

2014 - 2016 Bessemer City Central School Improvement Plan

Bessemer City Central School Contact Information

School	Bessemer City Central	School Code	360332
Street Address	1400 Puetts Chapel Rd.	Phone Number	704-629-2206
City, State, Zip Code	Bessemer City, NC 28016	Fax Number	704-629-6320
Principal Email	bfgermain@gaston.k12.nc.us	Principal	Beth Germain

Bessemer City Central: School Improvement Team Membership

From GS 115C-105.27: "The principal at each school, representatives of the assistant principals, instructional personnel, instructional support personnel, and teacher assistants assigned to the school building, and parents of children enrolled in the school shall constitute a school improvement team to develop a school improvement plan to improve student performance. Representatives of the assistant principals, instructional personnel, instructional support personnel, and teacher assistants shall be elected by their respective groups by secret ballot... Parents serving on school improvement teams shall reflect the racial and socioeconomic composition of the students enrolled in that school and shall not be members of the building-level staff. "

Committee Positions	Name	Email Address	Date Elected
Principal	Beth Germain	bfgermain@gaston.k12.nc.us	8/19/2014
Teacher Representative	Jo Randall	jerandall@gaston.k12.nc.us	8/18/2104
Teacher Representative	Crystal burton	mcburton@gaston.k12.nc.us	8/19/2014
Teacher Representative	Elizabeth Hill	emhill@gaston.k12.nc.us	8/18/2104
Teacher Representative	Sarah Putnam	skputnam@gaston.k12.nc.us	8/19/2104
Instructional Support Representativ	Kim Reese	kdreese@gaston.k12.nc.us	8/18/2014
Instructional Assistant	Matt McGee	mjmcgee@gaston.k12.nc.us	8/18/2014

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Gaston County School's Values

				Beliefs			Four C's				
				Safety			Commitment				
				Diversity			Community				
				Innovation			Communication				
				Collaboration			Choice				
				Excellence							

Gaston County School's Vision and Mission Statement

Vision: The vision of Gaston County Schools is to inspire success and a lifetime of learning

Mission: Through outstanding employees and community partners, Gaston County Schools provides innovative educational opportunities for all students in a safe and nurturing learning environment

Bessemer City Central Mission and Vision Statement

Vision: The vision of BCC is to facilitate the learning process by building character, creating creative mindsets, and cultivating perspectives that equipt students to embrace the challenges of the 21st century.

Mission: Moving forward and making it better for tomorrow by effectively communicating that we can and we will become globally competitive.

Bessemer City Central SMART GOALS

Based upon data analysis our focus will be upon the following outcomes:

Proficiency 80%

1. BC Central will improve EOG Reading proficiency from 39.1% proficient to 47% proficient in grades 3-5.
2. BC Central will improve EOG Math proficiency from 36.2% proficient to 47% proficient in grades 3-5.
3. BC Central will improve EOG Science proficiency from 30.3% proficient to 47% proficient in grade 3-5.

Growth 20%

- 1 Bessemer City Central will exceed growth in reading
- 2 Bessemer City Central will exceed growth in math
- 3 Bessemer City Central will exceed growth in science

2015 - 2016 Bessemer City Central School Performance Grade Improvement Plan - Data Analysis

Total Students	429	American Indian	2	Male	212	Percent FRL	57 / CEP - Y	Gaston County Statistics	
		Asian	1	Female	217	Percent LEP	5	Total Population	211,127
K-2nd Grade	0	Hispanic	38			Percent AIG	3	Employment Rate	94%
3rd Grade	145	Black	130			Percent EC	16	Median HH Income	\$41,017
4th Grade	119	White	228					Bachelor's Degree+	18%
5th Grade	165	Multi Racial	28						
		Pacific Islander	2			Years of Experience		Licensure	
						0-3 Years	32%	Fully Licensed	93%
Number of Teachers		Student to Teacher Ratio		Teacher Turnover Rate		4-10 Years	21%	Advanced Degrees	26%
19		N		11%		10+ Years	47%	National Board Certified	3
Percent of Classes Taught by Highly Qualified Teachers				100					
Attendance Rate		Dropout Rate		Retention Rate		Short-Term Suspensions			
95.78		NA		3.61		8			
School Performance Grade		SPG Performance Score		Growth Status		Growth Index			
2014-2015	D	2014-2015	43	2014-2015	Not Met	2014-2015	-2.54		
2013-2014	D	2013-2014	48	2013-2014	Exceeded	2013-2014	2.38		
Performance Composite - GLP					EVAAS Growth				
2014-2015		2013-2014	2012-2013		Subject	2014-2015	2013-2014	2012-2013	
EOG	36.6	39	23.5		Reading Gr. 3	0.2	-0.5	NA	
Reading	39.1	41	27.2		Reading Gr. 4	1.4	3.1	-2.1	
Reading Gr. 3	41.9	41.5	28.6		Reading Gr. 5	-2.6	0.9	1.0	
Reading Gr. 4	42.9	38.8	34.5		Math Gr. 4	5.2	5.6	-2.6	
Reading Gr. 5	32.3	42.3	17.9		Math Gr. 5	-6.1	-1.1	-0.2	
Math	36.2	36.6	22.2		Science Gr. 5	-5.7	-1.9	-2.4	
Math Gr. 3	38.4	36.9	22.9						
Math Gr. 4	41.2	37.9	27.4						
Math Gr. 5	28.3	35.1	16						
Science Gr. 5	30.3	40.5	16						

