

# Bremen City Schools

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## School Improvement Plan

**School:** Bremen Academy

**School Year:** 2018-2019 revised 9/27/18

**Mission:** Bremen Academy exists to provide its students with a 21<sup>st</sup> century educational experience with a personal touch. Our goal is to empower every student to become life-long learners who are engaged, productive, and responsible citizens within our global society.

**Vision:** All learners believe in their power to embrace learning, to excel, and to take ownership of their future.

### **Bremen Academy Staff Believes:**

1. We should provide a safe, nurturing environment for our students.
2. The needs of learners with different learning styles and ability levels should be addressed through differentiated instruction.
3. A partnership among school, home, and community enhances the education of our children.
4. We must provide students with the skills to be successful in the *21<sup>st</sup> Century* which include: cooperative and collaborative learning opportunities, connections from theory to real life application, innovative problem solving skills and creative thinking opportunities, global exploration and understanding, integration of a *STEM* related focus, an understanding of the environment and environmental issues, and developing writing skills as a means for communicating effectively and efficiently.
5. We should provide experiences which develop good citizenship, integrity, character, and responsibility.

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### SMART Goals:

|    |   |
|----|---|
| 1. | As measured by the Spring 2019 Georgia Milestones End of Grade Assessment (EOG) in ELA, the 4 <sup>th</sup> -5 <sup>th</sup> grade student population will meet or exceed the CCRPI 3% Improvement Target set for the student groups in each Reporting Category (All Students - 0.583; Black - 2.000; Economically Disadvantaged - 1.125; Students with Disabilities - 2.455; White - 0.508)  |
| 2. | As measured by the Spring 2019 Georgia Milestones End of Grade Assessment (EOG) in Math, the 4 <sup>th</sup> -5 <sup>th</sup> grade student population will meet or exceed the CCRPI 3% Improvement Target set for the student groups in each Reporting Category (All Students – <i>Maintain 90 or above</i> ; Black – 1.200; Economically Disadvantaged – 0.620; Students with Disabilities – 1.864; White - <i>Maintain 90 or above</i> ) |
| 3. | As measured by the Spring 2019 Georgia Milestones End of Grade Assessment (EOG) in Science, the 5 <sup>th</sup> grade student population will meet or exceed the CCRPI 3% Improvement Target set for the student groups in each Reporting Category (All Students – <i>Maintain 90 or above</i> ; Economically Disadvantaged – 0.667; Black – Too Few Students; White - <i>Maintain 90 or above</i> )  |
| 4. | As measured by the Spring 2019 Georgia Milestones End of Grade Assessment (EOG) in Social Studies, the 5 <sup>th</sup> grade student population will meet or exceed the CCRPI 3% Improvement Target set for the student groups in each Reporting Category (All Students – 0.519; Economically Disadvantaged – 1.375; Black – Too Few Students; White – 0.496)   |
| 5. | As measured by the Spring 2019 STAR Reading and Math Benchmark Assessments, the BA student population will Meet or Exceed the 50 <sup>th</sup> percentile in each content area based on the specific goals set for targeted sub-group performance (Gifted Learners – ≥75% of students; SWD – ≥30% (ELA) & ≥50% (Math) of students; Economically Disadvantaged – ≥50% of students)   |
| 6. | As measured by the Spring 2019 Content Benchmark Assessment in Science and Social Studies, the BA student population in 4 <sup>th</sup> grade will demonstrate proficiency by meeting the specific goals set (class average) for targeted performance (Science: ≥70%; Social Studies: ≥70%)   |
| 7. | As measured by the Spring 2019 Marzano Content Specific Vocabulary Post Assessment, the BA student population in grades 4 <sup>th</sup> -5 <sup>th</sup> will demonstrate at least 80% accuracy as it relates to demonstrating an understanding of the content specific at each grade level in ELA, Math, Science, and Social Studies.  |
| 8. | During the 2018-2019 school year, Bremen Academy will continue to implement a comprehensive STEM program through an interdisciplinary and applied approach using collaboration and project based learning designed to allow students to solve real-world problems.  |

