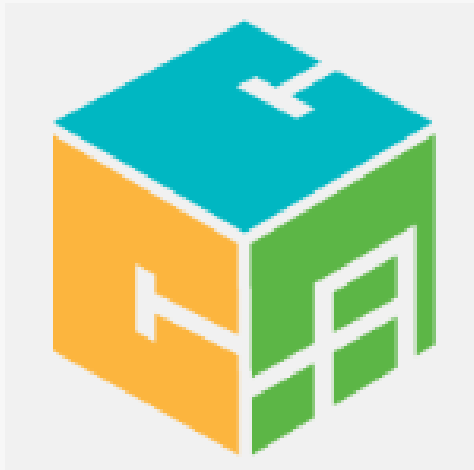

Bartow County College and Career Academy

*Report on Academic Achievement
Fall 2019-Spring 2023*





- Established in 2013
- Located in Cartersville, GA
- Charter program designed to support local community workforce needs
- <https://www.bartow.k12.ga.us/o/bartow-academy>

BCCCA students come from three local high schools.

Upon entering 10th grade, students from each of the three local high schools may elect to attend the Academy because of specific career pathway opportunities that we offer.



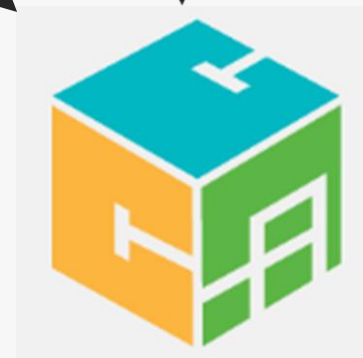
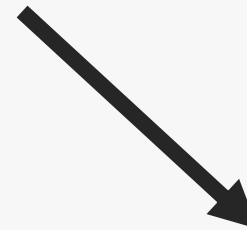
Adairsville High School



Cass High School

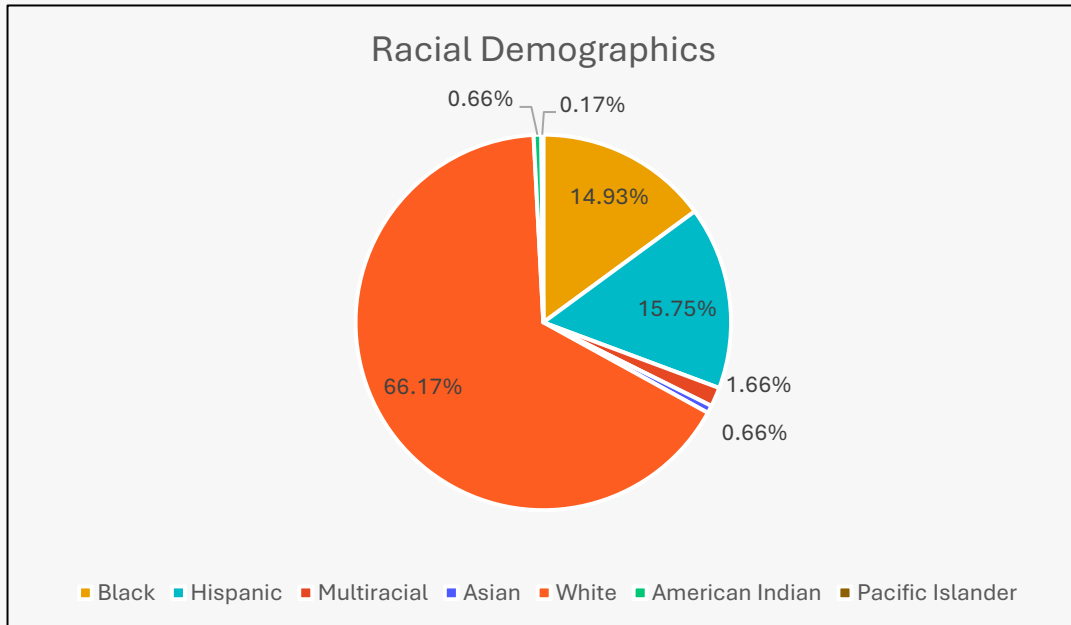


Woodland High School



School Demographics (2022-2023)

Grade Level	AHS	CHS	WHS	Total BCCCA Students
10 th	64	94	63	221
11 th	56	87	55	198
12 th	45	83	58	186
Totals	165	264	176	603



11% of BCCCA students have an IEP.

Courses Offered

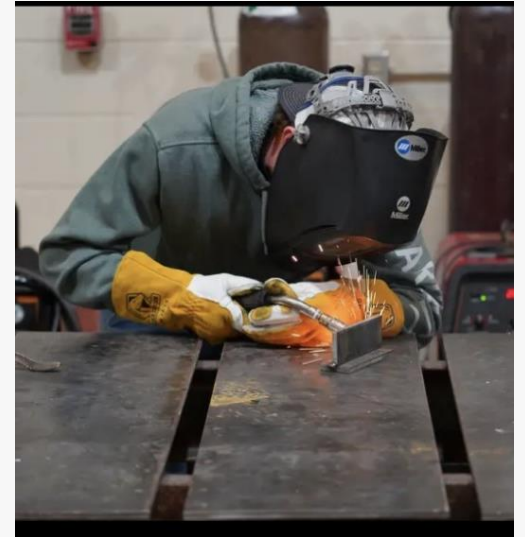
While at the Academy, students will typically take one academic course and one career pathway course. Additionally, one-third of our population participates in dual enrollment.

Academic Courses	Career Pathways
10 th Literature	Cosmetology
American Literature (11 th)	Engineering
Advanced Composition (12 th)	Public Safety
AP Language and Composition	Audio/Visual and Animation
AP Literature	Teaching as a Profession
World History (10 th)	Healthcare
US History (11 th)	Dual Enrollment HVAC
Economics (12 th)	Dual Enrollment Automotive
AP US History	Dual Enrollment Welding
AP Macroeconomics/ AP World History*	Dual Enrollment Criminal Justice
Dual Enrollment Academics	Dual Enrollment Film and Video

How We are Different

"The Academy is real."

- *Allee Hardin, 2022 Graduate*





Triple E and Credentialing

The BCCCA seeks to ensure that all students leaving our school have a plan to be **enrolled** in post-secondary education, **enlisted** in the military, or **employed** in local industry.

Students earning **national and state credentials** or **technical certificates** are a key part of that plan.

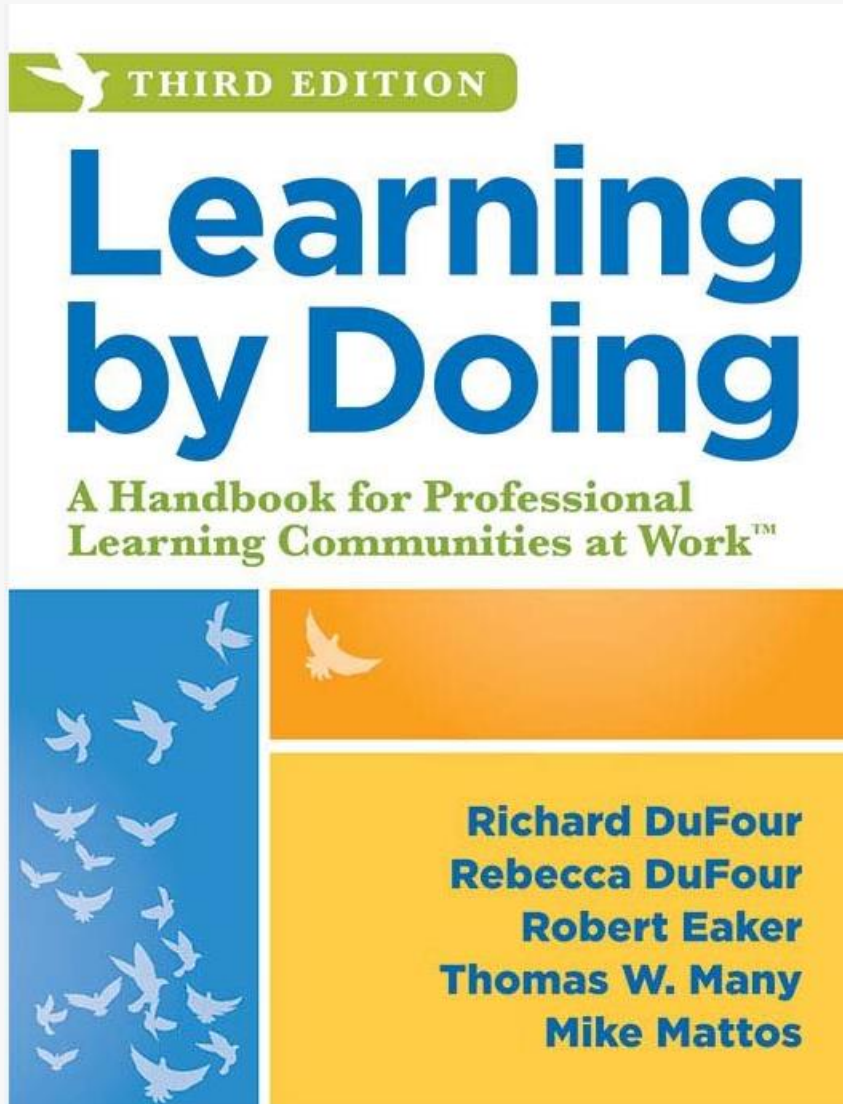




A Focus on Learning

"...the fundamental purpose of the school is to ensure that all students learn at high levels."

