Campus Improvement Plan
Burton Secondary 7-12
2022-2023

Mission Statement:

 The mission of Burton Secondary School is to provide the highest quality education possible to all students, to the fullest extent of their individual abilities, students will be provided the opportunities to develop the ability to think logically, independently, and creatively and to communicate effectively. The district will promote the worth and dignity of each individual child and enable each person to become a productive and responsible member of society.

Planning and Decision Making Committee

Name	Position (Parent, Business, Community, Teacher, etc.)	Signature
Liles, Kathy	Community	
Broesche, Kim	Parent	
Unger, Rachel	Teacher	
Countouriotis, Ashley	Instructional Coach	
Johnston, Jeremy	Assistant Principal	
Rhodes, Justin	Parent	
Thaler, Patricia	Teacher	
Rhodes, Angela	Counselor	
Kieke, Katie	Teacher	
Goebel, Micah	Principal	

Comprehensive Needs Assessment:
Summary of Findings

Prioritized Areas of Concern	
Areas of Concern	Data Source
STAAR/EOC - Student Achievement - Percent of students Mastering, Meets and Approaches grade level.	State Accountability
Closing the Gaps - Increase Grade level Performance for All Students in Math and ELAR- White Students, Math Economically Disadvantaged Students, Continuously Enrolled Students - Math, Non-Continuously Enrolled - Reading and Math.	State Accountability
School Progress - Increase the percent of students in Academic Growth in Reading and Math	State Accountability
Percentage of African American Students Identified for Special Education	Program data, PBMAS
Special Programs – G/T; ESL	Parent, community, and student surveys; student achievement; participation in special programs
Completion Rate at Risk students	State Accountability (AEIS)
SAT/ACT Scores	District SAT Reports
Federal Performance-Reading & Math- White and Economically Disadvantaged Students	

State Compensatory Education

This District has written policies and procedures to identify the following:
- Students who are at risk of dropping out of school under state criteria
- Students who are at risk of dropping out of school under local criteria
- How students are entered into the SCE program
- How students are exited from the SCE program
- The cost of the regular education program in relation to budget allocations per student and/or instructional staff per student ratio

Total SCE funds allotted to this Campus $ 2,000

Total FTEs funded through SCE at this Campus:

Targeted Math Pullout/Tutorials: C. Matthies, J. Purvis, J.Knowles-

Targeted Science Pullout/Tutorials : C.Merritt-

Targeted ELA pullouts: F. Purvis,R. Unger, C. Bockhorn-

Targeted Social Studies tutorials: J. Weatherstone, M. McCulley-

The process we use to identify students at risk is:

A student under 21 years of age and who:

1. Is in grades 7-12 and did not maintain a 70 average in two or more subjects in the foundation curriculum during a semester in the school year
2. Preceding or current school year OR is not maintaining a 70 average in two or more foundation subjects in the current semester
3. Was not advanced from one grade to the next for one or more school years
4. Did not perform satisfactorily on a state assessment instrument, and has not in the previous or current school year performed on that instrument or another appropriate instrument at a level equal to at least 110 percent of the level of satisfactory performance on that instrument
5. Is pregnant or is a parent
6. Has been placed in an AEP during the preceding or current school year
7. Has been expelled during the preceding or current school year
8. Is currently on parole, probation, deferred prosecution, or other conditional release
9. Was previously reported through PEIMS to have dropped out of school
10. Is a student of limited English proficiency
11. Is in the custody or care of DPRS or has, during the current school year, been referred to DPRS
12. Is homeless
13. Resided in the preceding school year or resides in the current school year in a residential placement facility in the district, including a detention facility, substance abuse treatment facility, emergency shelter, psychiatric hospital, halfway house, or foster group home.

