



2018-2019 Strategic Plan

Blytheville High School - New Tech

Superintendent: Bobby Ashley

Principal: Matthew Swenson

Leadership Team: Donald Davis, Jennifer Blankenship, Scottie Landess, Michelle Walling, Cliff Miller, Tyler Isbell, Paul Jenkins, Casey DeFord, and Robin Sneed

Mission

BHS New Tech values all learners as individuals and strives to promote learning outcomes that matter.

Vision

All learners will show agency, demonstrate the ability to communicate, collaborate, think critically, and transition into the college or career of their choice.

Core Beliefs

1. New Tech strategies benefit our students.
2. Relationships are essential and our responsibility.
3. Teamwork is key to collaboration, innovation and creativity, which are our standard operating procedures.
4. The community is a vital partner in our process.

Focus Area: Student-Focused Learning

Ideal State: Upon full implementation of following indicators, adult learning at BHS New Tech will serve “as a model for inquiry-driven, collaborative student learning,” and BHS New Tech students will “have the capacity to successfully complete authentic, complex, and rigorous tasks that require active exploration, higher-order thinking, and application of what they have learned.” [Sources: NTN Spectrum of School Development and [School Success Rubric](#).]

Overall Goal:	Indistar Indicators	Measurable Actions	Resources	Timeline	Person(s) Responsible	Success Criteria	Target
BHS students will be actively engaged in college, career preparation, military service, and/or competitive employment one year after graduation.	MTV05 - Instructional teams and teachers use fine-grained data to design for each student a learning path tailored to that student's prior learning, personal interests, and aspirations. (Research - Wise Ways)	<p>The counseling department and CTE instructional team will use students' personal interest data to determine for each student an area of study that will increase the percentage of CTE completers for BHS New Tech graduates.</p> <p>The counseling department, in partnership with our ANC college and career coach, will meet with every student to help the develop a meaningful, realistic action plan.</p>	<ul style="list-style-type: none"> > Naviance Assessments > Interests Inventories 	May 2019	Scottie Landess, Emily Crosskno, Jeff Echols, Joy Wicker	<ul style="list-style-type: none"> <input type="checkbox"/> eSchool data <input type="checkbox"/> Naviance data <input type="checkbox"/> Clearinghouse data <input type="checkbox"/> Master schedule meeting agendas 	<p>BHS New Tech will meet each of the following benchmarks, set forth in our Charter Goals:</p> <ul style="list-style-type: none"> • 68% of the class of 2019 will be CTE completers. • 73% of the class of 2020 will be CTE completers. • 78% of the class of 2021 will be CTE completers. <p>Additionally, BHS New Tech will track (Naviance) and meet the following benchmark:</p> <ul style="list-style-type: none"> • The Class of 2019's enrollment in 2-year, 4-year, technical, or the military will increase 5%, when compared to the Class of 2018.
BHS teachers will ask students to consistently and authentically reflect on best practice and ways to improve through modeling, teaching, and assessing our SWLOs so that students are better equipped to collaborate and self-manage.	MTV01 - All teachers promote a growth mindset by attributing learning success to effort and self-regulation and insist upon (and reward) persistence to mastery. (Research: Wise Ways)	BHS LT team will model the proper use and assessment of the SWLOs. Agency will be a focus of the Learn and Grow weekly professional development.	<ul style="list-style-type: none"> > Agency Rubric > ECHO Peer Review form 	Quarterly, through May 2019	Robin Sneed, Tyler Isbell	<ul style="list-style-type: none"> <input type="checkbox"/> Learn & Grow Agendas <input type="checkbox"/> Student Culture Survey <input type="checkbox"/> Peer reviews, focusing on Agency activities, in ECHO to take place during the first semester of 2018-2019. <input type="checkbox"/> ECHO Audits 	<p>Culture teams, in conjunction with members of the PBIS and instructional teams, will evaluate student survey, behavioral, and academic data to determine effectiveness of the Agency focus.</p> <ul style="list-style-type: none"> • BHS New Tech aims to increase the percentage of students who answer positively to the questions in the LEARNING

EXPERIENCES category of the New Tech Student Survey, year over year (YoY).

Focus Area: Leadership and Decision Making

Ideal State: The BHS New Tech Leadership Team serves as a model for school-wide collaborative and cultural expectations by utilizing “externally articulated structures and practices,” such as collaborative protocols and by engaging in a cycle of inquiry, focusing on the elements indicated in the [NTN Learning Organization Framework](#), in order to provide a supportive learning environment in which both student and adult learners can achieve success. [See also the NTN Spectrum of School Improvement.]

