

BCS Strategic Plan, 2011-2016

What We Do

MISSION -

Our mission is to maximize the academic potential of every child in a safe and personalized environment. BCS will graduate students who are college and career ready and prepared to meet the challenges of the twenty-first century workplace.

Where We Want To Be

VISION -

Educational excellence for all students!

What We Believe

VALUES -

1. Believing that all children can and will learn.
2. Personalizing the educational experience for all students.
3. Providing uncompromising educational service to all students.
4. Making parents our partner in educating students.
5. Producing positive outcomes in student learning is the combination of outstanding teachers and exceptional leadership at each school.

What We Want to Accomplish

GOALS -

1. BCS will improve academic performance in Reading, Language Arts, Writing, Math and Science.
2. BCS will graduate students who are college and career ready and prepared for post secondary education, careers and citizenship.
3. BCS will hire, train, develop and grow great teachers and leaders, providing uncompromising educational services to our students complimented by a highly motivated, caring, and dedicated staff. All BCS personnel will be committed to building a culture of excellence, with resources to support learning at all levels.
4. BCS will increase parental, public, and private support for education.

Goal 1:

Blount County Schools will improve academic performance in Reading, Language Arts, Writing, Math, and Science

Objective 1: Blount County Schools will develop an intense focus on reading fluency and comprehension.

Objective 2: All elementary and middle schools will employ a reading specialist, trained in reading instruction and possessing a Reading Specialist Certification and/or a Wilson level I certification. Reading specialists will direct the school level intervention program and provide direct reading instruction to students.

Objective 3: All Blount County Schools will adopt a comprehensive reading program that provides clear, rigorous grade-level expectations for proficiency, utilizes frequent assessments to measure growth and guide instruction, and employs an early identification system for struggling readers. A comprehensive reading program will include the following principles and guidelines:

- Intervention for a minimum of 30 minutes each day using more than one strategy.
- A Balanced Literacy approach will include the five pillars of reading: phonemic awareness, phonics, fluency, vocabulary, and comprehension.
- Literacy block of a minimum of 90 minutes every day (70 minutes for high school).
- Focus on phonics in the early grades and comprehension in the later grades.
- All teachers shall teach reading in the content area in grades 4 through 12.
- Each high school will develop a reading support/intervention for struggling readers.
- Develop more balance in reading content to include additional reading comprehension of non-fiction texts including technical manuals.

Goal 1 continued

Objective 4: All Blount County Schools will adopt a comprehensive writing program with a specific focus on writing across the curriculum. The comprehensive writing program will include the following principles and guidelines:

- Writing instruction will incorporate activities and assignments that allow students varied opportunities to practice the craft of writing for a variety of modes and genres, including description, narration, exposition, persuasion, literary response, personal experience, and narrative. Teachers should also introduce students to the writing of work-related texts, such as instructions, directions, letters, memos, e-mails, and reports.
- Assess and monitor student writing that demonstrates a strong command of standard writing skills: in usage, mechanics, spelling and sentence structure.
- Ensure clear communication through enhanced writing skills allowing students to practice varied strategies in writing, a demonstration of audience awareness, varied sentence structure, accurate and varied vocabulary. Students shall also demonstrate the knowledge and skills of the writing process including pre-writing, drafting, revising, editing, evaluating and publishing.

Objective 5: All Blount County Schools will adopt a comprehensive mathematics program, which will include the following principles and guidelines:

- Classroom activities that foster conceptual understanding to include, but are not limited to drawing models, creating problems to illustrate computations, and working with manipulatives.
- All students will demonstrate procedural fluency to perform basic mathematical operations efficiently and appropriately. Calculators when used appropriately and judiciously do not undermine the development of students' computational skills. However, calculators do not replace the learning of basic mathematical facts and procedures.
- Students demonstrate strategic competence by determining what the problem is asking them to do. Making conjectures and forming conclusions, students can understand and use various approaches to solving problems and are able to check their answers using different approaches.
- Students construct viable arguments and critique the reasoning of others with adaptive reasoning; understand and use stated assumptions, definitions, and previously established results in constructing arguments. Then students are able to analyze situations and justify their conclusions to others.
- Teachers will offer mathematical lessons as sensible, doable and worthwhile-productive disposition-by engaging students in relevant activities while establishing relationships with all learners to meet their needs.

