

School: Bremen High School

School Improvement Plan

School Year: 2022-2023

## 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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**Academic Goal Statement:** BHS will provide differentiated instruction through implementation of high impact learning strategies to meet the needs of all learners

**SMART Goals:**

1.	By the close of the 2022-2023 school year, BHS will maintain or increase the percent of graduates completing an advanced academic, CTAE, fine arts, or world language pathway.											
		FY12	FY13	FY14	FY15	FY16	FY17	FY18	FY19	FY20	FY21	FY22
		59%	69%	76%	81%	76%	87%	88%	90%	92%	88%	92%
2.	By the close of 2022-2023 school year, BHS will maintain or increase the number of advanced credits awarded for Dual Enrollment or Advanced Placement courses.											
			Dual Enrollment	AP	Total							
		2016-2017	217	171	388							
		2017-2018	257	131	388							
		2018-2019	419	144	563							
		2019-2020	411	169	580							
		2020-2021	337	304	641							
		2021-2022	378	270	648							

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3. During the 2022-2023 school year, BHS will increase the overall percentage of students scoring in the proficient/distinguished categories on the Georgia Milestones assessment as well as improving the performance of subgroups.

	# Tested FY21	# Tested FY22	FY21	FY22	FY21	FY22
<b>Algebra I</b>			% Proficient	% Proficient	% Distinguished	% Distinguished
Overall	150	153	47.3%	<b>62.5%</b>	3.3%	<b>13.8%</b>
SWD	12	7	16.7%	<b>42.9%</b>	0.0%	<b>0.0%</b>
Asian/Pacific Islander	3	6	33.3%	<b>66.7%</b>	0.0%	<b>0.0%</b>
Black	7	5	14.3%	<b>80.0%</b>	0.0%	<b>0.0%</b>
Hispanic	1	1	0.0%	<b>100.0%</b>	0.0%	<b>0.0%</b>
Multi-racial	1	5	0.0%	<b>80.0%</b>	0.0%	<b>0.0%</b>
White	138	136	50%	<b>61%</b>	3.6%	<b>15.4%</b>

	# Tested FY21	# Tested FY22	FY21	FY22	FY21	FY22
<b>American Literature</b>			% Proficient	% Proficient	% Distinguished	% Distinguished
Overall	182	152	44.5%	<b>50.0%</b>	11.5%	<b>3.9%</b>
SWD	11	13	9.1%	<b>7.7%</b>	0.0%	<b>0.0%</b>
Asian/Pacific Islander	6	6	33.3%	<b>16.7%</b>	16.7%	<b>16.7%</b>
Black	10	5	20.0%	<b>20.0%</b>	20.0%	<b>0.0%</b>
Hispanic	5	2	40.0%	<b>50.0%</b>	20.0%	<b>0.0%</b>
Multi-racial	5	3	20.0%	<b>66.7%</b>	20.0%	<b>0.0%</b>
White	156	136	47.4%	<b>52.2%</b>	10.3%	<b>3.7%</b>

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	# Tested FY21	# Tested FY22	FY21	FY22	FY21	FY22
<b>Biology</b>			% Proficient	% Proficient	% Distinguished	% Distinguished
Overall	206	174	45.1%	<b>49.4%</b>	13.6%	<b>19.5%</b>
SWD	10	12	30.0%	<b>16.7%</b>	0.0%	<b>0.0%</b>
Asian/Pacific Islander	7	6	28.6%	<b>50.0%</b>	28.6%	<b>0.0%</b>
Black	9	3	0.0%	<b>0.0%</b>	22.2%	<b>0.0%</b>
Hispanic	3	2	33.3%	<b>0.0%</b>	33.3%	<b>50%</b>
Multi-racial	6	2	66.7%	<b>0.0%</b>	16.7%	<b>50%</b>
White	181	161	47.5%	<b>51.6%</b>	12.2%	<b>19.9%</b>

	# Tested FY21	# Tested FY22	FY21	FY22	FY21	FY22
<b>US History</b>			% Proficient	% Proficient	% Distinguished	% Distinguished
Overall	5	136	20.0%	<b>39.7%</b>	0.0%	<b>26.5%</b>
SWD	1	10	0.0%	<b>20.0%</b>	0.0%	<b>0.0%</b>
Asian/Pacific Islander	n/a	3	n/a	<b>33.3%</b>	n/a	<b>66.7%</b>
Black	3	7	0.0%	<b>28.6%</b>	0.0%	<b>0.0%</b>
Hispanic	n/a	5	n/a	<b>20.0%</b>	n/a	<b>20.0%</b>
Multi-racial	n/a	4	n/a	<b>0.0%</b>	n/a	<b>25.0%</b>
White	2	117	50.0%	<b>42.7%</b>	0.0%	<b>27.4%</b>

