

## Bi-County Educational Collaborative

### June 2022 - June 2026

MISSION			
BICO, in partnership with families and communities, is an innovative and responsive organization that works to ensure that students are confident and successful as learners and citizens in an ever-changing global society, through effective, efficient, and purposeful education of the whole student.			
VISION			
To offer a continuum of services to every student and provide them with numerous and appropriate opportunities that address and support their individual needs.			
CORE VALUES			
<p>We Believe:</p> <ul style="list-style-type: none"> <li>• In educating the whole student: academically, socially, and emotionally, to build independence and self-advocacy.</li> <li>• Our success comes from the collaboration between students, parents/ caregivers, staff, and districts.</li> <li>• In recognizing the impact of disabilities while maximizing opportunities for learning and growth.</li> <li>• That all students must have the curriculum and instruction that will meet each individual's goals and prepare them for life after school.</li> <li>• In a safe and positive learning environment to support the physical health of all students.</li> <li>• In frequently assessing progress to provide technology, communication, and professional development.</li> <li>• In opportunity to provide transition-based learning in preparation for adulthood.</li> <li>• In fostering lifelong learning for students, staff, and stakeholders.</li> <li>• In embracing diversity, change, development of resilience, and shared decision making.</li> </ul>			
THEORY OF ACTION			
If Bi-County Collaborative, in partnership with families and communities, establishes and implements an ongoing and sustainable system for behavioral and academic data collection and analysis that informs decision-making and fosters student success, establishes and implements a cohesive process of mutual collaboration and problem-solving between BICO and District partners, develops effective communication systems for BICO internal and external operations that clearly define workflow and expectations, and creates a comprehensive professional development program with offerings and opportunities for BICO staff and member districts, then students will be confident and successful as learners and citizens in an ever-changing global society, through effective, efficient, and purposeful education of the whole student.			
STRATEGIC OBJECTIVES			
Establish and implement an ongoing & sustainable system for behavioral and academic data collection and analysis that informs decision-making and fosters student success.	Establish and implement a cohesive process of mutual collaboration and problem-solving between BICO & District partners.	Develop effective communication systems for BICO's internal and external operations that clearly define workflow and expectations.	Create a comprehensive professional development program with offerings and opportunities for BICO staff and member districts.
STRATEGIC INITIATIVES			
<b>1.1 Develop goals and cohort models for programs.</b>	<b>2.1 Create comprehensive experiences for SPED directors &amp; superintendents to</b>	<b>3.1 Clarify purpose, supports, and student profiles by adjusting and renaming programs and definitions.</b>	<b>4.1 Develop guidelines for planning professional development. (clarity, audience, purpose)</b>

	discuss programming & services.		
<b>1.2 Identify relevant academic and behavioral data based on goals, instructional practices, and student outcomes</b>	<b>2.2 Explore comprehensive district-related services programs.</b>	<b>3.2 Create, share, and update an in-depth organizational chart that clearly identifies positions, roles, and responsibilities</b>	<b>4.2 Develop and implement a new induction program for staff.</b>
<b>1.3 Establish a data collection mechanism.</b>	<b>2.3 Define and monitor roles and responsibilities for BICO &amp; districts in terms of meaningful participation.</b>	3.3 Establish comprehensive lease agreements with partners that include facilities & equitable student service opportunities in the host building.	<b>4.3 Determine annual focus for professional development that includes state initiatives &amp; requirements.</b>
1.4 Review data to inform decisions about student services and outcomes. Report at monthly Leadership Team	<b>2.4 Ensure and increase participation in member district PD to increase communication between stakeholders.</b>	3.4 Expand Human Resources and develop reference materials for employees.	4.4 Identify, create, and offer relevant PD for all member & nonmember districts. Cross-reference 4.1.
1.5 Develop a formal dissemination process of data to relevant stakeholders.	<b>*( initiatives 2.2, 2.5 and 2.7 were moved to Process Benchmarks as they were more action steps as opposed to initiatives)</b>	<b>3.5 Establish a defined BICO process and administrative workflow.</b>	
1.6 Utilize data to drive professional development for best practices for academic & behavioral support.		3.6 Research & evaluate up-to-date electronic workflow applications for HR and Business Services.	

### OUTCOMES

By June 30, 2026, BICO will have and implement a process for developing and providing professional development for all stakeholders.

By June 30, 2026, BICO will offer at least one annual comprehensive and all-inclusive professional development program.

By June 30, 2026, BICO will provide services and supports to meet the needs of students as measured by outcome metrics.

By June 30, 2026, BICO will offer member districts a cohesive related services program by providing detailed services, costs, and contracts.

By June 30, 2026, data will be collected regarding services requested and BICO's delivery of services to meet member districts.

By June 30, 2026, BICO will have a workflow systems application that provides internal staff with transparency on the status of their requests.

By June 30, 2026, BICO will provide comprehensive family programs to meet family needs.