



# **District Improvement Plan**

## **Gibraltar School District**

Mrs. Amy Conway  
19370 Vreeland Rd  
Woodhaven, MI 48183-4430

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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 2017-18**

## Overview

### Plan Name

GSD District Improvement Plan 2017-18

### 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: 6 Activities: 22	Academic	\$1163462
2	All students in the Gibraltar School District will be proficient in Mathematics	Objectives: 1 Strategies: 1 Activities: 10	Academic	\$208129
3	All students in the Gibraltar School District will be proficient in Science.	Objectives: 1 Strategies: 3 Activities: 4	Academic	\$35412
4	All students in the Gibraltar School District will be proficient in Social Studies.	Objectives: 1 Strategies: 1 Activities: 2	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

# 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 4 high school, 4 middle school, 4 upper elementary, and 4 lower elementary teacher members chaired by the Curriculum Director. Special Education teachers will be embedded into these members. Working with consultants, the committee focus for this year is refining reading instruction, curriculum, and monitoring of implementation of Reading Workshop and Guided Reading in all K-5 buildings.  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	09/01/2015	06/15/2018	\$0	No Funding Required	Curriculum Director and Committee Members
Activity - Interventionists and aides	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.  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	06/15/2018	\$740000	Section 31a, Title I Part A	Elementary Principals
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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 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.)  Schools: Oscar A. Carlson High School, Lakeshore Virtual School, Shumate Middle School	Academic Support Program	Tier 2	Implement	09/08/2015	06/15/2018	\$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	06/15/2018	\$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
All teachers will participate in differentiated professional learning, including job embedded modeling and coaching, with a consultant 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	06/15/2018	\$40000	Title II Part A, Other	Curriculum Director, Principals and teachers

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Activity - Training on Classroom Questioning	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All Middle and High School teachers will be given PD to apply knowledge and skill required for successful implementation different levels of questioning in the classroom and using students responses to gauge the depth of understanding and then provide feedback. A consultant will be used to provide direct instruction as well as on the job coaching and follow up. (This activity also applies to the improvement goals in Math, Science, and Social Studies.)  Schools: Oscar A. Carlson High School, Lakeshore Virtual School, Shumate Middle School	Professional Learning	Tier 1	Implement	09/08/2015	06/15/2018	\$12000	Title II Part A	Curriculum Director, Principals and Teachers

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	06/15/2018	\$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.  Schools: Oscar A. Carlson High School, Shumate Middle School	Professional Learning	Tier 1	Implement	09/01/2016	06/14/2019	\$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.  Schools: Oscar A. Carlson High School, Shumate Middle School	Professional Learning, Direct Instruction	Tier 1	Implement	01/01/2017	06/15/2018	\$5000	Section 31a, General Fund	curriculum director, principals, teachers

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### 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
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	Teacher Collaboration, Professional Learning	Tier 1	Implement	09/08/2015	06/15/2018	\$0	No Funding Required	Principals, teachers

Activity - Formative Assessment	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
There is a team of teachers in each building that have had formal training with formative assessment. They will provide training to staff initially. We will seek support from county consultants to deepen our understanding and implementation of common formative assessments. (This activity also applies to the improvement goals in Math, Science, and Social Studies.)  Schools: All Schools	Curriculum Development	Tier 1	Implement	09/08/2015	06/15/2018	\$0	No Funding Required	Curriculum Director, Principals, Teachers

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### 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
Classrooms will utilize a 1:1 technology environment to engage students in learning extensions and supplements to 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.)  Schools: Parsons Elementary School, Frank E. Weiss Elem. School, Hunter Elementary School, Oscar A. Carlson High School, Chapman Elementary School, Shumate Middle School	Supplemental Materials, Academic Support Program, Technology	Tier 1		09/08/2015	06/14/2019	\$120000	Section 31a	Tech Director, curriculum director, principals, teachers

### 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 - Framework for Teaching Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Building principals and teacher leaders will be trained on Danielson's Framework for Teaching (2013) model to be used for teacher growth and evaluation and be provided support in using the tool. (This activity also applies to the improvement goals in Math, Science, and Social Studies.)  Schools: All Schools	Professional Learning	Tier 1	Implement	08/10/2015	06/15/2017	\$15000	Title II Part A	Curriculum Director
<b>Activity - Curriculum Leadership development</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Curriculum Leader will attend workshops including the ASCD Leaders' Institute to build capacity of Curriculum(All funding listed under ELA goal/activity).  Schools: All Schools	Professional Learning	Tier 1	Implement	09/08/2015	06/30/2016	\$1577	Title II Part A	Curriculum Director
<b>Activity - Principal Mentoring</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
A consultant will work with with two new 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.)  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	06/15/2018	\$9000	Title I Part A, Title II Part A	Curriculum Director, principal
<b>Activity - Principal Training</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
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.)  Schools: All Schools	Professional Learning	Tier 1		09/08/2015	06/14/2019	\$20000	General Fund, Title II Part A	Curriculum Director, principals
<b>Activity - Evaluation Support and Training</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>