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|---------------|---|--|--|------------------------|---|--|
| 1-7           | Strategic Plan Goal<br>Academic:<br>1-4<br>Public Relations:<br>3, 5, 7<br><br>CCRPI:<br>Content Mastery,<br>Progress, Closing Gaps,<br>Readiness | Systematic approach to using data:<br>A. Disaggregation of data to analyze STAR Reading & Math Benchmark (focus on instructional strengths and weaknesses)<br>B. Disaggregation and Review of Data (Spring/Fall) to analyze GMA results to determine strengths and weaknesses in instruction and student performance<br>C. Disaggregation of Content Benchmark Data (focus on instructional strengths and weaknesses)<br>D. Analysis of Essential Vocabulary Assessment data by content<br>E. Schedule students for support classes (Co-Taught, EIP, Resource, and Acceleration)<br>F. Monthly Data Meetings in which data is utilized to identify at-risk students in the areas of Reading and Math at each grade level | Administrators<br><br>Teachers<br><br>Support Personnel<br><br>Gifted Program Coordinator<br><br>Early Intervention Program Teacher<br><br>In-School SED Coordinator | Aug. 2018-<br>May 2019 | <ul style="list-style-type: none"> <li>• Close Reading Strategy</li> <li>• Thinking Maps Training</li> <li>• Marzano Vocabulary Training</li> <li>• Learning Targets Training</li> <li>• Content Area Action Plans</li> <li>• SED Math Training</li> <li>• Rigor Redefined ELA Training</li> <li>• Math Camp Training</li> <li>• Professional Learning: "Lunch &amp; Learn" Series</li> </ul> | <ul style="list-style-type: none"> <li>• Georgia Milestones Assessment (Rosters of students by Achievement Levels – Levels I, II, III, and IV)</li> <li>• Content Area Action Plans</li> <li>• Content Specific Essential Vocabulary (by grade level)</li> <li>• PLC Meetings/Logs</li> <li>• BA Writing Plan</li> <li>• BA Assessment Schedule</li> <li>• STAR Reading and Math Data (Benchmarks and Progress Monitoring)</li> <li>• Content Benchmarks (USA TestPrep)</li> <li>• Analysis of Content Benchmark Data</li> <li>• RTI Process (Tier I, II, III Checklists)</li> <li>• Instructional Goals</li> <li>• Monthly Data Meetings/Logs</li> <li>• Data Wall (Summary of EOG Data and Content Area Benchmark Data)</li> <li>• Instructional Software Programs Data</li> </ul> |

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|---------------|--|--|---|--------------------|---|--|
| 1-7           | <p>Strategic Plan Goal Academic: 1-4</p> <p>Public Relations: 3, 5, 7</p> <p>CCRPI: Content Mastery, Progress, Closing Gaps, Readiness</p> | <p>Standards based instruction:</p> <p>A. Provide assignments that differ in content depth and rigor based on the needs of the students</p> <p>B. Progress monitoring through STAR Reading/Math and/or Aimsweb and adjust instruction/determine interventions, as needed</p> <p>C. Content Specific Essential Vocabulary Instruction</p> <p>D. Use flexible grouping in cooperative learning opportunities</p> <p>E. Use of BA Writing Plan for writing instruction</p> <p>F. Provide opportunities for Advanced Content instruction</p> <p>G. Emphasis on student performance tasks</p> <p>H. Full implementation of GSE standards in all content areas</p> | <p>Administrators</p> <p>Teachers</p> <p>Support Personnel</p> <p>Gifted Program Coordinator</p> <p>Early Intervention Program Teacher</p> <p>In-School SED Coordinator</p> | Aug. 2018-May 2019 | <ul style="list-style-type: none"> <li>• Close Reading Training</li> <li>• Thinking Maps Training</li> <li>• Marzano Vocabulary Training</li> <li>• Learning Targets Training</li> <li>• Reading Instruction Training</li> <li>• Rigor Redefined ELA Training</li> <li>• SED Math Training</li> <li>• PL: Lunch and Learn Series</li> </ul> | <ul style="list-style-type: none"> <li>• Georgia Standards of Excellence (Content Specific)</li> <li>• Content Area Action Plans</li> <li>• Content Specific Essential Vocabulary (by grade level)</li> <li>• BA Writing Plan</li> <li>• PLC Meetings/Logs</li> <li>• Daily Agenda for Classroom Instruction</li> <li>• Frameworks Implemented</li> <li>• Curriculum Pacing Guides</li> <li>• TKES Evaluations (Vocabulary)</li> <li>• Unit Plans (Differentiation)</li> <li>• Reports/Data from IXL ELA and Math, FAST Math, Fraction Nation, STAR Reading/Math, Moby Max, Freckle Math</li> <li>• Student Data (i.e. GMA, STAR Reading &amp; Math, Content Benchmarks, etc.)</li> <li>• Department Meeting Minutes/Logs</li> <li>• Acceleration Block Rosters</li> </ul> |

