



Detail Report

Mission

The Continuous Improvement Team will foster a student-centered culture focused on intentional improvement through a process of planning, reviewing, and acting with integrity and leadership.

Vision

To be the global role model for academic excellence and innovation

Benchmark

Benchmarking School & Rationale

BGHS is unique and distinctive in programs and approach to teaching and learning. Progressive and innovative schools that align to our work do not exist in our district and are few and far between in the state. We look to benchmark with High Tech High in San Diego as well as the Envision schools in the Bay Area in California.

Benchmark Process

Benchmark Details

Team Members

Name	Title/Relationship
Dr. Mike Andersen	Principal
Brittany Sutton	Assistant Principal
Brian Jacobs	Assistant Principal
Mark Gorman	Assistant Principal
Ellen Sizemore	Teacher
Gina Endresen	Teacher
Kim McFall	Teacher
Leigh Coldren	Teacher
Marlina Keppner	Teacher
Mike Barerra	Teacher
Brenda Moore	Classified
Jeff Fencil	Instructional Coach
Joe Stempniewski	IB Coordinator
Kristi Hurlburt	Instructional Coach
Laura Permenter	Counselor
Ronda McWhortor	Teacher



Sue Barsky	Librarian
Susan Morici	Teacher

Goals

Priority Area 1.1.1		
Priority	Component	Objective
Excellence in Student Learning	College and Career Ready Program of Study	Deploy a guaranteed and viable curriculum in every classroom.
Goal Description		
By May of 2017, we will decrease the total percentages of D/F's in literacy and math school wide by 25% (from May of 2016 percentages) as evidenced by a score of four or better on end of course level of achievement marks.		
End of Year Summary		
Key Measures		
•% of students demonstrating proficiency in ELA & Math coursework		

Priority Area 2.2.1		
Priority	Component	Objective
Excellence in Workforce Performance	Workforce Development to Meet Organizational Needs	Establish and maintain a collaborative learning environment.
Goal Description		
By May of 2017, we will increase PLC effectiveness in all areas of PLC's as evidenced by a 10% increase using the Solution Tree "Critical Issues For Team Consideration" instrument.		
End of Year Summary		
Key Measures		
•The key measurement instrument will be the Dufour/Solution Tree "Critical Issues for Team Consideration".		

Priority Area 3.3.1		
Priority	Component	Objective
Excellence in Stakeholder Relationships	Highly Engaged Stakeholders	Provide opportunities to involve and engage all stakeholder groups in key programs and initiatives.
Goal Description		
From October 2016-May 2017 100% of teachers will communicate academic progress with 5 families of students identified as needing tier 2 support after each snapshot as measured by data entered on the shared MTSS google sheet.		
End of Year Summary		



Key Measures		
<ul style="list-style-type: none"> Percent of teachers contacting 5 families each snap shot. 		

Priority Area 4.2.1

Priority	Component	Objective
Excellence in Organizational Improvement and Accountability	Documented and Deployed Processes	Identify, document, deploy and monitor key processes across all campuses, departments and levels with fidelity.

Goal Description

By the end of the 2016-17 school year 100% of the students at Barry Goldwater High School will be utilizing reflective practices with their levels of achievement as evidenced by data gathered through benchmark and end of year survey data. In addition, 100% of teachers will be teaching and providing students with formal processes to monitor their progress.

End of Year Summary

Key Measures		
<ul style="list-style-type: none"> 		

Action Plans

Goal 1.1.1	By May of 2017, we will decrease the total percentages of D/F's in literacy and math school wide by 25% (from May of 2016 percentages) as evidenced by a score of four or better on end of course level of achievement marks.		
Action Step	Develop collaborative strategies for singleton teachers.		
Responsible Party	Kristi Hurlburt, Brittany Sutton		
Professional Development	PD during half days-- need to be scheduled.		
Quarterly Summary			
Date Initiated	August 24, 2016	Date Completed	
Status	Pending	Last Modified	8/24/2016 3:36 PM

Goal 1.1.1			
Action Step	Provide snapshot dates and procedures for the 2016-17 school year.		
Responsible Party	Brittany Sutton		
Professional Development	PD and information provided during preservice		
Quarterly Summary			



Date Initiated	August 05, 2016	Date Completed	
Status	Pending	Last Modified	8/24/2016 3:29 PM