Goal 1 continued

- New mathematics books will be adopted, purchased and implemented in grades K-12, in 2011-2012. Teachers and staff will receive training on the new math series and common core standards.
- A minimum of 60 minutes of mathematics instruction should occur every day with an additional 30 minutes of intervention as needed.

Objective 6: All Blount County Schools will adopt a comprehensive science program which will include the following principles and guidelines:

- Students will be taught problem solving skills. Through quality science education, BCS science educators will help students model and emphasize the skills, attitudes, and values of scientific inquiry and in turn, help students reflect as learners and use skills of inquiry to become effective problem solvers.
- Through inquiry-based practices students will acquire knowledge and develop a rich understanding of concepts, principles, models, and theories. BCS science educators with an approach to content, as well as the teaching and assessment strategies, reflect the acquisition of scientific understanding through inquiry. Students will then learn science in a way that reflects how science actually works.
- A coordination of science and math programs so that students will learn the necessary mathematical skills and concepts before and during their use in the science program, which supports Tennessee's growth in STEM education.
- Using the state standards as a framework, BCS science educators will design a variety of instructional practices that is based on the prior experiences of students but avoids unnecessary repetition.

Objective 7: All Blount County schools will address achievement gaps in all subgroups by developing prescriptive plans for improvement.



Goal 2:

BCS will graduate students who are college and career ready, and prepared for post-secondary education, careers, and citizenship.

Objective 1: BCS must prepare and graduate all students who are college and career ready.

- Implement the teaching of National Common Core Standards as adopted by the Tennessee State Board of Education.
- 2011-12: Kindergarten and 1st grade will begin teaching English/Language Arts and Math common core standards.
- 2012-13: 2nd grade through 8th grade will begin teaching Math common core standards; 2nd grade to begin English/Language Arts common core standards.
- 2013-14: 3rd-5th grade will begin teaching English/Language Arts common core standards.
- 2014-15: 6th-8th grade will begin teaching English/Language Arts common core standards; 9th through 12th grade will begin teaching English/Language Arts and Math common core standards.
- 2015-2016: TN Department of Education will align all student assessments with the National Common Core Standards.

Objective 2: Blount County Schools will develop and integrate STEM (Science, Technology, Engineering, and Math) components throughout the K-12 curriculum. A STEM academy will be developed to focus on students' skills in these curricular areas. A high school STEM team will develop and implement a STEM plan for the school system.

Objective 3: Blount County Schools will prepare for on-line state assessments (beginning in 2015) by ensuring the school system has the bandwidth and support to successfully execute the test. Each school will have wireless (Wi-Fi) internet access with the appropriate network to accommodate each school's access needs.

Objective 4: Blount County High Schools will develop a college and career counseling center (CCCC) to guide the students through the post-secondary education process and ensure more students attend college.

Objective 5: Blount County Schools will partner with BlountAchieve to ensure that selected first generation college students have an opportunity to receive two years of free post-secondary education.

Objective 6: All Blount County Schools will adopt a School-wide Positive Support Program to inform and focus students on life skills and citizenship throughout the educational experience.

Goal 2 continued

Objective 7: Blount County High Schools will implement a master schedule change to reflect the needs of the students, meet or exceed the Tennessee Diploma Project requirements, enhance flexibility, and expand opportunities for student growth and achievement.

Objective 8: Blount County Schools will fully implement the Tennessee Diploma Project and acquire instructional materials aligned to the state curriculum standards, use diagnostic assessments to monitor the progress of our students, and coordinate interventions for low-performing students that may include after school and summer tutorials. Interventions must be well designed and coordinated to meet the needs of individual students. Bus transportation is required to ensure that struggling students fully participate. These interventions will be developed at regional sites in the district.

Objective 9: Blount County High Schools will develop a comprehensive plan to increase student offerings in advanced placement courses, dual credit courses, and college and career transition programs. The high schools will further ensure that a minimum of 80-percent of graduates possess the skills and content knowledge to succeed in post secondary studies and graduate with a two or four year degree.



