

**Bellows Free Academy
ACTION PLAN
2010**

**AIM: Academic Attainment
Focus Area: Reading/Writing**

Critical Need	Data and Sources		
Based on the analysis of assessment data we must provide: <ul style="list-style-type: none"> • Appropriate instruction in writing effectiveness and reading analysis and interpretation • Professional development in writing effectiveness and reading analysis and interpretation 	NECAP Proficiency FY 08 FY 09		Legend
	Reading Writing	68% 68% 31% 40%	NSDC National Staff Development Council NWP National Writing Project NEASC New England Assoc. of Schools & Colleges CSSR Center for Secondary School Redesign BRII Breaking Ranks II

Performance Goal	Action Steps/Strategies	Success Indicators	Person Responsible	Timeline	Professional Development
Based on this data students would benefit from instruction to increase their performance in: READING: <ul style="list-style-type: none"> • Making perceptive connections between ideas in text • Formulating an insightful interpretation of text • Integrating relevant textual support into conclusions WRITING: <ul style="list-style-type: none"> • Creating meaningful organization fitting essay's topic, audience and context • Establishing a context using effective sentence constructions and vocabulary 	<ul style="list-style-type: none"> • Improve instructional strategies in ELA across the curriculum (NSDC) (NWP) • Administration continue to monitor literacy strategies taught to all faculty. (NWP) • Create school-wide writing expectations (NSDC) (NWP) Focus on standards based curriculum/assessment. (CSSR) • Continue teacher observations/ supervision with Danielson Model • Achieve NEASC re-accreditation standards related to English curriculum/instruction/assessment • Continue administrative accountability for continuous progress monitoring with walkthroughs. • Continue to implement/improve CLAS through departmental collaboration teams/VCAT • Continue to develop A.P. program to increase student participation. • Continue to research, develop and implement vertical teaming gr. 7-12 for alignment in curriculum and GE/GLE • Continue to provide support for technologies essential for student performance and classroom instruction. • Focus on educating public/community on budget Process and maximize cable TV access. • Continue to implement Breaking Ranks II (NEASC/BRII) (NSDC) • Continue to monitor and evaluate new Educational Support System of Advisory, Enrichment, Collaboration for student continuous progress monitoring. 	75% or state norm of 11 th graders will achieve the standard or above in Word ID/Vocabulary and understanding literary and informational types of text in 2009 NECAP Teachers and students have common expectations for writing 60% or state norm of 11 th graders will achieve the standard or above in reading analysis and interpretation in 2009 NECAP 50% or state norm of 11 th graders will achieve the standard or above in writing in response to text, informational writing and expressive writing in 2009 NECAP BFA will achieve AYP for FY10 BFA will increase participation in A.P. programs by 5% for FY10. (BRII) BFA public relations program – provide monthly PR for community awareness of programs and finance. (NEASC/BRII 16) Students and staff will use more technology in the classroom. Necessary equipment available for staff and student use.	Administration, Teachers	2010	Breaking Ranks II Initiative CSSR NWP
			Guidance Curriculum Director	2010	Ongoing
			Principal	2010	Ongoing
			Technical Staff Administration Teachers	2010	Ongoing

**Bellows Free Academy
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**AIM: Academic Attainment
Focus Area: Mathematics**

Critical Need	Data and Sources						
<p>Based on the analysis of assessment data we must provide:</p> <ul style="list-style-type: none"> • Appropriate instruction and learning opportunities in Numbers and Operations, Geometry and Measurement, Fractions and Algebra, Data, Statistics, and Probability so students' problem solving demonstrates logical reasoning and conceptual understanding of grade level expectations. • Professional development for staff in the above mathematics subtopics, aligning curriculum to grade level expectations. 	<p>NECAP Proficiency</p> <table style="margin-left: auto; margin-right: auto;"> <tr> <td></td> <td style="text-align: center;">FY 08</td> <td style="text-align: center;">FY 09</td> </tr> <tr> <td style="text-align: center;">Math</td> <td style="text-align: center;">21%</td> <td style="text-align: center;">35%</td> </tr> </table> <p>Legend NSDC National Staff Development Council NWP National Writing Project NEASC New England Assoc. of Schools & Colleges CSSR Center for Secondary School Redesign BRII Breaking Ranks II</p>		FY 08	FY 09	Math	21%	35%
	FY 08	FY 09					
Math	21%	35%					

