



District Improvement Plan

Gibraltar School District

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Introduction

The District Improvement Plan (DIP) has been designed to provide schools and districts with a common planning template that addresses student learning and system needs that have been identified through the schools' Comprehensive Needs Assessment.

Improvement Plan Stakeholder Involvement

Introduction

The responses should be brief, descriptive, and appropriate for the specific section. It is recommended that the responses are written offline and then transferred into the sections below.

Improvement Planning Process

Improvement Planning Process

Describe the process used to engage a variety of stakeholders in the development of the institution's improvement plan. Include information on how stakeholders were selected and informed of their roles, and how meetings were scheduled to accommodate them.

All stakeholders were involved in the discussion of this district improvement plan, done through the District School Improvement team, PLC/Data Teams Leadership Team, and Building School Improvement teams. The stakeholders included the Superintendent, Principals, key teaching staff members that are on SI teams in various schools, Board of Education members, and parents. Other than administrators, others were selected because of their interest in participating in the District School Improvement Committee. Various meetings were scheduled throughout the 2016/17 school year. These included monthly Administrative Cabinet meetings, Principal meetings to discuss School Improvement, and quarterly District School Improvement Committee meetings along with informal discussions.

Describe the representations from stakeholder groups that participated in the development of the improvement plan and their responsibilities in this process.

The input from stakeholders came from discussions in meetings including monthly Administrative Cabinet meetings, Principal meetings to discuss School Improvement, and monthly District School Improvement Committee meetings along with informal discussions was vital in the evaluation of 2016/17 goals and activities along with how to adjust the activities to meet the goals set forth in the 2017/18 District Improvement Plan

Explain how the final improvement plan was communicated to all stakeholders, and the method and frequency in which stakeholders receive information on its progress.

The final DIP was constructed by the Curriculum Director after input from Stakeholders and from reviewing individual School Improvement Plans. The DIP will be posted on the district website and will be communicated to stakeholders via email and email blast. The stakeholders will receive updates and reports during the school year from the Curriculum Director on the progress of the activities and use of funds. During the spring of 2018, there will be an evaluation of the Gibraltar School District activities to date with an eye toward meeting the goals that are established in this district improvement plan.

GSD District Improvement Plan 2019-20

Overview

Plan Name

GSD District Improvement Plan 2019-20

Plan Description

Goals Summary

The following is a summary of the goals encompassed in this plan. The details for each goal are available in the next section.

#	Goal Name	Goal Details	Goal Type	Total Funding
1	All students in the Gibraltar School District will be proficient in English Language Arts	Objectives: 1 Strategies: 4 Activities: 18	Academic	\$1037000
2	All students in the Gibraltar School District will be proficient in Mathematics	Objectives: 1 Strategies: 1 Activities: 4	Academic	\$90000
3	All students in the Gibraltar School District will be proficient in Science.	Objectives: 1 Strategies: 2 Activities: 3	Academic	\$24300
4	All students in the Gibraltar School District will be proficient in Social Studies.	Objectives: 1 Strategies: 1 Activities: 1	Academic	\$1500
5	Restorative practices will be put in to place to decrease at-risk factors and increase student achievement.	Objectives: 1 Strategies: 1 Activities: 2	Organizational	\$37500
6	Students will be aware of different career paths and obtain career readiness skills.	Objectives: 1 Strategies: 1 Activities: 3	Organizational	\$0

Goal 1: All students in the Gibraltar School District will be proficient in English Language Arts

Measurable Objective 1:

85% of Pre-K, Kindergarten, First, Second, Third, Fourth, Fifth, Sixth, Seventh, Eighth, Ninth, Tenth, Eleventh, Twelfth, Postsecondary, Adult and Ungraded grade Black or African-American, Asian, White, Economically Disadvantaged, Gifted and Talented, Hispanic or Latino, Students with Disabilities, English Learners, Two or More Races, American Indian or Alaska Native and Native Hawaiian or Other Pacific Islander students will demonstrate a proficiency of performance in English Language Arts by 06/01/2024 as measured by the State Assessment.

Strategy 1:

Best Practice Differentiated ELA Instruction & Interventions - All District staff engage in high quality ongoing, targeted professional learning experiences that provide them the necessary skills to use best practices for differentiated reading instruction at their grade level. Teachers will focus on Guided Reading and Reading Workshop at the elementary level, using lab classrooms, modeling, and coaching to support the professional learning experiences throughout the year. At the secondary level, teachers will learn how to and engage with data analysis, in order to differentiate instruction in their classrooms. Additionally, building level leaders will be trained in evaluating these reading practices in order to provide feedback to teachers about their growth and progress of implementation.

Category: English/Language Arts

Research Cited: Gersten, R., Compton, D., Connor, C.M., Dimino, J., Santoro, L., Linan-Thompson, S., and Tilly, W.D. (2008). Assisting students struggling with reading: Response to Intervention and multi-tier intervention for reading in the primary grades. A practice guide. (NCEE 2009-4045). Washington, DC: National Center for Education Evaluation and Regional Assistance, Institute of Education Sciences, U.S. Department of Education.

Tier: Tier 1

Activity - ELA K-12 Committee	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
English Language Arts Curriculum Committee - consisting of representatives from high school, middle school, and elementary teacher members chaired by two principals. Special Education teachers will be embedded into these members. Working with our literacy coaches, the committee focus is to refine reading instruction, curriculum, and ensure vertical alignment. Schools: Parsons Elementary School, Frank E. Weiss Elem. School, Hunter Elementary School, Oscar A. Carlson High School, Chapman Elementary School, Shumate Middle School	Professional Learning	Tier 1	Implement	09/03/2019	06/01/2022	\$0	No Funding Required	Curriculum Director and Committee Members

Activity - Academic Support for At Risk Students	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Schools will have a professional/certified interventionist to provide appropriate academic and behavioral interventions. Elementary schools will have a paraprofessional/aide to support the interventionists. The district will provide appropriate supports to ELL students through the hiring of a qualified teacher or through support from Wayne RESA. Schools: Parsons Elementary School, Frank E. Weiss Elem. School, Hunter Elementary School, Oscar A. Carlson High School, Lakeshore Virtual School, Chapman Elementary School, Shumate Middle School	Academic Support Program	Tier 2	Implement	09/02/2014	06/30/2022	\$740000	Section 31a, Title I Part A	Elementary Principals
Activity - After school tutoring and intervention	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Identified at risk students will have the opportunity for after school tutoring in mathematics, ELA, science and social studies up tp four days per week during the school year. Transportation will be provide as needed. (This activity also applies to the improvement goal in Math, Science, and Social Studies.) Schools: Oscar A. Carlson High School, Lakeshore Virtual School, Shumate Middle School	Academic Support Program	Tier 2	Implement	09/08/2015	06/30/2022	\$45000	Section 31a	Principals for each building reporting to the Curriculum Director.
Activity - Credit Recovery	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students will participate in online course work such as credit recovery classes to aid in on time graduation or to improve a low course score (E20/20). (This activity also applies to the improvement goals in Math, Science, and Social Studies.) Schools: Oscar A. Carlson High School, Lakeshore Virtual School	Academic Support Program	Tier 2	Implement	09/08/2015	06/30/2022	\$15000	Section 31a	Staff and Principal
Activity - Best Practice Literacy Instruction	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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All teachers will participate in differentiated professional learning, including job embedded modeling and coaching, with a consultant and/or district instructional coaches to increase their skills with teaching and using Guided Reading, Reader's Workshop, and other best practices of literacy instruction at all levels, K-12. Teachers will also attend workshop-based PD in the area of Literacy. Schools: Parsons Elementary School, Frank E. Weiss Elem. School, Hunter Elementary School, Oscar A. Carlson High School, Lakeshore Virtual School, Chapman Elementary School, Shumate Middle School	Professional Learning	Tier 1	Implement	09/08/2015	06/30/2022	\$40000	Title II Part A, Other	Curriculum Director, Principals and teachers
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Activity - Homeless Student Supports	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All students who are identified as homeless will receive additional support services. This services may include transportation, materials and supplies, payment for extra curricular activities, and academic tutoring services. (This activity also applies to the improvement goals in Math, Science, and Social Studies.) Schools: All Schools	Academic Support Program, Other	Tier 2	Implement	09/08/2015	06/30/2022	\$15000	Title I Part A	Curriculum Director, principals

Activity - Career and College Readiness	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will receive professional learning on the analysis and use of assessment data, and how to incorporate that information into daily instruction to better prepare students for career and college readiness. Additionally, the district will partner with Michigan College Access Network to provide college and career counseling to students, this will require additional counseling staff. Schools: Oscar A. Carlson High School, Shumate Middle School	Professional Learning	Tier 1	Implement	09/01/2016	06/30/2022	\$20000	Section 31a	curriculum director, principal, teachers

Activity - Book Love PD and Curriculum	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
English teachers will engage in professional development on Book Love instructional framework in the classroom, will implement and adjust curriculum. This will require substantial updates to classroom library collections to maintain a high quantity of high-quality books for students. Schools: Oscar A. Carlson High School, Shumate Middle School	Direct Instruction, Professional Learning	Tier 1	Implement	01/01/2017	06/30/2022	\$5000	General Fund, Section 31a	curriculum director, principals, teachers

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Activity - Instructional Coaches	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
District will hire Instructional Coaches who will focus on core area instruction and student achievement. They will incorporate best-practice, evidence-based coaching models to increase teacher effectiveness and student outcomes. Schools: All Schools	Professional Learning	Tier 1	Implement	04/01/2018	06/30/2022	\$0	Section 31a	Director of Curriculum, Principals
Activity - Co-Teaching	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will work with a consultant and/or local/state resources to develop an effective co-teaching model in order to reach our special education students. Schools: All Schools	Academic Support Program, Teacher Collaboration	Tier 1	Implement	09/03/2019	06/30/2022	\$0	General Fund	principals

Strategy 2:

Professional Learning Communities - Each school community will operate as a Professional Learning Community (PLC), implement common formative assessment, and use defined protocols for reviewing student achievement data to drive instruction and interventions/enrichment for students.

