

## **Goals, Strategies, and Action Plans**

### **Process/Timeline**

The Bucks County Technical High School (BCTHS) Comprehensive Planning Process was coordinated by Leon Poeske, Administrative Director, assisted by Henry DeGeorge, Assistant Administrative Director, and facilitated by Chad Evans, Director of Strategic Services for the Bucks County Intermediate Unit.

### **Participants**

There were over 45 people participating in some stage of the Comprehensive Planning process. School Board members, community members, students, business and industry members, teachers, administrators, and others gave input to establish goals, strategies, and action plans.

### **Timeline**

Fall 2021	Meeting with Administration
February 2022	Steering Committee Session on Goals/Strategies
April – June 2022	Action Plans Revised/Edited
June 2022	Draft Plan presented to Joint Board
Summer 2022	Draft Plan on public display at <a href="http://www.bcths.com">www.bcths.com</a>
August 2022	Formal Approval by Board; Submit to PDE

### **Mission Statement**

Our mission, in cooperation with participating school districts, is to prepare all students for careers, post-secondary education, and life-long learning, by providing knowledge and practical skills through high quality, integrated, standards-driven curriculum, access to current technologies, work-related experiences, and partnerships within the community.

### **Thank you**

Thanks to all of those that assisted in developing these plans, especially the staff, students, parents, and the business and industry partners. A special thank you to Nancy Greco for her assistance and support.

### **Review/Comments**

The full document is on display at [www.bcths.com](http://www.bcths.com). Comments regarding the Plan may be sent via email to [CompPlan@bcths.com](mailto:CompPlan@bcths.com).



**Goals, Strategies, and Action Plans**

**Comprehensive Plan Committee**

<b><u>LAST</u></b>	<b><u>FIRST</u></b>	<b><u>AFFILIATION</u></b>
Aniloff	Larry	Bucks County Community College - Perkins Director
Buchanan	Kellie	Joint Board Committee Member, Current President
Crotts	Jim	BCTHS Academy Leader (Teacher)
Cumberland	Pat	BCTHS Parent Alumni
Cummings	Brian	PA CareerLink® Bucks County Director,
DeGeorge	Hank	BCTHS Assistant Director
Evans	Chad	BCIU, External Comprehensive Plan Facilitator
Gentilcore	Kevin	BCTHS Administrator/Perkins Coordinator
Glover	Chris	BCTHS Student, Grade 10, AET
Gregory	Ryan	BCTHS Assistant Principal/Dean of Students
Haug	Fred	Authority Member, Morrisville
Hicks	Rebecca	ESL Teacher; 21st Century Grant
Hopkins, Jr.	Al	BCTHS Academy Leader (Teacher)
Kaminski	Mary-Kate	Assistant Director Office of Admissions
Kopera	Peg	BCTHS SPED Supervisor
Martin	Daniel	BCTHS parent
Martin	Ann	BCTHS Parent Alumni
Martin	Elijah	BCTHS Student, Grade 12, Collision
Martin	Sarah	BCTHS Student, Grade 11, Fine Woodworking
Martino	Ron	BCTHS School to Career Coordinator
McManamon	Kim	BCTHS parent
McManamon	Paul	BCTHS Parent
McManamon	Ashley	BCTHS student, Grade 11, EMS
McWilliams	Lisa	BCTHS School Counselor
Morris	Garney	General Advisory, President
Munro	Scott	CTE Administrator, Mercer County Tech. Schools
Paone	John	BCTHS Teacher
Poeske	Leon	BCTHS Administrative Director
Prato	Theresa	BCTHS Faculty/BCTHSEA President
Sanderson	Gary	Joint Board Committee Member, Past President
Scott	Lynthia	BCTHS Assistant Principal
Small	Alice	BCTHS Data Services Representative
Troy	Kevin	General Advisory, Vice President
Wahab	Bibi	BCTHS Parent
Witmer	Gerald	PDE CTE Distinguished School Leader (CTDSL)