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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.)  Schools: All Schools	Professional Learning	Tier 1	Implement	07/01/2016	06/15/2018	\$8000	Other	Curriculum Director, principals
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### Strategy 5:

Instructional Learning Cycles - Administrators and teacher will implement Instructional Learning Cycles in each building. Teachers will begin to identify essential standards, create assessments, and monitors students' progress in a define and structured cycle. This process will enable teachers to closely monitors each student's progress on skills in order to plan instruction, intervention, and enrichment

Category: Learning Support Systems

Research Cited: Henson, K.T. (2006). Curriculum Planning: Integrating Multiculturalism, Constructivism, and Education Reform. Long Grove, Illinois: Waveland Press, Inc.

Tier: Tier 1

Activity - ILC Consultant Work	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Mixed teams of building administrators and teacher leaders will learn about the ILC model from an expert consultant and will implement back in each building. Training sessions will take place in a mix of sessions before school begins and through the use of substitute teachers during the day throughout the school year. During this collaborative time, groups will refine process, learn new strategies, share student achievement data, and get ideas from one another. (This activity also applies to the improvement goals in Math, Science, and Social Studies.)  Schools: All Schools	Professional Learning	Tier 1	Implement	07/01/2016	06/14/2019	\$25000	Title II Part A	Curriculum Director, principals, teacher leaders

Activity - Data Specialist/Coach	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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District will utilize a data specialist/coach to assist teachers in the analysis and use of data in the classroom in order to provide high levels of instruction and intervention. (This activity also applies to the improvement goals in Math, Science, and Social Studies.)  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	Other	Tier 1	Implement	07/01/2017	06/14/2019	\$50000	Section 31a	curriculum director, principals
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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, Academic Support Program	Tier 1	Implement	09/01/2016	06/15/2018	\$20000	General Fund	curriculum director, principals, teachers

### Strategy 6:

Cultures of Thinking and Visible Learning - We will begin to study the work of Ron Richart in the area of Cultures of Thinking and Visible Learning and begin to implement throughout the district.

Category: School Culture

Research Cited: Ritchhart, R. (2015). Creating cultures of thinking: The 8 forces we must master to truly transform our schools.

Ritchhart, R., Church, M., & Morrison, K. (2011). Making Thinking Visible: How to Promote Engagement, Understanding, and Independence for All Learners. San Francisco, CA: Jossey-Bass.

Tier: Tier 1

Activity - Cultures of Thinking Site Visits	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teams of leaders will visit schools who are engaging with Cultures of Thinking and dialogue about the processes and culture observed to begin planning back in the district.  Schools: All Schools	Professional Learning	Tier 1	Getting Ready	09/06/2016	06/14/2019	\$885	Title II Part A	curriculum director, principals, teacher leaders

Activity - Cultures of Thinking Consultant	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Admin and teacher leaders will work with a consultant in planning and preparation for district implementation of Cultures of Thinking and Visible Learning.  Schools: All Schools	Professional Learning	Tier 1	Getting Ready	09/06/2016	06/14/2019	\$2000	Title II Part A	curriculum director, principals
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## 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 the Curriculum Director to continue to develop the math programming at all levels. This group includes teachers from all grade levels and is chaired by the Curriculum Director.  Schools: All Schools	Professional Learning	Tier 1	Implement	09/08/2015	06/15/2018	\$0	No Funding Required	Curriculum Director

Activity - Math Professional Learning - New Textbook Adoption	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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MS lab class teachers will be trained in "Do the Math NOW", MS and HS teachers will have Professional Development will be Houghton Mifflin to aide in the adoption of math series and creating common assessments.	Professional Learning	Tier 1	Implement	09/08/2015	06/01/2016	\$0	No Funding Required	Curriculum Director, staff, and principals
Schools: All Schools								

Activity - Academic Success Classes	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Two Additional math course for identified students receive differentiated instruction specific to areas of weakness in 6th, 7th, and 8th grades. Teachers will use the "Do The Math Program" by Marilyn Burns.	Academic Support Program	Tier 2	Implement	09/08/2015	06/16/2017	\$63129	Section 31a	Principal and teachers
Schools: Shumate Middle School								