Category:

Research Cited: Leaders of Learning, How District, School, and Classroom Leaders Improve Student Achievement. By: Richard DuFour, Robert J. Marzano Publication Date: June 03, 2011

Learning by Doing, A Handbook for Professional Learning Communities at Work. By: Richard DuFour, Rebecca DuFour, Robert Eaker, Thomas W. Many Publication date: June 02, 2010

Common Formative Assessment, A Toolkit for Professional Learning Communities at Work. By: Kim Bailey, Chris Jakicic. Publication date: October 11, 2011

Formative Assessment & Standards-Based Grading By: Robert J. Marzano Publication date: November 11, 2009

Understanding Response to Intervention; A Practical Guide to Systemic Implementation. By: Robert Howell, Sandra Patton, Margaret Deiotte Publication date: June 06, 2008

Tier: Tier 1

Activity - Collaboration within PLCs	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Staff will be given predictable collaborative team time on a monthly basis at each building. This time will be used to develop common formative assessments, review the assessment data and plan for instruction, and take part in professional learning in small or large groups. The manner in which this collaborative team time may be given through staff meetings and/or substitute release time. (This activity also applies to the improvement goals in Math, Science, and Social Studies.) Schools: All Schools	Professional Learning, Teacher Collaboration	Tier 1	Implement	09/08/2015	06/30/2022	\$0	No Funding Required	Principals, teachers
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Activity - Quarterly Data Meetings	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Grade level teacher and department teachers will meet with administration, intervention teachers, and resource room teachers on a quarterly basis to review classroom-level, building-level, and district-level assessment data to determine needs for classroom intervention, curricular changes and instructional changes in the classroom. Schools: All Schools	Teacher Collaboration	Tier 1		09/03/2019	06/30/2022	\$0	General Fund	superintendent, curriculum director, principals

Strategy 3:

Technology Integration - All schools will integration technology to enhance learning for all students. This will include use of technology resources, online learning platforms, software, assessments, and instructional tools.

Category:

Research Cited: According to a meta-analysis of reading technology models, including 84 rigorous studies and over 60,000 K-12 participants, the largest impacts on K-12 reading achievement come from comprehensive models that integrate computer and non-computer instruction in the classroom and provide extensive support for teachers' professional development (Cheung and Slavin, 2012).

Tier: Tier 1

Activity - 1:1 Technology Classrooms	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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<p>All classrooms will utilize a 1:1 technology environment to engage students in learning extensions and supplements to the current curriculum. Through the use of 1:1 technology, individual supports will be delivered more effectively to students who struggle and/or need enrichment. Appropriate training will be provided to teachers utilizing a 1:1 approach in the classroom. (This activity also applies to the improvement goals in Math, Science, and Social Studies.) Teachers in all grade levels will use a Learning Management System to structure and organize certain class assignments and share student work.</p> <p>Schools: Parsons Elementary School, Frank E. Weiss Elem. School, Hunter Elementary School, Oscar A. Carlson High School, Chapman Elementary School, Shumate Middle School</p>	<p>Academic Support Program, Technology, Supplemental Materials</p>	<p>Tier 1</p>		<p>09/08/2015</p>	<p>06/30/2022</p>	<p>\$120000</p>	<p>Section 31a</p>	<p>Tech Director, curriculum director, principals, teachers</p>
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Activity - Instructional Technology PD	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>The district will partner with a private consulting company to provide intense instructional technology PD. Additionally, the district will support sending teachings, principals, and/or other administrators to state/national/international organization-provided workshops and conferences to build the capacity of our staff. These may include but are not limited to MACUL, ISTE, SXSW, Illuminate IEUC.</p> <p>Schools: All Schools</p>	<p>Professional Learning</p>	<p>Tier 1</p>	<p>Implement</p>	<p>09/01/2017</p>	<p>06/30/2022</p>	<p>\$0</p>	<p>Title II Part A</p>	<p>Curriculum Director, Technology Director, principals</p>

Strategy 4:

Leadership Development - District curriculum leaders and building principals will engage in targeted, ongoing professional learning experiences to build their capacity to support instruction at the classroom level.

Category:

Research Cited: Nolan, J. & Hoover, L (2011). Teacher Supervision and Evaluation: Theory Into Practice. (3rd Edition). Jossey Bass

Sergiovanni, T. (2006) International Journal of Leadership in Education: Theory and

Practice Leadership as pedagogy, capital development and school effectiveness

Tier: Tier 1

Activity - Principal Mentoring	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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The district will work with private consultants and/or state organizations with new(er) principals to support a standards based approach of what elementary principals should know and be able to do to improving effectiveness as a building principal. The program will include both on-site and virtual visits, goal setting, assessments, and reflections. (This activity also applies to the improvement goals in Math, Science, and Social Studies.)	Professional Learning	Tier 1	Implement	09/08/2015	06/30/2022	\$9000	Title I Part A, Title II Part A	Curriculum Director, principal
Schools: Parsons Elementary School, Frank E. Weiss Elem. School, Hunter Elementary School, Oscar A. Carlson High School, Lakeshore Virtual School, Chapman Elementary School, Shumate Middle School								
Activity - Principal Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Annual principal training opportunities sponsored through state organizations such as MASSP, MEMSPA, MACUL, or local agencies such as ISDs. Professional learning will be relevant to principal leadership in each principal's building. (This activity also applies to the improvement goals in Math, Science, and Social Studies.)	Professional Learning	Tier 1		09/08/2015	06/30/2022	\$20000	General Fund, Title II Part A	Curriculum Director, principals
Schools: All Schools								
Activity - Evaluation Support and Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
School district will contract with an allowable consultant to continue training on the Danielson Framework for Teaching and Learning evaluation tool, strengthen observation skills, and calibrate ratings. All teachers will also receive formal training on the Danielson tool from allowable consultant. Observers will strengthen observation skills and develop inter-rater reliability through on the job PD and coaching. (This activity also applies to the improvement goals in Math, Science, and Social Studies.)	Professional Learning	Tier 1	Implement	07/01/2016	06/30/2022	\$8000	Other	Curriculum Director, principals
Schools: All Schools								
Activity - Cultural Responsiveness	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The district will partner with Wayne RESA and other state organizations/consultants to begin to build leadership and staff capacity in the area of Cultural Responsiveness, Diversity and Equity.	Professional Learning	Tier 1	Implement	09/01/2017	06/30/2022	\$0	Title II Part A	Superintendent, Director of Curriculum, Principals
Schools: All Schools								

Goal 2: All students in the Gibraltar School District will be proficient in Mathematics

Measurable Objective 1:

85% of Pre-K, Kindergarten, First, Second, Third, Fourth, Fifth, Sixth, Seventh, Eighth, Ninth, Tenth, Eleventh, Twelfth, Postsecondary, Adult and Ungraded grade Black or African-American, Asian, White, Economically Disadvantaged, Gifted and Talented, Hispanic or Latino, Students with Disabilities, English Learners, Two or More Races, American Indian or Alaska Native and Native Hawaiian or Other Pacific Islander students will demonstrate a proficiency of performance in Mathematics by 06/30/2022 as measured by the 2016 State Assessment.

Strategy 1:

Differentiated Math Instruction & Interventions - District staff will implement effective, research based strategies on numeracy, fractions, mathematical operations, geometry, and math reasoning. These strategies include the use of the Math Expressions program for grades K-5. In addition to the use of ADD+Vantage math instruction, Accelerated Math, and interventionists in elementary schools; Study Island, After school tutoring, and Academic Success classes in middle school; Credit recovery courses and after school tutoring in the high school; and summer school for at risk students in middle and high school. Staff will also use formative assessment, differentiated instruction, and common assessments in these areas.