## **Goals, Strategies, and Action Plans**

### **Mission of BCTHS**

*Our mission, in cooperation with participating school districts, is to prepare all students for careers, post-secondary education, and life-long learning, by providing knowledge and practical skills through high quality, integrated, standards-driven curriculum, access to current technologies, work-related experiences, and partnerships within the community.*

### **Vision of BCTHS**

- 1. COMMUNICATION** - To adopt state-of-the-art technology for the purpose of efficient communications as it pertains to internal and external stakeholders.
- 2. CURRICULUM & INSTRUCTION** - To maintain and revise curriculum and instruction, through curriculum revisions and professional development, in order to meet the needs of the 21st Century. Broaden staff development to include greater opportunity for academic and technical teachers to integrate real life connections into the curriculum. Address the needs of a diverse student population in preparation for the 21st Century.
- 3. FUNDING** - Establish policy and procedures to ensure maximum utilization of current dollars and to locate new sources of revenue.
- 4. SCHOOL ENVIRONMENT** - To provide for a comprehensive security program and safe learning environment. Provide more classroom space and building utilization. Further develop school pride and spirit while increasing student participation.
- 5. STUDENT SERVICES** - Create and maintain an environment which addresses the psychological, emotional, physical and social needs of students. Expand and enhance services to special needs students. Enhance school safety and student discipline to create greater clarity, effectiveness and consistency of procedures. Research, develop and implement a comprehensive guidance plan. Develop more effective procedures for student attendance and communication with the school community.
- 6. WORKFORCE & COMMUNITY DEVELOPMENT** - To fulfill the Bucks County Technical High School belief that learning is life-long, while establishing versatile and affordable post-secondary education for students along with convenience cost effective training for business and industry.

## Goals, Strategies, and Action Plans

### Educational Value Statements

- **Students**

*We believe that we are all unique and capable and have the potential to learn through having high expectations and ethical standards for ourselves and others.*

- **Staff**

*We believe in creating and sustaining an emotionally and physically safe environment for our learners. We believe that having high expectations and ethical standards for ourselves and our learners will lead to improved learning outcomes.*

- **Administration**

*We believe in creating and sustaining an emotionally and physically safe environment for our learners and community. We believe that by communicating well, having high expectations and ethical standards for ourselves, our learners, and our community, will lead to improved learning outcomes.*

- **Parents**

*We believe that family is the foundation for human development and that learning is a life-long process.*

- **Community**

*We believe that education is a societal responsibility and that learning is a life-long process.*



## **Goals, Strategies, and Action Plans**

### **Points of Pride**

#### ***Achievements at BCTHS over the past three years***

1. Continue to have more applications than available seats
2. Dramatic increase of students involved in Career Technical Student Organizations (CTSOs).
3. Enhanced security through:
  - A. Hiring of full time Assistant Principal-Dean of Students
  - B. Reduction of access points
  - C. ALICE Training
  - D. Electronic door locks
  - E. Active shooter drills
  - F. Additional security officers
4. Increased Articulation and Dual Enrollment credit opportunities for students
  - A. Thaddeus Stevens
  - B. BCTHS-Bucks-Bloomsburg Super-Articulation
  - C. Re-approval of BCCC Articulations
5. Increased Facilitator presence in every technical program for the 9th Grade Exploratory Program.
6. Continued literacy/comprehension and writing programs for targeted freshmen.
7. “Double Dose” Mathematics instruction for targeted freshmen.
8. Started a “Transition to Tech” summer program for targeted freshmen.
9. Curriculum realigned to allow physical science in 9<sup>th</sup> grade.
10. Increased the number of AP courses to six (6).
11. Continue to develop and revise a very strong Admissions process.

