

Strategic Plan Monitoring Tool (Year 1)

Benjamin Banneker High School

Student Achievement	Outcome	Baseline (Yr. 1)	Evidence of Progress	Date	Results
<p>College and Career Readiness: Banneker has demonstrated strong increases in academic performance on Georgia Milestones over the past three years. Now that we are steadily increasing student achievement our percentage of Developing, Proficient, and Distinguished Learners, we are pivoting to focus on increasing students' college and career readiness as measured by CCRP to ensure we're fulfilling our school mission "to prepare students to have access and be competitive in their post-secondary pursuits."</p> <p>To do so, we will build the systems, structures, and strategies to increase students' access to opportunities—dual enrollment, AP coursework, work based learning internships and job shadowing, scholarships, SAT Prep, etc.—that build knowledge and skills to be successful in their post-secondary aspirations.</p>	<p>In 90 Days, teachers and staff will be able to say that students are appropriately scheduled for coursework that will set them up to meet their post-secondary aspirations and that students and families are familiar with all the different college and career building opportunities that Banneker has to offer.</p>	60%	<p>Build the SY19-20 Master Schedule with students' interests, post-secondary aspirations, instructional support needs in mind. Pathway Completion: Ensure students are scheduled to ensure pathway completion in a CTAE, Fine Arts, World Language, and/or Advanced Academics that is directly, Dual Enrollment: Develop strategy for increasing student participation and success in MOWR. Workforce Development/Work-Based Learning Opportunities: Build a strategic plan that enables all students who complete a CTAE pathway to have opportunity to participate in mentoring, job shadowing, and internship opportunities in the field directly related to their pathway</p>	5/25/2019	<p>Set school-wide goals on MOWR participation outcomes. Revise current program of study to increase students' college and career readiness. Collect information on student course interests and college/career aspirations to strategically schedule students for classes aligned to their goals. Set school-wide goals and develop strategy for engaging all students in mentoring, job shadowing, and internship/apprenticeship opportunities over "participations" agree/strongly agree (4-5) that "the materials, content, and strategies presented will be useful for me in the future", "my time was well spent", and "the presenter was well prepared". 80% of core content area teachers are Proficient in delivery of Do Now's and Exit Tickets by March 1st. 80% of ES teachers have remediation embedded into lesson plans that addresses low mastery of prioritized standards on the class and</p>
	<p>In 90 Days, teachers and staff will be able to say... "I have clear understanding of the 'Banneker Way' - that is, what is expected of teachers as it pertains to curriculum, instruction, assessment, technology, and professional learning. I know how to access the information/platform that contains these expectations, as well as the resources and support I need to successfully adhere to these professional requirements at BHS. I am committed to working collaboratively with my respective department/PLC to ensure that we are fully implementing the 'Banneker Way' to maximize student achievement in our classes."</p>	50%	<p>Compile a Banneker manual and website for Curriculum, Instruction, and Assessment and Professional Learning (PL) that communicates Banneker's expectations, protocols, structures, and resources to be implemented to reach our vision of school-wide excellence for the 2018-19 school year. Instructional Coaches and Multi-Classroom Leaders complete Real-Time Teacher Coaches' Training and FCS District Coaching Framework training. Provide feedback on lesson plan feedback weekly for all teachers. Provide feedback and coaching for all teachers in ELA, Math, Science, Social Studies, and CTAE departments.</p>	12/20/2018	<p>teachers are Proficient in delivery of Do Now's and Exit Tickets by March 1st. 80% of ES teachers have remediation embedded into lesson plans that addresses low mastery of prioritized standards on the class and</p>

People & Culture	Outcome	Baseline (Yr. 1)	Evidence of Progress	Date	Results
<p>STAFF ENGAGEMENT: Banneker High School's top priority is to implement the systems, structures, and processes necessary to transform its organizational culture such that teachers and staff are both equipped and empowered to play an active role in the school improvement process. The staff culture will be comprised of three pillars:</p> <ol style="list-style-type: none"> Empowerment and Voice Collectivism Celebration and Joy, and Recognition. <p>Staff Mental Health and Wellness: At Banneker we realize the the health and wellness of staff is important in order to get the very best performance. With that, Banneker is taking initiative to put systems and strategies in place to be intentional wellness for our staff. Banneker will provide a space for staff to have a relax, decompress and learn more about their well-being.</p>	<p>Create four "Solutions Teams" (Celebration, Joy and Recognition; New To Banneker; Staff Growth And Development; Student Achievement, Student and Staff Accountability) whose work is purpose to create a variety of pathways to ensure staff engagement consistent with their interests.</p>	50%	<p>Solutions Teams Meeting Launch</p>	8/24/2019	<p>50% of the staff joined a solutions team.</p>
	<p>Create a teacher wellness room that is designed to provide teachers with a calm, comfortable place to relax for a brief moment before returning to the classroom. The Wellness room will also provide (Mental Health Counseling, massages, food, and comfortable seating).</p>	100%	<p>Launch of the Teacher Wellness Room - "The Well"</p>	2/1/2019	<p>Staff feel supported and thankful that the school has made their well-being a priority.</p>

