



2020 - 2021

Local School Plan for Improvement

Berkmar High School

Durant Williams, *Principal*

Anthony Smith, *Assistant Superintendent*

Accountability and flexibility are hallmarks of Gwinnett County Public Schools' success. Key to that success is ensuring that each school community understands the progress being made by its schools, as well as what plans will drive improvement. Each school creates a collaborative Local School Plan for Improvement (LSPI), with targeted goals based on student achievement results. These goals are dynamic, like our schools, and are updated to reflect changes that occur in schools. Data is used to determine areas needing improvement and to identify specific, measurable, annual objectives. Schools then determine how to use research-based strategies to achieve these goals, using flexibility as needed. The LSPI development process involves teachers, parents, and community members, so the entire school community has the opportunity to be involved in conversations about school improvement. Please contact the local school principal for more information about the school's plan and progress.

• Long Term Goal

Berkmar High School's four year cohort graduation rate will increase to 85% by 2021-22.

o Annual Goal

Berkmar High School will increase its four-year cohort graduation rate to 80% in 2020-21.

Implementation Design

• Building Parent Capacity

- Parent workshops will be offered to parents of 9th, 10th, 11th, and 12th grade students to provide information regarding graduation requirements. The workshops will focus on the importance of graduating high school and provide tips and strategies to ensure a smooth transition to college, career, and/or all other post-secondary plans.
- Workshops will include offerings in digital platforms. We will embed Zoom session for students that are recorded for parents to view at their convenience.
- We will include community partners in the workshops to provide the necessary connections with school and academy offerings beyond Berkmar.

• Adjust Weekly Schedule

We have changed our weekly schedule from four block days and one traditional day to two block days and three traditional days. This will provide approximately 53 additional minutes of instructional time a week. This additional time will increase supports for students with acquiring the standards essentially improving their course pass rate.

• Cohort Data Quality Team

- The Data Quality Team will be responsible for ensuring all of the data relative to graduation rate is accurate and updated regularly. Processes will be developed to ensure that all students are correctly coded and tracked.

• Extended Learning Time and Opportunities

- A comprehensive credit recovery program will be provided to assist students who have fallen behind in credits. The Credit Recovery opportunities will occur during Academy Time and after school to best meet the diverse needs of our students.
- We will also offer extended hours in the Media Center this year for students and families to access (Monday - Thursday until 6:00 pm and on select Saturdays from 8:00 am - 12:00 pm).

• Gateway Boot Camp

- We will hold a Gateway boot camp to support students in need prior to the Main Administration in the Spring.

• Summer School Opportunities

We will provide students who have fallen behind in credits, an opportunity to attend summer school. Counselors will identify students who need to recover credit, with a priority given to seniors.



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o Annual Goal

Berkmar High School will reduce the number of absences and discipline infractions per grade level by 5% during the 2019-20 school year.

Implementation Design

• Building Parent Capacity

Monthly workshops will be geared towards helping parents understand the importance of daily attendance. Parents will be provided information on the attendance protocol at Berkmar High School. This workshop will focus on why attendance matters and how it affects academic success.

• Kid Talks

Each Academy will hold structured Kid Talks as a team to identify and create remediation plans for students struggling academically. These meetings will happen once a month.

• Positive Behavior Interventions and Supports (PBIS)

All teachers will receive training on implementing PBIS strategies and framework. Students will also be eligible for various prizes and rewards for exemplary behavior and attendance. Further, our PBIS Coach, Trevan Moore, will serve as the liaison between administration and the staff and will be a first responder to all minor discipline incidents and teacher calls for support.

• Social Emotional Support for Teachers

We will have a consultant support our staff members with their social-emotional needs using the Teacher Wellness Program. Through this program, the consultant will increase teacher efficacy in supporting at-risk learners by providing social-emotional supports for teachers.

The consultant will use the following strategies to support our staff:

- 1. Support groups
- 2. Collaborative events
- 3. Staff Planning Room
- 4. Other

• Student Attendance Review Committee (SARC)

Each academy will hold monthly attendance review meetings with students accumulating excessive absences. These meetings will include student, parent, counselor, assistant principal, and any other staff members that support the student.

o Annual Goal

Berkmar High School will increase the meets and/or exceeds percentages on the 2021 Social Studies and Science Gateway exams by 3 points over the 2019 scores.

Implementation Design

• Building Parent Capacity

We will offer a parent workshop where parents will receive information on the Gateway exam and how they can help promote literacy improvement at home with their students. During each of these sessions, parents will learn about relevant websites, literacy and writing strategies, and strategies to support their children at home.