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|------------|--|---|---|--------------------|---|--|
| 1-7        | <p>Strategic Plan Goal Academic: 1-4<br/>Public Relations: 3, 5, 7<br/>CCRPI: Content Mastery, Progress, Closing Gaps, Readiness</p> | <p>21<sup>st</sup> Century Learning and Best Practices:<br/>A. Provide opportunities for students to engage with technology on a daily basis<br/>B. Provide integrated digital skills<br/>C. Increase technology available to students and teachers<br/>D. Exposure to new computer programs and technologies<br/>E. Creative problem solving and higher order thinking including logical and creative thinking (STEAM Program)</p> | <p>Administrators<br/><br/>Teachers<br/><br/>Support Personnel<br/><br/>Gifted Program Coordinator<br/><br/>Early Intervention Program Teacher<br/><br/>In-School SED Coordinator</p> | Aug. 2018-May 2019 | <ul style="list-style-type: none"> <li>• Close Reading Strategy</li> <li>• Thinking Maps Training</li> <li>• Marzano Vocabulary Training</li> <li>• Learning Targets Training</li> <li>• SED Math Training</li> <li>• Rigor Redefined ELA Training</li> <li>• RESA Math Camp Training</li> <li>• School Visits/Collaboration</li> <li>• PL: Lunch and Learn Series</li> </ul> | <ul style="list-style-type: none"> <li>• Unit Plans/Lesson Plans</li> <li>• Curriculum Pacing Guides</li> <li>• BA Writing Plan</li> <li>• TKES Process: Walkthrough and Formative Observations</li> <li>• Interactive Projectors and Document Cameras (Classroom Instruction)</li> <li>• Science Lab</li> <li>• STEM Exploratory</li> <li>• STEM Lab</li> <li>• STEM Units</li> <li>• Elementary Coding Class</li> <li>• 3-D Printing Opportunities</li> <li>• Computer Lab</li> <li>• Exploratory Schedule</li> <li>• Instructional Software Program Reports</li> <li>• Student Work Samples/Products</li> </ul> |

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|---------------|---|---|---|--------------------|--|---|
| 1-3           | Strategic Plan Goal:<br>Academic<br>1-4<br><br>CCRPI:<br>Content Mastery,<br>Progress, Closing Gaps,<br>Readiness | <p>Writing Focus:</p> <p>A. Incorporate writing across the curriculum</p> <p>B. Administer the Georgia Center for Assessment practice writing assessment at all grade levels</p> <p>C. Use of Content Area Action Plan for English Language Arts to guide instructional focus</p> <p>D. BA Writing Plan used to guide the writing focus</p> <p>E. Analyze writing samples to identify areas of need in instruction</p> <p>F. Align Acceleration Block schedule to provide an opportunity to focus on writing</p> <p>G. Provide opportunities for students to cite evidence from text and develop Narrative, Informational, Opinion, and Persuasive essays</p> <p>H. Consistent requirements at each grade level for writing assignments</p> | <p>Administrators</p> <p>Teachers</p> <p>Support Personnel</p> <p>Gifted Program Coordinator</p> <p>Early Intervention Program Teacher</p> <p>In-School SED Coordinator</p> | Aug. 2018-May 2019 | <ul style="list-style-type: none"> <li>• Close Reading Strategy</li> <li>• Thinking Maps Training</li> <li>• Marzano Vocabulary Training</li> <li>• Learning Targets Training</li> <li>• Rigor Redefined ELA Training</li> <li>• School Visits/Collaboration</li> <li>• GA Ctr. for Assessment Training</li> <li>• PL: Lunch and Learn Series</li> </ul> | <ul style="list-style-type: none"> <li>• Content Area Action Plans</li> <li>• PLC Meetings/Logs</li> <li>• Content Specific Essential Vocabulary (by grade level)</li> <li>• Provide publishing opportunities (writing across the curriculum)</li> <li>• Georgia Center for Assessment practice writing exam</li> <li>• Teacher and student conferencing w/opportunities for enrichment</li> <li>• Acceleration Block scheduling to allow for extended writing</li> <li>• BA Writing Plan - Writing opportunities (documented in unit plans)</li> <li>• Peer sharing opportunities</li> <li>• Rubrics will include writing components when appropriate.</li> <li>• Writing samples from HERO Day and Living History Day</li> <li>• Rubric used for standard writing focus in each content area</li> </ul> |