Activity - Homeless Student Supports	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All students who are considered "homeless" will receive additional support services. This services may include transportation, materials and supplies, well being materials, payment for extra curricular activities, and tutor academic tutoring services.(All funding listed under ELA goal/activity)	Academic Support Program, Other	Tier 1	Implement	09/08/2015	06/16/2017	\$0	No Funding Required	Curriculum Director, principals
Schools: All Schools								

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, literacy, science and social studies two days a week during the school year. Transportation will be provided. (All funding listed in ELA goal/activity).	Academic Support Program	Tier 2	Implement	09/08/2015	06/16/2017	\$15000	Section 31a	Principals, Curriculum Director
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 - Interventionst	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Elementary schools will have a professional/certified interventionist to provide appropriate math interventions.  Schools: Parsons Elementary School, Frank E. Weiss Elem. School, Hunter Elementary School, Chapman Elementary School	Academic Support Program	Tier 2	Implement	07/01/2017	06/15/2018	\$20000	Section 31a	principals
<b>Activity - Math Instruction and Intervention PD</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
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	06/14/2019	\$40000	Section 31a, Title II Part A	curriculum director, principals
<b>Activity - Career and College Readiness</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
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.  Schools: Oscar A. Carlson High School, Lakeshore Virtual School, Shumate Middle School	Professional Learning	Tier 1	Implement	09/01/2016	06/14/2019	\$20000	Section 31a	principal and assistant principal
<b>Activity - Compass Learning</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Classrooms in grades K-6 will utilize Compass Learning to provide prescriptive learning activities in areas of need or enrichment for all students.  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	06/14/2019	\$25000	Section 31a	curriculum director, principals, teachers
<b>Activity - Do the Match Intervention</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>

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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	06/15/2018	\$25000	Section 31a	curriculum director, principals, intervention teachers
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### 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:

Content Area Literacy - District staff will implement effective, research-based strategies on physical science, earth science, and inquiry and reflecting on scientific knowledge. These strategies include: -The use of 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. Staff will also use formative assessment, differentiated instruction, and common assessments in these areas. To accomplish this strategy, staff will participate in professional development activities through Wayne RESA.

#### Category:

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

Activity - Close and Critical Reading	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Activity Description: Science teachers will participate in professional development opportunities to enhance their knowledge and assist students in the proficiency of the science GLCE's, and HSCCE and the correlation with the Next Generation Science Standards through Close and Critical Reading strategies. (Funding listed in Science goal)	Professional Learning	Tier 1	Implement	09/08/2015	06/14/2019	\$11112	Section 31a	Curriculum Director, Principals, science teachers
Schools: Oscar A. Carlson High School, Lakeshore Virtual School, Shumate Middle School								

### Strategy 2:

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 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 - Lego 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 with run from grades 3-12 and will include appropriate professional learning for teachers and coaches.	Academic Support Program, Technology	Tier 1		09/08/2015	06/14/2019	\$0	No Funding Required	Tech Department, Principals, teachers
Schools: Parsons Elementary School, Frank E. Weiss Elem. School, Hunter Elementary School, Chapman Elementary School								

### Strategy 3:

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

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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
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	06/14/2019	\$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	06/15/2018	\$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.

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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

Activity - Close and Critical Reading	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Social Studies teachers will participate in professional development with an MC3 consultant Activity Description: Science teachers will participate in professional development opportunities to enhance their knowledge and assist students in the proficiency of the SS GLCE's, and HSCCE through Close and Critical Reading strategies. (Funding listed in Science goal) Schools: All Schools	Professional Learning	Tier 1	Implement	09/08/2015	06/01/2016	\$0	No Funding Required	Principals, social studies teachers
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	06/14/2019	\$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



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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	06/15/2018	\$2500	General Fund	principals
Activity - Restorative Practice Coach	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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	Behavioral Support Program, Professional Learning	Tier 2	Implement	07/01/2017	06/15/2018	\$35000	Section 31a	principal

## Activity Summary by Funding Source

Below is a breakdown of your activities by funding source

### 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	06/15/2018	\$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 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	06/15/2018	\$20000	Curriculum Director, Principals and teachers

### Title I Part A

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
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	06/15/2018	\$15000	Curriculum Director, principals
Interventionists and aides	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.	Academic Support Program	Tier 2	Implement	09/02/2014	06/15/2018	\$290000	Elementary Principals

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Principal Mentoring	A consultant will work with with two new 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	06/15/2018	\$4500	Curriculum Director, principal
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### Title II Part A