- Learning by Doing, p. 1



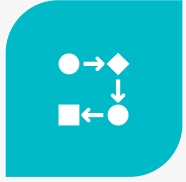
Implementing a Professional Learning Community (2018-2019)

Central office and school leaders trained in the core principles of a Professional Learning Community.

The BCCCA formed its first Guiding Coalition and all teachers began training in DuFour's *Learning by Doing*.

School established mission, vision, and collective commitments.

Teams began to deconstruct standards collaboratively.



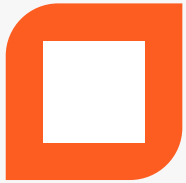
PROCESS, NOT A PROGRAM



VISION, MISSION, AND COLLECTIVE COMMITMENTS – WHY THEY MATTER



COLLECTIVE TEACHER EFFICACY



LEADING THE CHANGE



GROUPS VERSUS TEAMS



WHY WE NEED NORMS



DECONSTRUCTING STANDARDS TO FIND WHAT IS ESSENTIAL



THE THREE BIG IDEAS



FOUR GUIDING QUESTIONS

2018-2019 Professional Learning Topics



Mission and Vision

Mission

- The College and Career Academy collaboratively engages all stakeholders in active, relevant learning experiences.



Vision

- The student interns, instructors, and community partners of the College and Career Academy will be a model professional learning community that fosters high levels of learning and provides a competitive advantage for all stakeholders.
-

Collective Commitments

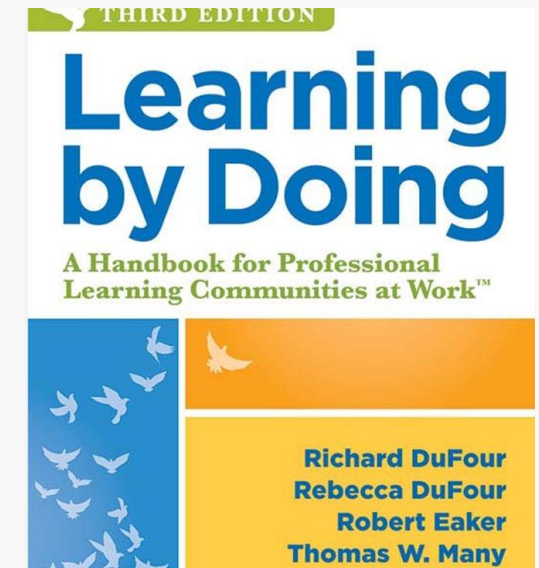
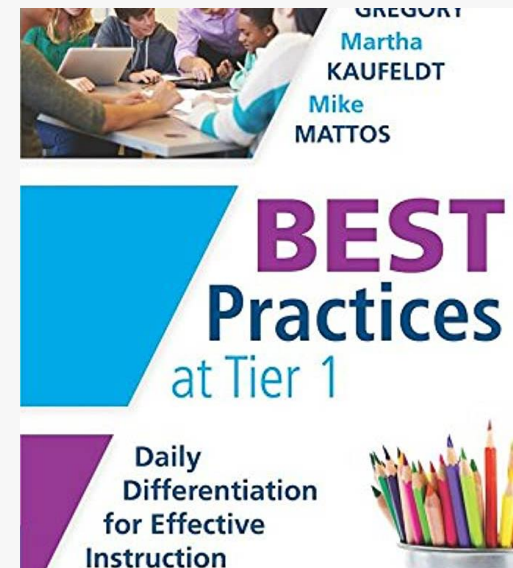
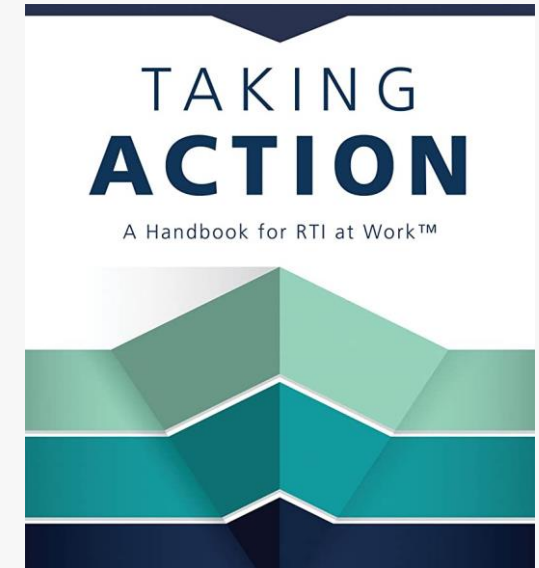


We are committed to...

- Providing a safe and secure learning and working environment.
 - Actively pursuing meaningful and positive relationships with stakeholders.
 - Creating a culture of collaboration focused on learning and driven by results.
 - Providing well-planned, research-based learning opportunities that empower all students to succeed.
-

2019-2020

- Collaborative teams formed.
- Determined essential standards using the REAL acronym.
- Teams developed Common Formative Assessments and processes for Tier 1 Prevention.
- Guiding Coalition continued learning about leading change and preparing for Tier 2 intervention and extension.
- Training topics included:
 - Loose v. Tight
 - Working as a Team
 - Using Formative Data
 - Developing Common Assessments



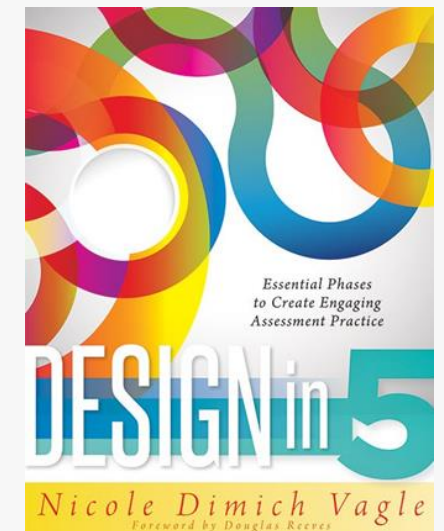
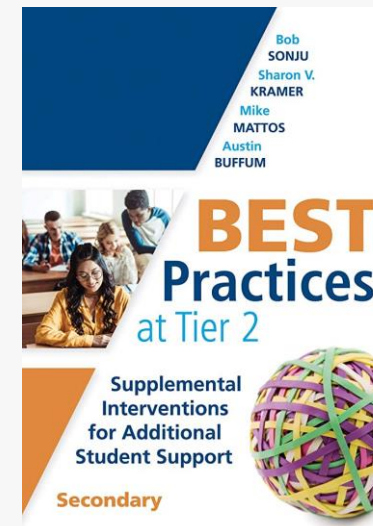
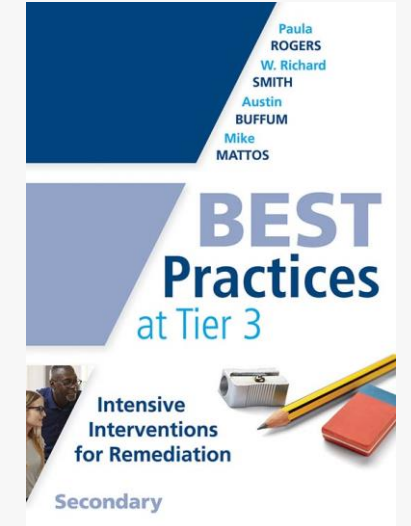
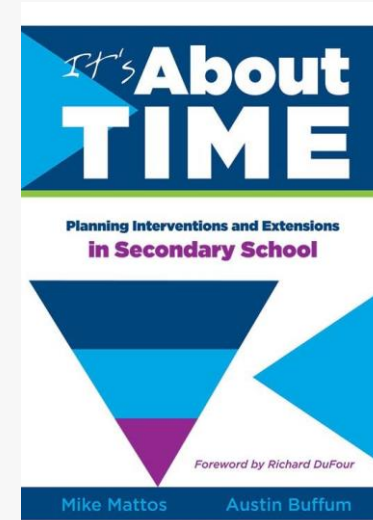
2020-2021

Collaborative teams developed Common Summative Assessments.