Goal 3:

BCS will hire, train, develop and grow great teachers and leaders, providing uncompromising educational services to our students complimented by a highly motivated, caring, and dedicated staff. All BCS personnel will be committed to building a culture of excellence, with resources to support learning at all levels.

Objective 1: Blount County Principals will provide a personally and professionally rewarding work environment by developing a culture of excellence where exceptional teaching, superior learning, and relationship-building are valued.

Objective 2: The personnel department will be restructured to reflect a more contemporary approach to recruiting highly qualified teaching candidates, including online applications.

Objective 3: Blount County Schools will increase base compensation for certified personnel. Additional compensation opportunities will be available through a strategic pay plan featuring multiple options including student performance benchmarks.

Objective 4: Blount County Schools will develop Professional Learning Communities to provide systematic, on-going professional growth opportunities for teachers. Professional Learning Communities will be content specific, enhance instructional delivery, and improve student performance.

Objective 5: Blount County Schools will continue to employ Reading and Mathematics Instructional Coaches and will add a Science Instructional Coach to provide on-going professional development and build internal capacity to drive strategic plans to successful outcomes.

Objective 6: Blount County Schools will continue to employ data coaches funded in conjunction with Tennessee First To The Top. Data coaches will oversee the implementation of a K-12 formative assessment plan. In addition, data coaches will support data-driven decision making disaggregate student achievement data, make data accessible to all educators, and train principals and teachers in TVAAS and formative assessment strategies to inform and direct instruction.

Objective 7: A Principal Leadership Academy, with the purpose of supporting and enhancing all school level leaders, will be developed in order to help principals move their schools to high performing by 2015.

Objective 8: Blount County Schools will employ Instructional Technology Coaches (ITC's) to maintain and support a high quality technology rich environment for students and teachers. ITC's will provide the necessary infrastructure to drive a successful instructional program that values the daily integration of technology in the classroom.

Goal 3 continued

Objective 9: Blount County Schools will develop an extensive educator recognition program that focuses on Excellence in Education.

Objective 10: Beginning in school year 2011-2012, Blount County Schools will successfully implement and execute the new Tennessee Educator Acceleration Model (TEAM).

- Short to medium range goal: 80% of all teachers functioning in levels 3 (At Expectations), 4 (Above Expectations), & 5 (Significantly Above Expectations) on the TEAM Model.
- Long-range goal: 90% of all teachers functioning in levels 4 (Above Expectations) & 5 (Significantly Above Expectations) on the TEAM Model.

Objective 11: Blount County Schools will continue to employ Graduation Coaches focusing on the support identified students need in order to graduate. In addition, part-time counselors will be employed to serve in the College and Career Counseling Center (CCCC) (see goal #2).

Objective 12: An annual School Recognition Program will be developed to recognize Blount County Schools that meet or exceed 2.0 on TVAAS Scores in the areas of English Language Arts, Mathematics, and Science.



Goal 4

Blount County Schools will increase parental, public, and private support for education.

Objective 1: BCS will partner with parents and the community to create a culture of service and support to ensure all students learn and accomplish their educational goals.

Objective 2: BCS will develop a coordinated public relations plan to focus on school strengths.

Objective 3: BCS will employ a technology and media specialist to develop a comprehensive communication process through enhanced use of channel 5 (local school channel), podcasting, ensuring accessible and timely information is communicated, developing on-line instructional content in building a virtual school environment, and video conferencing as an educational tool.

Objective 4: BCS will develop a teacher and parent advisory council to enhance communication and build support for school system plans and initiatives.

Objective 5: BCS will develop partnerships with business and community leaders for the purpose of identifying needs and resources to enhance school success.





Blount County Schools

Vision: Educational Excellence for All Students!

**Mission: Maximize the Academic Potential of
Every Child in a Safe and Personalized
Environment.**

Blount County Schools will graduate students who are college and career ready and prepared to meet the challenges of the twenty-first century workplace.