Program Evaluation
Grades 7-12

EOC STAAR	English % Met Standard				
	All	AA	His	Whi	ED
7th	84%	100%	75%	91%	87%
8th	81%	100%	63%	86%	61%
Eng I	65%	33%	57%	76%	65%
Eng II	81%	50%	60%	91%	64%

EOC STAAR	Math % Met Standard				
	All	AA	His	Whi	ED
7th	56%	0%	0%	74%	47%
8th	68%	100%	83%	50%	67%
Algebra I	86%	88%	83%	86%	88%

STAAR	Writing % Met Standard				
	All	AA	His	Whi	ED
7th	70%	100%	25%	75%	67%

EOC	Science % Met Standard				
	All	AA	His	Whi	ED
8th	81%	100%	63%	82%	72%
Biology	86%	57%	100%	90%	85%

EOC STAAR	Social Studies % Met Standard				
	All	AA	His	Whi	ED
8th	36%	33%	25%	45%	22%
US His	97%	100%	100%	95%	100%

Program Evaluation Grades 7-12
Not Rated: Declared State of Disaster (will update 8/15/2022)

	Rating (A-F)	Grade
Closing Gaps	N/R	N/R
School Progress	N/R	N/R
Student Achievement	N/R	70 out of 100
STAAR Performance	N/R	48 out of 100
College, Career, & Military Readiness	N/R	67 out of 100
Five Year Graduation Rate	N/R	100 out of 100

Summary of Needs Assessment Findings:

(Include AEIS, Adequate Yearly Progress, Drop Out Rate, Attendance, Test Participation Rate, etc.)

Campus wide awareness of subgroups. Progress will continue to be analyzed through benchmarks and skills checks. African American and Economic Disadvantaged students will be targeted to increase academic skills and success on assessments. TEKS Collaborative curriculum is fully implemented in all core areas.

Grade 7, 8, & 9 - Alg I, Biology, English I, 7 & 8th grade Math, ELAR,, Science and Social Studies are the core subject areas of STAAR/EOC. All areas will be targeted to provide students the skills to be successful.
● Continue intercession strategies to improve STAAR/EOC scores.
● Provide Tutoring for At-Risk Math, ELA, Science and Social Studies students using Local and Federal funds.
● Additional remediation will occur during the academic FLEX period.
● Summer school STAAR/EOC remediation and credit recovery remains available to all students.
● Utilization of TEKS Collaborative unit assessments for mastery of TEKS.

Grade 10 - Grade level will be assessed with STAAR/EOC- English II.
● Targeted instruction through small group tutoring and RTI to help fill in the gaps.
● ELAR strategies will be targeted. STAAR/EOC testing strategies will be implemented.
● Summer school STAAR/EOC remediation and credit recovery remains available to all students.

Grade 11 - Grade level will be assessed with STAAR/EOC-US History.
● Targeted instruction through small group tutoring. STAAR/EOC testing strategies will be implemented.
● Reading strategies must be included in all core areas.
● Utilization of student centered activities in Social Studies for all students.
● Summer school and EOC remediation and credit recovery remains available to all students.

Grade 12 - Over all striving to increase college awareness and continue to promote that every student will go on to higher education or technical trade.
● Continue programs for 12th graders (and those completing 12th grade classes) who did not master the EOC test. Provide optional Grade Placement Project.
● Increase the percentage of students taking college placement tests.

- Continue to improve attendance rates of all student populations.
- Summer school remediation, intervention and credit recovery remains available to all students.

The success of an instructional program is often significantly influenced by how well parents of the students support the school. In order to achieve support, parents must become involved as partners in the education of their students. Typically, parents' support at the secondary school level is more evident in extracurricular areas. Parental involvement and support is something that all staff personnel must continue to cultivate, whether it is during school hours or during extracurricular activities. Needs identified by the committee:
- Improved communication with parents through a newsletter, social media outlets and email messaging.
- Also seek to improve membership in the Parent Burton Booster Club.