Gaston County Schools Strategic Goals

Goal 1: Every student will graduate prepared for post-secondary opportunities

Focus Area	1.1 Increase the graduation rate
	1.2 Increase students completing Career and Technical Education courses and opportunities
	1.3 Increase the number of students who graduate from high school with post-secondary credit

Goal 2: Every member of our diverse student population has the opportunity for individualized instruction.

Focus Area	2.1 Increase the percentage of students reading on or above grade level by the end of the third grade
	2.2 Increase the strategies and tools available to ensure success of all students
	2.3 Increase opportunities for a wide variety of academic choices

Goal 3: Every employee is capable and committed to the education of the whole child.

Focus Area	3.1 Attract and retain a high qualified workforce in all schools, including high-needs areas, through increased incentives.
	3.2 Provide employees increased access to quality, research-based professional development
	3.3 Survey students annually to determine the level of administrator-student relationships, teacher-student relationships, and overall school classroom climate

Goal 4: Every school has up-to-date technology to support teaching and learning.

Focus Area	4.1 Ensure all schools have sufficient wireless coverage
	4.2 Increase the use of technology as a communication tool for all stakeholders
	4.3 Increase the number of teachers and students who effectively use digital learning tools

Goal 5: Every student has the opportunity to learn in a safe school environment.

Focus Area	5.1 Increase facility safety features
	5.2 Increase anti-bullying efforts at every school
	5.3 Increase community resources to maximize student support systems

2015 - 2016 Bessemer City Central School Performance Grade Improvement Plan

Smart Goal # 1		80% portion of the School Performance Grade	
Strategic Plan Goal:		Goal #1	
Strategic Plan Goal focus area:		1.2, 1.3, 2.1, 2.2	
Current Status Reading:		39.1	
Reading Goal:		47	
Current Status Math:		36.2	
Math Goal:		47	
Current Status Science:		30.3	
Science Goal:		47	
Strategies(Action Steps)	Implementation Team	What Data will you collect	When will you monitor?
Reading: Will implement Fountas and Pinnell Leveled Literacy Intervention supplemental program in Title 1 reading program.Classroom teachers will work with the literacy teacher to utilize Leveled Literacy Intervention reading strategies to meet the needs of struggling readers, with a specific emphasis on bubble students. 2. Teachers will utilize the EOG question stems to create lessons during PLC unit planning in order to incorporate in daily instruction. 3. Staff will utilize data such as STAR reports, anecdotal notes and common assessments to plan instruction for small group instruction.	Literacy Teacher, Classroom Teacher, Administrator	Mclass Assessments and STAR Assessments	MClass - MOY, BOY, EOY/STAR quarterly
Math: Staff will utilize data such as STAR reports, anecdotal notes and common assessments to plan instruction for smallflex groups.	Teachers, Instructional Facilitator	Unit plans, student response journal	Weekly during PLC meetings
Interactive S.T.E.M. Student Notebooks will be implemented in 5th grade. Notebooks will include essential vocabulary and diagrams for each S.T.E.M. Unit.	Instructional Facilitator, Teachers, Administration	Science Unit Assessments	After each unit
Professional Development - Identify the professional development required to successfully implement the strategies listed above			
Staff/group participants	Professional Learning/Activities	Trainer	Date Completed

Literacy Teacher	LLI Training	Title 1 department	Fall, 2015
Teacher	Staff training on question stems and interactive notebooks	Curriculum Facilitators and Instructional Facilitator	Fall, 2015
Budget - Identify the funding necessary to implement the goal if applicable			
Budget Amount		Budget Source	
Tutors for small differentiated instruction - \$10,000		Title 1	

Smart Goal # 1		80% portion of the School Performance Grade	
Total Number of Staff Members:			
Number of Staff Members Approving Plan:		% of Staff Members Approving Plan:	
District Level Approval of School Performance Grade Improvement Plan			
Superintendent Signature/Date/Comments:			
Assistant Superintendent for Elementary and Secondary School Signature/Date/Comments:			
Assistant Superintendent for Administration Signature/Date /Comments:			
Assistant Superintendent for Curriculum & Instruction Signature/Date/Comments:			
Executive Director Comments Signature/Date/Comments:			
Monitoring Date 1: January 2016			
What did the data tell you? List your data and be specific.			
Did the strategie(s) lead you toward your goal? How do you know?			
Are the strategies being faithfully implemented? How do you know? What will you do if they're not?			
Do the strategies need to be changed? If so, describe your process.			