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	06/14/2019	\$10000	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	06/14/2019	\$3500	Curriculum Director, principals
Cultures of Thinking Site Visits	Teams of leaders will visit schools who are engaging with Cultures of Thinking and dialogue about the processes and culture observed to begin planning back in the district.	Professional Learning	Tier 1	Getting Ready	09/06/2016	06/14/2019	\$885	curriculum director, principals, teacher leaders
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	06/15/2018	\$17300	Curriculum Director, Principals
Cultures of Thinking Consultant	Admin and teacher leaders will work with a consultant in planning and preparation for district implementation of Cultures of Thinking and Visible Learning.	Professional Learning	Tier 1	Getting Ready	09/06/2016	06/14/2019	\$2000	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	06/14/2019	\$1500	teachers, principals, curriculum director

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Principal Mentoring	A consultant will work with with two new 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	06/15/2018	\$4500	Curriculum Director, principal
ILC Consultant Work	Mixed teams of building administrators and teacher leaders will learn about the ILC model from an expert consultant and will implement back in each building. Training sessions will take place in a mix of sessions before school begins and through the use of substitute teachers during the day throughout the school year. During this collaborative time, groups will refine process, learn new strategies, share student achievement data, and get ideas from one another. (This activity also applies to the improvement goals in Math, Science, and Social Studies.)	Professional Learning	Tier 1	Implement	07/01/2016	06/14/2019	\$25000	Curriculum Director, principals, teacher leaders
Framework for Teaching Training	Building principals and teacher leaders will be trained on Danielson's Framework for Teaching (2013) model to be used for teacher growth and evaluation and be provided support in using the tool. (This activity also applies to the improvement goals in Math, Science, and Social Studies.)	Professional Learning	Tier 1	Implement	08/10/2015	06/15/2017	\$15000	Curriculum Director
Training on Classroom Questioning	All Middle and High School teachers will be given PD to apply knowledge and skill required for successful implementation different levels of questioning in the classroom and using students responses to gauge the depth of understanding and then provide feedback. A consultant will be used to provide direct instruction as well as on the job coaching and follow up. (This activity also applies to the improvement goals in Math, Science, and Social Studies.)	Professional Learning	Tier 1	Implement	09/08/2015	06/15/2018	\$12000	Curriculum Director, Principals and Teachers
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	06/14/2019	\$20000	curriculum director, 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 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	06/15/2018	\$20000	Curriculum Director, Principals and teachers
Curriculum Leadership development	Curriculum Leader will attend workshops including the ASCD Leaders' Institute to build capacity of Curriculum(All funding listed under ELA goal/activity).	Professional Learning	Tier 1	Implement	09/08/2015	06/30/2016	\$1577	Curriculum Director

### General Fund

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
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, Academic Support Program	Tier 1	Implement	09/01/2016	06/15/2018	\$20000	curriculum director, principals, 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.	Professional Learning, Direct Instruction	Tier 1	Implement	01/01/2017	06/15/2018	\$2500	curriculum director, principals, teachers
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	06/14/2019	\$10000	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	06/15/2018	\$2500	principals

### No Funding Required

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
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ELA K-12 Committee	English Language Arts Curriculum Committee - consisting of 4 high school, 4 middle school, 4 upper elementary, and 4 lower elementary teacher members chaired by the Curriculum Director. Special Education teachers will be embedded into these members. Working with consultants, the committee focus for this year is refining reading instruction, curriculum, and monitoring of implementation of Reading Workshop and Guided Reading in all K-5 buildings.	Professional Learning	Tier 1	Implement	09/01/2015	06/15/2018	\$0	Curriculum Director and Committee Members
Close and Critical Reading	Social Studies teachers will participate in professional development with an MC3 consultant Activity Description: Science teachers will participate in professional development opportunities to enhance their knowledge and assist students in the proficiency of the SS GLCE's, and HSCCE through Close and Critical Reading strategies. (Funding listed in Science goal)	Professional Learning	Tier 1	Implement	09/08/2015	06/01/2016	\$0	Principals, social studies teachers
Formative Assessment	There is a team of teachers in each building that have had formal training with formative assessment. They will provide training to staff initially. We will seek support from county consultants to deepen our understanding and implementation of common formative assessments. (This activity also applies to the improvement goals in Math, Science, and Social Studies.)	Curriculum Development	Tier 1	Implement	09/08/2015	06/15/2018	\$0	Curriculum Director, Principals, Teachers
Math Professional Learning - New Textbook Adoption	MS lab class teachers will be trained in "Do the Math NOW", MS and HS teachers will have Professional Development will be Houghton Mifflin to aide in the adoption of math series and creating common assessments.	Professional Learning	Tier 1	Implement	09/08/2015	06/01/2016	\$0	Curriculum Director, staff, and principals
Lego 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 with run from grades 3-12 and will include appropriate professional learning for teachers and coaches.	Academic Support Program, Technology	Tier 1		09/08/2015	06/14/2019	\$0	Tech Department, Principals, teachers
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.)	Teacher Collaboration, Professional Learning	Tier 1	Implement	09/08/2015	06/15/2018	\$0	Principals, teachers

