

Bremen City Schools

School: Bremen High School

School Improvement Plan

School Year: 2019-2020 (Revised 10/14/19)

Mission

The mission of Bremen High School is to provide all of our students with an education that is challenging, world class, technologically-sophisticated and socially empowering. We accept ownership for student performance and ensure academic growth for all students. We will provide additional time and support, and we will challenge students to achieve beyond their comfort zones. We will work together with our school community, staff, parents, and students to ensure a safe, secure, and nurturing environment that encourages positive values and ethical decision making. There will be respect for diversity. Creativity will be encouraged, and the students will be provided tools which will ensure they reach their maximum potential.

Vision

We envision a school where the learning environment is grounded in best practices established through educational research. Our students and staff will work collaboratively and take personal ownership for all learning, centered around a collaboratively agreed upon curriculum that focuses on what students are expected to learn, know, and be able to do. The established curriculum will stimulate intellectual curiosity and develop critical thinking skills.

Values

- All students will demonstrate mastery of the collaboratively agreed upon essential curriculum that focuses on what students are required to learn, know, and be able to do. Enrichment will be tailored to students' needs.
- Staff unity and consistency will enhance student learning through collaborative planning, clear expectations and procedures.
- Students will know where they stand, what teachers and administrators will do to ensure student success, and that teachers and administrators are *on their side*.

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SMART Goals:

1.	<p>By the close of the 2019-2020 school year, BHS will increase the percent of graduates completing an advanced academic, CTAE, fine arts, or world language pathway to 90%.</p> <table border="1" data-bbox="378 454 1879 487"> <tr> <td>FY19</td><td>90.21</td><td>FY18</td><td>88.4%</td><td>FY17</td><td>86.8%</td><td>FY16</td><td>76.2%</td><td>FY15</td><td>80.5%</td><td>FY14</td><td>75.7%</td><td>FY13</td><td>69.4%</td><td>FY12</td><td>58.9%</td> </tr> </table>	FY19	90.21	FY18	88.4%	FY17	86.8%	FY16	76.2%	FY15	80.5%	FY14	75.7%	FY13	69.4%	FY12	58.9%
FY19	90.21	FY18	88.4%	FY17	86.8%	FY16	76.2%	FY15	80.5%	FY14	75.7%	FY13	69.4%	FY12	58.9%		
2.	<p>By the close of the 2019-2020 school year, BHS will increase the percent of graduates entering TCSG/USG without needing remediation; achieving a readiness score on the ACT, SAT, two or more AP exams; passing a pathway-aligned end of pathway assessment (EOPA) resulting in a national or state credential; or completing a work-based learning program by a minimum of 5% (Target = 75.6%).</p> <table border="1" data-bbox="388 625 1869 657"> <tr> <td>FY19</td><td>81.46</td><td>FY18</td><td>78.23</td><td>FY17</td><td>71.6%</td><td>FY16</td><td>80.2%</td><td>FY15</td><td>71.2%</td><td>FY14</td><td>71.7%</td><td>FY13</td><td>66.3%</td><td>FY12</td><td>64.4%</td> </tr> </table>	FY19	81.46	FY18	78.23	FY17	71.6%	FY16	80.2%	FY15	71.2%	FY14	71.7%	FY13	66.3%	FY12	64.4%
FY19	81.46	FY18	78.23	FY17	71.6%	FY16	80.2%	FY15	71.2%	FY14	71.7%	FY13	66.3%	FY12	64.4%		
3.	<p>By the close of 2019-2020 school year, BHS will increase the percent of graduates earning credit for accelerated enrollment via Dual Enrollment or Advanced Placement courses by a minimum of 5%.</p> <table border="1" data-bbox="378 787 1974 966"> <tr> <td>FY19</td><td>75% or Higher; *Met 75th Percentile requirement (94.15)</td><td>FY18</td><td>75% or Higher *Met 75th Percentile requirement</td><td>FY17</td><td>54.5%</td><td>FY16</td><td>50%</td><td>FY15</td><td>75.4%</td><td>FY14</td><td>45.5%</td><td>FY13</td><td>47.5%</td><td>FY12</td><td>23.9%</td> </tr> </table>	FY19	75% or Higher; *Met 75 th Percentile requirement (94.15)	FY18	75% or Higher *Met 75 th Percentile requirement	FY17	54.5%	FY16	50%	FY15	75.4%	FY14	45.5%	FY13	47.5%	FY12	23.9%
FY19	75% or Higher; *Met 75 th Percentile requirement (94.15)	FY18	75% or Higher *Met 75 th Percentile requirement	FY17	54.5%	FY16	50%	FY15	75.4%	FY14	45.5%	FY13	47.5%	FY12	23.9%		
4.	<p>By the close of the 2019-2020 school year, BHS will have an average daily attendance rate of 90% or higher.</p> <table border="1" data-bbox="567 1031 1291 1063"> <tr> <td>FY19</td><td>96.82%</td><td>FY18</td><td>96.48%</td><td>FY17</td><td>96.27%</td> </tr> </table>	FY19	96.82%	FY18	96.48%	FY17	96.27%										
FY19	96.82%	FY18	96.48%	FY17	96.27%												
5.	<p>By the close of the 2019-2020 school year, BHS will ensure effective and routine communication occurs from school to home. 100% of academic teachers will send home a weekly Remind message to all students.</p> <table border="1" data-bbox="829 1177 1428 1234"> <tr> <th>Year</th><th>% Meeting Weekly Remind Goal</th> </tr> <tr> <td>2018-2019</td><td>77%</td> </tr> </table>	Year	% Meeting Weekly Remind Goal	2018-2019	77%												
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6. By the close of the 2019-2020 school year, BHS will increase the percent of students scoring Level 4 on the EOC Milestones Assessments by a minimum of **3%**.

