal responsibility and provide quality benefits.

6. Grant writing is encouraged. Explore a 1% reward for writing and winning grants. Also, the district will use the Rusk County Community Foundation as an vehicle to manage grants and donations for school programs

Foster school/community relationships – The Bruce School Board, administration and staff see the importance of a strong relationship with the community. They encourage building these relationships through;

1. Open school for community activities – current activities include: community choir, aerobic/exercise classes, girl scouts, boy/cub scouts, weight room, walking, Open Gyms and Alumni Tournament, Easter Egg Hunt (Lions), Talent Show, Breakfasts, and Dinners (Kiwanis), Social Media nights for the community,
2. Increase volunteers in school with the STEP program
3. Build partnerships with community members, organizations and businesses – activities such as Earth Day, Veteran’s Day Programs, Before and After School Program, EL Family Nights, Bruce Area Business meetings, Rusk County Manufacturing Consortium, etc.

Employment Security & Stability for School Staff – Through this education budgeting proposal, the Bruce School District remains committed to providing stable and secure employment for existing school staff for the next five (5) years.

1. Maintain commitment to provide stable and secure employment for existing staff
2. Research contracting of services if necessary
3. Hire and retain quality teachers and staff
4. Create sustainable salary structure to reflect quality service for the district

Challenges – There were a number of challenges identified that need to be considered and addressed as the district makes decisions and moves forward. They include:

1. Hiring and retaining quality teachers – we have hired great staff members, but it has not been easy with much fewer applicants in past years
2. Salary Structure and Increases for Teaching Staff that is Sustainable

3. Staff morale – Positive; the focus is on students, successes, high expectations, high achievement, and school awards; staff development opportunities
4. Providing appropriate education for students' diverse needs
5. Creativity in meeting our financial challenges

This plan is to be reviewed and revised annually, based on current conditions of the district at the time and alignment with the district mission and vision statements.