Performance Goal	Action Steps/Strategies	Success Indicators	Person Responsible	Timeline	Professional Development								
<p>NECAP results for our 11th grade students 2008 indicated:</p> <ul style="list-style-type: none"> • 65% did not meet standards for Numbers and Operations, Geometry and Measurement, Functions and Algebra, Data, Statistics, and Probability <p>Based on this data, students would benefit from instruction to increase their performance in Math Problem Solving:</p> <ul style="list-style-type: none"> • solving problems using central tendencies • solving problems using coordinates • determining volume and dimensions from volume <p>Numbers and operations:</p> <ul style="list-style-type: none"> • determining functional values and generalizing rules • using a number line to order and locate real numbers • finding combinations by sample of space or multiplication rule 	<ul style="list-style-type: none"> • Improve instructional strategies for math instruction across the curriculum (NSDC) • Continue to research, develop and implement vertical teaming gr. 7-12 for alignment in curriculum and assessment- grade level clusters • Continue to implement Breaking Ranks II (NEASC/BRII 1,2) (NSDC) • Continue to implement teacher observations/ supervision with Danielson Model • Continue to support and develop A.P. program to increase student participation • Achieve NEASC re-accreditation standards related to math • Continue administrative accountability for continuous progress monitoring with walkthroughs. • Focus on educating public/community on budget process and maximize cable TV access. • Continue to implement/improve CLAS through departmental collaboration teams/VCAT • Continue to provide support for development and implementation of technologies essential for student performance and classroom instruction. • Continue to monitor and evaluate Educational Support System of Advisory, Enrichment, Collaboration for student continuous progress monitoring. 	<p>BFA 11th grade students will achieve the state norm or the following percentages in:</p> <table style="margin-left: auto; margin-right: auto;"> <tr> <td>Numbers & Operations</td> <td style="text-align: right;">30%</td> </tr> <tr> <td>Geometry & Measurement</td> <td style="text-align: right;">40%</td> </tr> <tr> <td>Functions & Algebra</td> <td style="text-align: right;">50%</td> </tr> <tr> <td>Data, Statistics & Probability</td> <td style="text-align: right;">40%</td> </tr> </table> <p>BFA will achieve AYP for FY 10.</p> <p>BFA will increase participation in A.P. programs by 5% for FY 10. . (BRII)</p> <p>BFA public relations program – provide monthly PR for community awareness of programs and finance. (NEASC/BRII 16)</p> <p>Students and staff will use more technology in the classroom.</p> <p>Necessary equipment available for staff and student use.</p>	Numbers & Operations	30%	Geometry & Measurement	40%	Functions & Algebra	50%	Data, Statistics & Probability	40%	Administration, Teachers	2010	Breaking Ranks II Initiative CSSR NWP
			Numbers & Operations	30%									
			Geometry & Measurement	40%									
			Functions & Algebra	50%									
Data, Statistics & Probability	40%												
Guidance Curriculum Director	2010	Ongoing											
Principal	2010	Ongoing											
Technical Staff Administration Teachers	2010	Ongoing											

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**AIM: Academic Attainment
Focus Area: Science**

Critical Need	Data and Sources			Legend	
Based on the September 08 baseline analysis of science assessment data, we must provide appropriate instruction in : <ul style="list-style-type: none"> • Appropriate instruction and learning opportunities in physical science, life science, earth/ space science, and inquiry. • Professional development for staff in physical science, life science, earth space science, and inquiry. 	Science	NECAP Proficiency FY 08 FY 09 17% 27%		NSDC National Staff Development Council NWP National Writing Project NEASC New England Assoc. of Schools & Colleges CSSR Center for Secondary School Redesign	

