

Birdville Independent School District

BCTAL

2023-2024 Improvement Plan



BCTAL

**Birdville Center of Technology
and Advanced Learning**

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Comprehensive Needs Assessment

Demographics

Demographics Summary

The demographics of Birdville Center of Technology and Advanced Learning (BCTAL) mirror those of the school district. Each day, BCTAL serves 3,146 students in 12 programs. Groups of students consist of:

Hispanic 46% (1437)

Asian 5% (157)

African American 10% (315)

White 35% (1101)

Two or More Races 4% (125)

Special Education 8% (250)

Economically Disadvantaged 64% (2014)

These numbers make BCTAL the campus with the largest high school population, with only 29 teachers.

Demographics Strengths

Students from three comprehensive high schools and one alternative campus and can create bonds across cities and attendance zones. The research on diverse populations shows that students perform better and feel safer and more confident (Queens University, Drexel University). In addition to working together in the classroom setting, students prepare for competition and travel throughout the region and state together, enriching their experience. Providing students with real-world opportunities improves outcomes for low-income students (Kauffman Foundation). BCTAL is positioned to help all students excel.

Student Learning

Student Learning Summary

BCTAL invites students to learn in 12 programs of study, which include Health Science, Hospitality and Tourism, Transportation, Business and Marketing, Law and Public Safety, Agriculture, Human Services, Information Technology, Construction, audio-visual technology, and STEM. In 2022-2023, students earned 2,679 Certifications across those fields, enabling them to move into the workplace and post-secondary education easily. Students can earn dual credit in three areas. This school year, CTE will conduct a Comprehensive Needs Assessment and an audit, to dig into data regarding the alignment of curriculum and certifications as well as CCMR outcomes.

Student Learning Strengths

Career and Technology students perform at higher levels consistently throughout their educational careers. BCTAL provides multiple opportunities to earn licensures and dual credit. These will continue to expand each year.

School Processes & Programs

School Processes & Programs Summary

BCTAL celebrates student success every year. In the 2022-2023 school year, 65 students advanced to state contests, and 12 competed nationally. Teachers prepare students for these real-world scenarios through rigorous coursework, stalwart dedication, and time commitment. While Career and Technology Student Organizations (CTSO) are crucial to building a successful program, BCTAL students also have opportunities to work off campus in local business and industry. One student interned at BNSF Railroad, coordinating a drone program that monitors equipment and inventory. BCTAL students have been honored by the Chamber of Commerce and are acknowledged as Ready-to-Work graduates. These accolades are possible through a coordinated effort to create coherent course sequences that allow students to progress through learning by taking on more responsibility and making deep connections with the material.

On campus, BCTAL teachers participate in a school leadership committee, a safety committee, and a Leader of Learners committee. With only 29 teachers and no counselor or assistant principals, BCTAL teachers better their school community by stepping into leadership roles in addition to classroom expectations.

Perceptions

Perceptions Summary

In 2023, BCTAL staff participated in the Organizational Health Instrument (OHI), which collected teacher and administrator perceptions on various indicators. The staff scored very high in the flow of communication across the campus. Research indicates that this positively impacts student performance (Fairman, 2023). Teachers showed moderate progress in teacher independence, meaning many teachers feel free to function independently. Interestingly, this is connected to the lowest scoring area, group cohesiveness. While teachers feel independent in making decisions within their programs, they lack a clear sense of overall school identity. They also scored low in teacher morale.

The administration plans to address this situation by clarifying roles and responsibilities, increasing shared responsibilities, and understanding of the school's mission. Conflicts will not be ignored but acknowledged and handled in an open and caring manner. The administration will work to create a trusting environment to capitalize on teacher independence and create full interdependence amongst the school stakeholders. The school has had three principals in three years, so the results of this survey were not surprising.

This school year BCTAL will also gather perception data from students.

Goals

Goal 1: Students will achieve their full potential through a system that is responsive to the academic, social, and emotional needs of the student.

Performance Objective 1: All Birdville Center of Technology and Advanced Learning courses will promote learning by engaging in our Campus Culture of Literacy and preparing students with real-world, hands-on experiences based on individual learning styles utilizing continuous improvement.

Evaluation Data Sources: Data collected from instructional observations, differentiated instructional strategies, Career and Technology Lab experiences, internships, earned industry certification, and practicums related to content. Canvas courses/Lesson Plans. Literacy strategies observed and in lesson plans.

Strategy 1 Details	Reviews			
Strategy 1: Aligning classroom instruction to the reading level of the certification exam for that content area. Actions: 1. Gather Lexile level for each certification exam. 2. Determine how accommodations are arranged for and provided for each exam. 3. Align to industry-based certification exams to incorporate curriculum formative assessments to support students' success. Staff Responsible for Monitoring: Principal, LOL, Academic Dean of Home Campus, CTE Coordinator	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Ensure all accommodations are followed for students who qualify. Actions: 1. Continue Home Campus SPED teacher visits to the BCTAL to assist with understanding the needs and accommodations of students. 2. Monthly check-in with home campus Case Manager on student progress and/or needs. Staff Responsible for Monitoring: Principal, Teachers, Home Campus Case Managers	Formative			Summative
	Nov	Jan	Mar	June
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>				

Goal 1: Students will achieve their full potential through a system that is responsive to the academic, social, and emotional needs of the student.

Performance Objective 2: Collaborate with Birdville Center of Technology and Advanced Learning teachers of courses aligned to industry-based certification exams to implement curriculum formative assessments in support of students' success on industry-based certification exams.