Category:

Research Cited: The Differentiated Classroom: Responding to the Needs of All Learners, 2nd Edition

Tomlinson, C. A.(2014)

Leading and Managing a Differentiated Classroom

Tomlinson, C. A. & Imbeau, M. (2010)

Tier: Tier 1

Activity - Math K-12 Committee	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Representatives from each elementary and secondary school will work with principal co-chairs and the Curriculum Director to continue to develop the math programming at all levels. This group includes teachers from all grade levels. This group will work on curriculum alignment, resource research and recommendation, and guidelines/processes for K-12 math. Schools: All Schools	Professional Learning	Tier 1	Implement	09/08/2015	06/30/2022	\$0	No Funding Required	Curriculum Director

Activity - Math Instruction and Intervention PD	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Teachers will participate in Professional Learning in the area of mathematics instruction, mathematical practices, discourse, and intervention. PD will be provided through a mathematics consultant and through PD opportunities through local organizations such as ISDs and consulting companies. Schools: All Schools	Professional Learning	Tier 1	Implement	07/01/2017	06/30/2022	\$40000	Section 31a, Title II Part A	curriculum director, principals
Activity - Differentiated Support and Practice	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Classrooms in grades K-7 will utilize Compass Learning to provide prescriptive learning activities in areas of need or enrichment for all students. Students in grades 8-11 will utilize Khan academy for prescriptive learning activities in areas of need or enrichment. Schools: Parsons Elementary School, Frank E. Weiss Elem. School, Hunter Elementary School, Lakeshore Virtual School, Chapman Elementary School	Academic Support Program	Tier 2	Implement	01/02/2017	06/30/2022	\$25000	Section 31a	curriculum director, principals, teachers
Activity - Do the Match Intervention	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Do the Math intervention curriculum will be purchased and implemented in each intervention classroom, and Professional Learning will be provided to ensure proper implementation. Schools: Parsons Elementary School, Frank E. Weiss Elem. School, Hunter Elementary School, Chapman Elementary School	Academic Support Program	Tier 2	Implement	01/01/2017	06/30/2022	\$25000	Section 31a	curriculum director, principals, intervention teachers

Goal 3: All students in the Gibraltar School District will be proficient in Science.

Measurable Objective 1:

85% of Pre-K, Kindergarten, First, Second, Third, Fourth, Fifth, Sixth, Seventh, Eighth, Ninth, Tenth, Eleventh, Twelfth, Postsecondary, Adult and Ungraded grade Black or African-American, Asian, White, Economically Disadvantaged, Gifted and Talented, Hispanic or Latino, Students with Disabilities, English Learners, Two or More Races, American Indian or Alaska Native and Native Hawaiian or Other Pacific Islander students will demonstrate a proficiency of performance in Science by 06/30/2022 as measured by the 2016 State Assessment.

Strategy 1:

Technology Integration - All schools will integration technology to enhance learning for all students. This will include use of technology resources, online learning platforms, software, assessments, and instructional tools.

Category:

SY 2018-2019

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Research Cited: According to research (Gerard, Varma, Corliss, and Linn, 2011), technology can improve inquiry-science learning over textbook or lab instruction by allowing students to:

conduct virtual experiments using dynamic simulations of difficult-to-see scientific phenomena,
generate and test models of complex data,
collect and analyze data to test predictions, using probeware, scientific data sets, and data analysis software, and
gather feedback from different sources to refine work.

Tier: Tier 1

Activity - Robotics	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students will use Lego robotics kits in science to support learning in addition to students being invited to participate in an after-school Lego Robotics program run by the Tech Department. Robotics programs will run from grades 3-12 and will include appropriate professional learning for teachers and coaches. Middle School and High School will develop robotics teams through First in Michigan to support STEM initiatives in the district. Schools: Parsons Elementary School, Frank E. Weiss Elem. School, Hunter Elementary School, Chapman Elementary School	Academic Support Program, Technology	Tier 1		09/08/2015	06/30/2022	\$0	No Funding Required	Tech Department, Principals, teachers

Strategy 2:

Professional Learning for Teachers - Staff will attend professional development designed to meet the needs of diverse learners by providing best practice instructional strategies and targeted interventions that are aligned to the Science Standards ensuring the success of all students including those in subgroup populations and those who struggle. Educators will engage students in the practice and thought dispositions of scientists and engineers across all science STEM related disciplines in all grades.

Category: Science

Tier: Tier 1

Activity - NGSS and STEM Professional Learning	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Staff readiness will participate in sustained professional development that explores the implementation of research-based science and engineering practices in all science disciplines at all grades. This professional learning will include training in Engineering, STEM, 8 science and engineering practices, NGSS, NGSX Cohorts, and effective questioning and model development. Schools: All Schools	Professional Learning	Tier 1		07/01/2016	06/30/2022	\$7000	Title II Part A, Section 31a	Curriculum Director, principals
Activity - Project Based Learning Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Staff will take part in training on Project Based Learning (PBL) Science/Technology/Engineering/Mathematics (STEM) and best-practice instruction to improve student achievement in math and science. Schools: All Schools	Professional Learning	Tier 1	Implement	07/01/2016	06/30/2022	\$17300	Title II Part A	Curriculum Director, Principals

Goal 4: All students in the Gibraltar School District will be proficient in Social Studies.

Measurable Objective 1:

85% of Pre-K, Kindergarten, First, Second, Third, Fourth, Fifth, Sixth, Seventh, Eighth, Ninth, Tenth, Eleventh, Twelfth, Postsecondary, Adult and Ungraded grade Black or African-American, Asian, White, Economically Disadvantaged, Gifted and Talented, Hispanic or Latino, Students with Disabilities, English Learners, Two or More Races, American Indian or Alaska Native and Native Hawaiian or Other Pacific Islander students will demonstrate a proficiency of performance in Social Studies by 06/30/2022 as measured by the spring 2016 state assessment.

Strategy 1:

Content Area Literacy and Professional Learning - District staff will implement effective, research-based strategies on history and economics. These strategies include: -The use of interventionists in elementary schools, -Study Island, After school tutoring in middle school, -Credit recovery courses and after school tutoring in the high school. Staff will also use formative assessment, differentiated instruction, and common assessments in these areas.

Category: Social Studies

Research Cited: Gallagher, M., & Pearson, P.D. (1989) "Discussion, Comprehension, and Knowledge Acquisition in Content Area Classrooms" (Tech. Rep. No. 480). Urbana, IL: University of Illinois, Center for the Study of Reading. Raphael, T.E., & Wonnacott, C.A., & Pearson, P.D. (1983). "Increasing Students' Sensitivity to Sources of Information: An Instructional Study in Question-Answer Relationships" (Tech. Rep. No. 284). Urbana, IL University of Illinois, Center for the Study of Reading.

Tier: Tier 1

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Activity - Professional Learning and Support	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will attend Social Studies network meetings and Social Studies Professional Development offered through Wayne County RESA. Schools: All Schools	Professional Learning	Tier 1	Implement	09/06/2016	06/30/2022	\$1500	Title II Part A	teachers, principals, curriculum director

Goal 5: Restorative practices will be put in to place to decrease at-risk factors and increase student achievement.

Measurable Objective 1:

collaborate to decrease at risk factors to increase student achievement by 06/14/2019 as measured by state assessment.

Strategy 1:

Implement Restorative Practices - Restorative practices will be put in to place at all buildings in order to decrease the number of suspensions and keep students time in school. This will be accomplished through ongoing professional learning and support through a restorative practice coach.

Category: Learning Support Systems

Research Cited: The Advancement Project. (2014). Restorative practices: Fostering healthy relationships and promoting positive discipline in schools: A guide for educators. Cambridge, MA: Schott Foundation. Available from <http://schottfoundation.org/sites/default/files/restorative-practices-guide.pdf>

Tier: Tier 2

Activity - Restorative Practice PD	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Building administrators and other staff and faculty will attend initial and ongoing PD in the area of restorative practices in order to implement at the building level Schools: All Schools	Professional Learning	Tier 1	Implement	07/01/2017	06/30/2022	\$2500	General Fund	principals

Activity - Restorative Practice Coach	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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A restorative practice coach/liaison will be employed to assist with the development and implementation of restorative practices. This person will attend PD alongside building leadership and assist teachers and students with restorative practices. Schools: Oscar A. Carlson High School, Lakeshore Virtual School, Shumate Middle School	Professional Learning, Behavioral Support Program	Tier 2	Implement	07/01/2017	06/30/2022	\$35000	Section 31a	principal
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Goal 6: Students will be aware of different career paths and obtain career readiness skills.

Measurable Objective 1:

achieve college and career readiness through career exploration and career readiness instruction by 06/30/2022 as measured by post secondary outcomes.

Strategy 1:

Career Exploration and Awareness - Students K-12 will be exposed to different career clusters and associated paths and develop skills to increase career readiness/preparation.