EOC Level 4	16-17	17-18	18-19	19-20	EOC Level 4	16-17	17-18	18-19	19-20
9 th Lit % Level 4	17%	12%	21%	TBD	Biology % Level 4	15%	20%	17%	TBD
Am Lit % Level 4	14%	13%	23%	TBD	Phy Sci % Level 4	19%	14%	30%	TBD
Alg I % Level 4	12%	17%	24%	TBD	US Hist % Level 4	13%	15%	18%	TBD
Geometry % Level 4	23%	20%	37%	TBD	Econ % Level 4	30%	13%	25%	TBD

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7.

By the close of the 2019-2020 school year, BHS students will meet or exceed the CCRPI 3% Improvement Target set for the student groups in each reporting category.

Eng EOC	2017 Results	2018 Target	2018 Met	2019 Target	2019 Met	SS EOC	2017 Results	2018 Target	2018 Met	2019 Target	2019 Met	4 Yr Grad Rate	2017 Results	2018 Target	Met 2018	2019 Target	2019 Met
All	87.009	87.40	N-83.49	83.88	Y-97.34	All	87.281	87.66	N-80.73	81.11	Y-89.77	All	96.026	Maintain	Y	90 or above	98.5
Black	72.500	73.33	N-39.47	40.30	Y-76.33	Black	52.174	64.97	N-46.00	47.08	TFS	Black	TFS	TFS	TFS	TFS	TFS
ED	68.382	69.33	N-55.64	56.69	Y-78.13	ED	65.152	66.20	N-57.80	58.85	Y-73	ED	92.000	Maintain	No: 88.89%	90 or above	96.15
SED	30.000	32.100	Y-35.95	38.05	Y-39.14	SED	28.947	31.08	N-29.31	31.44	Y-41.07	SED	TFS	TFS	TFS	TFS	TFS
White	87.415	87.80	N-86.33	86.71	Y-97.67	White	88.235	88.58	N-82.98	83.33	Y-90.92	White	95.775	Maintain	Yes	90 or above	98.22