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Homeless Student Supports	All students who are considered "homeless" will receive additional support services. This services may include transportation, materials and supplies, well being materials, payment for extra curricular activities, and tutor academic tutoring services.(All funding listed under ELA goal/activity)	Academic Support Program, Other	Tier 1	Implement	09/08/2015	06/16/2017	\$0	Curriculum Director, principals
Math K-12 Committee	Representatives from each elementary and secondary school will work with the Curriculum Director to continue to develop the math programming at all levels. This group includes teachers from all grade levels and is chaired by the Curriculum Director.	Professional Learning	Tier 1	Implement	09/08/2015	06/15/2018	\$0	Curriculum Director

### Section 31a

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
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.	Professional Learning, Direct Instruction	Tier 1	Implement	01/01/2017	06/15/2018	\$2500	curriculum director, principals, teachers
Academic Success Classes	Two Additional math course for identified students receive differentiated instruction specific to areas of weakness in 6th, 7th, and 8th grades. Teachers will use the "Do The Math Program" by Marilyn Burns.	Academic Support Program	Tier 2	Implement	09/08/2015	06/16/2017	\$63129	Principal and 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.	Behavioral Support Program, Professional Learning	Tier 2	Implement	07/01/2017	06/15/2018	\$35000	principal
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	06/15/2018	\$45000	Principals for each building reporting to the Curriculum Director.
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.	Professional Learning	Tier 1	Implement	09/01/2016	06/14/2019	\$20000	principal and assistant principal

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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	06/14/2019	\$3500	Curriculum Director, principals
Close and Critical Reading	Activity Description: Science teachers will participate in professional development opportunities to enhance their knowledge and assist students in the proficiency of the science GLCE's, and HSCCE and the correlation with the Next Generation Science Standards through Close and Critical Reading strategies. (Funding listed in Science goal)	Professional Learning	Tier 1	Implement	09/08/2015	06/14/2019	\$11112	Curriculum Director, Principals, science teachers
Data Specialist/Coach	District will utilize a data specialist/coach to assist teachers in the analysis and use of data in the classroom in order to provide high levels of instruction and intervention. (This activity also applies to the improvement goals in Math, Science, and Social Studies.)	Other	Tier 1	Implement	07/01/2017	06/14/2019	\$50000	curriculum director, principals
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	06/15/2018	\$15000	Staff and Principal
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	06/15/2018	\$25000	curriculum director, principals, intervention teachers
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	06/14/2019	\$20000	curriculum director, principals
After School Tutoring and Intervention	Identified at risk students will have the opportunity for after school tutoring in mathematics, literacy, science and social studies two days a week during the school year. Transportation will be provided. (All funding listed in ELA goal/activity).	Academic Support Program	Tier 2	Implement	09/08/2015	06/16/2017	\$15000	Principals, Curriculum Director



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1:1 Technology Classrooms	Classrooms will utilize a 1:1 technology environment to engage students in learning extensions and supplements to 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.)	Supplemental Materials, Academic Support Program, Technology	Tier 1		09/08/2015	06/14/2019	\$120000	Tech Director, curriculum director, principals, teachers
Interventionist	Elementary schools will have a professional/certified interventionist to provide appropriate math interventions.	Academic Support Program	Tier 2	Implement	07/01/2017	06/15/2018	\$20000	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.	Professional Learning	Tier 1	Implement	09/01/2016	06/14/2019	\$20000	curriculum director, principal, teachers
Interventionists and aides	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.	Academic Support Program	Tier 2	Implement	09/02/2014	06/15/2018	\$450000	Elementary Principals
Compass Learning	Classrooms in grades K-6 will utilize Compass Learning to provide prescriptive learning activities in areas of need or enrichment for all students.	Academic Support Program	Tier 2	Implement	01/02/2017	06/14/2019	\$25000	curriculum director, principals, 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
Close and Critical Reading	Social Studies teachers will participate in professional development with an MC3 consultant Activity Description: Science teachers will participate in professional development opportunities to enhance their knowledge and assist students in the proficiency of the SS GLCE's, and HSCCE through Close and Critical Reading strategies. (Funding listed in Science goal)	Professional Learning	Tier 1	Implement	09/08/2015	06/01/2016	\$0	Principals, social studies teachers
Math K-12 Committee	Representatives from each elementary and secondary school will work with the Curriculum Director to continue to develop the math programming at all levels. This group includes teachers from all grade levels and is chaired by the Curriculum Director.	Professional Learning	Tier 1	Implement	09/08/2015	06/15/2018	\$0	Curriculum Director
Math Professional Learning - New Textbook Adoption	MS lab class teachers will be trained in "Do the Math NOW", MS and HS teachers will have Professional Development will be Houghton Mifflin to aide in the adoption of math series and creating common assessments.	Professional Learning	Tier 1	Implement	09/08/2015	06/01/2016	\$0	Curriculum Director, staff, and principals
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.)	Teacher Collaboration, Professional Learning	Tier 1	Implement	09/08/2015	06/15/2018	\$0	Principals, teachers