Category: Career and College Ready

Research Cited: MICHIGAN CAREER DEVELOPMENT MODEL

December 2018

Tier: Tier 1

Activity - Career Day/Expo	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students in all grade levels will participate in an age-appropriate career day/exposition. These will be done in partnership with local businesses as available, the Downriver Career and Technical Consortium, and local families within the district Schools: All Schools	Career Preparation /Orientation	Tier 1	Getting Ready	09/03/2019	06/30/2022	\$0	General Fund	Principals and Counselors

Activity - Xello	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students in grades 6-12 will utilize career path instruction tools on Xello to learn about different career paths. Students will also utilize Xello to develop and maintain EDPs in grades 8-12. Schools: All Schools	Career Preparation /Orientation	Tier 1		09/03/2019	06/30/2022	\$0	General Fund	principals and counselors

District Improvement Plan

Gibraltar School District

Activity - Professional Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Staff will attend appropriate professional development to increase self-awareness and staff-awareness of best-practice implementation of career readiness and awareness. Schools: All Schools	Professional Learning	Tier 1		09/03/2019	06/30/2022	\$0	General Fund	curriculum director and principals

Activity Summary by Funding Source

Below is a breakdown of your activities by funding source

Title II Part A

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Math Instruction and Intervention PD	Teachers will participate in Professional Learning in the area of mathematics instruction, mathematical practices, discourse, and intervention. PD will be provided through a mathematics consultant and through PD opportunities through local organizations such as ISDs and consulting companies.	Professional Learning	Tier 1	Implement	07/01/2017	06/30/2022	\$20000	curriculum director, principals
Professional Learning and Support	Teachers will attend Social Studies network meetings and Social Studies Professional Development offered through Wayne County RESA.	Professional Learning	Tier 1	Implement	09/06/2016	06/30/2022	\$1500	teachers, principals, curriculum director
Instructional Technology PD	The district will partner with a private consulting company to provide intense instructional technology PD. Additionally, the district will support sending teachings, principals, and/or other administrators to state/national/international organization-provided workshops and conferences to build the capacity of our staff. These may include but are not limited to MACUL, ISTE, SXSW, Illuminate IEUC.	Professional Learning	Tier 1	Implement	09/01/2017	06/30/2022	\$0	Curriculum Director, Technology Director, principals
Cultural Responsiveness	The district will partner with Wayne RESA and other state organizations/consultants to begin to build leadership and staff capacity in the area of Cultural Responsiveness, Diversity and Equity.	Professional Learning	Tier 1	Implement	09/01/2017	06/30/2022	\$0	Superintendent, Director of Curriculum, Principals
Project Based Learning Training	Staff will take part in training on Project Based Learning (PBL) Science/Technology/Engineering/Mathematics (STEM) and best-practice instruction to improve student achievement in math and science.	Professional Learning	Tier 1	Implement	07/01/2016	06/30/2022	\$17300	Curriculum Director, Principals

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Principal Mentoring	The district will work with private consultants and/or state organizations with new(er) principals to support a standards based approach of what elementary principals should know and be able to do to improving effectiveness as a building principal. The program will include both on-site and virtual visits, goal setting, assessments, and reflections. (This activity also applies to the improvement goals in Math, Science, and Social Studies.)	Professional Learning	Tier 1	Implement	09/08/2015	06/30/2022	\$4500	Curriculum Director, principal
Principal Training	Annual principal training opportunities sponsored through state organizations such as MASSP, MEMSPA, MACUL, or local agencies such as ISDs. Professional learning will be relevant to principal leadership in each principal's building. (This activity also applies to the improvement goals in Math, Science, and Social Studies.)	Professional Learning	Tier 1		09/08/2015	06/30/2022	\$10000	Curriculum Director, principals
Best Practice Literacy Instruction	All teachers will participate in differentiated professional learning, including job embedded modeling and coaching, with a consultant and/or district instructional coaches to increase their skills with teaching and using Guided Reading, Reader's Workshop, and other best practices of literacy instruction at all levels, K-12. Teachers will also attend workshop-based PD in the area of Literacy.	Professional Learning	Tier 1	Implement	09/08/2015	06/30/2022	\$20000	Curriculum Director, Principals and teachers
NGSS and STEM Professional Learning	Staff readiness will participate in sustained professional development that explores the implementation of research-based science and engineering practices in all science disciplines at all grades. This professional learning will include training in Engineering, STEM, 8 science and engineering practices, NGSS, NGSX Cohorts, and effective questioning and model development.	Professional Learning	Tier 1		07/01/2016	06/30/2022	\$3500	Curriculum Director, principals

Section 31a

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Credit Recovery	Students will participate in online course work such as credit recovery classes to aid in on time graduation or to improve a low course score (E20/20). (This activity also applies to the improvement goals in Math, Science, and Social Studies.)	Academic Support Program	Tier 2	Implement	09/08/2015	06/30/2022	\$15000	Staff and Principal

District Improvement Plan

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Instructional Coaches	District will hire Instructional Coaches who will focus on core area instruction and student achievement. They will incorporate best-practice, evidence-based coaching models to increase teacher effectiveness and student outcomes.	Professional Learning	Tier 1	Implement	04/01/2018	06/30/2022	\$0	Director of Curriculum, Principals
Career and College Readiness	Teachers will receive professional learning on the analysis and use of assessment data, and how to incorporate that information into daily instruction to better prepare students for career and college readiness. Additionally, the district will partner with Michigan College Access Network to provide college and career counseling to students, this will require additional counseling staff.	Professional Learning	Tier 1	Implement	09/01/2016	06/30/2022	\$20000	curriculum director, principal, teachers
NGSS and STEM Professional Learning	Staff readiness will participate in sustained professional development that explores the implementation of research-based science and engineering practices in all science disciplines at all grades. This professional learning will include training in Engineering, STEM, 8 science and engineering practices, NGSS, NGSX Cohorts, and effective questioning and model development.	Professional Learning	Tier 1		07/01/2016	06/30/2022	\$3500	Curriculum Director, principals
Differentiated Support and Practice	Classrooms in grades K-7 will utilize Compass Learning to provide prescriptive learning activities in areas of need or enrichment for all students. Students in grades 8-11 will utilize Khan academy for prescriptive learning activities in areas of need or enrichment.	Academic Support Program	Tier 2	Implement	01/02/2017	06/30/2022	\$25000	curriculum director, principals, teachers
Restorative Practice Coach	A restorative practice coach/liaison will be employed to assist with the development and implementation of restorative practices. This person will attend PD alongside building leadership and assist teachers and students with restorative practices.	Professional Learning, Behavioral Support Program	Tier 2	Implement	07/01/2017	06/30/2022	\$35000	principal
Math Instruction and Intervention PD	Teachers will participate in Professional Learning in the area of mathematics instruction, mathematical practices, discourse, and intervention. PD will be provided through a mathematics consultant and through PD opportunities through local organizations such as ISDs and consulting companies.	Professional Learning	Tier 1	Implement	07/01/2017	06/30/2022	\$20000	curriculum director, principals
Academic Support for At Risk Students	Schools will have a professional/certified interventionist to provide appropriate academic and behavioral interventions. Elementary schools will have a paraprofessional/aide to support the interventionists. The district will provide appropriate supports to ELL students through the hiring of a qualified teacher or through support from Wayne RESA.	Academic Support Program	Tier 2	Implement	09/02/2014	06/30/2022	\$450000	Elementary Principals

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Do the Match Intervention	Do the Math intervention curriculum will be purchased and implemented in each intervention classroom, and Professional Learning will be provided to ensure proper implementation.	Academic Support Program	Tier 2	Implement	01/01/2017	06/30/2022	\$25000	curriculum director, principals, intervention teachers
Book Love PD and Curriculum	English teachers will engage in professional development on Book Love instructional framework in the classroom, will implement and adjust curriculum. This will require substantial updates to classroom library collections to maintain a high quantity of high-quality books for students.	Direct Instruction, Professional Learning	Tier 1	Implement	01/01/2017	06/30/2022	\$2500	curriculum director, principals, teachers
1:1 Technology Classrooms	All classrooms will utilize a 1:1 technology environment to engage students in learning extensions and supplements to the current curriculum. Through the use of 1:1 technology, individual supports will be delivered more effectively to students who struggle and/or need enrichment. Appropriate training will be provided to teachers utilizing a 1:1 approach in the classroom. (This activity also applies to the improvement goals in Math, Science, and Social Studies.) Teachers in all grade levels will use a Learning Management System to structure and organize certain class assignments and share student work.	Academic Support Program, Technology, Supplemental Materials	Tier 1		09/08/2015	06/30/2022	\$120000	Tech Director, curriculum director, principals, teachers
After school tutoring and intervention	Identified at risk students will have the opportunity for after school tutoring in mathematics, ELA, science and social studies up to four days per week during the school year. Transportation will be provided as needed. (This activity also applies to the improvement goal in Math, Science, and Social Studies.)	Academic Support Program	Tier 2	Implement	09/08/2015	06/30/2022	\$45000	Principals for each building reporting to the Curriculum Director.

