

BLHS Continuous Improvement Framework

Climate & Culture

Work Enjoyment,
MustangPRIDE,
Resources, Time,
Admin. Support.



Student Support

Social/Emotional, Tier
System of Support, MLL
Support, Safety, Student
Resources



Equity

Student Achievement

Reading, Math, Science,
Curriculum, Teaching
with Fidelity, Family
Communication.



Workforce

Recognition,
Retainment,
Recruitment,
Professional
Development



“Equity is not a movement; it is a mindset when making decisions that affect our students.”

Continuous Improvement Steps

1. Plan

- **Identify Needs:** Assess the specific needs of students and staff to ensure equitable support.
- **Set Goals:** Establish clear, measurable objectives to improve student achievement and foster a positive climate and culture.
- **Develop Strategies:** Create actionable plans that involve all stakeholders, including students, educators, and community members.

2. Do

- **Implement Strategies:** Execute the developed plans, ensuring that all actions are aligned with the goal of equity.
- **Engage Stakeholders:** Involve students, staff, and families in the implementation process to foster a sense of ownership and collaboration.
- **Provide Support:** Offer necessary resources and training to ensure effective execution of strategies.

3. Study

- **Collect Data:** Gather quantitative and qualitative data to evaluate the effectiveness of implemented strategies.
- **Analyze Outcomes:** Review the data to understand the impact on student support, workforce development, student achievement, and overall climate and culture.
- **Reflect on Practices:** Engage in discussions with stakeholders to gather feedback and insights on the processes and outcomes.

4. Act

- **Make Adjustments:** Based on the analysis, refine and modify strategies to better meet the needs of students and staff.
- **Share Results:** Communicate findings and improvements with all stakeholders to maintain transparency and encourage collective growth.
- **Sustain Improvement:** Establish a culture of continuous improvement where equity remains at the forefront of all educational practices.

Last Updated: 1/27/25

BLHS Continuous Improvement Plan

Your School's Core Values/Beliefs:

We believe that...

- **Integrity:** Align actions and words with values and beliefs while respecting and accepting differences
- **Innovation:** Finding new ways to excel in our communities, classrooms, and profession
- **Collaboration:** Working together to achieve common goals with sustainability
- **Community:** With great pride, it's about all of us, all the time
- **Excellence:** Inspired daily with continual growth, to become the very best we can
- **Partnership:** Together, students, families, communities, and staff, achieve more than individually and we regularly celebrate accomplishments

Your School's Vision:

*Stands apart as the leading educational choice in the area *Supports our committed students, families, staff, and our actively involved communities who value and respect each other and encourage growth with high expectations *Are effective and efficient with the district resources of time, talent, finances, and facilities

Your School's Mission:

Prepare all students for life after BLHS with highly qualified staff providing innovative learning opportunities in a safe and nurturing environment in collaboration with our families and communities.

School Data Analysis:

Strengths	Challenges
<ul style="list-style-type: none">● Student learning is important● Safe & Welcoming environment● Students feel cared for● Students feel supported and know how to get help● Supportive Administration● Staff understand their responsibilities● School Pride	<ul style="list-style-type: none">● Employee Recognition & Feedback● Professional Communication● Administrative Communication● School Bus Safety● Respectful Behavior● MTSS (Multi-tiered System of Support)● MLL Support● Family Communication

- **Setting Learning Goals & Tracking Progress**
- **Individualized Learning**
- **Real-Time Feedback on School Work**

**School Improvement Plan
Fall 2024- Fall 2026**

Division Expectations for goals:

All schools will analyze and use current data from a variety of key areas to support goal rationale for the upcoming school year. Schools must have a minimum of 3 goals based on BLHS’s Continuous Improvement Model.