• Gateway Boot Camp

We will hold a Gateway boot camp to support students in need prior to the Main Administration in the Spring.



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- **Gateway Intervention Specialist**

We have two specialist charged with developing and supporting intervention programs on campus.

- **PLC Collaborative Planning**

All PLCs will collaboratively plan weekly focusing on integrating literacy strategies. Each PLC will be required to submit literacy development plans, strategies, and assessment strategies. Teachers in the specific Gateway courses (US History and Chemistry) will receive targeted professional

- **Long Term Goal**

Berkmar High School graduates will be fully college and/or career ready as measured by local, state, national, and world-class standards. Metrics for this goal will include analysis of end of course tests, the ACT, the SAT, advanced placement exams, the Gateway assessment, and local benchmark assessments.

- o **Annual Goal**

Berkmar High School will improve its overall 2020 Weighted School Assessment (WSA) score by 3 points over the 2019 WSA score.

Implementation Design

- **Building Parent Capacity**

- Workshops will be provided with information on Social Studies, Science, Mathematics, and Language Arts assessment strategies and resources. During each of these sessions, parents will learn about relevant websites, cooperative learning strategies, and strategies to support their children at home.
- We will provide opportunities for parents to enroll in English classes (taught by teachers).
- Workshops to include full explanation of how we are graded as a school (WSA, CCRPI, etc.)

- **Academy Time Remediation**

Students needing remediation in academic classes will meet with the teachers during Academy Time. A locally developed program will provide the necessary accountability for students to choose a teacher-scheduled remediation during Academy Time. The management application will communicate with the sending teacher, receiving teacher, and student, the scheduled time and place for the remediation.

- **Adjust Weekly Schedule**

We have changed our weekly schedule from four block days and one traditional day to two block days and three traditional days. This will provide approximately 53 additional minutes of instructional time a week. This additional time will support students in their acquisition of the standards essentially improving their assessment results.

- **Departmental/PLC Instructional Improvement Monitoring**

Berkmar's administrators will meet weekly to review progress towards instructional initiatives and walkthrough data. The administrative team will also review student academic performance and course team performance every grading report window.

- **New Teacher Program**

Enhance our program to include targeted Professional Development and mentoring opportunities for all new teachers to Berkmar High School.

- **PLC Collaborative Planning**

All PLCs will collaboratively plan weekly focusing on improving curriculum knowledge, incorporating writing, and ensuring high-quality instruction in each classroom. These teams will also review and develop assessment items to ensure alignment with the AKS.



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• **Technology Integration**

- All teachers will receive mandatory and optional professional learning on implementing technology and eCLASS resources into their daily instruction.
- Teachers will build on the following skills learned during the 2019-20 Digital Learning Days;
 - Flexibility of assignments and due dates
 - Creative instructional approaches in the Fine Arts
 - PLCs will continue focusing on teaching the AKS, assessments, instructional strategies, and remediation/acceleration opportunities through the digital world
 - Ensure assignments are phone friendly
 - Providing digital tutorial sessions
 - Video components embedded in everyday lessons. Capture daily lessons and archive for students to view at a later time
 - o Our teachers will create the videos and not predominantly pull from the internet
 - The Quality Plus Teaching Strategies will drive the digital lessons provided to students.
 - Teachers will provide blending learning opportunities for students

o **Annual Goal**

Berkmar High School will increase its overall 2019-20 College and Career Readiness Performance Index (CCRPI) score by 3% over the 2018-19 CCRPI score.

Implementation Design

• **Building Parent Capacity**

Workshops will be provided with information on the CCRPI and how schools are evaluated using this metric. In these sessions, parents will learn about how they can support our school's improvement efforts through their work with their children at home.

• **Academy Model Adjustments**

We have adjusted our Academies combining JROTC with our Health and Human Services Academy, Marketing with Architecture and Construction Academy, and dissolved the Entrepreneurial pathway. We are also offering a first class Film program, which will expose our students to one of the fastest growing industries in our region. All adjustments will increase engagement for our students leading to high achievement results.

• **Instructional Progress Monitoring**

The Administrative teams will be monitoring progress towards CCRPI improvement every 3- weeks. Each team will focus on specific CCRPI strands that relate to their respective teams. The Academy team will focus on student-level data: Attendance, Behavior, and Course Performance. The Instruction Team will focus on teacher-level data: PLC Effectiveness, Interim Data, and Instructional Quality.

• **Long Term Goal**

We will build our parents' capacity to support their children's academic achievement by implementing the activities identified in the Parent Involvement Policy and School/Parent Compact.