Performance Goal	Action Steps/Strategies	Success Indicators	Person Responsible	Timeline	Professional Development
NECAP results for our 11 th grade students 2009 indicated: 73% did not meet standards for physical science, life science, earth space science, inquiry Based on this data, students would benefit from instruction to increase their performance in : The knowledge and skills described in the 11 th grade content standards.	<ul style="list-style-type: none"> • Continue to research, develop and implement vertical teaming gr. 7-12 for alignment in curriculum and assessment- grade level clusters • Continue to implement Breaking Ranks II (NEASC/BR II 1,2) (NSDC) • Continue to implement teacher observations/ supervision with Danielson Model • Continue to support and develop A.P. program to increase student participation • Achieve NEASC re-accreditation standards related to science • Continue administrative accountability for continuous progress monitoring with walkthroughs. • Continue to implement/improve CLAS through departmental collaboration teams/VCAT • Focus on educating public/community on budget process and maximize cable TV access • Continue to provide support for development and implementation of technologies essential for student performance and classroom instruction. • Continue to monitor and evaluate Educational Support System of Advisory, Enrichment, Collaboration for student continuous progress monitoring. 	May 2010, NECAP scores will show: 35% or state norm of 11 th grade students will achieve the standard or above in physical science, life science, earth space science, and inquiry BFA will achieve Adequate Yearly Progress (AYP) based on DOE target for adequate yearly progress for FY10. BFA will achieve AYP for FY10.	Administration, Teachers	2010	Breaking Ranks II Initiative CSSR NWP

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AIM: Academic Attainment

Focus Area: LEP Students

Critical Need	Data and Sources		Legend								
Based on the BFA analysis of language proficiency, we must provide: <ul style="list-style-type: none"> • Appropriate instruction and learning opportunities for all students with additional support provided to LEP students by an ELL teacher 	NECAP Proficiency <table style="border: none;"> <tr> <td></td> <td style="text-align: center;">FY 0</td> <td style="text-align: center;">FY 09</td> </tr> <tr> <td>Reading</td> <td style="text-align: center;">68%</td> <td style="text-align: center;">68%</td> </tr> <tr> <td>Writing</td> <td style="text-align: center;">31%</td> <td style="text-align: center;">40%</td> </tr> </table>		FY 0	FY 09	Reading	68%	68%	Writing	31%	40%	NSDC National Staff Development Council NWP National Writing Project NEASC New England Assoc. of Schools & Colleges CSSR Center for Secondary School Redesign
	FY 0	FY 09									
Reading	68%	68%									
Writing	31%	40%									

Performance Goal	Action Steps/Strategies	Success Indicators	Person Responsible	Timeline	Professional Development
All students required to complete language proficiency test will meet or exceed baseline data individually determined by student.	<ul style="list-style-type: none"> • Improve instructional strategies in ELA across the curriculum (NSDC) (NWP) 	All students required to complete language proficiency test will meet or exceed baseline data individually determined by student.	ELL Teacher	2010	

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AIM: Skill Attainment

Focus Area: Reading/Writing

Critical Need	Data and Sources	
Based on the analysis of the percentage of students that obtain grade of D+ or lower in each grade level at BFA, we must provide:: <ul style="list-style-type: none"> • Appropriate instructional strategies to motivate learners • Professional development in coaching reluctant learners 	Guidance reports	Legend NSDC National Staff Development Council NWP National Writing Project NEASC New England Assoc. of Schools & Colleges CSSR Center for Secondary School Redesign

Performance Goal	Action Steps/Strategies	Success Indicators	Person Responsible	Timeline	Professional Development
Student grades will improve and correlate to NECAP scores	<ul style="list-style-type: none"> • At risk ninth grade students will be identified by the end of the month beginning each semester and referred to the Education Support System (ESS) for additional academic support and continuous progress monitoring. (NSDC) (NEASC/BR11 16) • Daily Advisory program to monitor student achievement, personalization. • Students who are at risk or determined to be failing will be assigned to enrichment centers which they will be required to attend until their grade improves to a C- or better • Continue to implement teacher observations/ supervision with Danielson Model • The Administrative Team will continue “Game Day” to insure that administrators are away from their desks and out in the building to conduct “walk thru” informal observations, conduct formal observations and be available to each of the departments they supervise <p>(See Strategies to Improve Reading/Writing and Math)</p>	<p>BFA will reduce the percentage of Ninth Grade students failing one class in their Freshman year by 25% in FY10.</p> <p>BFA will reduce the percentage of Ninth Grade students failing more than one class by 25% in FY10.</p> <p>Teacher curriculum and instructional practices will be Standards-Based and meet Grade Level Expectations 85% of the time.</p> <p>Teachers will include one or more of the Six Literacy Strategies in their daily instruction 85% of the time.</p> <p>The Administrative Team will be out in the building for at least 2 periods on their “Game Day 95% of the time</p> <p>The Administrative Team will be out in the building for 3 periods on their “Game Day” 75% of the time.</p> <p>The Administrative Team will observe their assigned Advisories, Collaborative groups, and Enrichment groups 50% of the assigned meeting dates for each group.</p>	Administration, Teachers	2010	Breaking Ranks II Initiative CSSR NWP

