

William S. Hutchings College & Career Academy

STRATEGIC SCHOOL IMPROVEMENT PLAN

Strategic Goal 1: Student Achievement
Objective 1: Increase Content Mastery
Initiative: To increase content mastery in grades 9-12 by collaboratively planning for and providing high quality instruction that is aligned with the Georgia High School Pathway Performance Standards.
Action Steps: <ul style="list-style-type: none">a) Deconstruct Standards as a collaborative team to gain thorough understanding.b) Incorporate the 3 Cs (Cornell Notes, Closed Reading Skills & Constructed Responses) across all content areas.c) Conduct collaborative data analysis and planning using the district's collaborative planning protocol.d) Create bellringers and student tasks using the NOCTI (National Occupational Competency Test Institute) resources to prepare students for the End of Pathway Assessment.e) Implement FIP (Formative Instructional Practices) modules with fidelity.f) Embed Georgia core academic standards into all CTAE Pathways.
Objective 2: Post-School Readiness
Initiative: Increase Move On When Ready (Dual Enrollment and ACCEL) enrollment and completion for all high school students in the district
Action Steps: <ul style="list-style-type: none">a) Increase the number of MOWR offerings by 300% in 2016.b) Provide PLC students Microsoft Office Application certificationc) Each pathway will create a SMART Goal with action steps to increase the number of students completing career pathways and passing the EOPA.d) Provide all students with Georgia Business Ethics Student Training (Georgia Best) by conducting monthly seminars presented by local business/industry professionals.
Objective 3: Predictors of High School Readiness
Initiative: Increase student performance on the End of Pathway Assessment in 2016 for all CTAE Courses (Automotive 10%, Aviation 25%, Teaching 5%, Healthcare 10%, Graphics 25% and Cosmetology 10%).
Action Steps: <ul style="list-style-type: none">a) Differentiate classroom instruction utilizing student performance data to support individual learning styles and academic needs.b) Collaboratively plan and deliver lessons with professors from Central Georgia Technical College.c) Provide CTAE and core subject teachers with time to plan collaboratively each day with a focus on deconstructing the standards and embedding CTAE and core subject standards into the curriculum at least (2) days a week and analyzing data (1) day a week.d) Use NOCTI practice assessments to monitor student EOPA targets every nine weeks.e) All students will complete a GA BEST portfolio and demonstrate mastery for career readiness by completing GA BEST online tasks.
Initiative: Create a culture and climate that promotes high school readiness.
Action Steps:

- a) Each teacher will adopt and mentor at least two seniors using EachOneTeachTwo student support model.
- b) WSHCCA will implement a Dress for Success Day where students will dress professional and compliant to industry standards.
- c) All seniors will have the opportunity to participate in the 100 Blackmen CareerFest Day to increase student awareness of various types of college & careers.
- d) Provide personalized learning that extends beyond the traditional classroom by offering Move On When Ready opportunities, career mentors for teachers and students, and youth apprenticeships.

Strategic Goal 2: Student & Stakeholder Engagement

Objective 1: Partner with Students

Initiative: Increase the number of opportunities for students to work and learn with industry professionals and stakeholders.

Action Steps:

- a) Incorporate question and answer sessions for students during GA BEST seminars
- b) Create at least six high school counselor work sessions for each student PLC and full-time student.
- c) Develop and appoint student ambassadors for each career pathway.
- d) The faculty & staff will conduct a PBIS student rollout.
- e) Each teacher will adopt and mentor at least two seniors using EachOneTeachTwo student support model.
- f) Implement the Response to Intervention (RTI) Model for all students
- g) WSHCAA and all of its stakeholders will conduct an End the Year Performance Night to culminate the successful completion each pathway and program.

Objective 2: Partner with Parents

Initiative: Include parents in the decision-making process.