Goal 1.1.1			
Action Step	Data shared from 2016 AZMERIT test on School City.		
Responsible Party	School City Training Team		
Professional Development	School City PD		
Quarterly Summary			
Date Initiated	August 05, 2016	Date Completed	
Status	Pending	Last Modified	8/24/2016 3:19 PM

Goal 1.1.1			
Action Step	Share data on individual students by course with D's or F's from 15-16 school year.		
Responsible Party	Brittany Sutton, Department Coordinators		
Professional Development	Review with staff at pre-service		
Quarterly Summary			
Date Initiated	August 05, 2016	Date Completed	August 05, 2016
Status	Completed	Last Modified	8/19/2016 9:24 AM

Goal 1.1.1			
Action Step	Establish guaranteed teacher collaborative time during staff training & professional development to create a structure focused on student learning & developing intervention/extension opportunities.		
Responsible Party	Mike Andersen, Brittany Sutton, Kristi Hurlburt		
Professional Development	Support during PD days to focus collaborative conversations.		
Quarterly Summary			
Date Initiated	July 25, 2016	Date Completed	
Status	Pending	Last Modified	8/19/2016 8:56 AM

Goal 1.1.1			
Action Step	Schedule math teachers and students to have structure for advisory peer intervention.		
Responsible Party	Ellen Sizemore, Brittany Sutton		
Professional Development	Support for math teachers during PLC's		
Quarterly Summary			



Date Initiated	August 01, 2016	Date Completed	
Status	Pending	Last Modified	8/19/2016 8:53 AM

Goal 1.1.1			
Action Step	Develop a shared document to report student tier 2 & 3 needs with teachers & staff.		
Responsible Party	Kristi Hurlburt		
Professional Development	Roll out to staff & show how to use document to add names, download to sort, and when to update information in collaboration groups.		
Quarterly Summary			
Date Initiated	August 01, 2016	Date Completed	
Status	Pending	Last Modified	8/19/2016 8:52 AM

Goal 1.1.1			
Action Step	Review 2015-16 D/F Data.		
Responsible Party	Brittany Sutton, CIT, 1.1.1 Goal Team		
Professional Development			
Quarterly Summary			
Date Initiated	August 24, 2016	Date Completed	
Status	Pending	Last Modified	8/19/2016 8:49 AM

Goal 2.2.1	By May of 2017, we will increase PLC effectiveness in all areas of PLC's as evidenced by a 10% increase using the Solution Tree "Critical Issues For Team Consideration" instrument.		
Action Step	Coordinate PLC training dates with Brittany Sutton and determine staff rosters of those attending. Enter roster names, training location(s) funded by Title I in CIP action plan October 12-14 Training San Antonio, Texas: Eddie Rodriguez, Ryan Mathies, Chad Miller, Diette Oshrin, Albert Pepe, Kristen Cochran, Don Heinrichs, Linda Kelly, Jesus Flores, Amanda Deihl, Chris Sprks, Debra Cagle, Kim McFall, Racheal Sampson, Jan Woytko, Laura Korn, Linda Trainor, Lesly Geiser, Victoria Munoz, Kristi Hurlburt. February 22-24 Phoenix, Arizona: Debbie Raynak, Donald Case, Renee Young Esparza, Dylan Baubles, Cynthia Bowman, Cameron Cloyd, Nickolaus Jopp, Rich Metcalf, Chris Chen, Stacy Mackenzie, Julie Tite, Brian Bridges, Maribeth Dworschack, Trevor Jacklin Steve Rain, Jim Scappaticci, Angela Bennett, Beverly Kerr, Brittany Sutton		
Responsible Party	Ellen Sizemore, Ronda McWhortor		
Professional Development	None		
Quarterly Summary			
Date Initiated	August 24, 2016	Date Completed	August 26, 2016
Status	Completed	Last Modified	8/26/2016 6:40 AM



Goal 2.2.1			
Action Step	Have Kristi survey current PLC's to determine areas of struggle. Aggregate responses to generate questions to take to PLC training in October to find answers. Assign various questions to each attending member to focus on finding that information. Answers to questions will be collected at the PLC conference to be used in report to staff.		
Responsible Party	Ellen Sizemore by October 1, 2016		
Professional Development	None--attendees to PLC conference		
Quarterly Summary			
Date Initiated	August 24, 2016	Date Completed	
Status	Pending	Last Modified	8/24/2016 3:41 PM

