

School: Bremen High School

School Improvement Plan

School Year: 2021-2022

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*.

Bremen City Schools

Revised 10/12/2021

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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.	<p>By the close of the 2021-2022 school year, BHS will maintain or increase the percent of graduates completing an advanced academic, CTAE, fine arts, or world language pathway.</p> <table border="1" data-bbox="157 454 1932 519"> <tr> <th>FY12</th> <th>FY13</th> <th>FY14</th> <th>FY15</th> <th>FY16</th> <th>FY17</th> <th>FY18</th> <th>FY19</th> <th>FY20</th> <th>FY21</th> </tr> <tr> <td>59%</td> <td>69%</td> <td>76%</td> <td>81%</td> <td>76%</td> <td>87%</td> <td>88%</td> <td>90%</td> <td>92%</td> <td>88%</td> </tr> </table>	FY12	FY13	FY14	FY15	FY16	FY17	FY18	FY19	FY20	FY21	59%	69%	76%	81%	76%	87%	88%	90%	92%	88%																																											
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2.	<p>By the close of 2021-2022 school year, BHS will maintain or increase the percent of graduates earning credit for accelerated enrollment via Dual Enrollment or Advanced Placement courses.</p> <table border="1" data-bbox="588 625 1360 787"> <tr> <th></th> <th>% of students earning AP credit</th> <th>% of students earning Dual Enrollment credit</th> </tr> <tr> <td>FY20</td> <td>36%</td> <td>52%</td> </tr> <tr> <td>FY21</td> <td>35%</td> <td>51%</td> </tr> </table>		% of students earning AP credit	% of students earning Dual Enrollment credit	FY20	36%	52%	FY21	35%	51%																																																						
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3.	<p>During the 2021-2022 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.</p> <table border="1" data-bbox="168 893 2016 1258"> <thead> <tr> <th>Algebra I</th> <th>% Proficient</th> <th>% Distinguished</th> <th>American Literature</th> <th>% Proficient</th> <th>% Distinguished</th> <th>Biology</th> <th>% Proficient</th> <th>% Distinguished</th> </tr> </thead> <tbody> <tr> <td>Overall</td> <td>47.3%</td> <td>3.3%</td> <td>Overall</td> <td>44.5%</td> <td>11.5%</td> <td>Overall</td> <td>45.1%</td> <td>13.6%</td> </tr> <tr> <td>SWD</td> <td>16.7%</td> <td>0.0%</td> <td>SWD</td> <td>9.1%</td> <td>0.0%</td> <td>SWD</td> <td>30.0%</td> <td>0.0%</td> </tr> <tr> <td>Black</td> <td>14.3%</td> <td>0.0%</td> <td>Black</td> <td>20.0%</td> <td>20.0%</td> <td>Black</td> <td>0.0%</td> <td>22.2%</td> </tr> <tr> <td>Hispanic</td> <td>n/a</td> <td>n/a</td> <td>Hispanic</td> <td>40.0%</td> <td>20.0%</td> <td>Hispanic</td> <td>33.3%</td> <td>33.3%</td> </tr> <tr> <td>Multi-racial</td> <td>n/a</td> <td>n/a</td> <td>Multi-racial</td> <td>20.0%</td> <td>20.0%</td> <td>Multi-racial</td> <td>66.7%</td> <td>16.7%</td> </tr> <tr> <td>White</td> <td>50%</td> <td>3.6%</td> <td>White</td> <td>47.4%</td> <td>10.3%</td> <td>White</td> <td>47.5%</td> <td>12.2%</td> </tr> </tbody> </table>	Algebra I	% Proficient	% Distinguished	American Literature	% Proficient	% Distinguished	Biology	% Proficient	% Distinguished	Overall	47.3%	3.3%	Overall	44.5%	11.5%	Overall	45.1%	13.6%	SWD	16.7%	0.0%	SWD	9.1%	0.0%	SWD	30.0%	0.0%	Black	14.3%	0.0%	Black	20.0%	20.0%	Black	0.0%	22.2%	Hispanic	n/a	n/a	Hispanic	40.0%	20.0%	Hispanic	33.3%	33.3%	Multi-racial	n/a	n/a	Multi-racial	20.0%	20.0%	Multi-racial	66.7%	16.7%	White	50%	3.6%	White	47.4%	10.3%	White	47.5%	12.2%
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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	<ul style="list-style-type: none"> a. Enhance course offerings to meet additional pathway requirements <ul style="list-style-type: none"> • Continue to develop Criminal Justice Pathway by offering Forensic Science • Create a Spanish III cohort and offer the course through Edgenuity b. Utilize 3:05 Release Time to ensure academic success c. Allow early-release second semester for seniors on track for graduation. d. Provide 1 on 1 advisement meetings to assist students with course selection/encourage pathway completion 	Counselor, Administration, CTAE Supervisor, & Teachers	<ul style="list-style-type: none"> *Advisement Training *CTE Training *Professional Learning Community Meetings *Edgenuity Training 	FY22	<ul style="list-style-type: none"> -Advisement Documentation -Graduation Checklist -% of Pathway Completers
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	<ul style="list-style-type: none"> a. Continue use of USA Test Prep for content benchmarking b. Administer SAT and ACT locally (BMS due to construction at BHS) c. Ensure all 10th- 12th graders complete YouScience inventory d. Utilize vocabulary lists, formative assessments, and departmental goals to promote achievement 	Counselor, Administration, & Teachers	<ul style="list-style-type: none"> *USA Test Prep *Digital resources training/Lunch & Learns *Data Team meetings 	FY22	<ul style="list-style-type: none"> - Data Team Meeting Agendas and Meeting Minutes -Documentation of Senior Advisement -% of graduating seniors successfully completing financial literacy education -AP Central/Documentation of AP Participation and Performance