Goal	Indistar Indicators	Measurable Actions	Resources	Timeline	Person(s) Responsible	Success Criteria	Target
All stakeholders will work collaboratively to ensure that students identified through an early warning system receive interventions necessary to be successful.	HS02 - The Leadership Team implements, monitors, and analyzes results from an early warning system at the school level using indicators (e.g., attendance, academic, behavior monitoring) to identify students at risk for dropping out of high school. (Research: Wise Ways)	At the end of month, the Leadership Team will review data (attendance, academic, and behavior) for students who are not on track for graduation. They will engage in a cycle of inquiry around this data to determine Next Steps for students. [Goal: To improve our SQSS: GPA 2.8 or Higher on a 4.0 Scale Score]	<ul style="list-style-type: none"> ➤ E-School Reporting ➤ PBIS team and strategic action planning meeting ➤ ECHO 	Monthly; until May 2019	Scottie Landess and the leadership team	<ul style="list-style-type: none"> <input type="checkbox"/> Leadership team meeting agendas <input type="checkbox"/> Early warning system documentation <input type="checkbox"/> Student attendance data <input type="checkbox"/> Discipline data 	<p>BHS New Tech will meet each of the following benchmarks:</p> <ul style="list-style-type: none"> ● BHS New Tech aims to increase our graduation rate by 1 percentage points, year over year (YoY). ● BHS New Tech aims to reduce the number of students considered chronically absent, per ADE guidelines, by 5%, year over year (YoY). ● BHS New Tech aims to reduce discipline referrals by 3%, year over year (YoY).
BHS staff will use PBIS with fidelity. Ensuring that data and best practices out of the PBIS framework are used to set students up for success.		<p>Faculty will use common languaging regarding PBIS. Classroom matrix and expectations will be aligned to PBIS best practices. Teachers will use incentive systems to reward student behavior.</p> <p>Teams will implement a school-wide PBIS incentive system and consistently track discipline and perception data.</p>	➤ PBIS TFI	Constant and recurring.	Amanda Haynes and the PBIS team, with support from the Culture Team Leaders	<ul style="list-style-type: none"> <input type="checkbox"/> PBIS Meeting Agendas <input type="checkbox"/> Professional Development Agendas <input type="checkbox"/> Culture Team Agendas <input type="checkbox"/> Student survey data <input type="checkbox"/> Discipline data 	<p>BHS New Tech will meet each of the following benchmarks:</p> <ul style="list-style-type: none"> ● BHS New Tech aims to reduce discipline referrals by 3%, year over year (YoY). ● BHS New Tech aims to increase the percentage of students who answer positively to the questions in the SCHOOL CONNECTEDNESS category of the New Tech Student Survey, year over year (YoY).

Focus Area: Curriculum, Assessment, and Instructional Planning

Ideal State: All teams have a shared purpose, norms, and “externally articulated structures and practices as it relates to collaborative work and learning (LASW, project critique, peer observation, etc.)” and use student learning data “to drive changes in adult practice.” [Reference: NTN Spectrum of School Development]

Goals	Indistar Indicators	Measurable Actions	Resources	Timeline	Person(s) Responsible*	Success Criteria	Target
The BHS New Tech Leadership Team will regularly engage in a cycle of inquiry in which we analyze student achievement data and will refer to the NTN Learning Organization Framework , which “creates a path to improve performance around short-term goals and long-term capacity/durability of the school.”	IID07 The Leadership Team monitors school-level student learning data. (Research: Wise Ways)	The Leadership Team will review annual student achievement data (ACT, ACT Aspire) and use a cycle of inquiry to determine a school wide instructional focus and design professional learning experiences designed to meet instructional needs.	<ul style="list-style-type: none"> ➤ ACT Reports ➤ ACT Aspire Reports ➤ Data Driven Dialogue Protocol ➤ NTN Learning Organization Framework 	August 2018	Paul Jenkins (data disaggregation) and leadership team (analysis and next steps)	<ul style="list-style-type: none"> <input type="checkbox"/> Leadership Team Meeting agendas and minutes <input type="checkbox"/> Professional Development Agendas 	BHS New Tech will meet each of the following benchmarks: <ul style="list-style-type: none"> ● Class-level (9th/10th) NWEA interim assessment growth in math, science, and English from Interim 1 to Interim 2. ● Class-level (9th/10th) NWEA interim assessment growth in math, science, and English from Interim 2 to Interim 3. ● ACT ASPIRE (9th/10th) ELA readiness will increase year over year (YoY) by: <ul style="list-style-type: none"> ○ 9th: five percentage points ○ 10th: five percentage points ● ACT ASPIRE (9th/10th) math readiness will increase year over (YoY) by: <ul style="list-style-type: none"> ○ 9th: five percentage points ○ 10th: eight percentage points
		The Leadership Team will analyze formative assessment data to monitor student progress towards mastery of standards and share with instructional teams.	<ul style="list-style-type: none"> ➤ NWEA Reports 	Quarterly, beginning October 2018 through May 2019	Robin Sneed and Tyler Isbell	<ul style="list-style-type: none"> <input type="checkbox"/> Leadership Team Meeting agendas and minutes <input type="checkbox"/> Learn & Grow collaboration agendas 	
		The Leadership Team will review data from ECHO to assess student learning opportunities and growth along each of the School Wide Learning Outcomes (SWLOs).	<ul style="list-style-type: none"> ➤ ECHO Gradebook ➤ Leveraging ECHO to Give Feedback 	Quarterly, beginning September 2018 through May 2019	Robin Sneed and Tyler Isbell	<ul style="list-style-type: none"> <input type="checkbox"/> Leadership Team Meeting agendas and minutes <input type="checkbox"/> ECHO feedback reports 	
BHS teachers will improve planning practices which will improve instruction and thus improve student outcomes.	IIIA02 - All teachers develop weekly lesson plans based on aligned units of instruction. (Research: Wise Ways)	Collaboration will use protocols towards improvement of planning and practice while thoughtfully considering student work and other data sources. Instructional planning will be a focus of the Learn & Grow weekly professional development.	<ul style="list-style-type: none"> ➤ Looking at Student Work Protocol ➤ ATLAS Protocol ➤ NTN Secondary Project Planning Toolkit 	September 2018 May 2019	Robin Sneed, Tyler Isbell, and Instructional Team Leaders	<ul style="list-style-type: none"> <input type="checkbox"/> ECHO feedback reports <input type="checkbox"/> Collaboration agendas 	