THE BOBCAT BLUEPRINT

2026-2027 Action Plan & Accountability Tracker | Bowling Green R-1 School District

OUR MISSION

As a collaborative district of schools in a large rural setting, BGR-1 develops the whole child by providing experiences that require critical thinking, creativity, integrity, and empathy to equip graduates to become leaders in a changing society.

OUR VISION

Our vision is to be a dynamic PreK-12 school district that establishes a culture of excellence for students, staff, and families as we develop innovative, globally competitive learners empowered to serve our community and beyond.

Focus Area	CSIP Goals	2026-2027 Target	Strategic Action Plan & Timeline Details	Milestones & Accountability
Academic Achievement & Student Success	**1.1, 1.2, 1.3, 1.4, 1.5, 1.6**	Partner with DCI and create instructional leadership professional development plan for our administration team. Continue performance level metrics to show learning accountability. Clarify attendance policies and procedures. Partner with CES, establish a safety team, and create an all-encompassing safety curriculum for our staff.	• **DCI Leadership & DLT Calendar:** Monthly DLT sessions (Oct-May): Oct 13 (A-F Scale & Data Triangulation), Nov 10 (BOY/Q1 STAR Data & Walkthroughs), Dec 1 (PIPs & Building Reports), Jan 12 (MOY Data & Semester Grades), Feb 9/Mar 9 (Cross-Building Walkthroughs), Apr 13 (APEX & Q3 STAR), May 11 (Celebration). • **Attendance Policies:** Clarify district attendance policies & procedures. • **CES Safety & Metrics:** Partner with CES to establish a district safety team and comprehensive safety curriculum. Track historical learning trend lines and comparative conference-school benchmarks. • **Curriculum & Literacy:** Continue to align core curricula to MLS (1.1), roll out District Literacy Plan (1.4), and organize steering committee for Portrait of a Graduate (1.5).	[ ] DCI PD Schedule Set (Sept '26) [ ] Safety Team & Curriculum (Sept '26) [ ] Attendance Policy Clarified (Dec '26) [ ] Performance Metrics Set (Nov '26) **Status: [ ] Met [ ] Part [ ] Not Met**
Finance	**2.1, 2.2, 2.3, 2.4**	Present a comprehensive multi-year Long-Range Financial Plan (LRFP) by October 2026 to establish and maintain a target percentage for the unrestricted operating fund balance.	• **Revenue Projections:** Model multi-year revenue growth including Assessed Valuation (AV) and County revenue based on historical patterns; project State & Federal revenues using official communications, potential formula changes, and September membership student enrollment count. • **Expenditure Indexing:** Index operational expenses based on historical inflation data, including salary schedule step increases, purchased services, supplies, and healthcare benefits. Model all state unfunded mandate initiatives. • **Capital Projects & Fund Transfers:** Align capital projects and allowable Fund 1 to Fund 4 transfers directly to Long-Range Facilities Plan priorities. • **CSIP Alignments:** Incorporate Debt Service evaluation (2.2), tax levy balance in Funds 1 & 4 (2.3), and allowable capital transfers (2.4).	[ ] LRFP Presented to BOE (Oct '26) [ ] BOE Operating Balance Target (Dec '26) **Status: [ ] Met [ ] Part [ ] Not**
Leadership, Recruitment & Retention	**3.1, 3.2**	Actively promote the district and elevate communications. Design and launch a Staff Communication App, establish the Support Specialist Collaboration (SSC) committee, begin staff recruitment planning, and partner with an outside source for a communication audit.	• **Communication Audit:** Partner with a specialized external company to conduct a district-wide communication audit. • **Support Specialist Collaboration (SSC):** Form quarterly Support Specialist Collaboration (SSC) meetings with district support, IT, facilities, and admin leaders (Q1: Oct 6, Q2: Nov 17, Q3: Jan 26, Q4: Mar 30). • **Internal & Public Communication:** Distribute 'The Wednesday Wire' monthly staff newsletter paired with the BGR-1 digital staff app rollout. Distribute 'The Bobcat Brief' public-facing newsletter on the 4th Wednesday of every month. • **Superintendent Individual Meets & Recruitment:** Superintendent to meet individually with every employee by June 30, 2027. Begin college/university recruitment planning and salary/benefit committee reviews (3.1).	[ ] Communication Audit (Sept '26) [ ] 1st Wednesday Wire / Brief (Sept '26) [ ] 1st Bobcat Brief (Sept '26) [ ] SSC Q1 Meeting (Oct '26) [ ] Recruitment Planning Discussion (Fall '26) [ ] Staff Digital App Rollout (Jan '27) [ ] Supt. Individual Meets (Jun '27) **Status: [ ] Met [ ] Part [ ] Not**
Facilities	**4.1**	Present the completed and prioritized Long-Range Facilities Plan to the Board of Education by October 2026.	• **Safety & Utility Audits:** Complete district-wide facility safety audit and utility/energy assessment. • **Admin & Maintenance Collaborative:** Planning sessions with building admins and Director of Maintenance (Eric St. Clair). • **Quad-Tier 5-Year Facilities Plan:** 1. Deferred Maintenance: Gym floors, parking lots, HVAC, roofing. 2. Future Maintenance: Preventative care and plant operations. 3. Facility Safety Needs: Campus security and physical safeguards. 4. District Improvements/Upgrades: Long-term community desires and structural enhancements.	[ ] Safety Audit Completed [ ] Utility Audits Completed [ ] Admin & Maintenance Collab Sessions [ ] Quad-Tier Plan Compiled [ ] Facility Plan Presented (Oct '26) **Status: [ ] Met [ ] Part [ ] Not**

EVALUATION & INTEGRITY EXPECTATIONS: The Bowling Green School District Administration and the Board of Education will evaluate progress toward these 2026-2027 priorities quarterly. Adjustments will be made as action items and goals are met. Stakeholders will receive annual updates to ensure transparency, community review, and active feedback in alignment with CSIP 2026-2030.