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|---------------|---|---|---|--------------------|--|--|
| 1-6           | <p>Strategic Plan Goal Academic: 1-4</p> <p>Public Relations: 5 &amp; 7</p> <p>Operations: 3 &amp; 4</p> <p>CCRPI: Content Mastery, Progress, Closing Gaps, Readiness</p> | <p>Targeted Populations:</p> <p>A. Schedule students for support classes, including Co-Taught, EIP, Resource, and Acceleration</p> <p>B. Utilize data to identify &amp; target students requiring support in the areas of Reading and Mathematics</p> <p>C. Use of Content Area Action Plans to guide instructional focus</p> <p>D. Focus on Content Specific Essential Vocabulary (by grade level) to assist students in better understanding the content</p> <p>E. Progress Monitoring to check for academic gains and make necessary adjustments in instruction/interventions implemented</p> <p>F. Scaffold assignments for low performing students</p> | <p>Administrators</p> <p>Teachers</p> <p>Support Personnel</p> <p>Gifted Program Coordinator</p> <p>Early Intervention Program Teacher</p> <p>In-School SED Coordinator</p> | Aug. 2018-May 2019 | <ul style="list-style-type: none"> <li>• Close Reading Strategy</li> <li>• Thinking Maps Training</li> <li>• Vocabulary Training</li> <li>• Learning Targets Training</li> <li>• SED Math Training</li> <li>• RESA ELA Camp Training</li> <li>• RESA Math Camp Training</li> <li>• PL: Lunch and Learn Series</li> </ul> | <ul style="list-style-type: none"> <li>• Content Area Action Plans</li> <li>• PLC Meetings/Logs</li> <li>• Content Specific Essential Vocabulary (by grade level)</li> <li>• Differentiation documentation on Unit Plans</li> <li>• Early Morning Tutoring (provided by SED teachers)</li> <li>• Blue Devil Homework Help Program</li> <li>• Afternoon Tutoring</li> <li>• Acceleration Block Rosters</li> <li>• Modified Assignments and Assessments</li> <li>• Scaffold assignments for low performing students</li> <li>• Morning/Afternoon Tutoring</li> <li>• Math Intervention Services</li> <li>• Reports/Data from FASTT Math, Fraction Nation, STAR Reading/Math, IXL, Freckle Math, USA Test Prep, Moby Max, etc.</li> </ul> |

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|------------|---|---|--|------------------------|--|--|
| 1-7        | Strategic Plan Goal Academic: 1-4<br>Public Relations: 5 & 6<br><br>CCRPI: Content Mastery, Progress, Closing Gaps, Readiness | Differentiated instruction:<br>A. Provide assignments that differ in content depth and rigor based on the needs of the students<br>B. Use flexible grouping in cooperative learning situations<br>C. Scaffold assignments for lower-level students<br>D. Focus on Content Specific Essential Vocabulary (by grade level) to enhance knowledge and understanding of the content<br>E. Use of Content Area Action Plans to guide instructional focus<br>F. Provide opportunities to remediate or accelerate learning in identified areas based on data<br>G. Group students homogenously during Acceleration Block for specific instruction (based on individual student needs) | Administrators<br><br>Teachers<br><br>Support Personnel<br><br>Gifted Program Coordinator<br><br>Early Intervention Program Teacher<br><br>In-School SED Coordinator | Aug. 2018-<br>May 2019 | <ul style="list-style-type: none"> <li>• Close Reading Strategy</li> <li>• Thinking Maps Training</li> <li>• Marzano Vocabulary Training</li> <li>• Learning Targets Training</li> <li>• SED Math Training</li> <li>• RESA ELA Camp Training</li> <li>• RESA Math Camp Training</li> <li>• PL: Lunch and Learn Series</li> </ul> | <ul style="list-style-type: none"> <li>• Georgia Milestones Rosters (Achievement Levels – Levels I, II, III, IV)</li> <li>• Content Area Action Plans</li> <li>• Content Specific Essential Vocabulary (by grade level)</li> <li>• Georgia Milestones Rosters (Achievement Levels – Levels I, II, III, IV)</li> <li>• BA Writing Plan</li> <li>• RTI Process (Tier I-III Checklists)</li> <li>• PLC Meetings/Logs</li> <li>• Instructional Goals</li> <li>• STAR Reading and Math (Benchmarks and Progress Monitoring)</li> <li>• AIMSweb Assessments (Benchmarks and Progress Monitoring)</li> <li>• Acceleration Block Schedule</li> <li>• Monthly Data Meeting Schedule/Logs</li> </ul> |