Target Goals for 2022-2023:
(Subject and Grade Specific)
For all grades and all courses including core courses

Grade Level Performance results indicated improvements in the following sub groups:
- All Students - Math and Reading
- White -Math and   Reading
- Economically Disadvantaged - Math and Reading
- Continuously Enrolled - Math
- Non-Continuously Enrolled - Reading and Math

7th grade - TEKS Collaborative curriculum will be implemented and followed throughout the year.
- Continue staff development to improve the learning environment.
- Increase use of technology to enhance instruction.
- Increase over all ELAR scores on STAAR standards.
- TEKS based lesson plans due each Monday for ALL teachers.

8th grade - TEKS Collaborative curriculum will be implemented and followed throughout the year.
- Students will be assigned tutorials for tested subjects in ELAR, Math, Science and Social Studies.
- Stem-scopes will be used in addition to TEKS Collaborative.
- Sirius Solutions and Reading Plus will be used for test preparation in Science and Social Studies.
- Continue staff development to improve the classroom learning environment.
- TEKS based lesson plans due each Monday for ALL teachers.

9th grade - TEKS Collaborative curriculum will be implemented and followed throughout the year.
- Continue staff development to improve the learning environment.
- Continue to improve the use of technology in order to enrich student learning through Reading Plus, Stemscopes and Savvas Math.
- Continue to focus on improving student performance on the ELA 1 and Biology STAAR/EOC.
    - Use TEKS Collaborative assessments and EOC data to determine intervention and intersession groups
    - More student-centered activities with the teacher being the facilitator/coach.

10th grade – Implementation of TEKS Collaborative curriculum in core and teacher created supporting TEKS instruction in other classes.
- Continue staff development to improve the learning environment and classroom instruction.
- Increase use of technology through Reading Plus, Stemscopes and Savvas.
- Increase overall scores on STAAR/EOC (ELA II) standards.
- Increase the number of students taking the PSAT and student results.
- TEKS based lesson plans due each Monday for aLL teachers.

11th grade - Teacher developed instruments that include life and social skills for every subject taught and implemented TEKS Collaborative curriculum.
- Focus instruction on centered activities and class projects.
- Continue staff development to improve the classroom learning environment and academic instruction.
- Increase student scores on ACT and SAT by providing test preparation materials using Edgenuity and concentrated vocabulary.
- Continue to focus on improving student performance on the US History EOC
- TEKS based lesson plans due each Monday for ALL teachers.

12th grade - Teacher developed instruments aligned to TEKS objectives and implemented TEKS Collaborative curriculum.
- Continue staff development to improve the student learning environment and instruction.
- Moving all students to increasing college readiness skills.
- More student centered activities with more student accountability.
- Increase student scores on ACT and SAT by providing test preparation materials through Edgenuity.
- Use TEKS Collaborative assessments to measure academic growth in all core areas.

Federal, State and Local Funding Sources

Federal funding sources that will be integrated and coordinated with State and Local funds to meet the needs of all students.

- Federal Programs
    - Title I, Part C (Migrant)
    - Title II, Part A (TPTR)
    - Carl Perkins
    - Title IV

- State Programs/Funding Source
    - Career/Technology Education
    - College and Career
    - Gifted/Talented
    - Special Education
    - Bilingual/ESL Program

- Local Programs/Funding Source

Campus Goals

Goal 1: All students will be exposed to increased academic rigor in all content areas.

Goal 2: Educational opportunities will meet the unique academic, social, and emotional needs of all students.

Goal 3: To provide a safe and orderly school climate that is conducive to learning.

Goal 4: To take a comprehensive approach to develop a program that will support success after high school.

Goal 5: Create an environment that includes students, parents, and community stakeholders.

Goal 6: Recruit, retain, and train fully certified and highly qualified principals, teachers, and staff.

CCMR Goal: To ensure that all students in 7th-12th grade will be College and Career or Military Ready by graduation.