No Funding Required

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Math K-12 Committee	Representatives from each elementary and secondary school will work with principal co-chairs and the Curriculum Director to continue to develop the math programming at all levels. This group includes teachers from all grade levels. This group will work on curriculum alignment, resource research and recommendation, and guidelines/processes for K-12 math.	Professional Learning	Tier 1	Implement	09/08/2015	06/30/2022	\$0	Curriculum Director

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Collaboration within PLCs	Staff will be given predictable collaborative team time on a monthly basis at each building. This time will be used to develop common formative assessments, review the assessment data and plan for instruction, and take part in professional learning in small or large groups. The manner in which this collaborative team time may be given through staff meetings and/or substitute release time. (This activity also applies to the improvement goals in Math, Science, and Social Studies.)	Professional Learning, Teacher Collaboration	Tier 1	Implement	09/08/2015	06/30/2022	\$0	Principals, teachers
ELA K-12 Committee	English Language Arts Curriculum Committee - consisting of representatives from high school, middle school, and elementary teacher members chaired by two principals. Special Education teachers will be embedded into these members. Working with our literacy coaches, the committee focus is to refine reading instruction, curriculum, and ensure vertical alignment.	Professional Learning	Tier 1	Implement	09/03/2019	06/01/2022	\$0	Curriculum Director and Committee Members
Robotics	Students will use Lego robotics kits in science to support learning in addition to students being invited to participate in an after-school Lego Robotics program run by the Tech Department. Robotics programs will run from grades 3-12 and will include appropriate professional learning for teachers and coaches. Middle School and High School will develop robotics teams through First in Michigan to support STEM initiatives in the district.	Academic Support Program, Technology	Tier 1		09/08/2015	06/30/2022	\$0	Tech Department, Principals, teachers

Title I Part A

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Academic Support for At Risk Students	Schools will have a professional/certified interventionist to provide appropriate academic and behavioral interventions. Elementary schools will have a paraprofessional/aide to support the interventionists. The district will provide appropriate supports to ELL students through the hiring of a qualified teacher or through support from Wayne RESA.	Academic Support Program	Tier 2	Implement	09/02/2014	06/30/2022	\$290000	Elementary Principals

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Principal Mentoring	The district will work with private consultants and/or state organizations with new(er) principals to support a standards based approach of what elementary principals should know and be able to do to improving effectiveness as a building principal. The program will include both on-site and virtual visits, goal setting, assessments, and reflections. (This activity also applies to the improvement goals in Math, Science, and Social Studies.)	Professional Learning	Tier 1	Implement	09/08/2015	06/30/2022	\$4500	Curriculum Director, principal
Homeless Student Supports	All students who are identified as homeless will receive additional support services. This services may include transportation, materials and supplies, payment for extra curricular activities, and academic tutoring services. (This activity also applies to the improvement goals in Math, Science, and Social Studies.)	Academic Support Program, Other	Tier 2	Implement	09/08/2015	06/30/2022	\$15000	Curriculum Director, principals

General Fund

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Principal Training	Annual principal training opportunities sponsored through state organizations such as MASSP, MEMSPA, MACUL, or local agencies such as ISDs. Professional learning will be relevant to principal leadership in each principal's building. (This activity also applies to the improvement goals in Math, Science, and Social Studies.)	Professional Learning	Tier 1		09/08/2015	06/30/2022	\$10000	Curriculum Director, principals
Xello	Students in grades 6-12 will utilize career path instruction tools on Xello to learn about different career paths. Students will also utilize Xello to develop and maintain EDPs in grades 8-12.	Career Preparation /Orientation	Tier 1		09/03/2019	06/30/2022	\$0	principals and counselors
Professional Development	Staff will attend appropriate professional development to increase self-awareness and staff-awareness of best-practice implementation of career readiness and awareness.	Professional Learning	Tier 1		09/03/2019	06/30/2022	\$0	curriculum director and principals
Book Love PD and Curriculum	English teachers will engage in professional development on Book Love instructional framework in the classroom, will implement and adjust curriculum. This will require substantial updates to classroom library collections to maintain a high quantity of high-quality books for students.	Direct Instruction, Professional Learning	Tier 1	Implement	01/01/2017	06/30/2022	\$2500	curriculum director, principals, teachers

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Quarterly Data Meetings	Grade level teacher and department teachers will meet with administration, intervention teachers, and resource room teachers on a quarterly basis to review classroom-level, building-level, and district-level assessment data to determine needs for classroom intervention, curricular changes and instructional changes in the classroom.	Teacher Collaboration	Tier 1		09/03/2019	06/30/2022	\$0	superintendent, curriculum director, principals
Co-Teaching	Teachers will work with a consultant and/or local/state resources to develop an effective co-teaching model in order to reach our special education students.	Academic Support Program, Teacher Collaboration	Tier 1	Implement	09/03/2019	06/30/2022	\$0	principals
Restorative Practice PD	Building administrators and other staff and faculty will attend initial and ongoing PD in the area of restorative practices in order to implement at the building level	Professional Learning	Tier 1	Implement	07/01/2017	06/30/2022	\$2500	principals
Career Day/Expo	Students in all grade levels will participate in an age-appropriate career day/exposition. These will be done in partnership with local businesses as available, the Downriver Career and Technical Consortium, and local families within the district	Career Preparation /Orientation	Tier 1	Getting Ready	09/03/2019	06/30/2022	\$0	Principals and Counselors

Other

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Evaluation Support and Training	School district will contract with an allowable consultant to continue training on the Danielson Framework for Teaching and Learning evaluation tool, strengthen observation skills, and calibrate ratings. All teachers will also receive formal training on the Danielson tool from allowable consultant. Observers will strengthen observation skills and develop inter-rater reliability through on the job PD and coaching. (This activity also applies to the improvement goals in Math, Science, and Social Studies.)	Professional Learning	Tier 1	Implement	07/01/2016	06/30/2022	\$8000	Curriculum Director, principals
Best Practice Literacy Instruction	All teachers will participate in differentiated professional learning, including job embedded modeling and coaching, with a consultant and/or district instructional coaches to increase their skills with teaching and using Guided Reading, Reader's Workshop, and other best practices of literacy instruction at all levels, K-12. Teachers will also attend workshop-based PD in the area of Literacy.	Professional Learning	Tier 1	Implement	09/08/2015	06/30/2022	\$20000	Curriculum Director, Principals and teachers

Activity Summary by School

Below is a breakdown of activity by school.

All Schools

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Math K-12 Committee	Representatives from each elementary and secondary school will work with principal co-chairs and the Curriculum Director to continue to develop the math programming at all levels. This group includes teachers from all grade levels. This group will work on curriculum alignment, resource research and recommendation, and guidelines/processes for K-12 math.	Professional Learning	Tier 1	Implement	09/08/2015	06/30/2022	\$0	Curriculum Director
Collaboration within PLCs	Staff will be given predictable collaborative team time on a monthly basis at each building. This time will be used to develop common formative assessments, review the assessment data and plan for instruction, and take part in professional learning in small or large groups. The manner in which this collaborative team time may be given through staff meetings and/or substitute release time. (This activity also applies to the improvement goals in Math, Science, and Social Studies.)	Professional Learning, Teacher Collaboration	Tier 1	Implement	09/08/2015	06/30/2022	\$0	Principals, teachers
Homeless Student Supports	All students who are identified as homeless will receive additional support services. This services may include transportation, materials and supplies, payment for extra curricular activities, and academic tutoring services. (This activity also applies to the improvement goals in Math, Science, and Social Studies.)	Academic Support Program, Other	Tier 2	Implement	09/08/2015	06/30/2022	\$15000	Curriculum Director, principals
Principal Training	Annual principal training opportunities sponsored through state organizations such as MASSP, MEMSPA, MACUL, or local agencies such as ISDs. Professional learning will be relevant to principal leadership in each principal's building. (This activity also applies to the improvement goals in Math, Science, and Social Studies.)	Professional Learning	Tier 1		09/08/2015	06/30/2022	\$20000	Curriculum Director, principals

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Evaluation Support and Training	School district will contract with an allowable consultant to continue training on the Danielson Framework for Teaching and Learning evaluation tool, strengthen observation skills, and calibrate ratings. All teachers will also receive formal training on the Danielson tool from allowable consultant. Observers will strengthen observation skills and develop inter-rater reliability through on the job PD and coaching. (This activity also applies to the improvement goals in Math, Science, and Social Studies.)	Professional Learning	Tier 1	Implement	07/01/2016	06/30/2022	\$8000	Curriculum Director, principals
NGSS and STEM Professional Learning	Staff readiness will participate in sustained professional development that explores the implementation of research-based science and engineering practices in all science disciplines at all grades. This professional learning will include training in Engineering, STEM, 8 science and engineering practices, NGSS, NGSX Cohorts, and effective questioning and model development.	Professional Learning	Tier 1		07/01/2016	06/30/2022	\$7000	Curriculum Director, principals
Project Based Learning Training	Staff will take part in training on Project Based Learning (PBL) Science/Technology/Engineering/Mathematics (STEM) and best-practice instruction to improve student achievement in math and science.	Professional Learning	Tier 1	Implement	07/01/2016	06/30/2022	\$17300	Curriculum Director, Principals
Professional Learning and Support	Teachers will attend Social Studies network meetings and Social Studies Professional Development offered through Wayne County RESA.	Professional Learning	Tier 1	Implement	09/06/2016	06/30/2022	\$1500	teachers, principals, curriculum director
Math Instruction and Intervention PD	Teachers will participate in Professional Learning in the area of mathematics instruction, mathematical practices, discourse, and intervention. PD will be provided through a mathematics consultant and through PD opportunities through local organizations such as ISDs and consulting companies.	Professional Learning	Tier 1	Implement	07/01/2017	06/30/2022	\$40000	curriculum director, principals
Restorative Practice PD	Building administrators and other staff and faculty will attend initial and ongoing PD in the area of restorative practices in order to implement at the building level	Professional Learning	Tier 1	Implement	07/01/2017	06/30/2022	\$2500	principals
Instructional Coaches	District will hire Instructional Coaches who will focus on core area instruction and student achievement. They will incorporate best-practice, evidence-based coaching models to increase teacher effectiveness and student outcomes.	Professional Learning	Tier 1	Implement	04/01/2018	06/30/2022	\$0	Director of Curriculum, Principals
Cultural Responsiveness	The district will partner with Wayne RESA and other state organizations/consultants to begin to build leadership and staff capacity in the area of Cultural Responsiveness, Diversity and Equity.	Professional Learning	Tier 1	Implement	09/01/2017	06/30/2022	\$0	Superintendent, Director of Curriculum, Principals