4. At the close of the 2021-2022 school year, BHS will maintain or increase the graduation rate of 98%.\*

\*Projected Y22 graduation rate

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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"> <li>Add Audio-Visual Technology and Film I as the first course in new pathway</li> <li>Offer Spanish III course on campus as well as offering it through Edgenuity and GAVS</li> </ul> <p>b. Utilize 3:05 Release Time to ensure academic success</p> <p>c. Allow early-release second semester for seniors on track for graduation.</p> <p>d. Provide 1 on 1 advisement meetings to assist students with course selection/encourage pathway completion</p>	Counselor, Administration, CTAE Supervisor, & Teachers	<p>*Advisement Training</p> <p>*CTE Training</p> <p>*Professional Learning Community Meetings</p> <p>*Edgenuity Training</p>	FY23	<p>-Advisement Documentation</p> <p>-Graduation Checklist</p> <p>-% of Pathway Completers</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. Use Progress Learning and teacher made assessments for content benchmarking</p> <p>b. Administer SAT and ACT locally (BMS due to construction at BHS)</p> <p>c. Ensure all 10<sup>th</sup>- 12<sup>th</sup> graders complete YouScience inventory</p> <p>d. Utilize vocabulary lists, formative assessments, and departmental goals to promote achievement</p> <p>e. Fully articulate the process for participating in dual enrollment and</p>	Counselor, Administration, & Teachers	<p>*USA Test Prep</p> <p>*Digital resources training/Lunch &amp; Learns</p> <p>*Data Team meetings</p> <p>*BHS Protocols and Procedures Manual</p>	FY23	<p>- Data Team Meeting Agendas and Meeting Minutes</p> <p>-Documentation of Senior Advisement</p> <p>-% of graduating seniors successfully completing financial literacy education</p> <p>-AP Central/Documentation of AP Participation and Performance</p>

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		<p>Work-Based Learning</p> <ul style="list-style-type: none"> <li>f. Employ data analysis of diagnostic and formative assessment results to design and adjust instruction</li> <li>g. Ensure all seniors have completed the financial literacy course prior to graduating high school</li> <li>h. Continue to partner with WGTC to increase dual enrollment courses</li> <li>i. Continue offering College Classes on BHS Campus: College Algebra, English 1101/1102</li> </ul>		*Master Schedule		
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, 4	Academic Objectives: 1-4	<ul style="list-style-type: none"> <li>a. Use Progress Learning and teacher made assessments for benchmarking</li> <li>b. Offer a one semester “Geometry Support” and a one semester “Algebra II” Support to students who took full year Algebra I</li> <li>c. Provide credit recovery classes using Edgenuity</li> <li>d. Utilize vocabulary lists, formative assessments, and departmental goals to promote achievement</li> <li>e. Provide professional learning on high impact strategies vocabulary use to new staff members</li> <li>f. Utilize 3:05 Release Time to support struggling students</li> <li>g. Use of MTSS to identify and address student areas of need</li> </ul>	Counselor, Administration, & Teachers	<ul style="list-style-type: none"> <li>*Historical achievement data</li> <li>*Master schedule</li> <li>*Progress Learning and other online assessment tools</li> <li>*Data Teams Meetings</li> <li>*MTSS training</li> </ul>	FY23	<ul style="list-style-type: none"> <li>-DRC reports</li> <li>-GADOE data portal</li> <li>- Data Team Meeting Agendas and Meeting Minutes</li> <li>-Progress Learning reports</li> <li>-Professional learning sign in sheets and agendas</li> </ul>

**School Culture Statement:** BHS will endeavor to educate and engage the whole child by providing opportunities for students to be involved in extracurricular activities and to receive social-emotional learning support