BCCCA Guiding Coalition developed Tier 2 Academy Hour.

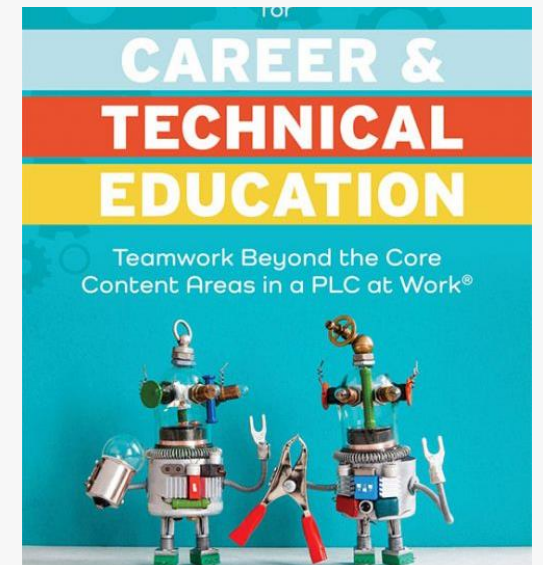
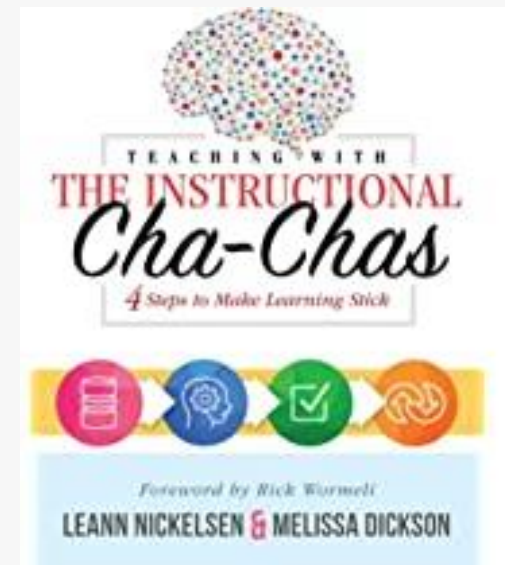
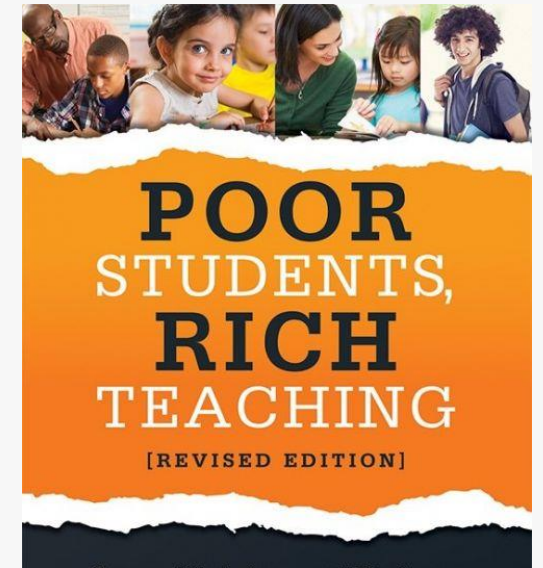
Professional Learning Topics:

- Revisiting R.E.A.L.
- Collaboration on Questions 3 and 4
- Tier II v. Tier III
- Using Data More Effectively



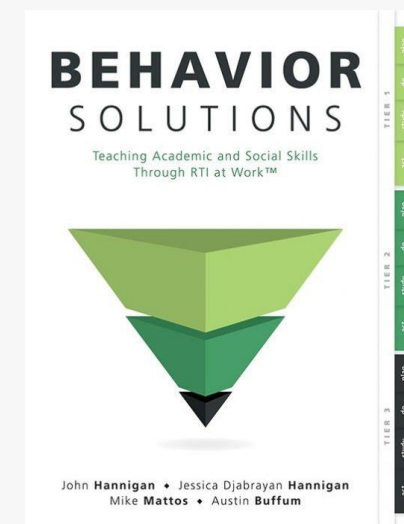
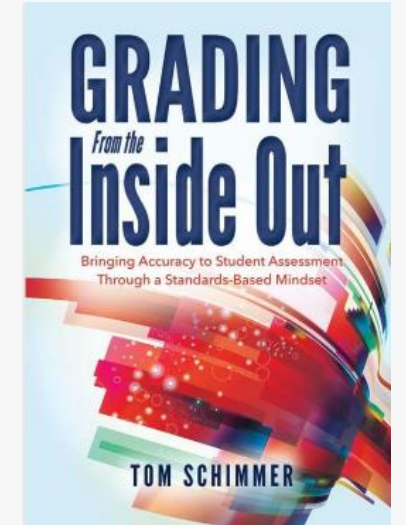
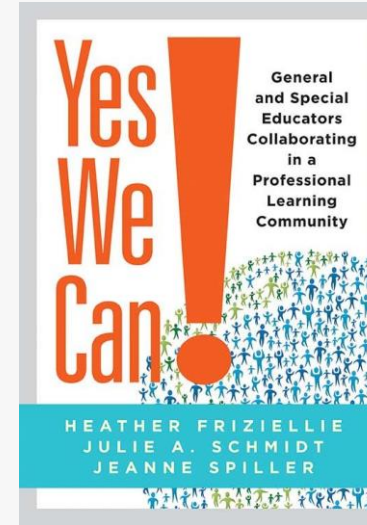
2021-2022: A Year of Change

- Entirely new administrative team
- New academic support team
- New ELA Team
- Professional Learning:
 - Starting Over with ELA – What is a PLC?
 - Developing Progression Ladders
 - Improving Instruction with *The Instructional Cha-Chas*
 - Trauma-Sensitive Instruction
 - Vocabulary Instruction with Kathy Glass
 - Rigor: Complexity v. Difficulty
 - Supporting ESOL Learners with Dr. Jo Gusman



2022-2023

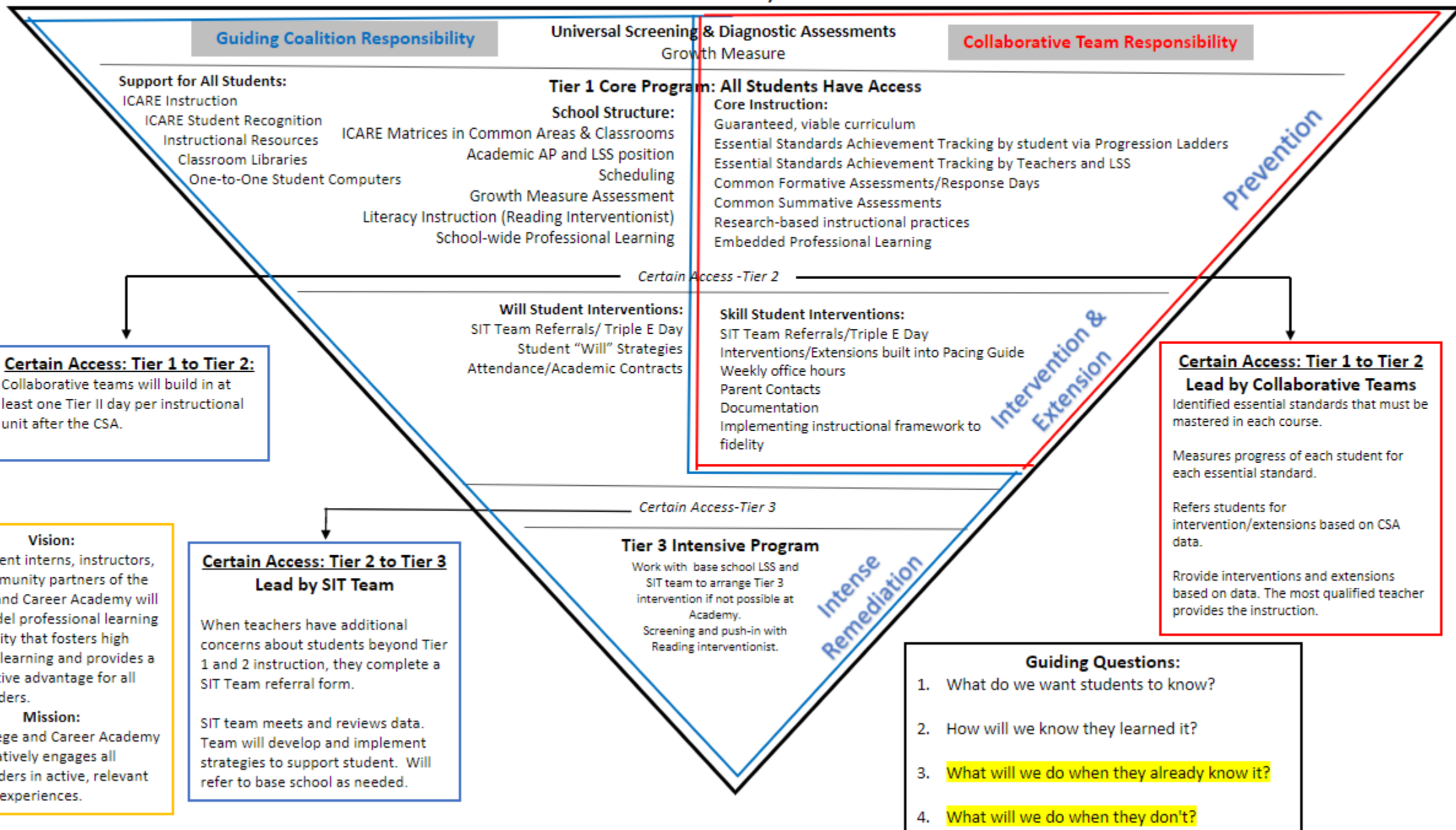
- Focused on developing A-Teams
- Improved common assessments
- Improved data usage
- Improved behavioral supports in Tier 1 and Tier 2
- Planned appropriate interventions: Mistake v. Error?
- Standards-Based Grading
- Literacy Collaboration with Brian Wise and Maureen Rubenstein