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Instructional Technology PD	The district will partner with a private consulting company to provide intense instructional technology PD. Additionally, the district will support sending teachings, principals, and/or other administrators to state/national/international organization-provided workshops and conferences to build the capacity of our staff. These may include but are not limited to MACUL, ISTE, SXSW, Illuminate IEUC.	Professional Learning	Tier 1	Implement	09/01/2017	06/30/2022	\$0	Curriculum Director, Technology Director, principals
Career Day/Expo	Students in all grade levels will participate in an age-appropriate career day/exposition. These will be done in partnership with local businesses as available, the Downriver Career and Technical Consortium, and local families within the district	Career Preparation /Orientation	Tier 1	Getting Ready	09/03/2019	06/30/2022	\$0	Principals and Counselors
Xello	Students in grades 6-12 will utilize career path instruction tools on Xello to learn about different career paths. Students will also utilize Xello to develop and maintain EDPs in grades 8-12.	Career Preparation /Orientation	Tier 1		09/03/2019	06/30/2022	\$0	principals and counselors
Professional Development	Staff will attend appropriate professional development to increase self-awareness and staff-awareness of best-practice implementation of career readiness and awareness.	Professional Learning	Tier 1		09/03/2019	06/30/2022	\$0	curriculum director and principals
Quarterly Data Meetings	Grade level teacher and department teachers will meet with administration, intervention teachers, and resource room teachers on a quarterly basis to review classroom-level, building-level, and district-level assessment data to determine needs for classroom intervention, curricular changes and instructional changes in the classroom.	Teacher Collaboration	Tier 1		09/03/2019	06/30/2022	\$0	superintendent, curriculum director, principals
Co-Teaching	Teachers will work with a consultant and/or local/state resources to develop an effective co-teaching model in order to reach our special education students.	Academic Support Program, Teacher Collaboration	Tier 1	Implement	09/03/2019	06/30/2022	\$0	principals

Shumate Middle School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
ELA K-12 Committee	English Language Arts Curriculum Committee - consisting of representatives from high school, middle school, and elementary teacher members chaired by two principals. Special Education teachers will be embedded into these members. Working with our literacy coaches, the committee focus is to refine reading instruction, curriculum, and ensure vertical alignment.	Professional Learning	Tier 1	Implement	09/03/2019	06/01/2022	\$0	Curriculum Director and Committee Members

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Academic Support for At Risk Students	Schools will have a professional/certified interventionist to provide appropriate academic and behavioral interventions. Elementary schools will have a paraprofessional/aide to support the interventionists. The district will provide appropriate supports to ELL students through the hiring of a qualified teacher or through support from Wayne RESA.	Academic Support Program	Tier 2	Implement	09/02/2014	06/30/2022	\$740000	Elementary Principals
After school tutoring and intervention	Identified at risk students will have the opportunity for after school tutoring in mathematics, ELA, science and social studies up to four days per week during the school year. Transportation will be provided as needed. (This activity also applies to the improvement goal in Math, Science, and Social Studies.)	Academic Support Program	Tier 2	Implement	09/08/2015	06/30/2022	\$45000	Principals for each building reporting to the Curriculum Director.
Best Practice Literacy Instruction	All teachers will participate in differentiated professional learning, including job embedded modeling and coaching, with a consultant and/or district instructional coaches to increase their skills with teaching and using Guided Reading, Reader's Workshop, and other best practices of literacy instruction at all levels, K-12. Teachers will also attend workshop-based PD in the area of Literacy.	Professional Learning	Tier 1	Implement	09/08/2015	06/30/2022	\$40000	Curriculum Director, Principals and teachers
1:1 Technology Classrooms	All classrooms will utilize a 1:1 technology environment to engage students in learning extensions and supplements to the current curriculum. Through the use of 1:1 technology, individual supports will be delivered more effectively to students who struggle and/or need enrichment. Appropriate training will be provided to teachers utilizing a 1:1 approach in the classroom. (This activity also applies to the improvement goals in Math, Science, and Social Studies.) Teachers in all grade levels will use a Learning Management System to structure and organize certain class assignments and share student work.	Academic Support Program, Technology, Supplemental Materials	Tier 1		09/08/2015	06/30/2022	\$120000	Tech Director, curriculum director, principals, teachers
Principal Mentoring	The district will work with private consultants and/or state organizations with new(er) principals to support a standards based approach of what elementary principals should know and be able to do to improving effectiveness as a building principal. The program will include both on-site and virtual visits, goal setting, assessments, and reflections. (This activity also applies to the improvement goals in Math, Science, and Social Studies.)	Professional Learning	Tier 1	Implement	09/08/2015	06/30/2022	\$9000	Curriculum Director, principal

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Career and College Readiness	Teachers will receive professional learning on the analysis and use of assessment data, and how to incorporate that information into daily instruction to better prepare students for career and college readiness. Additionally, the district will partner with Michigan College Access Network to provide college and career counseling to students, this will require additional counseling staff.	Professional Learning	Tier 1	Implement	09/01/2016	06/30/2022	\$20000	curriculum director, principal, teachers
Restorative Practice Coach	A restorative practice coach/liaison will be employed to assist with the development and implementation of restorative practices. This person will attend PD alongside building leadership and assist teachers and students with restorative practices.	Professional Learning, Behavioral Support Program	Tier 2	Implement	07/01/2017	06/30/2022	\$35000	principal
Book Love PD and Curriculum	English teachers will engage in professional development on Book Love instructional framework in the classroom, will implement and adjust curriculum. This will require substantial updates to classroom library collections to maintain a high quantity of high-quality books for students.	Direct Instruction, Professional Learning	Tier 1	Implement	01/01/2017	06/30/2022	\$5000	curriculum director, principals, teachers

Parsons Elementary School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
ELA K-12 Committee	English Language Arts Curriculum Committee - consisting of representatives from high school, middle school, and elementary teacher members chaired by two principals. Special Education teachers will be embedded into these members. Working with our literacy coaches, the committee focus is to refine reading instruction, curriculum, and ensure vertical alignment.	Professional Learning	Tier 1	Implement	09/03/2019	06/01/2022	\$0	Curriculum Director and Committee Members
Academic Support for At Risk Students	Schools will have a professional/certified interventionist to provide appropriate academic and behavioral interventions. Elementary schools will have a paraprofessional/aide to support the interventionists. The district will provide appropriate supports to ELL students through the hiring of a qualified teacher or through support from Wayne RESA.	Academic Support Program	Tier 2	Implement	09/02/2014	06/30/2022	\$740000	Elementary Principals

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Best Practice Literacy Instruction	All teachers will participate in differentiated professional learning, including job embedded modeling and coaching, with a consultant and/or district instructional coaches to increase their skills with teaching and using Guided Reading, Reader's Workshop, and other best practices of literacy instruction at all levels, K-12. Teachers will also attend workshop-based PD in the area of Literacy.	Professional Learning	Tier 1	Implement	09/08/2015	06/30/2022	\$40000	Curriculum Director, Principals and teachers
Robotics	Students will use Lego robotics kits in science to support learning in addition to students being invited to participate in an after-school Lego Robotics program run by the Tech Department. Robotics programs will run from grades 3-12 and will include appropriate professional learning for teachers and coaches. Middle School and High School will develop robotics teams through First in Michigan to support STEM initiatives in the district.	Academic Support Program, Technology	Tier 1		09/08/2015	06/30/2022	\$0	Tech Department, Principals, teachers
1:1 Technology Classrooms	All classrooms will utilize a 1:1 technology environment to engage students in learning extensions and supplements to the current curriculum. Through the use of 1:1 technology, individual supports will be delivered more effectively to students who struggle and/or need enrichment. Appropriate training will be provided to teachers utilizing a 1:1 approach in the classroom. (This activity also applies to the improvement goals in Math, Science, and Social Studies.) Teachers in all grade levels will use a Learning Management System to structure and organize certain class assignments and share student work.	Academic Support Program, Technology, Supplemental Materials	Tier 1		09/08/2015	06/30/2022	\$120000	Tech Director, curriculum director, principals, teachers
Principal Mentoring	The district will work with private consultants and/or state organizations with new(er) principals to support a standards based approach of what elementary principals should know and be able to do to improving effectiveness as a building principal. The program will include both on-site and virtual visits, goal setting, assessments, and reflections. (This activity also applies to the improvement goals in Math, Science, and Social Studies.)	Professional Learning	Tier 1	Implement	09/08/2015	06/30/2022	\$9000	Curriculum Director, principal
Differentiated Support and Practice	Classrooms in grades K-7 will utilize Compass Learning to provide prescriptive learning activities in areas of need or enrichment for all students. Students in grades 8-11 will utilize Khan academy for prescriptive learning activities in areas of need or enrichment.	Academic Support Program	Tier 2	Implement	01/02/2017	06/30/2022	\$25000	curriculum director, principals, teachers