Evaluation Data Sources: The percent of students experiencing success on industry-based certifications. Assessments were used and percent of students increased from pre to post-test.

Strategy 1 Details	Reviews			
Strategy 1: Teachers will administer formal and informal progress checks to indicate the levels of student readiness for their certification exam. Actions: 1. Provide the time and place for teachers to administer a mock exam. a. Create a testing environment that matches the environment in which the actual certification test will be given. b. Allow teachers to field trip students for the purpose of the mock (see item a) 2. Using Aware, or other certification resource, teach faculty how to monitor progress for each indicator for each certification exam. Staff Responsible for Monitoring: Principal, lead teachers, CTE administrators	Formative			Summative
	Nov	Jan	Mar	June
<div><div><div><div></div><div>0%</div></div>No Progress</div><div><div><div></div><div>100%</div></div>Accomplished</div><div><div><div></div></div>Continue/Modify</div><div><div><div></div></div>Discontinue</div></div>				

Goal 2: The system will utilize efficient and effective operations to support and improve the learning organization.

Performance Objective 1: Literacy: Birdville Center of Technology and Advanced Learning will practice literacy strategies learning in Professional Development across all content areas to provide support for our home campuses so that at least 90% of students show improvement in their reading levels.

Evaluation Data Sources: Passing rates on student certification exams as students will require to have the expected vocabulary and reasoning skills to pass these exams.





Strategy 1 Details	Reviews			
Strategy 1: Import Lexile levels of students from home campus reading screeners so BCTAL teachers can help assess needs before certification exams. Actions: Identify students who need assistance. Staff Responsible for Monitoring: Principal, Home-Campus Academic Dean	Formative			Summative
	Nov	Jan	Mar	June
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✖</div>Discontinue</div></div>				

Goal 2: The system will utilize efficient and effective operations to support and improve the learning organization.

Performance Objective 2: Recruitment and Marketing: Provide an increased opportunity for elementary and middle school students to experience classes and programs at the BCTAL through 5th grade and 8th-grade tours throughout the school year.

High Priority

Evaluation Data Sources: Increase in the number of student schedule requests throughout the next scheduling process.

Strategy 1 Details	Reviews			
Strategy 1: Provide building and program tours to all 5th-grade students and 8th-grade students throughout the school year. Actions: Scheduled visits from each elementary and middle school led by student ambassadors Staff Responsible for Monitoring: Principal, CTE Coordinators, Building Ambassadors	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Marketing of Programs at the BCTAL continues as a priority for students, parents, community, and business partners. Actions: 1. Increase Social Media presence on all platforms possible. 2. Student-led opportunities to showcase programs in the community (BCTAL Blooms, Community Health Fair, Ambassador visits to middle school, Realtor visits, guest speakers). Staff Responsible for Monitoring: Principal, Teachers, Social Media liaison	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Student and Instructor involvement in Career and Technology Student Organizations (CTSO) membership and competitions to further showcase the talents of the students in BISD on the Regional, State, and National Levels. Actions: Regional and State Competitions in all available CTSO's for each pathway. Staff Responsible for Monitoring: Principal and Teachers	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 2: The system will utilize efficient and effective operations to support and improve the learning organization.

Performance Objective 3: All students who attend classes at the BCTAL will attain at least one CCMR indicator prior to graduation.

HB3 Goal
Evaluation Data Sources: ODS verification file/PEIMS

Strategy 1 Details	Reviews			
Strategy 1: Ensure students continue in an aligned CTE pathway working towards Completer status Actions: 1. Successful Industry Based Exam 2. Career exploration opportunities in the community and business settings. Staff Responsible for Monitoring: Principal, Teachers, CTE Coordinators	Formative			Summative
	Nov	Jan	Mar	June
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✖</div>Discontinue</div></div>				

Goal 3: All students and staff will learn and work in a safe and responsive environment.

Performance Objective 1: Create a positive, non-confrontational campus environment that will enhance learning and foster a positive, courteous campus atmosphere as evidenced by teacher/student attendance, student engagement and earned certifications.

Evaluation Data Sources: Student and Staff surveys (December and May), staff meetings and earned certifications.

Strategy 1 Details	Reviews			
Strategy 1: Faculty and staff will receive instruction to highlight the importance of building authentic rapport between with our students. Actions: 1. Staff will greet students in the halls before and after classes. 2. Encourage faculty to utilize local resources, ie., principal & trauma counselor, when students demonstrate the need for intervention. , Staff Responsible for Monitoring: Principal, CTE Administration.	Formative			Summative
	Nov	Jan	Mar	June
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✗</div>Discontinue</div></div>				

Goal 3: All students and staff will learn and work in a safe and responsive environment.

Performance Objective 2: Reduce the number of accidents resulting in workers' compensation claims by 10% over the previous year and reduce the number of workdays lost each year due to accidents occurring on the job by 10%.

Evaluation Data Sources: Safety records report from Risk Management

Strategy 1 Details	Reviews			
Strategy 1: Provide ongoing safety training in accident prevention Actions: Through campus-wide faculty and staff meetings, as well as campus PL opportunities, the campus principal will provide training, utilizing video and other data-rich resources, to reinforce the learning. Staff Responsible for Monitoring: Principal	Formative			Summative
	Nov	Jan	Mar	June
<div><div><div><div></div><div>0%</div></div>No Progress</div><div><div><div></div><div>100%</div></div>Accomplished</div><div><div><div></div><div></div></div>Continue/Modify</div><div><div><div></div><div></div></div>Discontinue</div></div>				