

BHM ccr 135 v2

	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Systems	Develop a multi-year college readiness plan (MYCRP)	Complete and begin using the BHM Vision Card data to determine future goals	Explore the development of a districtwide CCI tool		
	AVID site implementation- Tatanka, Parkside, Discovery	AVID site implementation at Hanover	AVID site implementation at Northwinds	All sites have full AVID implementation and continue to evolve/improve/grow practices.	
	Review grading practices	Explore alternative grading practices	Determine alternative grading practices	Implement alternative grading practices	
	Continue to develop student support services within each of our schools (MTSS, mental health, transitions)	Improve K-12 MTSS student support services (academic, behavior and mental health, SEL)	Monitor K-12 MTSS student support services (academic, behavior and mental health, SEL)	Continue to monitor K-12 MTSS student support services (academic, behavior, mental health, SEL)	
	Define rigor and high expectations	Share definition of high expectations and rigor K-12 with all staff and how it impacts learning in BHM	Monitor how high expectations and rigor K-12 impact student learning in BHM	Continue to monitor how high expectations and rigor K-12 impact student learning in BHM	
		BCMS/BHS Evaluate Performance, Enrollment, and/or Staffing Data	BCMS/BHS determine next steps after analyzing performance, enrollment, and/or staffing data	BCMS/BHS monitor performance, enrollment, and/or staffing data	

	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Leadership	Administratively lay out plan for college and career readiness (ccr) for all students				
	Principals will ensure fidelity of ccr (AVID) implementation	Principals will ensure fidelity of ccr (AVID) implementation	Principals will ensure fidelity of ccr (AVID) implementation	Principals will ensure fidelity of ccr (AVID) implementation	Principals will ensure fidelity of ccr (AVID) implementation
		Communicate School Mission and Vision to Stakeholders			
		AVID expenses are included in the School/District Budget			
			Address Barriers to Access and Equity (create non-negotiables)	Address Barriers to Access and Equity (revisit/monitor)	Address Barriers to Access and Equity (revisit/monitor)

	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Culture	Recognize and identify biases, language, high expectations	Adults recognize and identify their biases; use language accepting of ALL students; and hold high expectations for themselves, their colleagues, and ALL students CRT Training for all district faculty Explore the opportunities for CRT Training for other staff groups	Continue CRT training for all district faculty Incorporate CRT training in new teachers' workshop District Instructional Framework and CRT training are embedded into Teacher Induction Program Provide CRT training for other staff groups		
	Find ways to incorporate words "ALL students" whenever communicating out	"ALL students"	"ALL students"	"ALL students"	"ALL students"
	District-wide communication and promotion of CCR	District-wide promotion of CCR	Promotion of all postsecondary opportunities		

	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Instruction	Provide quality focused PD where best practices are modeled				
	Implementation and/or exposure to AVID strategies across all schools	Implementation of and/or exposure to AVID strategies across all schools	Implementation of AVID strategies across schools	Routine implementation of AVID strategies across all schools	Observe students routinely demonstrating use of AVID strategies in the classroom
		Develop a district instructional framework which supports rigorous instructional practices that includes the use of WICOR teaching methodologies	All teaching staff are trained on and using an instructional framework (district or site-created), which supports rigorous instructional practices that includes the use of WICOR teaching methodologies		Within our continuous improvement process, analyze our instructional framework and make any adjustments, if applicable
		Review Teacher Evaluation district-wide	Alignment of district-wide evaluation documents	Make connections between Danielson evaluation model and AVID implementation and instructional framework; ensure alignment of instructional framework to teacher walkthrough evaluation process	
		Begin revisions of district core curriculum maps to articulate expectations	Continue to transition all courses to updated curriculum maps	Revisit and edit course curriculum maps	Revisit and edit course curriculum maps

2019-2020	Focus	Evidence	Action Steps	Resources/Timeline
Systems	BHM Vision Card <i>*includes metrics and trend data to determine if the district is meeting the goals of the BHM Strategic Plan</i>	Vision Card Analyzed	Pam input current data on each metric	September/October Carol Reis, Rob Nosbush and others
			Principals review draft vision card, determine levels	November
			Board reviews and analyzes vision card	January/February
			Principals analyze and begin using vision card	March
	AVID Site Implementation @ Hanover	Completion of Fall CCI and Spring CCI and site data	Complete Fall CCI and Spring CCI	Site data due by February 14th and CCI due by May 22nd Nancy, Site Principal, Site Teams
			Progress toward site goal(s)	Monthly monitoring of goal progress By June Site Principal and Site Teams Site team Months at a Glance
	Explore alternative grading practices	Plan for change is developed as a result of exploration	Gather evidence on current practice at secondary level	After 1st quarter
			Identify inequitable practices	By January K-12 Principals Team
			Develop next steps	By March K-12 Principals Team