## **Goals, Strategies, and Action Plans**

### **Goal Area #1 IMPROVE STUDENT ACHIEVEMENT (1)**

#### ***Strategy #1 - Academic-Technical Integration (1.1)***

##### **Action Steps**

1. Examine delivery system (e.g., Block, Modified block, 6-day, half-day, etc.) (1.1.1)
2. Realign curriculum to create more academic and technical crossover (1.1.2)
3. Increase professional development that focuses on integration of academic and curriculum and special needs populations (1.1.3)

#### ***Strategy #2 - PA Career Ready (1.2)***

##### **Action Steps**

1. Educate staff on PA Career Ready. (1.2.1)
2. Continue to focus on initiatives to improve student attendance. (1.2.2)
3. Increase career awareness opportunities and work-based education opportunities. (1.2.3)
4. Create certified pre-apprenticeship programs in some technical programs (1.2.4)

#### ***Strategy #3 - Best Practices (1.3)***

##### **Action Steps**

1. Continue and expand on teacher-driven committees. (1.3.1)
2. Revise/Update curriculum on a cyclical basis to make sure it is standardized (1.3.2)
3. Continue to focus on instructional best practices (1.3.3)

## **Goals, Strategies, and Action Plans**

### **Goal Area #2 - IMPROVE/INCREASE SUPPORT SERVICES (2)**

#### ***Strategy #1 - Career Awareness and Student Engagement (2.1)***

##### **Action Steps**

1. Continue to focus on the importance of non-traditional participation through the career explore program and other strategies. (2.1.1)
2. Expand career exploratory opportunities for students through speakers, work-based educational opportunities, field trips, etc. (2.1.2)
3. Examine the barriers to work-based education for students (e.g., co-op, interns, etc.) in order to increase their participation in these opportunities. (2.1.3)

#### ***Strategy #2 - School Climate/Environment (2.2)***

##### **Action Steps**

1. Examine peer-to-peer and other mentoring programs/methods. (2.2.1)
2. Continue school-wide effort for anti-bullying and suicide prevention. (2.2.2)
3. Improve/increase mental health services for students and staff. (2.2.3)
4. Improve attrition rates at BCTHS by examining reasons why students enroll and/or withdraw from BCTHS. (2.2.4)

#### ***Strategy #3 - Meeting the Needs of All Students (2.3)***

##### **Action Steps**

1. Integrate social worker services to support student success (i.e., academically, socially, emotionally, etc.). (2.3.1)
2. Increase job readiness skills for students. (2.3.2)
3. Celebrate student, staff, and school successes. (2.3.3)



## **Goals, Strategies, and Action Plans**

### **Goal Area #3 - IMPROVE OPERATIONS (3)**

#### ***Strategy #1 – Infrastructure and Human Capital (3.1)***

##### **Action Steps**

1. Maintain and repair facilities by securing funding. (3.1.1)
2. Devise plans for Annex Building. (3.1.2)
3. Improve security/fire alarm system. (3.1.3)
4. Retain and recruit high quality employees. (3.1.4)

#### ***Strategy #2 – Workforce Development (3.2)***

##### **Action Steps**

1. Attract new members for advisory councils. (3.2.1)
2. Increase career-related opportunities for students, such as job shadowing, internships, co-op, etc. (3.2.2)
  - a. Create certified pre-apprenticeship programs in some technical programs (3.2.2.a - crosswalk with 1.2.4)
3. Examine participation and partnerships in adult education. (3.2.3)
4. Increase certification opportunities for students and adults. (3.2.4)