Goal 2.2.1			
Action Step	Report PLC Effectiveness Baseline data results to all staff.		
Responsible Party	Kristi Hurlburt		
Professional Development	None		
Quarterly Summary			
Date Initiated	November 14, 2016	Date Completed	
Status	Pending	Last Modified	8/24/2016 3:39 PM

Goal 2.2.1			
Action Step	Collect and analyze survey data.		
Responsible Party	Kristi		
Professional Development	None		
Quarterly Summary			
Date Initiated	November 11, 2016	Date Completed	
Status	Pending	Last Modified	8/24/2016 3:38 PM

Goal 2.2.1			
Action Step	Deploy PLC effectiveness survey for baseline data by the first week of November. Ellen will contact Kristi to inform her of this step.		
Responsible Party	Kristi Hurlburt		
Professional Development	PLC Conference		
Quarterly Summary			
Date Initiated	August 24, 2016	Date Completed	
Status	Pending	Last Modified	8/24/2016 3:34 PM



Goal 2.2.1			
Action Step	Coordinate with Kristi Hurlburt to determine if ELA 5-6 can be included in the "pilot" PLC group.		
Responsible Party	Ronda McWhortor		
Professional Development	None		
Quarterly Summary			
Date Initiated	August 24, 2016	Date Completed	
Status	Pending	Last Modified	8/24/2016 3:21 PM

Goal 2.2.1			
Action Step	Determine staff needs assessment based on data and goal		
Responsible Party	Ronda McWhortor, Ellen Sizemeore, Mike Andersen		
Professional Development	None		
Quarterly Summary			
Date Initiated	August 24, 2016	Date Completed	
Status	Pending	Last Modified	8/18/2016 1:03 PM

Goal 2.2.1			
Action Step	Compose goal statement based on data analysis		
Responsible Party	Ronda McWhortor, Ellen Sizemore, Mike Andersen		
Professional Development	None		
Quarterly Summary			
Date Initiated	August 24, 2016	Date Completed	
Status	Pending	Last Modified	8/18/2016 1:02 PM

Goal 2.2.1			
Action Step	Review D/F data from 2015-16 school year		
Responsible Party	Ronda McWhortor, Ellen Sizemore, Mike Andersen		
Professional Development	None		
Quarterly Summary			
Date Initiated	August 24, 2016	Date Completed	
Status	Pending	Last Modified	8/18/2016 1:00 PM



Goal 4.2.1	By the end of the 2016-17 school year 100% of the students at Barry Goldwater High School will be utilizing reflective practices with their levels of achievement as evidenced by data gathered through benchmark and end of year survey data. In addition, 100% of teachers will be teaching and providing students with formal processes to monitor their progress.		
Action Step	Utilize announcements to gather final data through the both the student and staff survey.		
Responsible Party	Goal Team 4		
Professional Development	none		
Quarterly Summary			
Date Initiated	May 02, 2017	Date Completed	
Status	Pending	Last Modified	8/24/2016 3:52 PM

Goal 4.2.1			
Action Step	Utilize announcements to lead students through a process of completing the survey (both student and staff).		
Responsible Party	Goal Team		
Professional Development	none		
Quarterly Summary			
Date Initiated	November 15, 2016	Date Completed	
Status	Pending	Last Modified	8/24/2016 3:52 PM

Goal 4.2.1			
Action Step	Utilize Department Coordinators to share the Snapshot reflection process.		
Responsible Party	Department Coordinators		
Professional Development	None		
Quarterly Summary			
Date Initiated	August 25, 2016	Date Completed	
Status	Pending	Last Modified	8/24/2016 3:44 PM

Goal 4.2.1			
Action Step	Distribution of snapshot reflection sheets to staff and forwarding of the electronic version for those that chose to use this rather than a hard copy.		
Responsible Party	Cooley/Gorman		
Professional Development	None		
Quarterly Summary			
Date Initiated	August 31, 2016	Date Completed	
Status	Pending	Last Modified	8/24/2016 3:40 PM