Math EOC	2017 Results	2018 Target	2018 Met	2019 Target	2019 Met	Science EOC	2017 Results	2018 Target	2018 Met	2019 Target	2019 Met
All	87.917	88.279	Y-89.54	89.90	Y-100+	All	81.148	81.714	Y-84.65	85.22	Y-89.91
Black	59.524	60.738	TFS	TFS	TFS	Black	52.174	53.609	TFS	TFS	TFS
ED	65.942	66.96	Y-73.85	74.87	Y-82.69	ED	53.472	54.868	Y-66.67	68.07	N-66.34
SED	38.095	39.95	Y-48.29	50.15	N-47.62	SED	32.609	34.631	Y-52.40	54.42	N-35.72
White	90.313	Maintain	Y-90.35	90.00	Y-100+	White	82.353	82.882	Y-85.77	86.30	Y-90.75

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BHS SMART Goal	BCS Strategic Plan Objective	Strategies	Person(s) Responsible	Professional Learning/Resources	Timeline	Measurements/Artifacts/Evidence/ Means of Evaluation re: Impact on Student Growth/Learning
1	Academic Objectives: 1-4	<p>a. Enhance course offerings to meet additional pathway requirements</p> <ul style="list-style-type: none"> • Increase CTSO Involvement • Enhance Graphic Design Pathway • Provide Guitar and Chorus in the Performing Arts Pathway • Develop Criminal Justice Pathway • Develop Electrical Engineering Pathway • Partner with HCHS to provide students additional pathway options <p>b. Utilize 3:00 Release Time to ensure academic success</p> <p>c. Allow early-release second semester for seniors on track for graduation.</p>	Counselor, Administration, CTE Supervisor, & Teacher	<p>*Advisement Training</p> <p>*9th Orientation</p> <p>*CTE Training</p> <p>*Counselor Training</p> <p>*Professional Learning Communities via Monthly Departmental Meetings</p>	FY20	<p>-CCRPI</p> <p>-Advisement Documentation</p> <p>-Orientation Documentation</p> <p>-Graduation Checklist</p> <p>-% of Pathway Completers</p> <p>-Professional Learning Community</p> <p>-Agendas and Meeting Minutes</p>
SMART Goal	BCS Strategic Plan Objective	Strategies	Person(s) Responsible	Professional Learning/Resources	Timeline	Measurements/Artifacts/Evidence/ Means of Evaluation re: Impact on Student Growth/Learning
2	Academic Objectives: 1-4	<p>a. Continue Use of USA Test Prep</p> <p>b. Administer SAT and ACT on campus twice yearly</p> <p>c. Ensure all 10th- 12th graders complete YouScience inventory</p> <p>d. Monitor high risk students administratively</p>	Counselor, Administration, & Teachers	<p>*USA Testprep</p> <p>*Vocabulary Focus</p>	FY20	<p>-CCRPI Achievement Indicator #11</p> <p>- Professional Learning Community Meeting Agendas and Meeting Minutes</p> <p>-Documentation of Senior Advisement</p> <p>-% of students entering TCSG/USG without needing remediation</p>