Action Steps:

- a) Include parents in the development and conduction of the CTAE Advisory Committee Meetings.
- b) Parent conferences will be available during Open House and every Tuesday to assist with identifying strengths, weaknesses, talents and likes/dislikes of students
- c) Elect parents to serve on the Superintendent's Council Advisory Council Board and participate in scheduled meetings.
- d) Gather input from parents by administering school safety and climate surveys.
- e) WSHCAA and all of its stakeholders will conduct an End the Year Performance Night to culminate the successful completion each pathway and program.

Objective 3: Partner with the Community

Initiative: WSHCAA will partner with local industry professionals, colleges & universities, and business sector to prepare students to graduate from high school ready for college and workforce.

Action Steps:

- a) Include community partners in the development and implementation of the school-wide Charter Annual Report by being a part of the CTAE Advisory Committee Meetings.
- b) Elect community partners to serve on the school Governance Board and participate in scheduled meetings.
- c) Collaborate with Communities in Schools to provide support for the Performance Learning

Center.

d) Collaborate with Central Georgia Technical College, Mercer University, Boys & Girls Club of America, Geico, Ricoh, Macon Chamber of Commerce, Navicent Health, Helms College, AGCGA, Matchup Promotions, Macon Economic Development, and other local businesses to provide apprenticeships, mentors, field experiences, work-based learning, and job shadowing for WSHCCA students.

Strategic Goal 3: Teacher & Leader Effectiveness

Objective 1: Be A PLC

Initiative: Provide teachers with collaborative planning time.

Action Steps:

- a)** Plan lessons using the Collaborative Planning Template and Organizer on Thursdays and Fridays.
- b)** Score and analyze common assessments and create flexible groups for data analysis Fridays.
- c)** Meet with parents of struggling students to discuss more intensive interventions to develop an RTI on Tuesdays.
- d)** Participate in professional learning sessions to discuss best practices and strategies on Wednesdays.
- e)** Release time will be provided to plan standards-based lessons, receive follow-up training on the use of Thinking Maps, and observation of best practices.
- f)** Provide TSS support for new teachers and TAPP teachers.

Objective 2: Know Technology

Initiative: Use innovative instructional practices that incorporate technology and available online resources to provide highly engaging instruction for students.

Action Steps:

- a)** Utilize existing technology and online resources, such as OAS, School City, Edgenuity and NOCTI facilitate instruction and engage students.
- b)** Integrate the use of technology, such as iPads, laptops, computers, etc., across the curriculum to enhance existing curricula, promote advanced thinking skills, and encourage development of 21st century skills.
- c)** Research and provide ongoing professional learning to assist teachers with becoming proficient in using technology effectively in the classroom.
- d)** Provide opportunities for students use the current industry technology in all pathways.

Objective 3: Do Standards-based Classrooms

Initiative: To develop clear and high expectations that will promote students' success by implementing a standards-based classroom.

Action Steps:

- a)** Each pathway and core subject will have common planning time to deconstruct and embedded standards.
- b)** Essential Questions and Learning Targets will be aligned to the standards, posted, and communicated to the students.
- c)** Word Walls will be posted and utilized as an instructional aide.
- d)** Instructional Framework (Opening, Work Period, and Closing) will be incorporated in lessons.
- e)** Incorporate the 3 Cs (Cornell Notes, Closed Reading Skills & Constructed Responses) across all content areas.

Strategic Goal 4: Reliable Organization

Objective 1: Manage Processes and Projects

Initiative: Target Teams will assist with collecting data and monitoring processes and projects within the school.

Action Steps:

- a) The Leadership Team will use data to identify the strengths and weaknesses in each pathway, core subject, PLC, and complete a root cause analysis, and brainstorm strategies to improve instruction.
- b) The Attendance Team will focus on groups of students who have reached three or more absences and come up with strategies to decrease absences.
- c) The Admin. Team will research and implement ways to improve the overall culture and climate of the school.
- d) The PBIS team will find ways to decrease the out of school suspensions by coordinating different incentives throughout the year.
- e) The RTI team will monitor the number of students on Tier 2 or higher and ensure those students are receiving appropriate interventions, as well as track their progress.