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Formative Assessment	There is a team of teachers in each building that have had formal training with formative assessment. They will provide training to staff initially. We will seek support from county consultants to deepen our understanding and implementation of common formative assessments. (This activity also applies to the improvement goals in Math, Science, and Social Studies.)	Curriculum Development	Tier 1	Implement	09/08/2015	06/15/2018	\$0	Curriculum Director, Principals, Teachers
Framework for Teaching Training	Building principals and teacher leaders will be trained on Danielson's Framework for Teaching (2013) model to be used for teacher growth and evaluation and be provided support in using the tool. (This activity also applies to the improvement goals in Math, Science, and Social Studies.)	Professional Learning	Tier 1	Implement	08/10/2015	06/15/2017	\$15000	Curriculum Director
Curriculum Leadership development	Curriculum Leader will attend workshops including the ASCD Leaders' Institute to build capacity of Curriculum (All funding listed under ELA goal/activity).	Professional Learning	Tier 1	Implement	09/08/2015	06/30/2016	\$1577	Curriculum Director
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	06/15/2018	\$15000	Curriculum Director, principals
Homeless Student Supports	All students who are considered "homeless" will receive additional support services. This services may include transportation, materials and supplies, well being materials, payment for extra curricular activities, and tutor academic tutoring services.(All funding listed under ELA goal/activity)	Academic Support Program, Other	Tier 1	Implement	09/08/2015	06/16/2017	\$0	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	06/14/2019	\$20000	Curriculum Director, principals

## District Improvement Plan

Gibraltar School District

ILC Consultant Work	Mixed teams of building administrators and teacher leaders will learn about the ILC model from an expert consultant and will implement back in each building. Training sessions will take place in a mix of sessions before school begins and through the use of substitute teachers during the day throughout the school year. During this collaborative time, groups will refine process, learn new strategies, share student achievement data, and get ideas from one another. (This activity also applies to the improvement goals in Math, Science, and Social Studies.)	Professional Learning	Tier 1	Implement	07/01/2016	06/14/2019	\$25000	Curriculum Director, principals, teacher leaders
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	06/15/2018	\$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	06/14/2019	\$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	06/15/2018	\$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	06/14/2019	\$1500	teachers, principals, curriculum director
Cultures of Thinking Site Visits	Teams of leaders will visit schools who are engaging with Cultures of Thinking and dialogue about the processes and culture observed to begin planning back in the district.	Professional Learning	Tier 1	Getting Ready	09/06/2016	06/14/2019	\$885	curriculum director, principals, teacher leaders
Cultures of Thinking Consultant	Admin and teacher leaders will work with a consultant in planning and preparation for district implementation of Cultures of Thinking and Visible Learning.	Professional Learning	Tier 1	Getting Ready	09/06/2016	06/14/2019	\$2000	curriculum director, principals

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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	06/14/2019	\$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	06/15/2018	\$2500	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, Academic Support Program	Tier 1	Implement	09/01/2016	06/15/2018	\$20000	curriculum director, principals, teachers