Goal 4.2.1			
Action Step	Submit the order for the gold snapshot reflection sheets. (10,000)		
Responsible Party	Gorman		
Professional Development	None		
Quarterly Summary			
Date Initiated	August 24, 2016	Date Completed	August 24, 2016
Status	Completed	Last Modified	8/24/2016 3:37 PM

Goal 4.2.1			
Action Step	Develop a Snapshot reflection sheet that aligns to the dates.		
Responsible Party	Gorman		
Professional Development	none		
Quarterly Summary			
Date Initiated	August 24, 2016	Date Completed	August 24, 2016
Status	Completed	Last Modified	8/24/2016 3:34 PM

Goal 4.2.1			
Action Step	Establish a goal that supports the primary goal to reduce the percentage of D's and F's by 25%.		
Responsible Party	Goal Team 4		
Professional Development	None		
Quarterly Summary			
Date Initiated	August 24, 2016	Date Completed	August 24, 2016
Status	Completed	Last Modified	8/24/2016 3:26 PM

Goal 3.3.1			
From October 2016-May 2017 100% of teachers will communicate academic progress with 5 families of students identified as needing tier 2 support after each snapshot as measured by data entered on the shared MTSS google sheet.			
Action Step	Goal team will monitor progress on the MTSS document		
Responsible Party	All goal team members		
Professional Development			
Quarterly Summary			
Date Initiated	October 13, 2016	Date Completed	
Status	Pending	Last Modified	10/13/2016 1:59 PM



Goal 3.3.1			
Action Step	At the Oct. 17th staff training the rationale behind the goal will be explained to all teachers.		
Responsible Party	TBD		
Professional Development			
Quarterly Summary			
Date Initiated	September 22, 2016	Date Completed	
Status	Pending	Last Modified	10/13/2016 1:58 PM

Goal 3.3.1			
Action Step	A column will be added to the shared MTSS google document		
Responsible Party	Brian Jacobs		
Professional Development			
Quarterly Summary			
Date Initiated	October 01, 2016	Date Completed	
Status	Pending	Last Modified	10/13/2016 1:54 PM

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Feedback

Goal	1.1.1 By May of 2017, we will decrease the total percentages of D/F's in literacy and math school wide by 25% (from May of 2016 percentages) as evidenced by a score of four or better on end of course level of achievement marks.
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Feedback	9/6/2016 6:07 PM
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Strength: Benchmarking with similar schools may provide learning opportunities, ensuring "singleton" teachers are included in collaborative processes.
 Questions to Ponder: Perhaps an additional action step to complement the development of a shared report of tier II and tier III would be enhancing the document to include possible intervention strategies.

Goal	2.2.1 By May of 2017, we will increase PLC effectiveness in all areas of PLC's as evidenced by a 10% increase using the Solution Tree "Critical Issues For Team Consideration" instrument.
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Feedback	9/6/2016 6:07 PM
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Questions to Ponder: In what ways will the utilization of the instrument increase the effectiveness of the PLCs? Perhaps there is a specific area on the instrument that can be targeted, based off of need and supporting data. In what ways will the key learnings from the PLC Trainings be shared out to staff?

Goal	4.2.1 By the end of the 2016-17 school year 100% of the students at Barry Goldwater High School will be utilizing reflective practices with their levels of achievement as evidenced by data gathered through benchmark and end of year survey data. In addition, 100% of teachers will be teaching and providing students with formal processes to monitor their progress.
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Feedback	9/6/2016 6:07 PM
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Questions to Ponder: What structures will be put in place to foster the reflective practices? Are all staff aware of the processes related to encouraging student reflection, and are they confident deploying such processes? In what ways will efforts be redirected if benchmark data identifies that need? What is the overall expectation for students utilizing the gold "snapshot" sheet?

Goal	3.3.1 From October 2016-May 2017 100% of teachers will communicate academic progress with 5 families of students identified as needing tier 2 support after each snapshot as measured by data entered on the shared MTSS google sheet.
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Feedback	9/6/2016 6:07 PM
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Strength: Development of a goal and strategy to involve and engage all stakeholder groups.
 Questions to Ponder: Have staff agreed upon the information that must be entered in to the shared MTSS Google sheet? Perhaps including specific data regarding the type of contact that was made with parents and ways to follow up may be beneficial. Enforcing 5 calls per staff member may create additional engagement with multiple stakeholders. In what ways will these calls encourage involvement in key programs and initiatives?