Correlates with:
State Goals
1. Performance – English/Language Arts
2. Performance – Mathematics
3. Performance - Science
4. Performance – Social Studies

State Objectives
1. Partnering Parents with Education
2. Student Potential
3. Dropout Prevention Curriculum
4. School Personnel
5. Student Performance
6. School Environment
7. Instructional Techniques

National Goals
1. Student Achievement and Citizenship
2. Teacher Education and Professional Development
3. Mathematics
4. Science
5. Lifelong Learning
6. Safe, Discipline, and Alcohol-free Schools
7. Parental Participation

Title I
1. School Assessment
2. Student Opportunities
3. Professional Staff
4. Professional Development
5. Parental Involvement
6. Student Transitions in Elementary School Programs
7. Include Teachers in Decisions
8. Identify and Assist with Student Difficulties

Effective School Correlates
1. Safe and Orderly Environment
2. Climate of High Expectations
3. Instructional Leadership and Coaching
4. Clear and Focused Mission
5. Opportunities to Learn and Student Time on Task
6. Frequent Monitoring of Student Progress/ Measurement

District and Campus Alignment of Goals

District Goals	Campus Goals
District Goal 1: The Burton Independent School District will provide a safe school climate and a positive learning environment for all students.	**Campus Goal 2:** Educational opportunities will meet the unique academic, social, and emotional needs of all students.
	Campus Goal 3: To provide a safe and orderly school climate that is conducive to learning.
District Goal 2: The Burton Independent School District will improve the academic achievement of all student groups.	**Campus Goal 1:** All students will be exposed to increased academic rigor in all content areas.
District Goal 3: All students in Burton ISD will graduate from high school prepared for and with knowledge of career choices and post-secondary opportunities.	**Campus Goal 4:** To take a comprehensive approach to develop a program that will support success after high school.
District Goal 4: Ensure the continued academic progress of students in special programs.	**Campus Goal 1:** All students will be exposed to increased academic rigor in all content areas.
	Campus Goal 2: Educational opportunities will meet the unique academic, social, and emotional needs of all students.
	Campus Goal 6: Recruit, retain, and train fully certified and high-qualified principals, teachers, and staff.
District Goal 5: The Burton Independent School District will improve communication and parental involvement.	**Campus Goal 5:** Create an environment that includes students, parents and community stakeholders.
District Goal 6: The Burton Independent School District is to ensure that all students receive instruction from Highly Qualified professionals.	**Campus Goal 6:** Recruit, retain, and train fully certified and high-qualified principals, teachers, and staff.

Goal 1 - All students will be exposed to increased academic rigor in all content areas.

Objective 1 - All students will pass the state mandated assessments.

Objective 2 - In all tested grade levels and subject areas, each African American, Hispanic and Economically Disadvantaged student group will exceed the state average on state mandated assessments in their respective student groups.

Objective 3 - Student performance on state mandated assessments will reflect a reduced achievement gap.

Objective 4 - Advanced Academic Performance will exceed the State average at all tested grade levels and subject areas.

Objective 5 - BHS will provide high education, career/technology, fine arts, and physical education preparation and awareness for all students.

Objective 6 - Students will graduate from BHS ready to enter college or the workforce.

Summative Evaluation:

- All students will meet passing standards on the state mandated assessments in 2022-23.
- The percent of African American, Hispanic and Economically Disadvantaged students passing the state mandated assessment in all subjects will exceed the state average in their student groups.
- Reduce achievement gaps between white and African American, Hispanic, and Economically Disadvantaged students.
- The percent of all students and all student groups achieving advanced academic performance on state mandated assessments in all subjects will exceed the state average in their respective student groups.
- The leading indicators of passing/failure rates, attendance rates and discipline data will be reflective of the BHS student population.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation
Campus Leadership Team will develop a clear instructional focus based on campus needs identified	Principal, Department Leads, Counselor	August 2022	Staff Time, TEKS curriculum collaborative, STEMScope	Planning documents will reflect the map for student success.