Guaranteed and Viable Curriculum

Course	Essential Standards
10 th Literature	RL1, RI1, RL2, RL3, RI8, W2
American Literature (11 th)	RL1, RI1, RL2, RI2, W4
Advanced Composition (12 th)	RL2, RI3, SL4, SL5, W2
World History (10 th)	W3, W9, W10, W14, W16
US History (11 th)	USH4, USH8, USH10, USH11, USH16, USH18, USH21
Economics (12 th)	EF1, EF3, EF4, EMI2, EMI3, EMA1, EIN2, EPF5
Introduction to Healthcare	S1, S2, S3, S4, S5, S6, S9, S10, S11, S13
Essentials of Healthcare	S2, S3, S4, S5, S6, S7, S8, S9, S11
CTAE Collaborative Team	Standard 1

BCCCA RTI Pyramid



Establishing Tier 2 Time

Original Plan:
Academy Hour



Tier 2 Embedded in
the Pacing Guide



Angie Freese

Monday		Tuesday		Wednesday		Thursday		Friday	
1st block	8:50 am - 10:05 am	1st block	8:50 am -9:55 am	1st block	8:50 am - 10:05 am	1st block	8:50 am -9:55 am	1st block	8:50 am - 10:05 am
BREAK	10:05 am - 10:20 am	Intervention and Extension	9:55 am -10:25 am	BREAK	10:05 am - 10:20 am	Intervention and Extension	9:55 am -10:25 am	BREAK	10:05 am - 10:20 am
2nd block	10:20 am - 11:35 am	2nd block	10:30 am -11:35 am	2nd block	10:20 am - 11:35 am	2nd block	10:30 am -11:35 am	2nd block	10:20 am - 11:35 am
Transition Time	11:35 am - 12:05 pm	Transition Time	11:35 am -12:05 pm	Transition Time	11:35 am - 12:05 pm	Transition Time	11:35 am -12:05 pm	Transition Time	11:35 am - 12:05 pm
3rd block	12:05 pm - 1:20 pm	3rd block	12:05 pm- 1:10 pm	3rd block	12:05 pm - 1:20 pm	3rd block	12:05 pm- 1:10 pm	3rd block	12:05 pm - 1:20 pm
BREAK	1:20 pm - 1:35 pm	Intervention and Extension	1:10 pm - 1:40 pm	BREAK	1:20 pm - 1:35 pm	Intervention and Extension	1:10 pm - 1:40 pm	BREAK	1:20 pm - 1:35 pm
4th block	1:35 pm - 2:50 pm	4th block	1:45 pm - 2:50 pm	4th block	1:35 pm - 2:50 pm	4th block	1:45 pm - 2:50 pm	4th block	1:35 pm - 2:50 pm

Sample Tier 2 Plan

October 2022						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
	3	4	5 CTAE - Prevention 10 th Lit Tier 2 Adv. Comp Tier 2	6 Intro to HC CSA5	7 Intro to HC Tier 2 American Lit RI1 CSA Econ Tier 2 USH Tier 2	8
	10 Adv. Comp RI3 CSA CTAE- Teamwork CFA	11 World History W9 CSA	12 WH Tier 2 CTAE- Prevention	13 Intro to HC CSA6 Am Lit RI1 Tier 2	14 Intro to HC Tier 2 USH Tier 2 Adv. Comp Tier 2 Econ Tier 2	15
	17	18 10 th Lit CSA RL2 World History W10 CSA	19 Econ Unit 3 CSA WH Tier 2	20 Intro to HC CSA 7	21 Intro to HC Tier 2 10 th Lit Tier 2 Econ Tier 2 USH Tier 2	22
	24 American Lit Tier 2	25 Adv. Comp Tier 2	26 10 th Lit Tier 2	27 American Lit RL6 CSA Intro to HC CSA8 WH Tier 2	28 American Lit Tier 2 Intro to HC Tier 2 Econ Tier 2 USH Tier 2	29
	31					



A Collaborative Culture

"...in order to ensure all students learn at high levels, educators must work collaboratively and take collective responsibility for the success of each student."

-Learning by Doing, p. 11

BCCCA 22-23 Bell Schedule

7:30-8:50	Teacher Collaboration Time, Office Hours, Planning Time
8:50-10:10	1 st Block
10:20-11:35	2 nd Block
11:35-12:10	Student Transition; Teacher Lunches *AM students leave the Academy to go to base schools. *PM students leave the base schools to come to the Academy.
12:10-1:25	3 rd Block
1:35-2:50	4 th Block
2:50-3:30	Teacher Collaboration Time, Office Hours, Planning Time, Professional Development Time

History of BCCCA Collaborative Teams

	2019-2020	2020-2021	2021-2022	2022-2023	Standardized Test?
World History	No Team	No Local Team; One semester collab with AHS	Local Team – Developed Essential Standards, Learning Targets, and CFAs	Local Team -	No Exam
AP World History	Course Not Offered	Course Not Offered	Course Not Offered	No Team	AP Exam
US History	All Teachers on Local Team	All Teachers on Local Team	All Teachers on Local Team	All Teachers on Local Team	GA Milestones EOC Exam
AP US History	No Team	No Team	No Team	No Team	AP Exam
Economics	No Local Team; One semester collab with CHS	No Team	No Team	Local Team- Began selecting essential standards and developing common assessments	No *State exam retired in 2020.
AP Macroeconomics	No Local Team; One semester collab with CHS and AHS	No Local Team; One semester collab with CHS and AHS	No Team	Course Not Offered	AP Exam
10th Literature	No Team	No Team	Local team began in Spring 2022	Local Team - Began selecting essential standards and developing common assessments	No Exam
American Literature	All Teachers on Local Team	All Teachers on Local Team	All Teachers on Local Team	Team reduced to two general education and one exceptional education teacher	GA Milestones EOC Exam
Advanced Comp	No Team	No Team	Local Team in Spring 2022	Local team in Spring of 2022	No Exam
AP Literature	No Team	No Team	No Team	Local team in Spring of 2022	AP Exam
AP Lang	Course Not Offered	Course Not Offered	Course Not Offered	No Team	AP Exam
Healthcare	All Teachers on Local Team	All Teachers on Local Team	All Teachers on Local Team	All Teachers on Local Team	NHA Assessments
CTAE	All Teachers on Local Team	All Teachers on Local Team	All Teachers on Local Team	All Teachers on Local Team	Some EOPA

2022-2023 Academic Collaborative Teams

	ELA				Social Studies		
	10 th Lit	American Lit (11 th)	Advanced Comp (12 th)	AP Literature (12 th)	World History (10 th)	US History (11 th)	Economics (12 th)
Fall Team	Skinner Baker Wilson*	Veal Richards	Skinner (Singleton)	N/A	Cowart Fitch	Dooley Fitch Johnson*	Fitch Brown Burkhalter*
Spring Team	Skinner Baker	Veal Richards Johnson*	Skinner Richards Burkhalter*	Baker/ Veal	Brown Cowart Fitch Wilson*	Brown Dooley	Fitch (Singleton)

*Indicates Exceptional Education Teacher

2022-2023 CTAE Collaborative Teams

Healthcare	CTAE
Wyche Mathias Rickman Pollard	Beavers Hardin Magee Moritz Burkhalter

2022-2023 BCCCA Collaboration Schedule

	Monday	Tuesday	Wednesday	Thursday	Friday
Collaboration AM 7:40-8:25	World History	10 th Lit American Lit US History Healthcare CTAE	Guiding Coalition Doss Scifers Foy Cox Whitehead Johnson Beavers Veal Brown Wyche	10 th Lit American Lit US History Healthcare CTAE	Economics Advanced Comp
Office Hours 7:40-8:25	Baker Beavers Brown* Burkhalter Dooley Hardin Johnson Magee Mathias Moritz Richards Rickman Skinner Veal Wilson* Wyche	Brown* Cowart Fitch* Skinner Wilson*	Baker Burkhalter Cowart Dooley Fitch Hardin Magee Mathias Moritz Richards Rickman Skinner Wilson	Brown* Cowart Fitch* Skinner Wilson*	Baker Beavers Brown* Burkhalter* Cowart Dooley Hardin Johnson Magee Mathias Moritz Richards* Rickman Veal Wilson Wyche
Collaboration PM 2:55-3:40		Economics Advanced Comp		World History AP Lit	

In such a small school, teachers typically teach three preps per year. As a result, collaborative team composition changes from one semester to the next.