Assistant Superintendent for Elementary and Secondary School Signature/Date/Comments:

Assistant Superintendent for Administration Signature/Date /Comments:

Assistant Superintendent for Curriculum & Instruction Signature/Date/Comments:

Executive Director Comments Signature/Date/Comments:

Monitoring Date # 2: July 2016

What did the data tell you? List your data and be specific.

Did the strategie(s) lead you toward your goal? How do you know?

Are the strategies being faithfully implemented? How do you know? What will you do if they're not?

Do the strategies need to be changed? If so, describe your process.

Assistant Superintendent for Elementary and Secondary School Signature/Date/Comments:

Assistant Superintendent for Administration Signature/Date /Comments:

Assistant Superintendent for Curriculum & Instruction Signature/Date/Comments:

Executive Director Comments Signature/Date/Comments:

Smart Goal # 1

80% portion of the School Performance Grade

November 2015

Executive Director Comments Signature/Date/Comments:

December 2015

Executive Director Comments Signature/Date/Comments:

February 2016

Executive Director Comments Signature/Date/Comments:

March 2016

Executive Director Comments Signature/Date/Comments:

April 2016

Executive Director Comments Signature/Date/Comments:

May 2016

Executive Director Comments Signature/Date/Comments:

2015 - 2016 Bessemer City Central School Performance Grade Improvement Plan

Smart Goal # 2		20% Portion of the School Performance Grade	
Current Growth Status Overall:		-2.54	
Overall Growth Status:		not met	
Current Growth Status Reading:		met expected growth grade 3 (0.2), grade 4 (1.4), grade 5 (-2.6)	
Reading Growth Goal:		exceeded expected growth	
Current Growth Status Math:		met expected growth grade 3 (5.2), exceeded growth grade 4 (-6.1), not met grade 5 (-5.7)	
Math Growth Goal:		exceeded expected growth	
Current Growth Status Science:		did not meet growth (-5.7)	
Science Growth Goal:		exceeds expected growth	
Strategies(Action Steps)	Implementation Team	What Data will you collect	When will you monitor?
Create a club for bubble students based on student EVASS results, academic data and attendance data to provide support such as tutoring and mentoring to those students	BCC Staff	EVASS Data, MClass reports, STAR reports	EVASS - beginning of the year MClass - BOY, MOY, EOY STAR quarterly
Create student data folders to help students monitor their learning and set individual goals based on MClass and STAR reports	Teachers, Students, Administration	MClass, STAR reports	Monthly
Professional Development - Identify the professional development required to successfully implement the strategies listed above			
Staff/group participants	Professional Learning/Activities	Trainer	Date Completed
Teachers	Training on creating student data folders and conferencing with students regarding growth	Curriculum Facilitator and Instructional Facilitator	Fall, 2015
Budget - Identify the funding necessary to implement the goal			
Budget Amount		Budget Source	
\$700.00 - Student Folders & copy cost for goal setting forms		Title 1	

Smart Goal # 2		20% Portion of the School Performance Grade	
Total Number of Staff Members:			
Number of Staff Members Approving Plan:		% of Staff Members Approving Plan:	
District Level Approval of School Performance Grade Improvement Plan			
Superintendent Signature/Date/Comments:			
Assistant Superintendent for Elementary and Secondary School Signature/Date/Comments:			
Assistant Superintendent for Administration Signature/Date /Comments:			
Assistant Superintendent for Curriculum & Instruction Signature/Date/Comments:			
Executive Director Comments Signature/Date/Comments:			
Monitoring Date 1: January 2016			
What did the data tell you? List your data and be specific.			
Did the strategie(s) lead you toward your goal? How do you know?			
Are the strategies being faithfully implemented? How do you know? What will you do if they're not?			
Do the strategies need to be changed? If so, describe your process.			

Assistant Superintendent for Elementary and Secondary School Signature/Date/Comments:

Assistant Superintendent for Administration Signature/Date /Comments:

Assistant Superintendent for Curriculum & Instruction Signature/Date/Comments:

Executive Director Comments Signature/Date/Comments:

Monitoring Date 2: July 2016

What did the data tell you? List your data and be specific.

Did the strategie(s) lead you toward your goal? How do you know?

Are the strategies being faithfully implemented? How do you know? What will you do if they're not?

Do the strategies need to be changed? If so, describe your process.

Assistant Superintendent for Elementary and Secondary School Signature/Date/Comments:

Assistant Superintendent for Administration Signature/Date /Comments:

Assistant Superintendent for Curriculum & Instruction Signature/Date/Comments:

Executive Director Comments Signature/Date/Comments:

Smart Goal # 2

20% Portion of the School Performance Grade

November 2015

Executive Director Comments Signature/Date/Comments:

December 2015

Executive Director Comments Signature/Date/Comments:

February 2016

Executive Director Comments Signature/Date/Comments:

March 2016

Executive Director Comments Signature/Date/Comments:

April 2016

Executive Director Comments Signature/Date/Comments:

May 2016

Executive Director Comments Signature/Date/Comments: