

# 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: 2/23/26**

# 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:

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

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

**School Improvement Plan  
Spring 2026- Spring 2028**

**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:**

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

		Marketing Class		2025)
<b>BLHS will work to improve Administrative Communication by going from a score of 3.8 to 4.0.</b>	<ul style="list-style-type: none"> <li>● Sharing DLT Notes</li> <li>● Weekly Newsletters</li> <li>● Speak to people directly when appropriate</li> </ul>	Administration Administration Administration		Monthly Weekly Ongoing

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

**BLHS will work to improve Employee Recognition by going from a score of 3.8 to 4.0. \*Spring 3.6**

**BLHS will work to improve Professional two-way communication by going from a score of 3.8 to 4.0. \*Spring 3.9**

**BLHS will work to improve Administrative Communication by going from a score of 3.8 to 4.0. \*Spring 3.3**

**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.**

<b>Goal:</b>	<b>Key Strategies</b>	<b>Person(s) Responsible</b>	<b>Resources (Prof. Learning Needs/ Materials)</b>	<b>Timeline</b>
<b>BLHS will work to improve School Bus Safety by going from a score of 3.8 to 4.0.</b>	<ul style="list-style-type: none"> <li>● Ensuring Students sit where assigned</li> <li>● Get Cameras on all busses</li> <li>● Work with bus company on training drivers to handle disciplinary incidents (communicate with cooperating teacher)</li> </ul>	Bus Supervisors  Administration Administration Teacher		Ongoing  2026/27 SY  Spring 2025
<b>BLHS will work to improve Respectful Behavior (Student to Student) by going from a score of 2.9 to 3.5.</b>	<ul style="list-style-type: none"> <li>● PBIS Challenges</li> <li>● PBIS framework for consistency in rooms (everyone reinforce SEL lessons)</li> <li>● Mustang Time</li> <li>● Targeted Lessons</li> </ul>	PBIS Committee Teachers  Elementary Team Culture/Climate Committee/PBIS		Monthly Ongoing  Monthly Monthly
<b>BLHS will work to improve Respectful Behavior (Student to Staff) by going from a score of 3.1 to 3.8.</b>	<ul style="list-style-type: none"> <li>● PBIS Challenges</li> <li>● PBIS framework for consistency in rooms</li> <li>● Mustang Time</li> <li>● Targeted Lessons</li> </ul>	PBIS Committee Teachers  Elementary Team Culture/Climate Committee/PBIS		Monthly Ongoing  Monthly Monthly

<b>BLHS will work to create a Multi-Tiered System of Supports (MTSS) at each site level.</b>	<ul style="list-style-type: none"> <li>● Menu or Supports (Math, Reading, SEL)</li> <li>● Building a schedule to support all three tiers</li> <li>● Hire MTSS Coordinator</li> </ul>	Support Teams  Scheduling Committees  Administration		2026/27 SY  Fall 2025
<b>BLHS will work to increase proficiency in core content areas for Multi-Lingual Learners.</b>	<ul style="list-style-type: none"> <li>● MLL Trainings</li> <li>● Distribute “I Can” Statements</li> <li>● MLL Individualized Learning Plan for each student</li> </ul>	All Staff MLL Teacher  All Teachers		Ongoing Start of SY  May 2025

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

**BLHS will work to improve School Bus Safety by going from a score of 3.8 to 4.0. \*Spring 3.4**

**BLHS will work to improve Respectful Behavior (Student to Student) by going from a score of 2.9 to 3.5. \*Spring 2.6**

**BLHS will work to improve Respectful Behavior (Student to Staff) by going from a score of 3.1 to 3.8. \*Spring 2.8**

**BLHS will work to create a Multi-Tiered System of Supports (MTSS) at each site level. \*DLT is beginning implementation**

**BLHS will work to increase proficiency in core content areas for Multi-Lingual Learners. \*Full implementation**

**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.**

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

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

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

**BLHS will work to improve School Communication Home by going from a score of 3.7 to 4.0. \*3.7 Spring**

**BLHS will work to improve Setting Learning Goals & Tracking Progress by going from a score of 3.3 to 3.8. \*Spring 3.0**

**BLHS will work to improve individualized learning by going from a score of 3.1 to 3.7. \*Spring 2.7**

**BLHS will work to improve real-time feedback by going from a score of 3.8 to 4.0. \*Spring 3.2**

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

**BLHS' Workforce:**

Goal Areas:				
<p>1. BLHS will work to improve Employee Feedback by going from a score of 3.8 to 4.0.</p> <p>2. BLHS will work to improve the retention of highly qualified staff.</p>				
Goal:	Key Strategies	Person(s) Responsible	Resources (Prof. Learning Needs/ Materials)	Timeline
<p><b>BLHS will work to improve Employee Feedback by going from a score of 3.8 to 4.0.</b></p>	<ul style="list-style-type: none"> <li>● Mid-year evaluations for Non-Licensed Staff</li> <li>● Speak to people directly when appropriate</li> <li>● Staff Shout outs</li> <li>● Professional Job Recognition days/weeks</li> <li>● NHS Staff Member of the Month</li> <li>● FB Staff Captains</li> <li>● Years of service recognition</li> <li>● Monthly staff highlights</li> </ul>	Administration		Mid-year & End of SY
		Administration		Ongoing
		All Staff		Ongoing
		Office Staff		Monthly
		NHS		End of SY
		FB Team		Monthly (Start Sept. 2025)
		Superintendent Office Staff		
<p><b>BLHS will work to improve the retention of highly qualified staff.</b></p>	<ul style="list-style-type: none"> <li>● Continued Staff Development</li> <li>● Mentorship Program</li> <li>● Exit interviews for staff</li> </ul>	All Staff		Ongoing
		Administration		Ongoing
		Administration		End of SY

	leaving the district <ul style="list-style-type: none"> <li>● Public Health Tips &amp; Tricks</li> <li>● Wellness Program/Bingo</li> <li>● Remain Competitive w/ employee compensation</li> <li>● Remain Competitive w/ staff to student ratio</li> </ul>	Nurse  Wellness Comm. District  District		Monthly  Each January Negotiations  Negotiations
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**Midyear Progress Summary Toward Goal  
(including assessments/data indicators)**

**BLHS will work to improve Employee Feedback by going from a score of 3.8 to 4.0. \*Spring 3.6**

**BLHS will work to improve the retention of highly qualified staff.**

- 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 ✓

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

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