Objective 2: Manage Finances & Personnel

Initiative: Ensure effective management of financial processes.

Action Steps:

- a) The school budget will be shared with the all Governance Team, and the Governance Team will provide suggestions for allocating the funds based on the identified needs of the school.
- b) Stakeholder input will be solicited for suggesting for allocating the parental involvement funds.
- c) All monies will be collected by the school's secretary and deposited into the appropriate accounts.
- d) All requisitions or financial requests must be pre-approved by the Director and CEO.

Initiative: Ensure effective management of personnel processes.

Action Steps:

- a) School-based leaders will serve on the school's Leadership Team in an effort to assist with managing different aspects of the school to help it to run smoothly.
- b) The principal/director will be accessible to meet with any stakeholders (students, parents, staff members, etc) if a concern/problem arises that cannot be resolved at a lower-level.
- c) All staff members are expected to abide by the Code of Ethics, as well as the school and district-wide policies and procedures. Any violations of such will be reported and handled accordingly.

Objective 3: Manage Perceptions

Initiative: Cultivate a positive school culture and climate.

- a) Encourage cultural diversity by conducting group outings at various ethnic venues.
- b) Conduct CTSO club meeting and participate in region competitions.
- c) Celebrate students' academic success, attendance, and behavior by coordinating PBIS Celebrations and Awards Program every semester.
- d) Present quarterly reports to the Governance Team, BCSD and TCSG.

Objective 4: Maintain a Safe Learning Environment

Initiative: Ensure a safe and enriching school environment.

Action Steps:

- a) The PBIS Team will conduct a needs assessment for school safety each semester.
- b) The principal/director will review policies and procedures with staff annually.

c) The teachers will review school-wide expectations, PBIS matrix, classroom rules and procedures with the students regularly as a part of the classroom instruction.

Strategic Goal 5: Learning and Growth

Objective 1: Recruit and Retain the Right People

Initiative: Provide support to new teachers.

Action Steps:

- a) Assign each new teacher a Teacher Support Specialist (TSS) mentor during their first two years of teaching.
- b) Conduct monthly Mentors & Mentees (M&M) Meetings for new teachers to discuss various topics that range from engaging teaching strategies and behavior management strategies to effective practices to help manage stress.
- c) Provide the opportunities for new teachers to conduct observations outside the school.

Initiative: Provide incentives and recognitions for veteran teachers.

Action Steps:

- a) Coordinate breakfast and lunch faculty celebrations at the beginning of the year, Christmas, and the end-of-the-year to build and strengthen relationships.
- b) Coordinate peer observations and hands-on coaching sessions.
- c) Identify teacher leaders to serve on the Leadership Team.
- d) Recognize teachers and classified staff who have shown outstanding performance on a monthly basis.
- e) Recognize teachers at the end of each month who have displayed “Exemplary” performance.

Objective 2: Learn BCSD Values & Culture

Initiative: Build a capacity and culture to accelerate learning for students, develop partnerships, and empower parents.

Action Steps:

- a) Partner with parents, community members, local businesses and community agencies to strategically align resources to enhance student learning and establish collaborative support of the district’s mission and vision.
- b) Identify and deliver customized parent trainings that establishes parents as key partners in ensuring all students build strength of character and are college ready.
- c) Review the district’s strategic plan with all stakeholder adjust practices to ensure the success of all students.

Objective 3: Grow from Evaluations

Initiative: Promote a culture of continuous self-reflection and self-growth.

Action Steps:

- a) Staff members will conduct a Self-Assessment on all areas that they will be evaluated upon.
- b) Staff members and administrators will discuss the results of the Self-Assessment during the Pre-Conference and establish goals for improvement.
- c) Professional Learning sessions will be provided at the school and/or during off-site trainings and conferences.
- d) Staff members will be provided with feedback from the administrators with recommendations for continuous improvement.