## Shumate Middle School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Close and Critical Reading	Activity Description: Science teachers will participate in professional development opportunities to enhance their knowledge and assist students in the proficiency of the science GLCE's, and HSCCE and the correlation with the Next Generation Science Standards through Close and Critical Reading strategies. (Funding listed in Science goal)	Professional Learning	Tier 1	Implement	09/08/2015	06/14/2019	\$11112	Curriculum Director, Principals, science teachers
Academic Success Classes	Two Additional math course for identified students receive differentiated instruction specific to areas of weakness in 6th, 7th, and 8th grades. Teachers will use the "Do The Math Program" by Marilyn Burns.	Academic Support Program	Tier 2	Implement	09/08/2015	06/16/2017	\$63129	Principal and teachers
ELA K-12 Committee	English Language Arts Curriculum Committee - consisting of 4 high school, 4 middle school, 4 upper elementary, and 4 lower elementary teacher members chaired by the Curriculum Director. Special Education teachers will be embedded into these members. Working with consultants, the committee focus for this year is refining reading instruction, curriculum, and monitoring of implementation of Reading Workshop and Guided Reading in all K-5 buildings.	Professional Learning	Tier 1	Implement	09/01/2015	06/15/2018	\$0	Curriculum Director and Committee Members

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Gibraltar School District

Interventionists and aides	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.	Academic Support Program	Tier 2	Implement	09/02/2014	06/15/2018	\$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	06/15/2018	\$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 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	06/15/2018	\$40000	Curriculum Director, Principals and teachers
Training on Classroom Questioning	All Middle and High School teachers will be given PD to apply knowledge and skill required for successful implementation different levels of questioning in the classroom and using students responses to gauge the depth of understanding and then provide feedback. A consultant will be used to provide direct instruction as well as on the job coaching and follow up. (This activity also applies to the improvement goals in Math, Science, and Social Studies.)	Professional Learning	Tier 1	Implement	09/08/2015	06/15/2018	\$12000	Curriculum Director, Principals and Teachers
1:1 Technology Classrooms	Classrooms will utilize a 1:1 technology environment to engage students in learning extensions and supplements to 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.)	Supplemental Materials, Academic Support Program, Technology	Tier 1		09/08/2015	06/14/2019	\$120000	Tech Director, curriculum director, principals, teachers
Principal Mentoring	A consultant will work with two new 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	06/15/2018	\$9000	Curriculum Director, principal

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After School Tutoring and Intervention	Identified at risk students will have the opportunity for after school tutoring in mathematics, literacy, science and social studies two days a week during the school year. Transportation will be provided. (All funding listed in ELA goal/activity).	Academic Support Program	Tier 2	Implement	09/08/2015	06/16/2017	\$15000	Principals, Curriculum Director
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.	Professional Learning	Tier 1	Implement	09/01/2016	06/14/2019	\$20000	principal and assistant 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.	Professional Learning	Tier 1	Implement	09/01/2016	06/14/2019	\$20000	curriculum director, principal, teachers
Data Specialist/Coach	District will utilize a data specialist/coach to assist teachers in the analysis and use of data in the classroom in order to provide high levels of instruction and intervention. (This activity also applies to the improvement goals in Math, Science, and Social Studies.)	Other	Tier 1	Implement	07/01/2017	06/14/2019	\$50000	curriculum director, principals
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.	Behavioral Support Program, Professional Learning	Tier 2	Implement	07/01/2017	06/15/2018	\$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.	Professional Learning, Direct Instruction	Tier 1	Implement	01/01/2017	06/15/2018	\$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 4 high school, 4 middle school, 4 upper elementary, and 4 lower elementary teacher members chaired by the Curriculum Director. Special Education teachers will be embedded into these members. Working with consultants, the committee focus for this year is refining reading instruction, curriculum, and monitoring of implementation of Reading Workshop and Guided Reading in all K-5 buildings.	Professional Learning	Tier 1	Implement	09/01/2015	06/15/2018	\$0	Curriculum Director and Committee Members

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Interventionists and aides	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.	Academic Support Program	Tier 2	Implement	09/02/2014	06/15/2018	\$740000	Elementary Principals
Best Practice Literacy Instruction	All teachers will participate in differentiated professional learning, including job embedded modeling and coaching, with a consultant 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	06/15/2018	\$40000	Curriculum Director, Principals and teachers
Lego 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 with run from grades 3-12 and will include appropriate professional learning for teachers and coaches.	Academic Support Program, Technology	Tier 1		09/08/2015	06/14/2019	\$0	Tech Department, Principals, teachers
1:1 Technology Classrooms	Classrooms will utilize a 1:1 technology environment to engage students in learning extensions and supplements to 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.)	Supplemental Materials, Academic Support Program, Technology	Tier 1		09/08/2015	06/14/2019	\$120000	Tech Director, curriculum director, principals, teachers
Principal Mentoring	A consultant will work with two new 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	06/15/2018	\$9000	Curriculum Director, principal
After School Tutoring and Intervention	Identified at risk students will have the opportunity for after school tutoring in mathematics, literacy, science and social studies two days a week during the school year. Transportation will be provided. (All funding listed in ELA goal/activity).	Academic Support Program	Tier 2	Implement	09/08/2015	06/16/2017	\$15000	Principals, Curriculum Director
Interventionst	Elementary schools will have a professional/certified interventionist to provide appropriate math interventions.	Academic Support Program	Tier 2	Implement	07/01/2017	06/15/2018	\$20000	principals