#### ***Strategy #3 Marketing (3.3)***

##### **Action Steps**

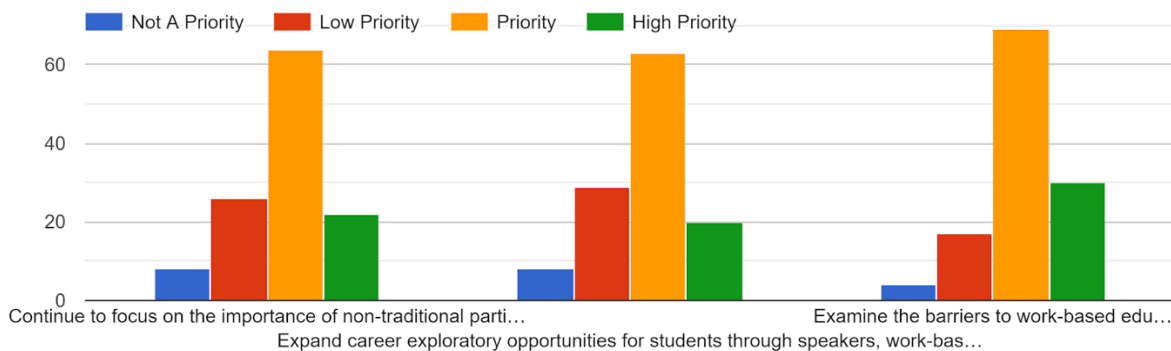
1. Reestablish a parent organization. (3.3.1)
2. Create an Alumni Association. (3.3.2)
3. Create a unique “brand identity” for BCTHS. (3.3.3)
4. Create Public Relations/Development Coordinator position (3.3.4)

**Goals, Strategies, and Action Plans**

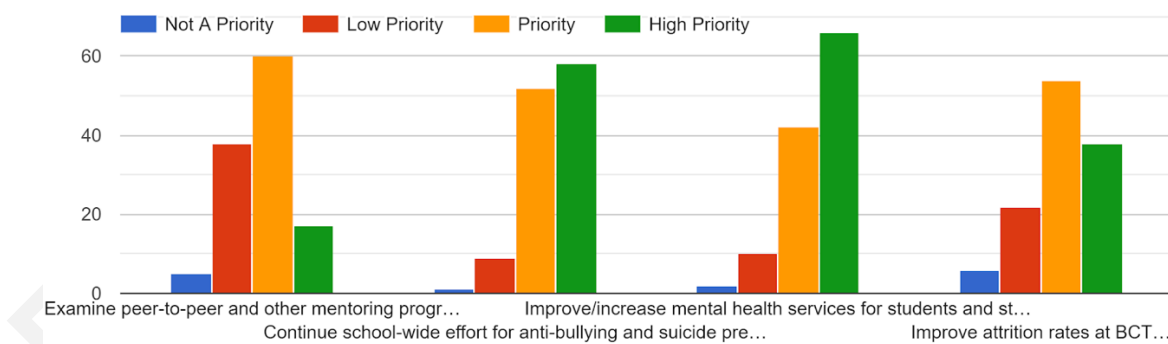
**Surveys/Feedback/Revisions**

- Throughout the Comprehensive Planning Process, BCTHS used formal and informal feedback from staff, students, parents, and business and industry partners.
- Below are examples of a staff survey that provided feedback on prioritizing goals and strategies within the plan.

Strategy #1 - Career Awareness and Student Engagement (2.1)



Strategy #2 - School Climate/Environment (2.2)



- Further feedback may be still be given by sending comments to [CompPlan@bcths.com](mailto:CompPlan@bcths.com).

## Goals, Strategies, and Action Plans

### Final Steps

- This document will be posted on the BCTHS website ([www.bcths.com](http://www.bcths.com)) for public review beginning June 27, 2022.
- Questions, comments, concerns may be directed to [CompPlan@bcths.com](mailto:CompPlan@bcths.com)
- The BCTHS Joint Board Committee will vote on approval of the Comprehensive Plan, including the Induction, Gifted, and Professional Development plans, at its August 22, 2022 Board Meeting.
- Once approved and the PDE Affirmation page is signed, BCTHS will submit the plan to PDE by August 30, 2022.
- Once Board approved, BCTHS will continue to post the *APPROVED* Comprehensive Plan on its website for the public to view.