Community Collaboration	Outcome	Baseline (Yr. 1)	Evidence of Progress	Date	Results
<p>Student And Family Engagement (SAFE) Center: The Banneker High School SAFE Center is intended to supplement the normal course of study for students who require various supports and interventions. The services are wide-ranging and are inspired by our desire to address the needs of students through a comprehensive and cooperative behavioral, emotional, and social support framework. School-based organizational partners play a critical role in this work as well. Ultimately, we expect that the full thrust of the SAFE Center will result in the reduction of negative behaviors, referrals, and recidivism among our student body—along with students believing that the school is a supportive and nurturing place.</p>	<p>Create the SAFE Center in collaboration with Fulton County School Disproportionality Services, Fulton County Office of Children and Youth, Communities in Schools, Odyssey Family Counseling, Next Generation Men/Women, Future Foundations, Whirl Pool, Teach for America, United Way, Friendship Community Church, Land of Promises, Care Source, Kinship Programs, The Next Generation PH/DH Residential Remodeling, Atlanta Community Food Bank, Amerigroup, PADV, LTY Foundation, Families First, Family Health Centers of Ga, DFCS, Summit Counseling Center, SOSU, American Cancer Society, Safe Place Shelter, Atlanta Family Fulton Connection, Family Ties, Zion Hill, Forever Family, Stand Up for Kids, and Joshua's Closet. The center will provide weekly food distribution to community and staff, clothing closet and a host of other services.</p>	100%	<p>There are weekly food distributions to the community and staff, donations from the community are made to the clothing closet that benefit all stakeholders (parents, students, etc.), partners provide caseload management, mental health services, afterschool programs, weather and dryer tutoring, alternative discipline.</p>	3/1/2018	<p>Increase in removing barriers for families that impede student successful progress in school.</p>

Fiscal Responsibility	Public Engagement	Additional Council Professional Development
<p>Budget Approval Date</p> <p>2/26/2019</p> <p>Funds are allocated to the support the schools initiatives around "effective coaching". Specifically, the school funds a Math Coach, ELA Coach, two Multi-Cultural Leaders (one in Social Studies and ELA) and an Administrative Assistant (AA) in Science. These individuals provide support with best practices and professional development to teachers through coaching cycles and tiered support based on the individual needs.</p>	<p>All SSC meetings are held the last Tuesday of each month and are open to the public.</p>	<p>List all the additional trainings/professional development where at least one (1) member from your Council attended.</p>

Strategic Plan Monitoring Tool (Year 2)

Benjamin Banneker High School

Student Achievement	Outcome	Baseline (Y. 2)	Evidence of Progress	Date	Results
<p>College and Career Readiness: Banneker has demonstrated strong increases in academic performance on Georgia Milestones over the past three years. Now that we are steadily increasing student achievement our percentage of Developing, Proficient, and Distinguished Learners, we are planning to focus on increasing students' college and career readiness as measured by CCRPI to ensure we're fulfilling our school mission "to prepare students to have access and be competitive in their post-secondary pursuits."</p> <p>To do so, we will build the systems, structures, and strategies to increase students' access to opportunities—dual enrollment, AP coursework, work-based learning internships and job shadowing, scholarships, SAT Prep, etc.—that builds knowledge and skills to be successful in their post-secondary aspirations.</p>	<p>In 90 Days, teachers and staff will be able to say that students are appropriately scheduled for coursework that will set them up to meet their post-secondary aspirations and that students and families are familiar with all the different college and career building opportunities that Banneker has to offer.</p>		<p>Build the 5Y19-20 Master Schedule with students' interests, post-secondary aspirations, instructional support needs in mind. Pathway Completion: Ensure students are scheduled to ensure pathway completion in a CTAE, Fine Arts, World Language, and/or Advanced Academics that is directly, Dual Enrollment: Develop strategy for increasing student participation and success in MOWR. Workforce Development/Work-Based Learning Opportunities: Build a strategic plan that enables all students who complete a CTAE pathway to have opportunity to participate in mentoring, job shadowing, and internship opportunities in the field directly related to their pathway</p>		
<p>Instructional Delivery: Banneker High School's priority is to refine and standardize the systems, structures, and expectations related to curriculum, instruction, assessment, technology, and professional learning so that expectations are internalized and institutionalized to become the "Banneker Way" and can therefore be consistently communicated, implemented, supported, and monitored school-wide.</p>	<p>In 90 Days, teachers and staff will be able to say... "I have clear understanding of the 'Banneker Way' - that is, what is expected of teachers as it pertains to curriculum, instruction, assessment, technology, and professional learning. I know how to access the information/platform that contains these expectations, as well as the resources and support I need to successfully adhere to these professional requirements at BHS. I am committed to working collaboratively with my respective department/PLC to ensure that we are fully implementing the 'Banneker Way' to maximize student achievement in our classes."</p>		<p>a Banneker manual and website was compiled for Curriculum, Instruction, and Assessment and Professional Learning (CI) that communicates Banneker's expectations, protocols, structures, and resources to be implemented to reach our vision of school-wide excellence for the 2019-20 school year at www.bannekerhigh.org. Instructional Coaches and Multi-Classroom Leaders complete Real-Time Teacher Coach's Training and FCI District Coaching Framework training. Provide feedback on lesson plan feedback weekly for all teachers. Provide feedback and coaching for all teachers in ELA, Math, Science, Social Studies, and CTAE departments.</p>		

