

Biology PDSA
A Continuous Improvement Strategic Plan

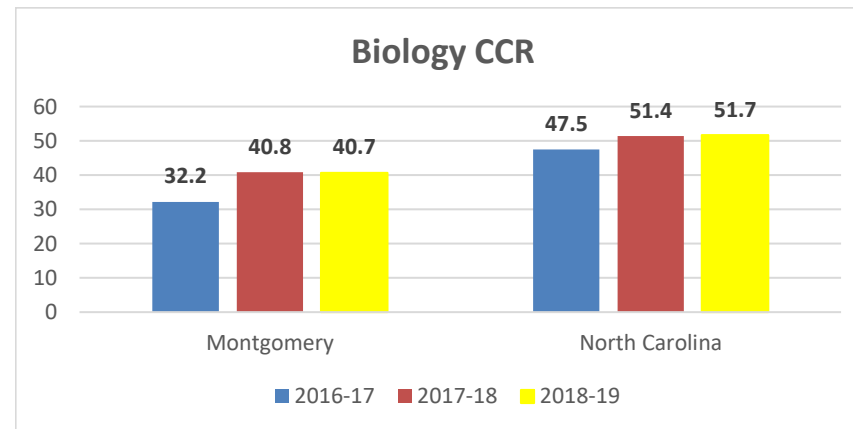
Department Name: Learning Division	School Year: 2019-2020	Semester 1
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Plan	Overall SMART Goal: Between 2019-20 and 2021-22, MCS Biology scores will increase ___15 percentage points_. 40.7 to 55.7
	The district will improve Biology performance of ALL students to meet or exceed the State average in Biology.
	Target SMART Goal/Measure: Increased Biology learning opportunities for administrators, staff, students, and parents to increase 5 percentage points each year.
Study	Insert (or attach) data to support the selection of the above stated the overall SMART Goal and Target SMART Goal
	Data from the last 3 years indicate that:
Sources	Internal READY Reports, Goal Summaries, District Assessments, EVAAS Growth, etc.

Standard (CCR - Level 4 & 5)	YEAR	All Students	Female	Male	America n Indian	Asian	Black	Hispanic	Two or More Races	White	EDS	LEP	SWD	AIG
Montgomery County Schools	2016-17	32.2	35.9	29.0	*	*	15.1	33.3	*	39.5	29.6	12.9	12.8	85.7
Montgomery County Schools	2017-18	40.8	43.4	38.6	*	*	24.6	37.4	10	51.5	34.3	33.3	10	86.4
Montgomery County Schools	2018-19	40.7	41.3	40.1	*	*	21.1	42.7	*	47	36.2	23.5	16.2	85

CCR (4&5)		
Year	District	State
2016-17	32.2	47.5
2017-18	40.8	51.4
2018-19	40.7	51.7
2019-20	45.7	
2020-21	50.7	
2021-22	55.7	

Growth	
Year	District
2016-17	-.03
2017-18	-.73
2018-19	-.02
2019-20	
2020-21	
2021-22	



		Semester 1	Semester 2	Summer
Study	Data analysis: (SWOT) analysis	What does the data tell us? • A concerted focus on proficiency is needed • Achievement gap between subgroups is evident • Differences among all high schools (17-34% points) • Need all teachers on board	What does the data tell us?	What does the data tell us?
Study		Not tell us? Quality Instruction Culture of the Schools	Not tell us?	Not tell us?
Study		Celebration(s)? • Three year proficiency trend is positive • AIG & Female subgroups are performing above the district • Hispanic subgroup shows a positive trend	Celebration(s)?	Celebration(s)?

		Semester 1	Semester 2	Summer
Study		OFls? Goal 3: Evolution and Genetics Students with disabilities and Black subgroups are our greatest opportunities. Goal 4: Molecular Biology	OFls?	4. OFIs?
Plan	Identify Key Strategy	1. Next step? Invite all Biology teachers to join the Taskforce Invite Dirk Gurley-Principal IF- Kelly Hensley October 14th –Individual Team Mtgs 11-Noon (WMHS); 130-230 (EMHS); and 3-4 (MCEC)	Next step?	5. Next step? (revise to address Identified OFIs)

		November 7 th - BIO Taskforce		
Do	Create the deployment plan	Use the deployment plan template below	Use the deployment plan template below	
Study	Evaluation: 1. What data will you use to determine if the strategy was deployed? 2. What data will you use to determine if the strategy was deployed with fidelity? 3. What data will you use to determine if the strategy impacted the overall goal or target goal?	Meetings agendas and minutes Lesson plans and assessment results State Biology scores		Summer

Semester 1 Deployment Plan	Person(s) Responsible	Measure(s)	Action Step Completion Date
Review data and finalize Biology PDSA Goals	Tracy Grit Wade Auman Teri Absher Jessalyn Spell Chuck Dulin Takeda LeGrand	Goals and objectives based on data.	October 1, 2019
Identify Biology PDSA Taskforce Members	Tracy Grit Wade Auman Teri Absher Jessalyn Spell Chuck Dulin Takeda LeGrand Sarah Talbert Kelly Hensley Cindy Martin Chuck Dulin AJ Whitesell Dirk Gurley Alicia LeGrand Jaylen Cole	Goal 3: Evolution and Genetics-Terri Absher, Cindy Martin, Jaylan Cole, and AJ Whitesell Goal 4: Molecular Biology-Wade Auman, Sarah Talbert, Kelly Hensley PDSA Data and processes- Takeda LeGrand and Tracy Grit Special Populations -Chuck Dulin and Jessalyn Spell	October 15, 2019 November 11, 2019
Participate in or Request Biology lead professional development opportunities.	Tracy Grit Wade Auman Teri Absher Takeda LeGrand	• Biology PD • Taskforce meeting	November 7, 2019
Informally monitor deployment plan.	Takeda LeGrand Wade Auman Teri Absher	• Notes from Biology PDSA Update (standing agenda item on monthly principal and IF meetings) shared at meeting.	Monthly – 19-20
Formally monitor deployment plan.	Takeda LeGrand Traci Grit	• Notes from Quarterly meetings with Biology PDSA taskforce members and share with Cabinet notes. • See meeting agendas for Nov 7, 2019; Nov 20, 2019;	Q1-Nov 7 th Q1 B- Nov 20 th Q2-Feb 5 th Q3-April 2 nd Q4-July XX

Implementation of Biology interventions and enrichments throughout the school-day.		• Word Walls/Vocabulary • Classroom Walk-Throughs	Daily
Incorporate Biology PDSA work into the SIP		• Alignment of BIO work with SIPs	December 2019
Continue to brainstorm ways to incorporate BIO work into future schedules.		• 2019-2020 Master Schedules • HS Registration Guide (Course Sequencing) • BIO learning modules to incorporate into Physical Science, Chemistry, and other core areas. • Review Course Sequencing	Spring/Summer 2020
Student Strategy		• Brainstorm ways to motivate students to do their best.	Monthly
Relevance Strategy		• AVID Career Connections	Monthly
Instructional Strategy		• Integrate Biology Resources from the NCDPI	Monthly