through the Campus Improvement Plan process.				
BHS will utilize online student data from Ascender to support Response to Intervention.	Teachers	August 2022	Staff Time	Eduphoria and Ascender is online and utilized by teachers; online grades utilized by students and parents
BHS will evaluate student achievement in the following programs: Title I, Bilingual/ESL, LEP, Gifted and Talented, Special Education, Career and Technology Education and students in at risk situations.	Teachers, Principal, Counselor	August 2022	Benchmark assessments/ EOC/STAAR scores	Program evaluated and analyzed and all students pass the state mandated assessments.
Use data collected through ongoing assessments to differentiate instruction.	Principal, teachers	Every six weeks 2022 - 2023	Local, Savvas Learning,. Learning, STAAR Test Maker, Edgenuity	Data will be evaluated to determine interventions for targeted students.
Research based interventions and progress monitoring will be provided for identified students.	Principal, Teachers	Ongoing	STAAR Test Maker, Edgenuity, Reading Plus, Stemscopes, Sirius Solutions	Campus will track interventions and progress made by students that are Economic Disadvantaged.
BHS will provide support for the students at risk of dropping out of school by providing supplemental instruction through instructional resources and staff development.	Principal Teachers Counselor Burton Special Services	2022 - 2023	State Comp Ed Sirius Solutions Edgenuity Reading Plus	Gather student data and evaluate the need for appropriate dropout prevention interventions.
Continue alignment of curriculum to the State TEKS, readiness and supporting standards in ALL subject areas.	Principal Teachers	2022 - 2023	Staff Time Local Funds	Scope and sequence designed and implemented.
BHS will provide academic dual credit, OnRamps and honors class hours for high school students.	Principal Counselor Staff C/T Teachers Special Services	2022 - 2023	Staff Time	Analyze student needs and consider possible options of dual credit hours for students.
BHS will provide welding certification classes at the Hodde Technical Center.	CTE Teacher	2022 - 2023	CTE High School Allotment	Number of students enrolled

BHS will provide information regarding curriculum/career choices that prepare students for success beyond high school, including colleges, universities and technical schools.	Counselor	2022 - 2023	Staff Time	Counseling Guidance Plans Transition Plans Graduation Plans
Provide staff development for teachers that focuses on best instructional practices with an emphasis on student learning/effective teaching.	Teacher Principal	On Going	SCE Title II Part A Local Funds State ESL State G/T funds	Lessons utilizing best practices will be observed in classrooms.
Make personal contact and assign senior students a project on any area of STAAR to meet standard for graduation exemption.	Principal Counselor	August 2022 - May 2023	Staff Time	Log of Contacts
Teachers will assign students to mandatory tutorials upon analyzing student performance data.	Teacher Principal	August 2022 - May 2023	Eduphoria data	Sign in logs during tutorials

Goal 2 - Educational opportunities will meet the unique academic, social, and emotional needs of all students.

Objective 1 - The percentage of African American, Hispanic, and economically disadvantaged students enrolled in advanced classes will be representative of the BHS population.

Objective 2 - Students nominated for Gifted and Talented/Enrichment and/or enrolled in Honors courses will be representative of the BHS student population.

Objective 3 - Students identified for special education will be representative of the BHS student population.

Objective 4 - BHS will work with BISD to ensure a Coordinated School Health Program is implemented by the lead campus nurse, child nutrition services, physical education teachers, classroom teachers, and counselors.   BHS will focus on the social-emotional health of all students.

Objective 5 - Opportunities for dialogue and discussion will be created among teachers and administrators regarding the role that relationships, expectations, and school culture play in student performance and behavior.

Summative Evaluation:
- Increased the percentage of African American, Hispanic, and Economically Disadvantaged students enrolled in advanced classes.
- Students nominated by BHS staff and participating in Gifted and Talented or enrolled in advanced academic courses will be representative of the student population.
- Reduce the percentage of African American students in special education.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation
BHS will use data collected through ongoing assessments to differentiate instruction.	Teachers Principal	August 2023	Local Eduphoria	Data will be evaluated to determine interventions for students.
BHS will utilize an online student data reporting system to support RTI.	Department Heads Teachers Principal	August 2023	Staff Time Eduphoria	Establish a baseline of RTI.
Research-based interventions and progress monitoring will be provided for identified students	Teachers Principal	August 2022-23 Every 6 weeks	Local Staff State funds	Campus will track interventions and progress made by at risk students.

