

SY 23-24 School Action Plan

Campus	BCM Biotech Academy at Rusk
Principal	Juan Gonzalez
Grades Served	6-8
Enrollment	352

The timeline for School Action Plan submission can be found below:

Now-July 15: Principals work with campus teams to complete the first version

July 15: Submit draft to Division Superintendent and/or ED via email

July 15-August 15: Work with ED to solicit and incorporate feedback and finalize version for submission

August 15: Final submission for SY 23-24

Baylor College of Medicine Biotech Academy at Rusk (BCMBAR) is a unique Health Science Magnet located in the East End of Houston. The school came into existence during the 2016-2017 school year to offer students an opportunity to focus their studies in the health sciences. The school has approximately 370 students from diverse communities throughout the entire city. Our school has open enrollment for all students in the district. Once students apply through our district's school choice department, the district holds an open lottery allowing students to attend our school on a first come, first served basis.

Our vision at BCMBAR is that every student will engage in a rigorous and integrative health science curriculum that will guide them to make innovative 21st-century contributions. Our mission is to prepare students for the careers of tomorrow by providing them with engaging health science experiences through cooperative learning and technological integration. Our student population consists of 74.24% Hispanic, 22.25% African American and 2.58% White students. Our special populations consist of 77.4% economically disadvantaged, 18.3% English Learners, 4% Special Education, 23.4% Gifted and Talented, and 3.28% Dyslexia students.

Through the ongoing partnership with Baylor College of Medicine, students have the opportunity to meet with medical professionals and university staff members. In addition, they also participate in state and national competitions such as Health Occupation Student Association (HOSA) to further their studies. The school is equipped with advanced medical technology and instruments to assist students in their learning and acquisition of medical skills. Our program was made possible through a Magnet Schools Assistance Program (MSAP) grant received by the district to support the development of our health science program.

Our school data for the 2022-23 school year shows a need for improvement in the areas of math (70% approaches or better), writing (50% of students proficient in ECRs), and social studies (56% approaches or better) for the upcoming year. Thus our action plan for the 23-24 school year will include key action steps to

meet district and campus goals of increasing teacher capacity and improving student proficiency in the aforementioned areas.

KEY ACTION	<p>Key Action <i>(Briefly state the specific goal or objective.)</i></p> <p>Grow staff capacity to provide the highest quality instruction</p>
	<p>Indicators of success <i>(Measurable results that describe success.)</i></p> <ul style="list-style-type: none"> • 70% of teachers will have an average rating of PROF 1 on SPOT observations by December and 80% by May. • By the end of the first 6 weeks, teachers will implement at least 2 of the core 8 MRS strategies consistently. This number should increase by 2 strategies for each grading cycle.
	<p>Specific actions – school leaders <i>(What specific action steps will the building leaders take to accomplish the objective?)</i></p> <ul style="list-style-type: none"> • Train teachers to use MRS strategies during pre-service. • Provide on-the-job coaching at least once per day. • Observe classes and provide each teacher with written feedback at least once per month. • Facilitate weekly PLCs in which teachers use at-bats to practice using MRS strategies effectively. • Observe and monitor classes weekly for the use of the core 8 MRS strategies.
	<p>Specific actions – staff <i>(What specific action steps will the staff take to accomplish the objective?)</i></p> <ul style="list-style-type: none"> • All teachers will participate actively in PLCs and planning meetings weekly, using at-bats to practice instructional strategies. • During lesson planning and internalization, teachers will plan and script the use of MRS strategies at least twice weekly. • All teachers will collect and analyze data to determine the impact of individual strategies on student outcomes and make informed instructional decisions.

KEY	<p>Key Action <i>(Briefly state the specific goal or objective.)</i></p> <p>Successfully implement high-leverage differentiation strategies in all classrooms daily.</p>
	<p>Indicators of success <i>(Measurable results that describe success.)</i></p> <ul style="list-style-type: none"> • The average score on the Purposeful Instruction section of the SPOT observation form will be at least 2 points by MOY; this will increase to 3 points by EOY. • BCMBAR will receive a Proficient I or higher score on the learning rubric assessed at MOY by district-level support; this will increase to Proficient II or higher by EOY.
	<p>Specific actions – school leaders <i>(What specific action steps will the building leaders take to accomplish the objective?)</i></p> <ul style="list-style-type: none"> • Provide training for teachers on purposeful instruction during preservice. • Provide training for teachers on differentiation strategies and how to provide intervention and acceleration during class. • Provide teachers with support to group students using feedback from DOLs.
	<p>Specific actions – staff <i>(What specific action steps will the staff take to accomplish the objective?)</i></p> <ul style="list-style-type: none"> • Attend training and implement differentiation strategies with fidelity. • Provide intervention and acceleration activities for students to complete after Tier 1 instruction. • Use feedback from DOLs to make informed instructional decisions.

Key Action *(Briefly state the specific goal or objective.)*

Integrate a backwards design model to ensure strong alignment of the LO and DOL to the TEKS.

Indicators of success *(Measurable results that describe success.)*

- The average score on the LO and DOL section of the SPOT observation form will be at least 1 point by MOY; this will increase to 1.5 points by EOY.
- BCMBAR will receive a Proficient I or higher score on the learning rubric assessed at MOY by district-level support; this will increase to Proficient II or higher by EOY.

Specific actions – school leaders *(What specific action steps will the building leaders take to accomplish the objective?)*

- Introduce new curriculum documents and resources during preservice.
- Train teachers on lesson internalization process during preservice and provide weekly feedback on submitted lesson plans.
- Support teachers during PLCs to ensure alignment of lessons.
- Provide consistent coaching during SPOT observations.
- Provide OnTrack training during preservice.

Specific actions – staff *(What specific action steps will the staff take to accomplish the objective?)*

- Internalize lessons and curriculum, making adjustments as necessary to meet the needs of individual students.
- Utilize OnTrack to develop DOLs that are aligned to the LO.
- Submit lesson internalization plans weekly.

Key Action *(Briefly state the specific goal or objective.)*

Strengthen the leadership density of BCM Biotech Academy at Rusk

Our goal at BCMBAR is to strengthen the leadership density of our teacher leaders.

Indicators of success *(Measurable results that describe success.)*

- 70% of teachers will have an average rating of PROF 1 on SPOT observations by December and 80% by May.
- 50% of PLCs will be teacher-led by MOY and 70% by EOY.

Specific actions – school leaders *(What specific action steps will the building leaders take to accomplish the objective?)*

- Meet with content chairs to determine essential agreements and establish PLC expectations.
- Develop a plan and calendar for consistent instructional rounds throughout the school year.
- Attend PLC meetings and model leadership strategies for content chairs to implement when they lead meetings.

Specific actions – staff *(What specific action steps will the staff take to accomplish the objective?)*

- Attend PLC meetings and plan weekly with both content area and grade levels.
- Participate in instructional rounds and debrief with team to strengthen instructional practices across the campus.
- Lead PLCs and grade level meetings to analyze academic, behavior, and student feedback data.