Jack Baldermann of Solution Tree originally advised us to focus our collaborative efforts on fewer subject areas. However, the teachers are such strong believers in the process that they requested opportunities to collaborate in more subject areas.

I.C.A.R.E.

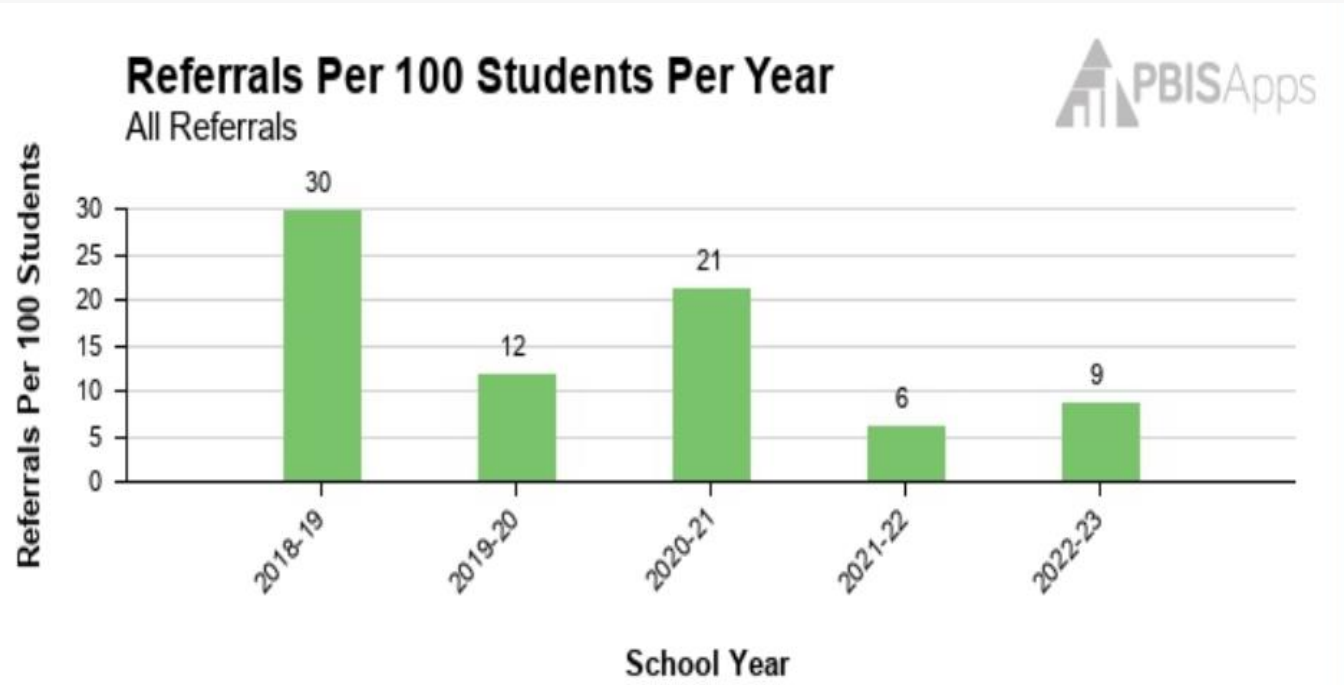
Actively teach students how to demonstrate:

- Integrity
- Compassion
- Accountability
- Respect
- Excellence

2022-2023 I.C.A.R.E. Team

Principal/CEO	Dr. Greg Doss
Assistant Principal	Lori Scifers
Counselor	Alison Whitehead
Learning Support Specialist	Stephanie Foy
Reading Interventionist	Nikki Cox
Exceptional Education	Carla Wilson
Teaching as a Profession	Alison Burkhalter
Social Studies	Daniel Cowart
Healthcare	Harry Wyche
Social Studies	Brittany Brown
ELA	Dr. Stephanie Skinner

Team collaborates on positive behavioral incentives and behavioral data to improve school climate.



Our focus on actively teaching appropriate behaviors and recognizing students when they demonstrate ICARE traits has led to a decline in discipline referrals and a positive culture in the school.



2022-2023: Improving SIT

In 2022-2023, a major goal was to improve the functionality of our site intervention team. The team set norms, established referral procedures, and met weekly to monitor and plan for student support.

100% of students referred to the intervention team met proficiency on essential standards.



Site Intervention Team

Administrator	Lori Scifers
Learning Support Specialist	Stephanie Foy
Counselor	Alison Whitehead
Behavioral Specialist, LEAD Exceptional Education	Meghan Johnson
Reading Interventionist	Nikki Cox
Exceptional Education	Carla Wilson

Results Oriented

"Members of a PLC recognize that all of their efforts must ultimately be assessed on the basis of results rather than intentions."

-Learning by Doing, p.12



About BCCCA Healthcare



The Healthcare team consists of four medical professionals – two respiratory therapists, one RN, and one pharmacist

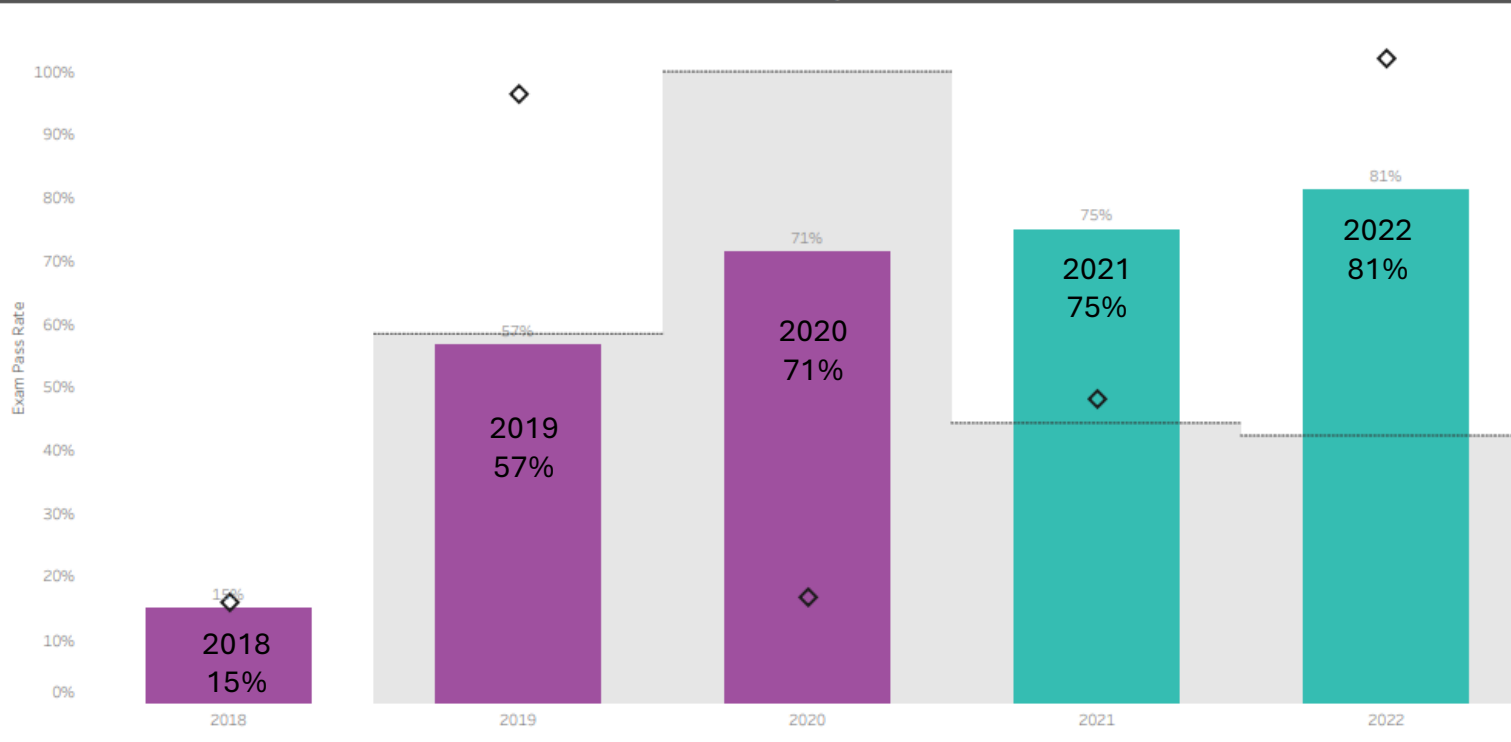
The team collaborates in two courses: Introduction to Healthcare and Essentials of Healthcare

Working with an advisory board, the healthcare team chose essential standards to support students in earning credentials.