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		<ul style="list-style-type: none"> e. Fully articulate the process for participating in dual enrollment and Work-Based Learning f. Employ data analysis of diagnostic and formative assessment results to design and adjust instruction g. Ensure all seniors have completed the financial literacy course prior to graduating high school h. Continue to partner with WGTC to increase dual enrollment courses i. Continue offering College Classes on BHS Campus: College Algebra, English 1101/1102 		<ul style="list-style-type: none"> *BHS Protocols and Procedures Manual *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"> a. Continue use of USA Test Prep for benchmarking b. Create remedial Math and ELA classes to support struggling students; use Milestones results, grades, and teacher recommendations to hand select students for these courses c. Use Star to progress monitor remedial classes d. Provide credit recovery classes using Edgenuity e. Utilize vocabulary lists, formative assessments, and departmental goals to promote achievement f. Provide professional learning on high impact strategies, thinking 	Counselor, Administration, & Teachers	<ul style="list-style-type: none"> *Historical achievement data *Master schedule *USA Test Prep, Star, and other online assessment tools *Data Teams Meetings *RESA professional 	FY22	<ul style="list-style-type: none"> -DRC reports -GADOE data portal - Data Team Meeting Agendas and Meeting Minutes -USA Test Prep and Star reports -Professional learning sign in sheets and agendas

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		maps, and vocabulary use to new staff members g. Utilize 3:05 Release Time to support struggling students h. Use of MTSS to identify and address student areas of need		learning sessions *MTSS training		
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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

SMART Goals:

1.	By the close of the 2021-2022 school year, BHS will increase the number of students engaged in at least one extracurricular activity, sport, or organization. (FY21: 75%)
2	During the 2021-2022 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"> a. Advertise school events, sports, and organizations through a variety of media (Facebook, announcements, Remind, etc.) b. Use student organizations to provide positive peer interaction and promote school-wide initiatives c. Provide SEL professional learning opportunities to staff 	Administration Coaches Club Sponsors Counselor CTAE Director & Teachers	<ul style="list-style-type: none"> *Communication channels (Facebook, Remind, announcements, etc.) *SEL Training via CASEL resources *Student Government, Haralson Jr. Leadership 	FY22	<ul style="list-style-type: none"> -Absentee/tardy reports -Discipline referrals -Event ticket sales -Organization rosters/attendance -Professional learning sign in sheets, agendas, and TKES goal reflections

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

SMART Goals:

1.	During the 2021-2022 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 2021-2022 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 2021-2022 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"> a. Use REMIND to send text messages as appropriate b. Utilize AlertSolutions to notify parents of absences and tardies c. Provide a 24-Hour response to all parent questions d. Engage stakeholders and council members via School Council Meetings e. Input grades in PowerSchool in timely manner f. Utilize Google Classroom as appropriate g. Ensure teacher participation in parent conferences and 504/IEP meetings. 	Media Specialist, Teachers & Administration	<ul style="list-style-type: none"> *REMIND *Monthly Lunch and Learn *Facebook Page *Google Classroom *Progress Reports and Report Cards 	FY22	<ul style="list-style-type: none"> -Communication data via REMIND platform - Professional Learning Community Meeting Agendas and Meeting Minutes -Communication Standard ratings through TKES

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2	Public Relations/Communication Objectives: 1-4	<ul style="list-style-type: none"> a. Familiarize students with where assignments are located in Google Classroom and how to access them b. Administration joins Google Classrooms as students to observe online lessons and resources c. Engage in administrative meetings with at-risk students 	Teachers & Administration	<ul style="list-style-type: none"> *Monthly Lunch and Learn *Purchase of additional licenses/programs and hardware *Peer collaborations 	FY22	<ul style="list-style-type: none"> -Professional learning schedule -Agendas/sign in sheets -Google Classroom content -Usage logs within apps/computer software
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
3	Public Relations/Communication Objectives: 2, 4	<ul style="list-style-type: none"> 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 	Media Specialist, Clerical Staff, Teachers, Counselor, & Administration	<ul style="list-style-type: none"> TLSD platform Google Forms, Calendar, and email Remind 	FY22	<ul style="list-style-type: none"> - Meeting Agendas and Meeting Minutes -TKES ratings and feedback -Survey results