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**SMART Goals:**

1.	By the close of the 2022-2023 school year, BHS will increase the number of students engaged in at least one extracurricular activity, sport, or organization. FY21: 75% FY22:					
2	During the 2022-2023 school year, each of the CTAE student organizations will have at least 20 active student members.					
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
1, 2	Public Relations/ Communication Objective: 1	<ul style="list-style-type: none"> <li>a. Advertise school events, sports, and organizations through a variety of media (Facebook, announcements, Remind, etc.)</li> <li>b. Use student organizations to provide positive peer interaction and promote school-wide initiatives</li> <li>c. Refer students to appropriate support personnel for academic, emotional, and social support</li> </ul>	Administration Coaches Club Sponsors Counselor CTAE Director & Teachers Counselors (Guidance, Transition, Licensed Professional)	<ul style="list-style-type: none"> <li>*Communication channels (Facebook, Remind, announcements, etc.)</li> <li>*Student Government, Haralson Jr. Leadership</li> <li>*Sources of Strength Training</li> </ul>	FY23	<ul style="list-style-type: none"> <li>-Absentee/tardy reports</li> <li>-Discipline referrals</li> <li>-Event ticket sales</li> <li>-Organization rosters/attendance</li> <li>-Professional learning sign in sheets, agendas, and TKES goal reflections</li> </ul>

**Communication Statement:** All BHS staff members will establish and sustain open lines of communication with all stakeholders.

**SMART Goals:**

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1.	During the 2022-2023 school year, BHS will ensure effective and routine communication occurs from school to home. 100% of academic teachers will send a weekly message to students via Remind.
2.	During the 2022-2023 school year, 100% of academic teachers will post digital content on a weekly basis that provides students with high quality, engaging lessons and resources using the Google Classroom platform.
3.	During the 2022-2023 school year, administration will share important information on a weekly basis utilizing appropriate methods of communication including a shared school calendar, emails, Remind, and face-to-face meetings.

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
1	Public Relations/ Communication Objectives: 1-5	<ul style="list-style-type: none"> <li>a. Use REMIND to send text messages as appropriate</li> <li>b. Utilize AlertSolutions to notify parents of absences and tardies</li> <li>c. Provide a 24-Hour response to all parent questions</li> <li>d. Engage stakeholders and council members via School Council Meetings</li> <li>e. Input grades in PowerSchool in timely manner</li> <li>f. Utilize Google Classroom as appropriate</li> <li>g. Ensure teacher participation in parent conferences and 504/IEP meetings.</li> </ul>	Media Specialist, Teachers & Administration	<ul style="list-style-type: none"> <li>*REMIND</li> <li>*Monthly Lunch and Learn</li> <li>*Facebook Page</li> <li>*Google Classroom</li> <li>*Progress Reports and Report Cards</li> </ul>	FY23	<ul style="list-style-type: none"> <li>-Communication data via REMIND platform</li> <li>- Professional Learning Community Meeting Agendas and Meeting Minutes</li> <li>-Communication Standard ratings through TKES</li> </ul>
SMART Goals	BCS Strategic Plan Objective/CCRPI Indicator	Strategies	Person(s) Responsible	Professional Learning/ Resources	Timeline	Artifacts/Evidence Means of evaluation for Implementation of Strategy and Impact on Student Growth/Learning
2	Public Relations/ Communication Objectives: 1-4	<ul style="list-style-type: none"> <li>a. Familiarize students with where assignments are located in Google Classroom and how to access them</li> <li>b. Administration joins Google Classrooms as students to observe online lessons and</li> </ul>	Teachers & Administration	<ul style="list-style-type: none"> <li>*Monthly Lunch and Learn</li> <li>*Purchase of additional</li> </ul>	FY23	<ul style="list-style-type: none"> <li>-Professional learning schedule</li> <li>-Agendas/sign in sheets</li> <li>-Google Classroom content</li> </ul>



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		resources c. Engage in administrative meetings with at-risk students		licenses/programs and hardware  *Peer collaborations		-Usage logs within apps/computer software
3	Public Relations/ Communication Objectives: 2, 4	a. Provide timely feedback to educators through TLSD Platform b. Conduct frequent informal polls/surveys to gather staff input c. Hold regular Leadership Team meetings to address concerns/assist with decision making d. Maintain an updated school wide calendar of events e. Use Remind and email to disseminate important information to staff members f. Schedule vertical teaming meetings between the middle school and high school to assist with student transition/sharing of data g. Train designated staff to create and post engaging, professional announcements for sharing on Facebook, Twitter, Instagram, etc.	Media Specialist, Clerical Staff, Teachers, Counselor, & Administration Designated teachers	TLSD platform Google Forms, Calendar, and email Remind Canva Training	FY23	- Meeting Agendas and Meeting Minutes -TKES ratings and feedback -Survey results