Students may earn the following credentials: Certified Medical Assistant, EKG Technician, Certified Phlebotomist, Certified Pharmacy Technician

BCCCA Healthcare Results

Exam Pass Rates By: Time Period



- Since beginning the collaboration process, student pass rates on certification exams have increased from 15% overall in 2018 to 81% in 2022.
- BCCCA healthcare results now surpass the national average on the NHA exams.

Next Steps: Improve Tier 1 instructional strategies to increase engagement in Level 1 and Level 2 courses to encourage more students to work toward a credential.

BCCCA Healthcare



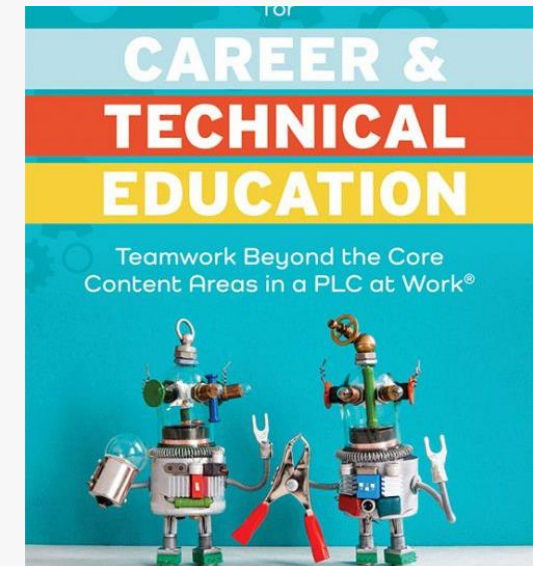
Between 2021 and 2023, BCCCA healthcare interns earned **167** national credentials.

Students can receive **articulated college credit** for these credentials.

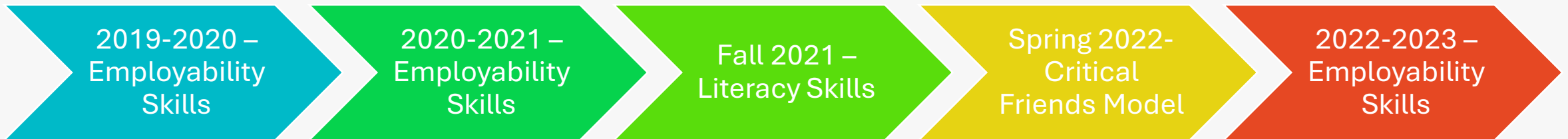
About BCCCA CTAE



-
- The BCCCA CTAE program consists of 5 programs: **Audio/Visual and Animation**, **Cosmetology**, **Public Safety**, **Engineering**, and **Teaching as a Profession**.



BCCCA CTAE: Challenges of Singleton Collaboration



An emphasis on employability skills keeps the BCCCA focused on its **intended purpose for the community.**

CTAE Common Essential Standard



Standard: Demonstrate employability skills required by business and industry

- 1.1 Communicate effectively through writing, speaking, listening, reading, and interpersonal abilities.
 - 1.4 Model work readiness traits required for success in the workplace including integrity, honesty, accountability, punctuality, time management, and respect for diversity.
 - 1.6 Present a professional image through appearance, behavior and language.
-

CTAE Results and Next Steps

In the Fall of 2022, the CTAE team selected a set of formative and summative assessments to measure student knowledge of employability skills and appropriate responses in challenging workplace scenarios.

In the Spring of 2023, the team developed common rubrics for resume' and interview skills. The team conducted authentic interviews with industry leaders from the community.

2022-2023	Semester 1: Employability Skills	Semester 2: Resume' Writing	Semester 2: Interview Skills
% Proficient After CSA	86%	93%	94%
% Proficient After Tier 2	100%	100%	100%

Next Steps: Continue to refine assessments and increase opportunities for students to practice employability skills in real-world situations.

About BCCCA

Dual Enrollment Pathways

Dual enrollment career pathways are provided through Chattahoochee Technical College.

The instructors collaborate closely with the school counselor to identify students in need of academic intervention.

The school counselor arranges support on Fridays to help students with the academic portion of the courses.

Impact of BCCCA Dual Enrollment Pathways



In 2022-2023, **88%** of students entering a dual enrollment program earned one or more technical certificates

185 technical certificates were awarded to students in 2022-2023.

Between 2020 and 2022, **459** technical certificates and associates degrees were awarded to BCCCA students through Chattahoochee Technical College.

In 2022-2023, **18** students graduated with an Accelerated Career Diploma. These students would not have been able to graduate otherwise.

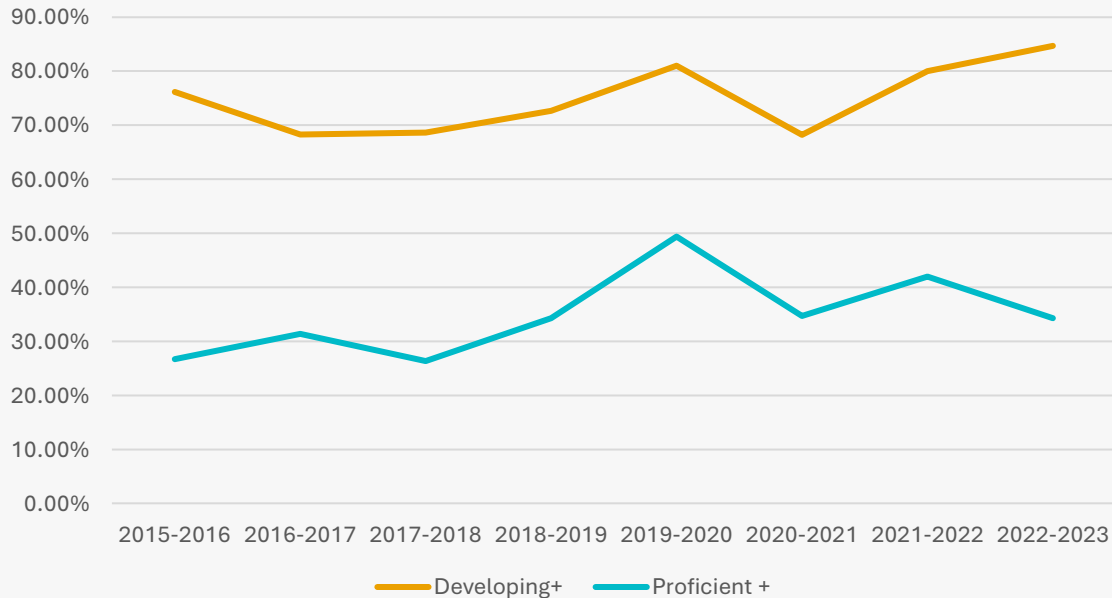
BCCCA Social Studies

- The BCCCA Social Studies department consists of **four** general education teachers and up to **three** exceptional education teachers.
- The BCCCA team is responsible for teaching **six** courses across **three** grade levels.



BCCCA Social Studies Results

Performance Levels Over Time



*Developing + is a score of 68 and higher.. Proficient + is a score of an 80 or higher.

BCCCA US History students **outperformed** the state between 20-21 and 21-22 by 5% and 3.5% respectively.

In 21-22, the BCCCA had 20% of students score in the Beginning learner level on the US History EOC. In 22-23, that percentage fell to just 15%. This is the **lowest percentage of beginning learners** in the district.

BCCCA **Exceptional Education** students **outperformed** the district in 22-23, with 65.22% of students scoring at or above developing learner and 30% of students reaching proficiency and above.

Next Steps: The BCCCA team will work on Tier 1 instructional strategies and Tier 2 extensions to move students from developing learners to proficient learners.