- Goal #1 must specifically address the Climate & Culture of the building
- Goal #2 must address Student Support
- Goal #3 must address Student achievement
- Goal #4 must address BLHS’ Workforce

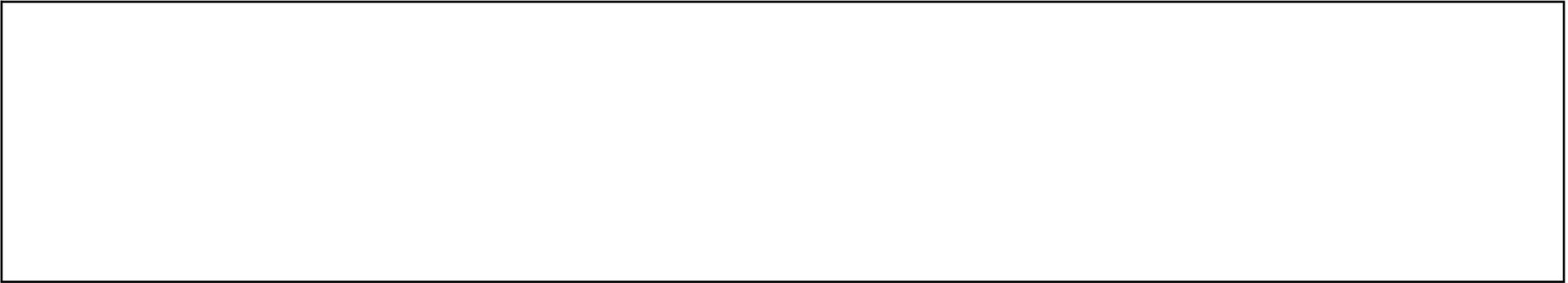
Climate & Culture:

Goal Areas: <ol style="list-style-type: none"> 1. BLHS will work to improve Employee Recognition by going from a score of 3.8 to 4.0. 2. BLHS will work to improve Professional two-way communication by going from a score of 3.8 to 4.0. 3. BLHS will work to improve Administrative Communication by going from a score of 3.8 to 4.0. 				
Goal:	Key Strategies	Person(s) Responsible	Resources (Prof. Learning Needs/ Materials)	Timeline
BLHS will work to improve Employee Recognition by going from a score of 3.8 to 4.0.	<ul style="list-style-type: none"> ● Staff Shout outs ● Professional Job Recognition days/weeks ● NHS Staff Member of the Month ● Years of service recognition ● Monthly staff highlights 	All Staff Office Staff NHS Superintendent Office Staff		Ongoing Ongoing Monthly End of SY Monthly (Start Sept.

		Marketing Class		2025)
BLHS will work to improve Professional two-way communication by going from a score of 3.8 to 4.0.	<ul style="list-style-type: none"> ● Personality Colors Training ● Work Love Languages Training 	Social Workers Administration		Spring 2025 Fall 2025
BLHS will work to improve Administrative Communication by going from a score of 3.8 to 4.0.	<ul style="list-style-type: none"> ● Sharing DLT Notes ● Weekly Newsletters ● Speak to people directly when appropriate 	Administration Administration Administration		Monthly Weekly Ongoing

**Midyear Progress Summary Toward Goal
(including assessments/data indicators)**

**End of Year Summary of Goal
(including assessments/data indicators)**



Student Support:

Goal Areas:

- 1. BLHS will work to improve School Bus Safety by going from a score of 3.8 to 4.0.**
- 2. BLHS will work to improve Respectful Behavior (Student to Student) by going from a score of 2.9 to 3.5.**
- 3. BLHS will work to improve Respectful Behavior (Student to Staff) by going from a score of 3.1 to 3.8.**
- 4. BLHS will work to create a Multi-Tiered System of Supports (MTSS) at each site level.**
- 5. BLHS will work to increase proficiency in core content areas for Multi-Lingual Learners.**

Goal:	Key Strategies	Person(s) Responsible	Resources (Prof. Learning Needs/ Materials)	Timeline
BLHS will work to improve School Bus Safety by going from a score of 3.8 to 4.0.	<ul style="list-style-type: none">● Ensuring Students sit where assigned● Get Cameras on all busses● Work with bus company on training drivers to handle disciplinary incidents	Bus Supervisors Administration Administration		Ongoing 2026/27 SY Spring 2025
BLHS will work to improve Respectful Behavior (Student to Student) by going from a score of 2.9 to 3.5.	<ul style="list-style-type: none">● PBIS Challenges● PBIS framework for consistency in rooms● Mustang Time● Targeted Lessons	PBIS Committee Teachers Elementary Team Culture/Climate		Monthly Ongoing Monthly Monthly