	Improve K-12 MTSS student support services (academic, behavior and mental health, SEL)	Higher level of consistent practice at K-5	Audit consistency of MTSS practices at K-5	October Jenina
		Implementation of 6-12 MTSS services for 2019-2020	Determine how to evaluate effectiveness of current intervention practices at BCMS/BHS	Quarterly Data 6-12 Admin
			Share status of practices K-12	Update after 1st semester K-12 Principals Team
			Determine needs and next steps	February K-12 Principals Team
	Share definition of high expectations and rigor K-12 with all staff and how it impacts learning in BHM	Definition is shared with all BHM staff and conversations begin around its impact at each building and classrooms	Building Level Principals share with staff and begin conversations around its impact in each building and individual classrooms	January Check-In and End of Year Reflection K-12 Principals Team
	BCMS/BHS Evaluate Performance, Enrollment, and/or Staffing Data (CCI #36)	A system to analyze, communicate, and make decisions using data is developed	Explore quality indicators and/or data tools that will be used.	Early Warning Signs/AVID January Check-In 6-12 Principals End of Year Reflection 6-12 Principals
			Determine the individuals/teams that will populate the data, analyze it, and make decisions on next steps.	
			Audit the data	

2019-2020	Focus	Evidence	Action Steps	Resources/Timeline
Leadership	Principals will ensure fidelity of ccr (AVID) implementation	All sites meet certification standards on K-5 CCI and 6-12 CCI	All site teams will review and complete the CCI tool twice during the 2019-2020 school year and continually monitor progress towards certification.	K-12 Site Teams /June 2020
	Communicate School Mission and Vision to Stakeholders	Each school will review/create/edit their Mission Statement during the 19-20 school year. Post on School Website	Have a process that involves staff members in the review/creation/editing of Mission Statement. Finalize Mission Statement Post mission statement on website.	K-12 Site Teams /June 2020
	AVID is Included in School / District Budgets	A determined account code and \$ amount designated for AVID expenses Annual Membership Fee Professional Development Opportunities Other Associated Costs	K-12 Principals meet with Pam, Nancy, Scott, and Gary to determine budget needed annually and how we allocate these funds. <i>We propose that all site fees are pulled off the top of our building allocations (whatever \$\$ amount is determined)</i>	K-12 Principals, Pam, Scott, Nancy, Gary June 2020

2019-2020	Focus	Evidence	Action Steps	Resources/Timeline
Culture	Adults recognize and identify their biases; use language accepting of ALL students; and hold high expectations for themselves, their colleagues, and ALL students	Adults self-report a higher level of self-awareness of biases, of language used, and expectations for others	Teaching staff will engage in Culturally Relevant Teacher professional development (common experience) this fall.	K-12 Principals Team, TOSA's
			Model educational equity; reinforce and monitor incidents of educational inequity	K-12 Principals Team
	District-wide promotion of CCR	<i>Insider</i> article	Schedule an article with Laura and write	After November Pam and Nancy
	Develop shared district instructional framework which supports rigorous instructional practices and includes the use of WICOR teaching methodologies	District Instructional framework document	Monthly ccr135 meetings	ccr monthly meeting teams AVID Coaching Certification Instrument (CCI)

2019-2020	Focus	Evidence	Action Steps	Resources/Timeline
Instruction	Implementation of and/or exposure to AVID strategies across all schools	Admin, Director of T&L, and District AVID Director walk-throughs	Provide quality focused PD where best practices are modeled	Throughout the 19-20 year PD Coaches District AVID Director AVID Modules
			Explore use of AVID modules to support PD	
			Communicate clear expectations of strategy use to staff	
	Develop a district instructional framework	Creation of final document	Agree upon seven non-negotiable instructional practices	October 2019
			Revise to final document	March 2020
			Agree up timeline and method by which to share with district staff/ in buildings	June 2020
	Review Teacher Evaluation district-wide	Principals Agenda & Creation of final documents Tight vs. Loose Agreements	Review and Share Evaluation Tools and Documents, Revise as needed	June 2020 Pre/post question documents from each building Danielson domain document

	Updated Curriculum Maps will be used to articulate core curriculum	Selected core curriculum maps are completed	<p>PD to select CIP groups on using curriculum maps</p> <p>Curriculum mapping nights and timesheeting of hours are offered to select CIP groups</p> <p>Time will be dedicated in select CIP meetings to create and complete curriculum maps</p>	Pam, Stacy, and Jenina Select CIP groups
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