Include underrepresented student groups in activities leading to enrichment & GT opportunities and/or advanced academic opportunities.	Teachers Principal	August 2022- May 2023	Local	Increase representation of student groups participating in enrichment activities.
African American, Hispanic and Economically Disadvantaged students will be identified and encouraged to participate in honors courses and dual credit and UT OnRamps.	Teachers Principal	August 2023	Staff Time	A list of students who are taking advanced courses
All LEP students taking the TELPAS exam will increase growth by one level.	Principal	August - May 2022-23	ELAR instructional strategies with ELPS Rosetta Stone	TELPAS results

Goal 3 - To provide a safe and orderly school climate, conducive to learning.

Objective 1 - BHS will provide and maintain environments conducive to learning, which will enable students to think critically and act responsibly.

Objective 2 - Procedures for management of student behavior will be consistent BHS.

Objective 3 - Implement Bullying Prevention and Intervention Plan.

Summative Evaluation:
- Discipline and referral data will be reflective of the BHS student population.
- Safe Schools Audit Report

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation
Conduct safety drills on schedule	Principal Security Specialist	Ongoing	Washington County Sheriff	Number of crisis drills and debriefings
Provide and implement a Comprehensive Guidance Plan aligned with the State plan. • Character education • Decision making • Student mediation • Private and group counseling • Scholarship acquisition • Testing • Dating violence	Counselor Principal	2022 - 2023	Local Budget	Program attendance records Counselor records
Review Safety Audit recommendations and implement as appropriate.	Counselor Principal	August 2023	Staff Time	Safety Audit strategies are implemented as appropriate such as locked/secure classroom doors, etc.
The number of total students coded for discipline violations will decrease each year.	Principal DIrector of Student Services	2022 - 2023	None	PEIMS data from 425 report
Staff development will be provided on positive behavior interventions in the classroom.	Teachers Principal	2022 - 2023	ESC	Number of discipline referrals

Continue visitor identification camera and intercom to identify visitors before they enter the school.	Principal Staff Security Specialist	2022 - 2023	Local	Additional cost for camera equipment
Local Continue use of COP sync 911 to open live connection between school threat and closest law enforcement.	Principal Staff	Ongoing	Local	Dispatch time to school
Conduct random drug testing/dog searches of students involved in extracurricular activities.	Principal District Nurse	2022 - 2023	Local	Provide a deterrent to substance abuse, counseling
Bullying/child abuse training for all staff	Principal Counselor Teachers	August 2022	Local Eduhero	Course completion certificate in Eduhero and Region 6

Goal 4 - To take a comprehensive approach to develop a program that will support success after high school.

Objective 1 - BHS will increase the percent of students taking the SAT/ACT to 70%

Objective 2 - BHS students will achieve the mean score percentage at or above on the SAT/ACT at or above 40%.

Objective 3 - Percent of students enrolled in post secondary programs will meet or exceed state average.

Summative Evaluation:
- State Accountability Summary
- AEIS reports
- SAT/ACT data reports

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation
Increase the number of students taking the SAT/ACT and the number scoring above the criterion through the following: • Dual Credit/OnRamps • PSAT • Fee waivers • Scholarship notification deadlines	Principal Counselor	Fall 2022 Semester Weekly	Colleges High School Allotment Scholarships opportunities	Class rosters Registration records Number of scholarship applications
Inform junior and seniors that the top 10% of the graduating class receives automatic admission to state colleges and universities.	Counselor	2022 - 2023	Letters Handbook	Handbooks
Maintain the number of students in the Recommended High School Program at or above 85% through the following: • Counseling • Parent information	Principal Counselor	Fall 2022 Spring 2023	Scholarship opportunities CCMR Counselor's Communications Valedictorian/ Salutatorian criteria	Credit accrual 4 year plan Class rosters
Maximize use of Edgenuity program credit recovery for students at risk in graduating.	Principal Counselor	Ongoing	SCE $1500	Improve student achievement as evidence in STAAR scores.