People & Culture	Outcome	Baseline (Y. 2)	Evidence of Progress	Date	Results
<p>STAFF ENGAGEMENT: Banneker High School's top priority is to implement the systems, structures, and processes necessary to transform its organizational culture such that teachers and staff are both equipped and empowered to play an active role in the school improvement process. The staff culture will be comprised of three pillars:</p> <ol style="list-style-type: none"> 1. Empowerment and Voice 2. Collectivism 3. Celebration and Joy, and Recognition. <p>Staff Mental Health and Wellness: At Banneker we realize the health and wellness of staff is important in order to get the very best performance. With that, Banneker is taking initiative to put systems and strategies in place to be intentional about wellness for our staff. Banneker will provide a space for staff to have a relax, decompress and learn more about their well-being.</p>	<p>Create four "Solutions Teams" (Celebration, Joy and Recognition; New To Banneker; Staff Growth And Development; Student Achievement; Student and Staff Accountability) whose work is purpose to create a variety of pathways to ensure staff engagement consistent with their interests.</p> <p>Create a teacher wellness room that is designed to provide teachers with a calm, comfortable place to relax for a brief moment before returning to the classroom. The Wellness room will also provide (Mental Health Counseling, massages, food, and comfortable seating).</p>		<p>The "Well" continues to exist and provides weekly /bi-weekly events for teachers to participate in in an effort to improve their health and wellness.</p>		

Community Collaboration	Outcome	Baseline (Y. 2)	Evidence of Progress	Date	Results
<p>Student And Family Engagement (SAFE) Center: The Banneker High School SAFE Center is intended to supplement the normal course of study for students who require various supports and interventions. The services are wide-ranging and are inspired by our desire to address the needs of students through a comprehensive and cooperative behavioral, emotional, and social support framework. School based organizational partners play a critical role in this work as well. Ultimately, we expect that the full thrust of the SAFE Center will result in the reduction of negative behaviors, referrals, and recidivism among our student body—along with students believing that the school is a supportive and nurturing place.</p>	<p>Create and sustain the SAFE Center in collaboration with Fulton County School Disproportionally Services, Fulton County Office of Children and Youth, Communities in Schools, Odyssey Family Counseling, Next Generation Men/Women, Future Foundations, Whirl Pool, Teach for America, United Way, Friendship Community Church, Land of Promise, Care Source, Kinship Programs, The Next Generation Pk12/18 Residential Remediation, Atlanta Community Food Bank, Amerigroup, PANDU, LTY Foundation, Families First, Family Health Centers of GA, DFCS, Summit Counseling Center, SOS5, American Cancer Society, Safe Place Shelter, Atlanta Family Fusion Connection, Family Ties, Zion Hill, Forever Family, Stand Up for Kids, and Joshua's Closet. The center will provide weekly food distribution to community and staff, clothing closet and a host of other services.</p>		<p>There are weekly food distributions to the community and staff, donations from the community are made to the clothing closet that benefit all stakeholders (parents, students, etc.), partners provide case load management, mental health services, afterschool programs, washer and dryer, tutoring, alternative discipline.</p>		

Financial Responsibility	Public Engagement	Additional Council Professional Development
<p>Budget Approval Date:</p> <p>Funds are allocated to the support the schools initiatives around "effective coaching". Specifically, the school funds a Math Coach, ELA Coach, two Multi-Cultural Leaders (one in Social Studies and ELA) and an Administrative Assistant (AA) in CTAE. These individuals provide support with best practices and professional development to teachers through coaching cycles and tiered support based on the individual needs.</p>	<p>All SGC meetings are held the last Tuesday of each month and are open to the public.</p>	<p>List all the additional training/professional development where at least one (1) member from your Council attended.</p>