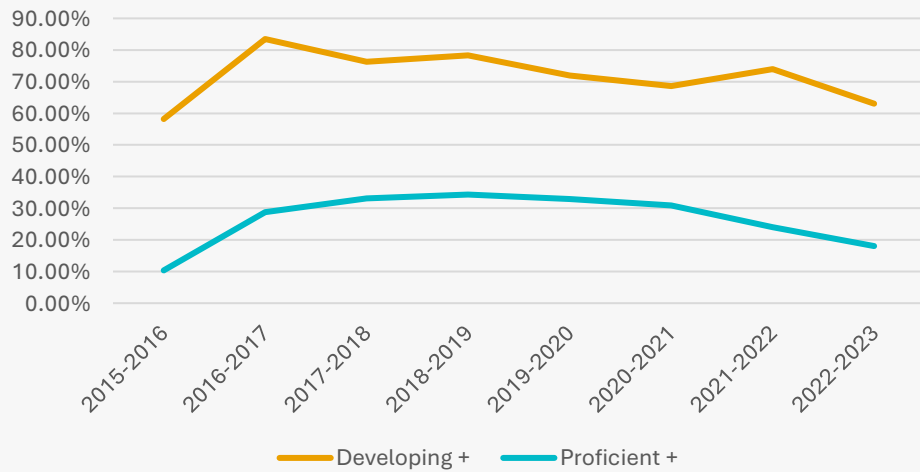
BCCCA ELA

- The BCCCA teams consists of **four** general education teachers and up to **three** exceptional education teachers.
- The team is responsible for teaching **five** courses across **three** grade levels.
- **100%** of the general education ELA teachers are new to the Academy and are learning the PLC process.



BCCCA ELA: Reality and Next Steps

Performance Levels Over Time



*Developing + is a score of 68 and higher. Proficient + is a score of an 80 or higher.

- ELA scores dipped in 2022-2023.
- We are making concerted steps aligned with the PLC process to improve our assessments and Tier 1 instructional strategies next year.
- **Exceptional Education** students at the Academy; however, did outperform the district in 22-23 with **31.82%** of students scoring at the developing level and above.

Awards and Celebrating the Right Work



June 2021

Bartow County School System named a model district.

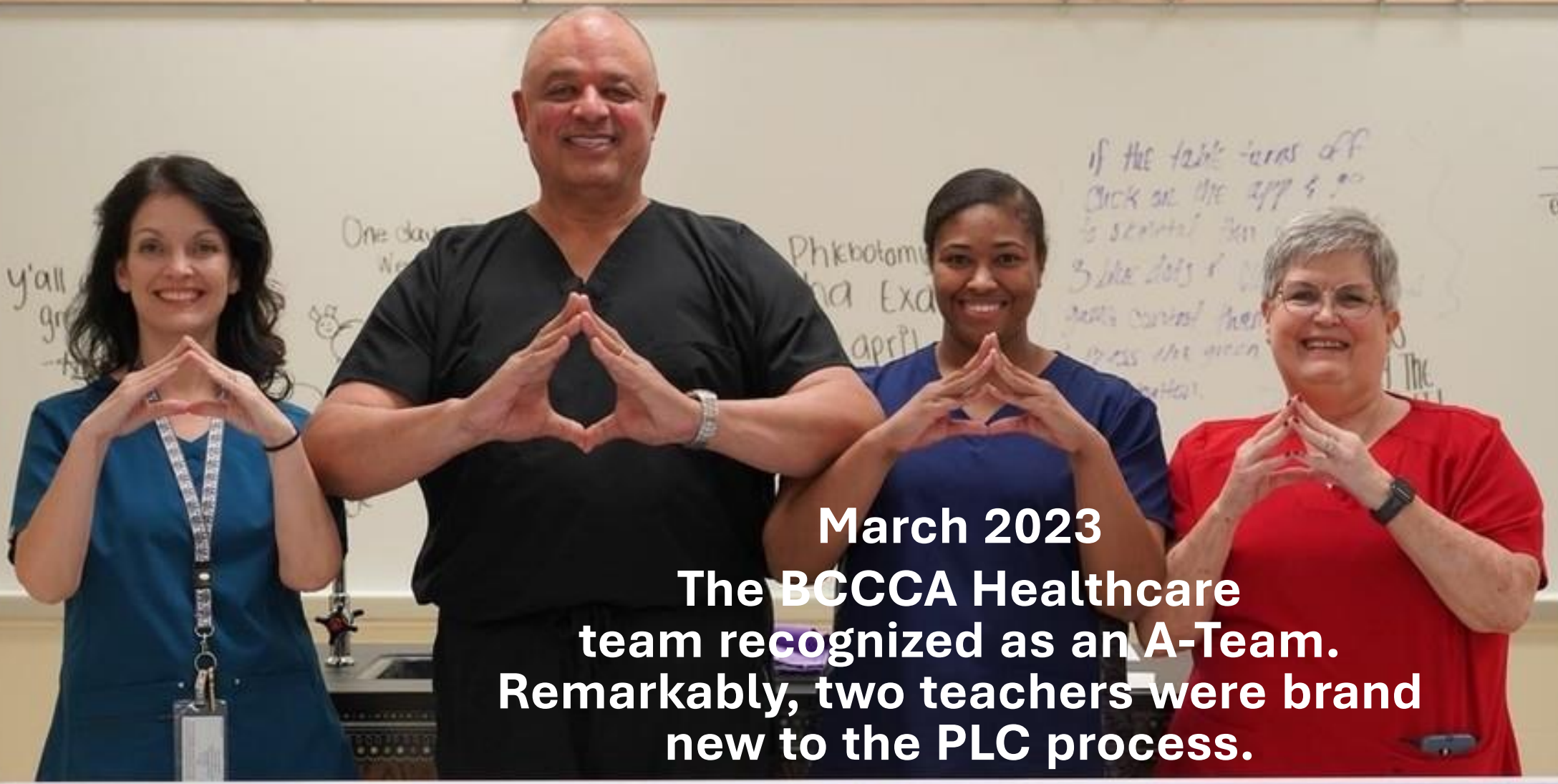




**December 2022
The BCCCA US History
team recognized as an A-
Team.**

ANATOMY FUN

E



March 2023
The BCCCA Healthcare
team recognized as an A-Team.
Remarkably, two teachers were brand
new to the PLC process.

Celebrating the Right Work with Teachers

*Teams are recognized at monthly celebrations for **moving students to proficiency.***

*Individual teachers are recognized for demonstrating **ICARE behaviors.***



Celebrating the Right Work with Students

Students who had met proficiency on all essential standards were rewarded with a celebration day. Students played board games, volleyball, mini golf, and the opportunity to have a quiet study hall.



Triple E Success Day

Targeted extensions focused on pathways, employability skills, and ICARE.



Student Leadership- Academy Champions



Future Georgia Educators Signing Day

Our first seniors in our Teaching as a Profession Pathway signed with colleges with the pledge to major in education. These seniors will receive articulated credit for passing their EOPA exams.