Blount County Schools

Academic Growth (TVAAS)

- Five Year Goal -

Subject	2010 Score	2010 Grade	State Growth Std.	5-Year Goal Score (2015)	10-Year Goal Grade (2020)
Math	0	C	0.0	≥ 2.0	A
Reading/Language	-1.1	D	0.0	≥ 2.0	A
Science	-2.3	F	0.0	≥ 1.5	B
Social Studies	0.2	C	0.0	≥ 1.0	B



Blount County Schools

Academic Achievement Goals

- Five and Ten Year Goals measured by NCE -

Subject	2010 Score	2010 Grade	5-Year Goal Score (2015)	5-Year Goal Grade (2015)	10-Year Goal Score (2020)	10-Year Goal Grade (2020)
Math	49	C	55	A	58	A
Reading/Language	49	C	55	A	58	A
Science	49	C	52	B	55	A
Social Studies	51	C	52	B	55	A



Blount County Schools

ACT Goals

- Five and Ten Year Goals for ACT scores -

Subject/Area	2010	3-Yr. Average	5-Yr. Goal (2015)	10-Year Goal (2015)
Composite	19.3	20.1	20.5	21.5
English	19.0	20.0	20.8	22.0
Math	18.9	19.3	20.3	21.5
Reading	19.8	20.9	21.0	22.0
Science	19.0	19.8	20.0	21.0

Annual Measurable Objectives (AMO)

Achievement Targets, 2011-2012

Subject	Grade Level(s)	2011 - 2012 Target
Reading/Language Arts	3-8	50.5%
Math	3-8	46.6%
Reading/Language Arts	3	46.7%
Math	3	52.4%
Reading/Language Arts	7	50.4%
Math	7	53.3%
Algebra I	9-12	51.2%
English II	9-12	65.6%
Graduates	9-12	90.5%

Gap Closure Targets, 2011-2012

Subject	Grade Level(s)	2011 - 2012 Target
Racial/Ethnic Subgroup v. All Students	3-8 Math	10.9%
Racial/Ethnic Subgroup v. All Students	3-8 Reading	8.8%
Racial/Ethnic Subgroup v. All Students	HS Alg	3.0%
Racial/Ethnic Subgroup v. All Students	HS Eng II	24.2%

Gap Closure Targets, 2011-2012
Continued

Subject	Grade Level(s)	2011 - 2012 Target
Economically disadvantaged v. Non-economically disadvantaged	3-8 Math	15.5%
Economically disadvantaged v. Non-economically disadvantaged	3-8 Reading	16.7%
Economically disadvantaged v. Non-economically disadvantaged	HS Alg	21.9%
Economically disadvantaged v. Non-economically disadvantaged	HS Eng II	23.3%
English learners v. Non-English learners	3-8 Math	31.8%
English learners v. Non-English learners	3-8 Reading	38.8%

Gap Closure Targets, 2011-2012
Continued

Subject	Grade Level(s)	2011 - 2012 Target
Students with disabilities v. Students without disabilities	3-8 Math	9.8%
Students with disabilities v. Students without disabilities	3-8 Reading	14.3%
Students with disabilities v. Students without disabilities	HS Alg	16.1%
Students with disabilities v. Students without disabilities	HS Eng II	41.8%

Vision:

Educational excellence for all students!

VALUES

Believing that all children can and will learn.

Personalizing the educational experience for all students.

Providing uncompromising educational service to all students.

Making parents our partner in educating students.

Producing positive outcomes in student learning occurs with the combination of outstanding teachers and exceptional leadership at each school.

Mission Statement:

The mission of Blount County Schools is to maximize the academic potential of every child in a safe and personalized environment. BCS will graduate students who are college and career ready and prepared to meet the challenges of the 21st century workplace.

GOALS

Improve academic performance in reading, language arts, writing, math and science.

Graduate students who are college and career ready and prepared for post secondary, education, careers and citizenship.

Hire, develop, and grow teachers and leaders, providing uncompromising educational services to our students through a highly motivated, caring, and dedicated staff that is committed to building a culture of excellence, and providing capacity to support learning at all levels.

Increase parental, public, and private support for education.