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		<ul style="list-style-type: none"> e. Utilize content area action plans, grade-level vocabulary lists, benchmarks, and departmental goals to promote achievement f. Continue face-to-face advisement with all students and parents g. Fully articulate the process for participating in dual enrollment and Work-Based Learning h. Employ data analysis of benchmark assessment results to design and adjust instruction i. Ensure all seniors have completed the financial literacy course prior to graduating high school j. Administer ASVAB twice yearly on BHS campus 		<ul style="list-style-type: none"> *Thinking Maps Training *Co-Teacher Training *Monthly professional learning *BHS Protocols and Procedures Manual 		-90% of graduating seniors will successfully complete financial literacy education
SMART Goal	BCS Strategic Plan Objective	Strategies	Person(s) Responsible	Professional Learning/Resources	Timeline	Measurements/Artifacts/Evidence/Means of Evaluation re: Impact on Student Growth/Learning
3	Academic Objectives: 1-4	<ul style="list-style-type: none"> a. Continue to partner with WGTC to increase dual enrollment courses b. Fully pay for AP testing for students earning an “A” in AP courses and half the cost for those earning “B” in AP courses c. Budget for additional teachers to be AP and/or Gifted Trained d. Continue offering College Classes on BHS Campus: College Algebra, English 1101/1102, Math 1113, & Political Science e. Employ data analysis of benchmark assessment results to design and adjust instruction 	Counselor, Administration, & Teachers	*Master Schedule	FY20	<ul style="list-style-type: none"> - Professional Learning Community Meeting Agendas and Meeting Minutes -CCRPI -Documentation of AP Participation and Performance

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4	Academic Objectives: 1-4	<ul style="list-style-type: none"> a. Continue utilizing AlertSolutions to notify parents of absences, tardies, and failing grades b. Connect exam exemptions to student attendance 	Counselor, Administration, & Teachers	*Power School	FY20	<ul style="list-style-type: none"> -CCRPI -Student Attendance Data via PowerSchool
SMART Goal	BCS Strategic Plan Objective/ CCRPI Indicator	Strategies	Person(s) Responsible	Professional Learning/ Resources	Timeline	Measurements/Artifacts/Evidence/ Means of Evaluation re: Impact on Student Growth/Learning
5	Public Relations: 2, 3, & 4	<ul style="list-style-type: none"> a. Require communication via REMIND at least once per week b. Utilize AlertSolutions to notify parents of absences and tardies c. Provide a 24-Hour response to all parent questions d. Provide timely feedback to educators through TLSD Platform e. Engage stakeholders and council members via School Council Meetings f. Ensure advisement occurs via face-to-face meetings with all parents g. Continue 9th Grade Orientation h. Continue 12th Grade Orientation (FAFSA/Apply to College Night) i. Utilize System Facebook Page j. Input grades in PowerSchool in timely manner k. Utilize Google Classroom as appropriate 	Media Specialist, Teachers & Administration	<ul style="list-style-type: none"> *REMIND *Monthly Lunch and Learn *Facebook Page *Twitter Account *Google Classroom 	FY20	<ul style="list-style-type: none"> -Ratings on Communication via Climate Star Rating -Communication data via REMIND platform - Professional Learning Community Meeting Agendas and Meeting Minutes
SMART Goals	BCS Strategic Plan	Strategies	Person(s) Responsible	Professional Learning/ Resources	Timeline	Artifacts/Evidence

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	Objective/ CCRPI Indicator					Means of evaluation for Implementation of Strategy and Impact on Student Growth/Learning
6 & 7	Academic Objectives: 1-4	<ul style="list-style-type: none"> a. Employ AlertSolutions to notify parents of absences, tardies, and failing grades b. Conduct monthly face-to-face meetings with staff via Professional Learning Community Meetings c. Provide timely feedback to educators through TLSL Platform d. Continue school-wide focus on Marzano's Six Step Vocabulary Process e. Engage in advisement via face-to-face meetings with all parents f. Input grades in PowerSchool weekly g. Engage in administrative meetings with at-risk students h. Make counseling referrals as appropriate i. Utilize 3:00 Release Time to support struggling students j. Employ data analysis of benchmark assessment results to design and adjust instruction k. Engage more teachers in AP Training 	Media Specialist, Clerical Staff, Teachers, Counselor, & Administration	<ul style="list-style-type: none"> *REMIND *Monthly Departmental Meetings *Progress Reports and Report Cards *Powerschool *3:00 Office Hours *AP Training 	FY20	<ul style="list-style-type: none"> - Professional Learning Community Meeting Agendas and Meeting Minutes -% of Students Scoring Level 4 -3% CCRPI EOC Targets -Benchmark Assessment Results