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AIM: Academic Environment

Focus Area: School Climate and Discipline involving Safety Concerns, Substance Abuse and Equity Issues

Critical Need	Data and Sources	
Based on the analysis of School Climate Data we must address: <ul style="list-style-type: none"> Physical fighting, substance abuse, suspensions, harassment, truancy, school attendance 	School Climate Data – Main Office	Legend CSSR Center for Secondary School Redesign UVM University of Vermont

Performance Goal	Data	Success Indicators	Person Responsible	Timeline	Professional Development
Reduce physical fighting by 2% Reduce substance abuse by 5% Reduce suspensions by 10% Reduce harassment by 10% Truancy will be reduced by 10% Increase student participation rate in both co-curricular programs by 10% FY 10 Teacher consistency of attendance reporting will improve to 90% A Climate committee will meet once per month to review, revise, and direct action planning initiatives	<ul style="list-style-type: none"> Data from BFA show physical fighting: <ul style="list-style-type: none"> FY 07 - 14 FY 08 - 12 FY 09 - 14 Substance abuse: <ul style="list-style-type: none"> FY 07 - 7 FY 08 - 9 FY 09 - 5 Suspensions <ul style="list-style-type: none"> FY 07 - 520 FY 08 - 537 FY 09 - 515 Harassment <ul style="list-style-type: none"> FY 07 - 58 FY 08 - 59 FY 09 - Truancy <ul style="list-style-type: none"> FY 07 - 31 FY 08 - 25 FY 09 - Average Daily Attendance <ul style="list-style-type: none"> FY 07 - 95% FY 08 - 95% FY 09 - Teacher attendance reporting <ul style="list-style-type: none"> FY 07 - 86% FY 08 - 88% FY 09 - *Co-curricular/extra curricular baseline data will be collected and analyzed FY10 (NEASC/BRII) (NSDC) 	<ul style="list-style-type: none"> Achieve NEASC re-accreditation standards related to school climate. Provide support for school Resource Officer Research and assess “World of Difference” program Continue to implement BRII teacher learning community/collaboration. The school community will explore a system of supports for students at risk for behavior issues that interfere with academic and social/emotional success. Administrative Team sets up committee of school stakeholders to develop a comprehensive substance use prevention program action plan based on research and best practice. Increase effectiveness of Student Advisory program. (BRII) Continue to provide programs to increase student participation in ex-curricular activities. Consistent disciplinary policies Climate committee will survey faculty/staff/students to identify concerns Admin will meet with depts. in an ongoing basis to work as a community Green & Gold Campaign 	Administration, Teachers	2010	Breaking Ranks II Initiative CSSR UVM Advisory Course

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AIM: Pilot Portfolio Creation (Personal Learning Plan)

Focus Area: School Climate: Student Academic/Personal Goal Setting and Reflection

Critical Need	Data and Sources
Based on the analysis of School Climate and Academic Data we must address: <ul style="list-style-type: none"> • College / Career readiness 	VSAC report Guidance Ds and Fs report Drop Out rate Student homework completion reported by teachers School Climate Data

Performance Goal	Action Steps/Strategies	Success Indicators	Person Responsible	Timeline	Professional Development
Students take responsibility for their own learning.	12 th grade advisors are trained in student personal learning plans to implement with incoming 9 th grade students the following year. Each year 12 th grade advisors are trained until all students create and monitor a personal learning plan	Students record, monitor, and assess their academic, co-curricular, personal and professional achievements and goals Students are college and career ready based on post- secondary data.	Administration, Teachers	2010-2014	Breaking Ranks II Initiative CSSR