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|------------|---|--|--|--------------------|--|--|
| 1-7        | Strategic Plan Goal Academic: 1-4<br>Public Relations: 5 & 7<br>CCRPI: Content Mastery, Progress, Closing Gaps, Readiness | Support Services for Students:<br>A. Effectively schedule students into appropriate classes<br>B. Utilize Acceleration Block to provide interventions for areas of need as determined by on-going data collection<br>C. Appropriately serve EIP students in the classroom and during the Acceleration Block<br>D. Provide opportunities for struggling students to receive tutoring and/or participate in the Homework Help Program<br>E. Provide morning tutoring services for SED students as well as resource classes daily during the Acceleration Block | Administrators<br><br>Teachers<br><br>Support Personnel<br><br>Gifted Program Coordinator<br>Early Intervention Program Teacher<br><br>In-School SED Coordinator | Aug. 2018-May 2019 | <ul style="list-style-type: none"> <li>• Close Reading Strategy</li> <li>• Thinking Maps Training</li> <li>• Vocabulary Training</li> <li>• Learning Targets Training</li> <li>• SED Math Training</li> <li>• RESA ELA Camp Training</li> <li>• RESA Math Camp Training</li> <li>• PL: Lunch and Learn Series</li> </ul> | <ul style="list-style-type: none"> <li>• Monthly RTI Meetings</li> <li>• Monthly Data Meetings</li> <li>• Individual student schedules</li> <li>• AIMSweb Data</li> <li>• STAR Reading and Math Data (Benchmarks and Progress Monitoring)</li> <li>• Georgia Milestones Rosters (Achievement Levels – Levels I, II, III, IV)</li> <li>• RTI Guidance</li> <li>• SED Guidance</li> <li>• EIP Guidance</li> <li>• Flexible Grouping</li> </ul> |

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|------------|---|---|---|--------------------|--|--|
| 6          | Strategic Plan Goal Academic: 1-4<br>Public Relations: 5 & 7<br><br>CCRPI: Content Mastery, Progress, Closing Gaps, Readiness | Content Benchmark Assessments:<br>A. Review of data from Content Benchmark Assessments to help guide/inform instruction (USA TestPrep)<br>B. Alignment of Content Benchmark questions to Georgia Standards of Excellence<br>C. Focus on Content Specific Essential Vocabulary (by grade level) to enhance knowledge and understanding of the content<br>D. Formative assessments aligned to the curriculum administered to monitor student progress in the acquisition of the content/skills taught | Administrators<br><br>Teachers<br><br>Support Staff | Aug. 2018-May 2019 | <ul style="list-style-type: none"> <li>• Pre-/Post Assessment Development</li> <li>• Learning Targets Training</li> <li>• Thinking Maps Training</li> <li>• Higher-Order Thinking Training</li> <li>• Depth of Knowledge Training</li> <li>• PL: Lunch and Learn Series</li> </ul> | <ul style="list-style-type: none"> <li>• Content Area Action Plans</li> <li>• PLC Meetings/Logs</li> <li>• Content Benchmark Data</li> <li>• Content Specific Essential Vocabulary (by grade level)</li> <li>• Data collected from Formative Assessments</li> <li>• Student Achievement Goals Data</li> <li>• Curriculum Pacing Guides</li> <li>• BA Assessment Schedule</li> <li>• BA Writing Plan</li> <li>• Unit Plans (grade level specific)</li> <li>• Monthly Data Meetings</li> </ul> |

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|------------|--|--|---|--------------------|--|---|
| 8          | <p>Strategic Plan Goal Academic: 1-4</p> <p>Public Relations: 1, 4, 5, 6</p> <p>Operations: 3 &amp; 4</p> <p>CCRPI: Content Mastery, Progress, Closing Gaps, Readiness</p> | <p>STEM Focus:</p> <p>A. Development of STEM Units for instruction at each grade level</p> <p>B. Implementation of a STEM Lab to serve every student</p> <p>C. Development of partnerships with community organizations and businesses</p> <p>D. Implement Monthly STEM Challenge to provide opportunities for students to engage in the use of the Engineering Design Process for problem solving</p> | <p>Administrators</p> <p>Teachers</p> <p>Support Personnel</p> <p>Gifted Program Coordinator</p> <p>In-School SED Coordinator</p> | Aug. 2018-May 2019 | <ul style="list-style-type: none"> <li>• STEM School Visits</li> <li>• Collaborative Planning with facilitator from STEM Certified School</li> <li>• STEM Forum</li> <li>• Instructional Technology Conference</li> <li>• Flurry of Technology Conference</li> <li>• West GA RESA STEM Conference</li> </ul> | <ul style="list-style-type: none"> <li>• Products from Monthly STEM Challenges</li> <li>• STEM Portfolios</li> <li>• STEM Unit Plans</li> <li>• STEM Bulletin Boards</li> <li>• Student Work Samples</li> <li>• Products/Activities from STEM Lab</li> <li>• Community/Business Support</li> <li>• Grade Level STEM Planning (Important Dates Calendar)</li> <li>• STEM Team Meeting Minutes</li> </ul> |