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Do the Match Intervention	Do the Math intervention curriculum will be purchased and implemented in each intervention classroom, and Professional Learning will be provided to ensure proper implementation.	Academic Support Program	Tier 2	Implement	01/01/2017	06/30/2022	\$25000	curriculum director, principals, intervention teachers
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Oscar A. Carlson High School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
ELA K-12 Committee	English Language Arts Curriculum Committee - consisting of representatives from high school, middle school, and elementary teacher members chaired by two principals. Special Education teachers will be embedded into these members. Working with our literacy coaches, the committee focus is to refine reading instruction, curriculum, and ensure vertical alignment.	Professional Learning	Tier 1	Implement	09/03/2019	06/01/2022	\$0	Curriculum Director and Committee Members
Academic Support for At Risk Students	Schools will have a professional/certified interventionist to provide appropriate academic and behavioral interventions. Elementary schools will have a paraprofessional/aide to support the interventionists. The district will provide appropriate supports to ELL students through the hiring of a qualified teacher or through support from Wayne RESA.	Academic Support Program	Tier 2	Implement	09/02/2014	06/30/2022	\$740000	Elementary Principals
After school tutoring and intervention	Identified at risk students will have the opportunity for after school tutoring in mathematics, ELA, science and social studies up to four days per week during the school year. Transportation will be provide as needed. (This activity also applies to the improvement goal in Math, Science, and Social Studies.)	Academic Support Program	Tier 2	Implement	09/08/2015	06/30/2022	\$45000	Principals for each building reporting to the Curriculum Director.
Credit Recovery	Students will participate in online course work such as credit recovery classes to aid in on time graduation or to improve a low course score (E20/20). (This activity also applies to the improvement goals in Math, Science, and Social Studies.)	Academic Support Program	Tier 2	Implement	09/08/2015	06/30/2022	\$15000	Staff and Principal
Best Practice Literacy Instruction	All teachers will participate in differentiated professional learning, including job embedded modeling and coaching, with a consultant and/or district instructional coaches to increase their skills with teaching and using Guided Reading, Reader's Workshop, and other best practices of literacy instruction at all levels, K-12. Teachers will also attend workshop-based PD in the area of Literacy.	Professional Learning	Tier 1	Implement	09/08/2015	06/30/2022	\$40000	Curriculum Director, Principals and teachers

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1:1 Technology Classrooms	All classrooms will utilize a 1:1 technology environment to engage students in learning extensions and supplements to the current curriculum. Through the use of 1:1 technology, individual supports will be delivered more effectively to students who struggle and/or need enrichment. Appropriate training will be provided to teachers utilizing a 1:1 approach in the classroom. (This activity also applies to the improvement goals in Math, Science, and Social Studies.) Teachers in all grade levels will use a Learning Management System to structure and organize certain class assignments and share student work.	Academic Support Program, Technology, Supplemental Materials	Tier 1		09/08/2015	06/30/2022	\$120000	Tech Director, curriculum director, principals, teachers
Principal Mentoring	The district will work with private consultants and/or state organizations with new(er) principals to support a standards based approach of what elementary principals should know and be able to do to improving effectiveness as a building principal. The program will include both on-site and virtual visits, goal setting, assessments, and reflections. (This activity also applies to the improvement goals in Math, Science, and Social Studies.)	Professional Learning	Tier 1	Implement	09/08/2015	06/30/2022	\$9000	Curriculum Director, principal
Career and College Readiness	Teachers will receive professional learning on the analysis and use of assessment data, and how to incorporate that information into daily instruction to better prepare students for career and college readiness. Additionally, the district will partner with Michigan College Access Network to provide college and career counseling to students, this will require additional counseling staff.	Professional Learning	Tier 1	Implement	09/01/2016	06/30/2022	\$20000	curriculum director, principal, teachers
Restorative Practice Coach	A restorative practice coach/liaison will be employed to assist with the development and implementation of restorative practices. This person will attend PD alongside building leadership and assist teachers and students with restorative practices.	Professional Learning, Behavioral Support Program	Tier 2	Implement	07/01/2017	06/30/2022	\$35000	principal
Book Love PD and Curriculum	English teachers will engage in professional development on Book Love instructional framework in the classroom, will implement and adjust curriculum. This will require substantial updates to classroom library collections to maintain a high quantity of high-quality books for students.	Direct Instruction, Professional Learning	Tier 1	Implement	01/01/2017	06/30/2022	\$5000	curriculum director, principals, teachers

Lakeshore Virtual School

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Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Academic Support for At Risk Students	Schools will have a professional/certified interventionist to provide appropriate academic and behavioral interventions. Elementary schools will have a paraprofessional/aide to support the interventionists. The district will provide appropriate supports to ELL students through the hiring of a qualified teacher or through support from Wayne RESA.	Academic Support Program	Tier 2	Implement	09/02/2014	06/30/2022	\$740000	Elementary Principals
After school tutoring and intervention	Identified at risk students will have the opportunity for after school tutoring in mathematics, ELA, science and social studies up to four days per week during the school year. Transportation will be provided as needed. (This activity also applies to the improvement goal in Math, Science, and Social Studies.)	Academic Support Program	Tier 2	Implement	09/08/2015	06/30/2022	\$45000	Principals for each building reporting to the Curriculum Director.
Credit Recovery	Students will participate in online course work such as credit recovery classes to aid in on time graduation or to improve a low course score (E20/20). (This activity also applies to the improvement goals in Math, Science, and Social Studies.)	Academic Support Program	Tier 2	Implement	09/08/2015	06/30/2022	\$15000	Staff and Principal
Best Practice Literacy Instruction	All teachers will participate in differentiated professional learning, including job embedded modeling and coaching, with a consultant and/or district instructional coaches to increase their skills with teaching and using Guided Reading, Reader's Workshop, and other best practices of literacy instruction at all levels, K-12. Teachers will also attend workshop-based PD in the area of Literacy.	Professional Learning	Tier 1	Implement	09/08/2015	06/30/2022	\$40000	Curriculum Director, Principals and teachers
Principal Mentoring	The district will work with private consultants and/or state organizations with new(er) principals to support a standards based approach of what elementary principals should know and be able to do to improving effectiveness as a building principal. The program will include both on-site and virtual visits, goal setting, assessments, and reflections. (This activity also applies to the improvement goals in Math, Science, and Social Studies.)	Professional Learning	Tier 1	Implement	09/08/2015	06/30/2022	\$9000	Curriculum Director, principal
Differentiated Support and Practice	Classrooms in grades K-7 will utilize Compass Learning to provide prescriptive learning activities in areas of need or enrichment for all students. Students in grades 8-11 will utilize Khan academy for prescriptive learning activities in areas of need or enrichment.	Academic Support Program	Tier 2	Implement	01/02/2017	06/30/2022	\$25000	curriculum director, principals, teachers

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Restorative Practice Coach	A restorative practice coach/liaison will be employed to assist with the development and implementation of restorative practices. This person will attend PD alongside building leadership and assist teachers and students with restorative practices.	Professional Learning, Behavioral Support Program	Tier 2	Implement	07/01/2017	06/30/2022	\$35000	principal
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Hunter Elementary School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
ELA K-12 Committee	English Language Arts Curriculum Committee - consisting of representatives from high school, middle school, and elementary teacher members chaired by two principals. Special Education teachers will be embedded into these members. Working with our literacy coaches, the committee focus is to refine reading instruction, curriculum, and ensure vertical alignment.	Professional Learning	Tier 1	Implement	09/03/2019	06/01/2022	\$0	Curriculum Director and Committee Members
Academic Support for At Risk Students	Schools will have a professional/certified interventionist to provide appropriate academic and behavioral interventions. Elementary schools will have a paraprofessional/aide to support the interventionists. The district will provide appropriate supports to ELL students through the hiring of a qualified teacher or through support from Wayne RESA.	Academic Support Program	Tier 2	Implement	09/02/2014	06/30/2022	\$740000	Elementary Principals
Best Practice Literacy Instruction	All teachers will participate in differentiated professional learning, including job embedded modeling and coaching, with a consultant and/or district instructional coaches to increase their skills with teaching and using Guided Reading, Reader's Workshop, and other best practices of literacy instruction at all levels, K-12. Teachers will also attend workshop-based PD in the area of Literacy.	Professional Learning	Tier 1	Implement	09/08/2015	06/30/2022	\$40000	Curriculum Director, Principals and teachers
Robotics	Students will use Lego robotics kits in science to support learning in addition to students being invited to participate in an after-school Lego Robotics program run by the Tech Department. Robotics programs will run from grades 3-12 and will include appropriate professional learning for teachers and coaches. Middle School and High School will develop robotics teams through First in Michigan to support STEM initiatives in the district.	Academic Support Program, Technology	Tier 1		09/08/2015	06/30/2022	\$0	Tech Department, Principals, teachers

