

## School Improvement Template

2018-19

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*Needs Assessment- Analyze multiple sources of data to determine the areas of strength and the areas of growth.*

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Research shows that school culture is one of, if not the most important, factors in a school's overall success.

Strengths: Benton High School has, what many believe, is a healthy school culture. We believe our students are provided a safe environment to receive an education. BHS has many support systems in place to aid students who are struggling with many different types of situations.

Benton High School has a successful AP program in the past, offering students the opportunity to take college level courses and better preparing our students for a future in postgraduate education.

Areas of Growth: Even with an already healthy school culture, we believe that we still have students that are slipping through the cracks. Over 50% of our economically disadvantaged students scored below ready in English Language Arts, while 73% scored below average in Math, according to the 2017 ESSA School Index Report.

AP reports show a major discrepancy in the percentage of minority students participating in Advanced Placement courses. In 2017 only 5% of the students participating in AP courses at BHS were African American or Hispanic, while those two subpopulation make up almost 20% of our overall student population.

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*Goal 1- Increase the level of respect/rapport between faculty, staff, and students. Ensure that all students build healthy relationships and have healthy connections with our staff and other students. This will better create an environment more conducive for success.*

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*What does it look like fully implemented? What is the timeline for full implementation?*

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- Our entire staff will be trained on the Capturing Kids Hearts program at the beginning of the 18/19 school year. Implementation of this program will continue throughout the school year. Progress will be monitored and discussed monthly by PLC's and SLT's, with student and faculty survey results being reviewed at the end of each semester. Full implementation of the CKH process will be complete by the end of the 18/19 school year.

- All students feel they are important and respected by staff. Ongoing throughout the year with reassessment at the end of each quarter. A Student and faculty survey will be conducted at the end of the 1st semester and 2nd semester to gauge progress and improvement. 100% by the end of the 18/19 school year.

- Increased student participation in clubs/organizations. Ongoing throughout the year with reassessment at the end of each quarter. A Student and faculty survey will be conducted at the end of the 1st semester and 2nd semester to gauge progress and improvement. 100% by the end of the 18/19 school year.

- Increased faculty participation in clubs/organizations. Ongoing throughout the year with reassessment at the end of each quarter. A Student and faculty survey will be conducted at the end of the 1st semester and 2nd semester to gauge progress and improvement. 100% by the end of the 18/19 school year.

- Economically disadvantaged students scoring above Ready in ELA on state assessments will increase from 50% to 65% by the end of the 2018/19 school year.

- Economically disadvantaged students scoring above Ready in Math on state assessments will increase from 27% to 47% by the end of the 2018/19 school year.

- All students will feel that they have a true connection with a staff member. Ongoing throughout the year with reassessment at the end of each quarter. A Student and faculty survey will be conducted at the end of the 1st semester and 2nd semester to gauge progress and improvement. 100% by the end of the 18/19 school year.

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*Implementation Plan- Complete the areas below and describe the steps needed to fully implement each goal.*

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Resources already Available- Capturing Kids Hearts PD scheduled. Common assessment data. ESSA School Index Data.

Resources Needed- Professional Development, Postage, Human Resources

Steps to fully implement- Training for CKH's program. Follow the designed program of Capturing Kids Hearts. Common assessment given and data reviewed quarterly.

How will you evaluate the goal?- PLC's and Leadership team will continuously evaluate the progress of the program. Two surveys will be taken by the students and the staff at the end of each semester. Common assessment data will be examined by departments and SLT's.

When will you evaluate the progress of the goal?- PLC's and School Leadership team will

meet and discuss progress monthly. Common assessment data will be reviewed quarterly. ACT Aspire data will be reviewed at the end of the 18/19 school year. Survey results will be reviewed at the end of each semester.

Cost of Implementation?- Cost of CKH's program and professional development.

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*Goal 2- Increase in the participation of minority students in Advanced Placement and Honors programs at Benton High School. Overall increase in the achievement our minority students. 2017 College Board AP Reports show that 5% of our students who participated in AP courses were African American or Hispanic. However, these students make up almost 20% of our overall school population. The goal is for the percentage of minority students participating in AP courses reflect that of our overall population.*

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*What does it look like fully implemented? What is the timeline for full implementation?*

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- An on-going monitorable program developed to ensure that the percentage of minority students participating in AP programs at BHS is reflective of the percentage of minority students in our overall school population. Development of the program will be completed by the End of the 2018/19 school year. Successes will be measured at the end of each semester over the span of the next 5 years.

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*Implementation Plan- Complete the areas below and describe the steps needed to fully implement each goal.*

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**Resources already Available-** Human resources, enrollment data, AP reports and time.

**Resources Needed-** Current faculty and staff, community members, and any other resources deemed necessary by the committ

**Steps to fully implement-**

Begin an ongoing collaboration between educators and stakeholders to develop strategies to increase the number of African American students and Hispanic students in Benton School District's most rigorous academic programs.

*Objectives:*

- Choose members of the district and community to make up the members of the community. Immediately
- Plan and implement an initial meeting to create a Strategic Diversity Plan to focus on minorities enrolled in academically rigorous classes. Immediately

- Communicate the Strategic Diversity Plan's goals to the students, parents, faculty, community, and other stakeholders. January 2018
1. Research proven strategies that will be used by our staff to identify students' strengths and further identify students who should be participating in our most rigorous academic programs.

*Objectives:*

- Identify committee members willing to research the strategies used by other school districts that are similar in size and demographics. Immediately
  - Once the strategies are identified, the district administration will establish professional development opportunities for the teachers. June 2019
  - Utilize strategies, either identified by the committee or created by the committee members, to begin identification earlier. 2018-2019 School Year
2. Start in the elementary schools to begin building the confidence with the targeted population. Encouraging them from an early age to strive for the best and giving confidence to all of our students.

*Objectives:*

- Implement training for elementary teachers that focuses on the identification of minority students that need academically rigorous courses. June 2019
  - Implement programs in elementary schools that promote the "coolness" of academic success for minority groups. Immediately
  - Host bi-annual parent meetings to arm parents with what they need to help their minority students strive for the best. Spring 2019
3. Increase the participation and enrollment of Benton School District's minority groups in AP courses. The demographic makeup of the district should directly reflect the demographic makeup of our enrollment in AP courses.

*Objectives:*

- Begin placement testing for middle school. Test all students between grades 5 and 6 so no student is missed. Spring 2019
- Add incentives for students enrolling in pre-AP and AP courses, focusing on minority students. Spring 2019

- Implement a mentor program for students in junior high that allows them to see the success of minority students in order to keep them in the program. Spring 2019
4. Ensure not only the increased enrollment of our minority groups into our AP program, but also ensure their success in these programs.

*Objectives:*

- Implement a program that monitors all AP students and provides support when needed throughout their high school career. Spring 2019
- Provide incentives to students who score 3, 4, or 5 on AP exams by partnering with local businesses. Spring 2019
- Provide continued training opportunities to help AP teachers locate and reach minority students. June 2019

**How will you evaluate the goal?-** The committee will continuously monitor progress on a semester by semester basis using enrollment data and AP reports.

**When will you evaluate the progress of the goal?-** The committee will meet quarterly the first year and at least bi-annually in the years to follow.

**Cost of Implementation?-** Free