Encourage 9th grade students to take the PSAT. Require all 10, 11th grade students to take the PSAT, SAT or ACT.	Principal Counselor	Ongoing	None	List of students participating
Present financial aid, entrance information through financial aid night.	Counselor	Fall 2022 Spring 2023	None	Number of parents and students in attendance
Students will complete the common college application/ApplyTexas before the end of the first semester of senior year.	Counselor	Fall 2022 Spring 2023	None	Number of students completing applications
Students in 11th and 12th grade complete Microsoft applications and Welding certifications.	CTE Counselor Principal	Spring 2023	None	Number of students taking certification exams

Goal 5 - Parents and community members will be actively engaged.

Objective 1 - Parent involvement will be representative of the BHS population.
Objective 2 - Parents will be informed of career and higher education opportunities for their children.
Objective 3 - Community members will be used as a resource for educational opportunities.
Objective 4 - Provide opportunities to increase parental involvement.

Summative Evaluation:
- Compare annual data for the number of parents reached via identified outlets.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation
Provide opportunities to increase parental involvement: • Booster Club • SBDM members • Parent conferences • Open House • Student Performances • Campus website, newspaper articles, mail outs	Principal	Monthly	Booster Club Teachers Counselor Technology Coordinator Local Budget	Parent sign in sheets Newsletter publications
BHS will maintain parent communications about the availability of online programs such as TEXIS to monitor student progress.	Director of Technology Principal Teachers	August-2022 June-2023	Local Budget	Evidence of communications to parents via web, hardcopy, and similar items, Increase parent use of online programs such as TEXIS
Provide information regarding curriculum/career choices that prepare students for success beyond high school, including colleges, universities and technical schools.	CTE Teachers Principal Counselor Director of Special Services	August-2022June 2023	Local Budget	Transition plans Graduation plans
BHS will work collaboratively with local businesses, community members and parents to support the educational efforts.	Principal	2022 - 2023	Local	Partnerships established with businesses, community members and parents.

The BHS website, Blackboard Connect, campus social media outlets and newsletters will be used to actively communicate with parents and community members.	Director of Technology Teachers Principal Counselor	August - June	Local	Services used by parents and community.
Students will be recognized with an Awards Ceremony at the end of the year banquet.	Principal	May 2023	Local	Increase parent attendance for award ceremony.
Teacher will use Remind 101 to reach out to parents.	Teachers	August 2022- May 2023	None	Increase awareness of instruction in the classroom.

Goal 6 - Recruit, retain and train fully certified and highly qualified teachers, and staff.

Objective 1 - All teachers will meet NCLB highly qualified standards
Objective 2 - All teachers will be certified in assigned areas
Objective 3 - All teachers will participate in high quality staff development

Summative Evaluation:
- Staff development records
- Certification records from teachers and staff
- Highly qualified state reports

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation
BHS will have 100% of its staff listed as "Highly Qualified."	Principal	2022 - 2023	Region 6 updates Local	No Child Left Behind guidelines
All teachers will be placed in appropriate teaching assignments depending on their certification.	Principal	2022 - 2023	None	Teaching assignments
Continue to conduct walkthroughs and provide effective feedback that assists teachers in providing quality instruction.	Principal	2022 - 2023	Eduphoria PDAS software	PDAS evaluation
Mentor teachers will be provided to new teachers so they may have a smooth transition to BHS.	Teachers Principal	2022 - 2023	Region 6 Mentor Teacher Program	Decrease in teacher turn over.
Attend out of district sponsored staff development and share ideas with appropriate staff.	Teachers Principal	2022 - 2023	Local	Provide staff with innovative ideas/proof of attendance