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Gibraltar School District

1:1 Technology Classrooms	All classrooms will utilize a 1:1 technology environment to engage students in learning extensions and supplements to the current curriculum. Through the use of 1:1 technology, individual supports will be delivered more effectively to students who struggle and/or need enrichment. Appropriate training will be provided to teachers utilizing a 1:1 approach in the classroom. (This activity also applies to the improvement goals in Math, Science, and Social Studies.) Teachers in all grade levels will use a Learning Management System to structure and organize certain class assignments and share student work.	Academic Support Program, Technology, Supplemental Materials	Tier 1		09/08/2015	06/30/2022	\$120000	Tech Director, curriculum director, principals, teachers
Principal Mentoring	The district will work with private consultants and/or state organizations with new(er) principals to support a standards based approach of what elementary principals should know and be able to do to improving effectiveness as a building principal. The program will include both on-site and virtual visits, goal setting, assessments, and reflections. (This activity also applies to the improvement goals in Math, Science, and Social Studies.)	Professional Learning	Tier 1	Implement	09/08/2015	06/30/2022	\$9000	Curriculum Director, principal
Differentiated Support and Practice	Classrooms in grades K-7 will utilize Compass Learning to provide prescriptive learning activities in areas of need or enrichment for all students. Students in grades 8-11 will utilize Khan academy for prescriptive learning activities in areas of need or enrichment.	Academic Support Program	Tier 2	Implement	01/02/2017	06/30/2022	\$25000	curriculum director, principals, teachers
Do the Match Intervention	Do the Math intervention curriculum will be purchased and implemented in each intervention classroom, and Professional Learning will be provided to ensure proper implementation.	Academic Support Program	Tier 2	Implement	01/01/2017	06/30/2022	\$25000	curriculum director, principals, intervention teachers

Frank E. Weiss Elem. School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
ELA K-12 Committee	English Language Arts Curriculum Committee - consisting of representatives from high school, middle school, and elementary teacher members chaired by two principals. Special Education teachers will be embedded into these members. Working with our literacy coaches, the committee focus is to refine reading instruction, curriculum, and ensure vertical alignment.	Professional Learning	Tier 1	Implement	09/03/2019	06/01/2022	\$0	Curriculum Director and Committee Members

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Academic Support for At Risk Students	Schools will have a professional/certified interventionist to provide appropriate academic and behavioral interventions. Elementary schools will have a paraprofessional/aide to support the interventionists. The district will provide appropriate supports to ELL students through the hiring of a qualified teacher or through support from Wayne RESA.	Academic Support Program	Tier 2	Implement	09/02/2014	06/30/2022	\$740000	Elementary Principals
Best Practice Literacy Instruction	All teachers will participate in differentiated professional learning, including job embedded modeling and coaching, with a consultant and/or district instructional coaches to increase their skills with teaching and using Guided Reading, Reader's Workshop, and other best practices of literacy instruction at all levels, K-12. Teachers will also attend workshop-based PD in the area of Literacy.	Professional Learning	Tier 1	Implement	09/08/2015	06/30/2022	\$40000	Curriculum Director, Principals and teachers
Robotics	Students will use Lego robotics kits in science to support learning in addition to students being invited to participate in an after-school Lego Robotics program run by the Tech Department. Robotics programs will run from grades 3-12 and will include appropriate professional learning for teachers and coaches. Middle School and High School will develop robotics teams through First in Michigan to support STEM initiatives in the district.	Academic Support Program, Technology	Tier 1		09/08/2015	06/30/2022	\$0	Tech Department, Principals, teachers
1:1 Technology Classrooms	All classrooms will utilize a 1:1 technology environment to engage students in learning extensions and supplements to the current curriculum. Through the use of 1:1 technology, individual supports will be delivered more effectively to students who struggle and/or need enrichment. Appropriate training will be provided to teachers utilizing a 1:1 approach in the classroom. (This activity also applies to the improvement goals in Math, Science, and Social Studies.) Teachers in all grade levels will use a Learning Management System to structure and organize certain class assignments and share student work.	Academic Support Program, Technology, Supplemental Materials	Tier 1		09/08/2015	06/30/2022	\$120000	Tech Director, curriculum director, principals, teachers
Principal Mentoring	The district will work with private consultants and/or state organizations with new(er) principals to support a standards based approach of what elementary principals should know and be able to do to improving effectiveness as a building principal. The program will include both on-site and virtual visits, goal setting, assessments, and reflections. (This activity also applies to the improvement goals in Math, Science, and Social Studies.)	Professional Learning	Tier 1	Implement	09/08/2015	06/30/2022	\$9000	Curriculum Director, principal

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Differentiated Support and Practice	Classrooms in grades K-7 will utilize Compass Learning to provide prescriptive learning activities in areas of need or enrichment for all students. Students in grades 8-11 will utilize Khan academy for prescriptive learning activities in areas of need or enrichment.	Academic Support Program	Tier 2	Implement	01/02/2017	06/30/2022	\$25000	curriculum director, principals, teachers
Do the Match Intervention	Do the Math intervention curriculum will be purchased and implemented in each intervention classroom, and Professional Learning will be provided to ensure proper implementation.	Academic Support Program	Tier 2	Implement	01/01/2017	06/30/2022	\$25000	curriculum director, principals, intervention teachers

Chapman Elementary School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
ELA K-12 Committee	English Language Arts Curriculum Committee - consisting of representatives from high school, middle school, and elementary teacher members chaired by two principals. Special Education teachers will be embedded into these members. Working with our literacy coaches, the committee focus is to refine reading instruction, curriculum, and ensure vertical alignment.	Professional Learning	Tier 1	Implement	09/03/2019	06/01/2022	\$0	Curriculum Director and Committee Members
Academic Support for At Risk Students	Schools will have a professional/certified interventionist to provide appropriate academic and behavioral interventions. Elementary schools will have a paraprofessional/aide to support the interventionists. The district will provide appropriate supports to ELL students through the hiring of a qualified teacher or through support from Wayne RESA.	Academic Support Program	Tier 2	Implement	09/02/2014	06/30/2022	\$740000	Elementary Principals
Best Practice Literacy Instruction	All teachers will participate in differentiated professional learning, including job embedded modeling and coaching, with a consultant and/or district instructional coaches to increase their skills with teaching and using Guided Reading, Reader's Workshop, and other best practices of literacy instruction at all levels, K-12. Teachers will also attend workshop-based PD in the area of Literacy.	Professional Learning	Tier 1	Implement	09/08/2015	06/30/2022	\$40000	Curriculum Director, Principals and teachers

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Robotics	Students will use Lego robotics kits in science to support learning in addition to students being invited to participate in an after-school Lego Robotics program run by the Tech Department. Robotics programs will run from grades 3-12 and will include appropriate professional learning for teachers and coaches. Middle School and High School will develop robotics teams through First in Michigan to support STEM initiatives in the district.	Academic Support Program, Technology	Tier 1		09/08/2015	06/30/2022	\$0	Tech Department, Principals, teachers
1:1 Technology Classrooms	All classrooms will utilize a 1:1 technology environment to engage students in learning extensions and supplements to the current curriculum. Through the use of 1:1 technology, individual supports will be delivered more effectively to students who struggle and/or need enrichment. Appropriate training will be provided to teachers utilizing a 1:1 approach in the classroom. (This activity also applies to the improvement goals in Math, Science, and Social Studies.) Teachers in all grade levels will use a Learning Management System to structure and organize certain class assignments and share student work.	Academic Support Program, Technology, Supplemental Materials	Tier 1		09/08/2015	06/30/2022	\$120000	Tech Director, curriculum director, principals, teachers
Principal Mentoring	The district will work with private consultants and/or state organizations with new(er) principals to support a standards based approach of what elementary principals should know and be able to do to improving effectiveness as a building principal. The program will include both on-site and virtual visits, goal setting, assessments, and reflections. (This activity also applies to the improvement goals in Math, Science, and Social Studies.)	Professional Learning	Tier 1	Implement	09/08/2015	06/30/2022	\$9000	Curriculum Director, principal
Differentiated Support and Practice	Classrooms in grades K-7 will utilize Compass Learning to provide prescriptive learning activities in areas of need or enrichment for all students. Students in grades 8-11 will utilize Khan academy for prescriptive learning activities in areas of need or enrichment.	Academic Support Program	Tier 2	Implement	01/02/2017	06/30/2022	\$25000	curriculum director, principals, teachers
Do the Match Intervention	Do the Math intervention curriculum will be purchased and implemented in each intervention classroom, and Professional Learning will be provided to ensure proper implementation.	Academic Support Program	Tier 2	Implement	01/01/2017	06/30/2022	\$25000	curriculum director, principals, intervention teachers