Georgia Young Authors Award Winners in 22-23



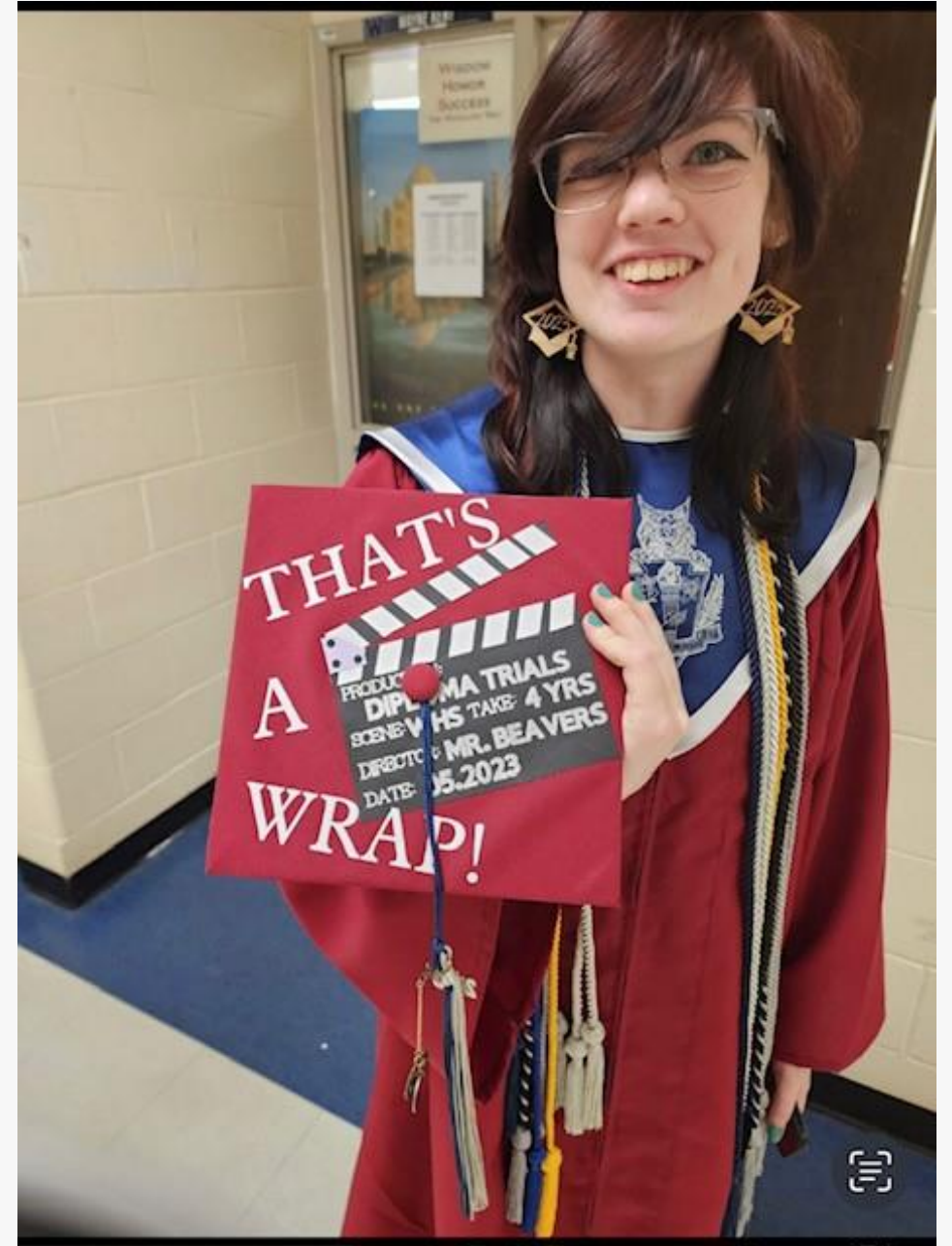
Winner J. McCrory not pictured.

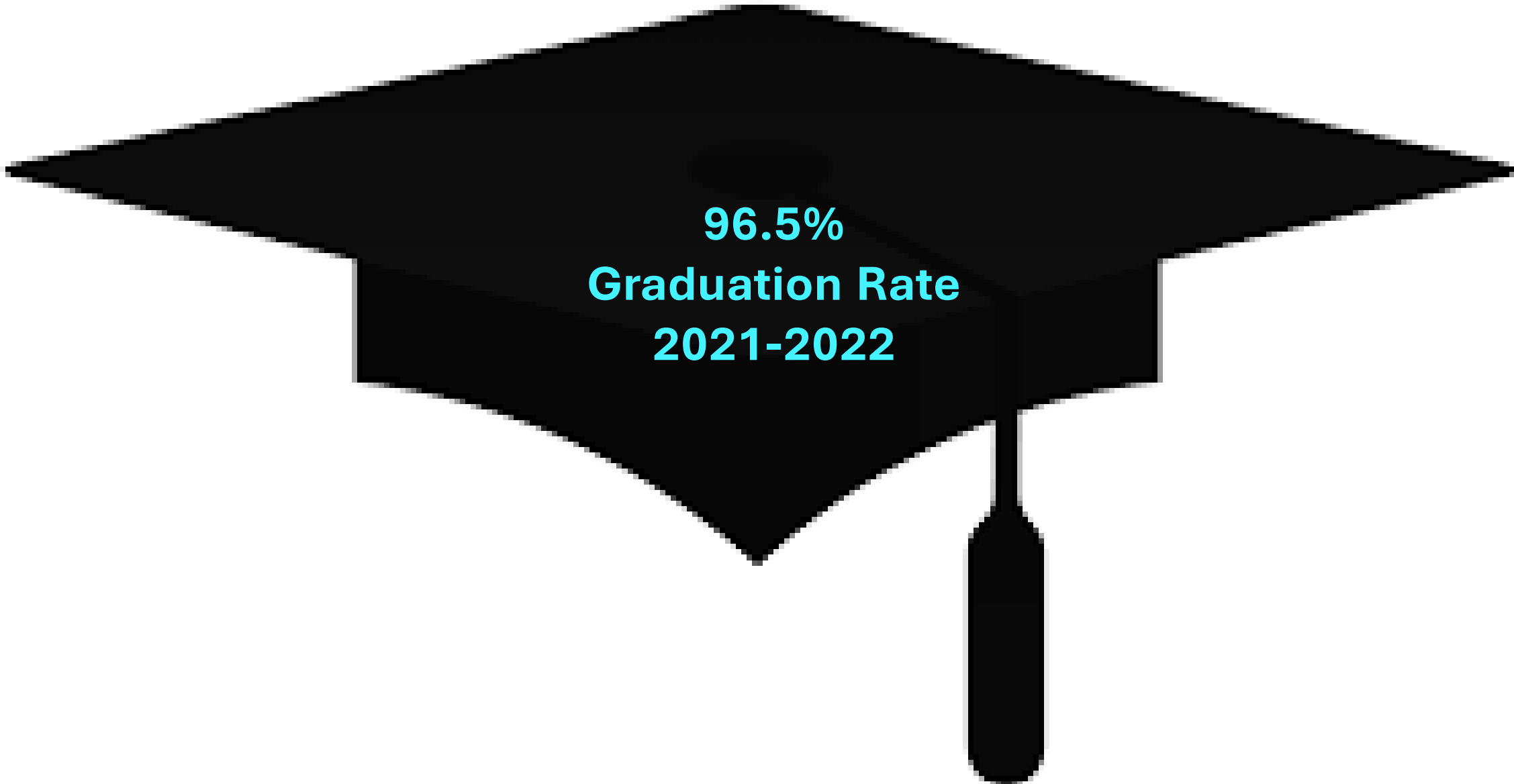


Shop with A Hero Compassion Challenge



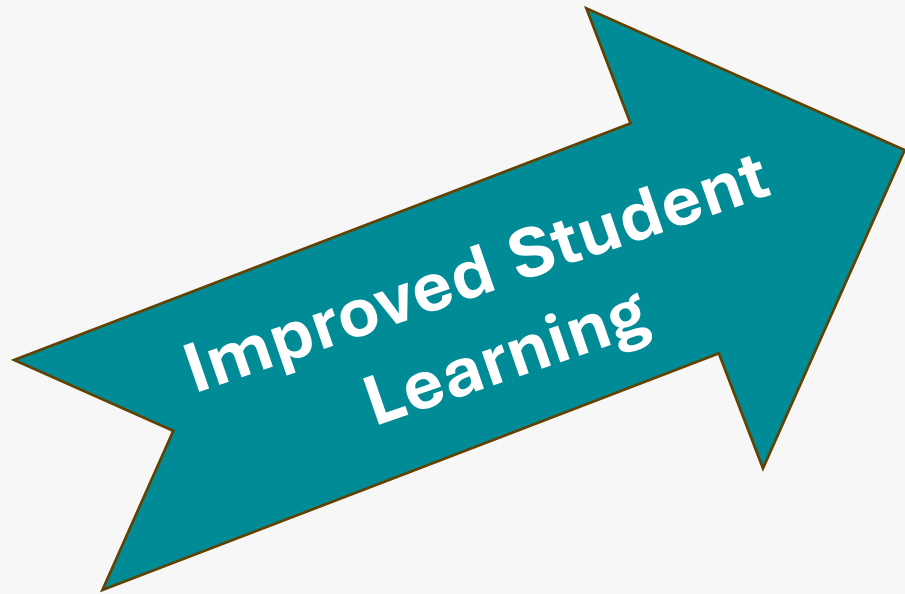
Celebrating Seniors





96.5%
Graduation Rate
2021-2022

Next Steps



A Process to Perfect



Improve vertical alignment across academic areas.



Improve the rigor of CFAs and CSAs to better align with state standardized tests.



Continue professional learning in evidence-based prevention and intervention strategies.

Continue to Improve our High-Functioning Collaborative Teams

Keep co-teachers in same subject areas

Differentiated professional development that addresses that each team's need

Use the BCSS criteria to increase the number of A-Teams

Support New Teachers



Small-group professional learning on the PLC process for new teachers.



Assign a Guiding Coalition member to new teachers to coach them through the change



Invite to Guiding Coalition and subcommittee meetings

Our Goals

100% of BCCCA students will graduate with a **PLAN** to be enrolled in post-secondary education, enlisted in the armed forces, or employed in local industry.

Increase the number of students earning dual enrollment credentials and national certifications.

Consistently meet or surpass state EOC scores

Become a STEM provider