		Committee/PBIS		
BLHS will work to improve Respectful Behavior (Student to Staff) by going from a score of 3.1 to 3.8.	<ul style="list-style-type: none"> ● PBIS Challenges ● PBIS framework for consistency in rooms ● Mustang Time ● Targeted Lessons 	PBIS Committee Teachers Elementary Team Culture/Climate Committee/PBIS		Monthly Ongoing Monthly Monthly
BLHS will work to create a Multi-Tiered System of Supports (MTSS) at each site level.	<ul style="list-style-type: none"> ● Menu or Supports (Math, Reading, SEL) ● Building a schedule to support all three tiers ● Hire MTSS Coordinator 	Support Teams Scheduling Committees Administration		2026/27 SY Fall 2025
BLHS will work to increase proficiency in core content areas for Multi-Lingual Learners.	<ul style="list-style-type: none"> ● MLL Trainings ● Distribute “I Can” Statements ● MLL Individualized Learning Plan for each student 	All Staff MLL Teacher All Teachers		Ongoing Start of SY May 2025

**Midyear Progress Summary Toward Goal
(including assessments/data indicators)**

**End of Year Summary of Goal
(including assessments/data indicators)**



Student Achievement:

Goal Areas:

- 1. BLHS will work to improve School Communication Home by going from a score of 3.7 to 4.0.**
- 2. BLHS will work to improve Setting Learning Goals & Tracking Progress by going from a score of 3.3 to 3.8.**
- 3. BLHS will work to improve individualized learning by going from a score of 3.1 to 3.7.**
- 4. BLHS will work to improve real-time feedback by going from a score of 3.8 to 4.0.**

Goal:	Key Strategies	Person(s) Responsible	Resources (Prof. Learning Needs/ Materials)	Timeline
BLHS will work to improve School Communication Home by going from a score of 3.7 to 4.0.	<ul style="list-style-type: none">• Thankful Thursdays• 15 Contacts per conference time• Make contact within 2 weeks of a student not meeting proficiency	All Staff Teachers Teachers		Weekly 4 times/year Ongoing
BLHS will work to improve Setting Learning Goals & Tracking Progress by going from a score of 3.3 to 3.8.	<ul style="list-style-type: none">• Implement District STAR Progress Report	Teachers		3 times/year

<p>BLHS will work to improve individualized learning by going from a score of 3.1 to 3.7.</p>	<ul style="list-style-type: none"> ● Implement District STAR Progress Report 	<p>Teachers</p>		<p>3 times/year</p>
<p>BLHS will work to improve real-time feedback by going from a score of 3.8 to 4.0.</p>	<ul style="list-style-type: none"> ● Real-Time Feedback Training ● Written/verbal/technology feedback on all activities ● Positively reinforce desired behaviors or learning ● Address student misconceptions immediately 	<p>MS/HS Teachers Teachers Teachers Teachers</p>		<p>Nov. 2024 Ongoing Ongoing Ongoing</p>

**Midyear Progress Summary Toward Goal
(including assessments/data indicators)**

**End of Year Summary of Goal
(including assessments/data indicators)**

BLHS' Workforce:

Goal Areas:				
<ol style="list-style-type: none"> 1. BLHS will work to improve Employee Feedback by going from a score of 3.8 to 4.0. 2. BLHS will work to improve the retention of highly qualified staff. 				
Goal:	Key Strategies	Person(s) Responsible	Resources (Prof. Learning Needs/ Materials)	Timeline
BLHS will work to improve Employee Feedback by going from a score of 3.8 to 4.0.	<ul style="list-style-type: none"> ● Mid-year evaluations for Non-Licensed Staff ● Speak to people directly when appropriate ● Staff Shout outs ● Professional Job Recognition days/weeks ● NHS Staff Member of the Month ● FB Staff Captains ● Years of service recognition ● Monthly staff highlights 	Administration Administration All Staff Office Staff NHS FB Team Superintendent Office Staff		Mid-year & End of SY Ongoing Ongoing Monthly End of SY Monthly (Start Sept. 2025)
BLHS will work to improve the retention of highly qualified staff.	<ul style="list-style-type: none"> ● Continued Staff Development ● Mentorship Program ● Exit interviews for staff leaving the district ● Public Health Tips & Tricks ● Wellness Program/Bingo ● Remain Competitive w/ employee compensation ● Remain Competitive w/ staff to student ratio 	All Staff Administration Administration Nurse Wellness Comm. District District		Ongoing Ongoing End of SY Monthly Each January Negotiations Negotiations

Midyear Progress Summary Toward Goal
(including assessments/data indicators)

End of Year Summary of Goal
(including assessments/data indicators)