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Compass Learning	Classrooms in grades K-6 will utilize Compass Learning to provide prescriptive learning activities in areas of need or enrichment for all students.	Academic Support Program	Tier 2	Implement	01/02/2017	06/14/2019	\$25000	curriculum director, principals, teachers
Data Specialist/Coach	District will utilize a data specialist/coach to assist teachers in the analysis and use of data in the classroom in order to provide high levels of instruction and intervention. (This activity also applies to the improvement goals in Math, Science, and Social Studies.)	Other	Tier 1	Implement	07/01/2017	06/14/2019	\$50000	curriculum director, principals
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	06/15/2018	\$25000	curriculum director, principals, intervention teachers

### Oscar A. Carlson High School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Close and Critical Reading	Activity Description: Science teachers will participate in professional development opportunities to enhance their knowledge and assist students in the proficiency of the science GLCE's, and HSCCE and the correlation with the Next Generation Science Standards through Close and Critical Reading strategies. (Funding listed in Science goal)	Professional Learning	Tier 1	Implement	09/08/2015	06/14/2019	\$11112	Curriculum Director, Principals, science teachers
ELA K-12 Committee	English Language Arts Curriculum Committee - consisting of 4 high school, 4 middle school, 4 upper elementary, and 4 lower elementary teacher members chaired by the Curriculum Director. Special Education teachers will be embedded into these members. Working with consultants, the committee focus for this year is refining reading instruction, curriculum, and monitoring of implementation of Reading Workshop and Guided Reading in all K-5 buildings.	Professional Learning	Tier 1	Implement	09/01/2015	06/15/2018	\$0	Curriculum Director and Committee Members
Interventionists and aides	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.	Academic Support Program	Tier 2	Implement	09/02/2014	06/15/2018	\$740000	Elementary Principals

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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	06/15/2018	\$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	06/15/2018	\$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 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	06/15/2018	\$40000	Curriculum Director, Principals and teachers
Training on Classroom Questioning	All Middle and High School teachers will be given PD to apply knowledge and skill required for successful implementation different levels of questioning in the classroom and using students responses to gauge the depth of understanding and then provide feedback. A consultant will be used to provide direct instruction as well as on the job coaching and follow up. (This activity also applies to the improvement goals in Math, Science, and Social Studies.)	Professional Learning	Tier 1	Implement	09/08/2015	06/15/2018	\$12000	Curriculum Director, Principals and Teachers
1:1 Technology Classrooms	Classrooms will utilize a 1:1 technology environment to engage students in learning extensions and supplements to 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.)	Supplemental Materials, Academic Support Program, Technology	Tier 1		09/08/2015	06/14/2019	\$120000	Tech Director, curriculum director, principals, teachers
Principal Mentoring	A consultant will work with with two new 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	06/15/2018	\$9000	Curriculum Director, principal

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After School Tutoring and Intervention	Identified at risk students will have the opportunity for after school tutoring in mathematics, literacy, science and social studies two days a week during the school year. Transportation will be provided. (All funding listed in ELA goal/activity).	Academic Support Program	Tier 2	Implement	09/08/2015	06/16/2017	\$15000	Principals, Curriculum Director
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.	Professional Learning	Tier 1	Implement	09/01/2016	06/14/2019	\$20000	principal and assistant 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.	Professional Learning	Tier 1	Implement	09/01/2016	06/14/2019	\$20000	curriculum director, principal, teachers
Data Specialist/Coach	District will utilize a data specialist/coach to assist teachers in the analysis and use of data in the classroom in order to provide high levels of instruction and intervention. (This activity also applies to the improvement goals in Math, Science, and Social Studies.)	Other	Tier 1	Implement	07/01/2017	06/14/2019	\$50000	curriculum director, principals
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.	Behavioral Support Program, Professional Learning	Tier 2	Implement	07/01/2017	06/15/2018	\$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.	Professional Learning, Direct Instruction	Tier 1	Implement	01/01/2017	06/15/2018	\$5000	curriculum director, principals, teachers

## Lakeshore Virtual School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Close and Critical Reading	Activity Description: Science teachers will participate in professional development opportunities to enhance their knowledge and assist students in the proficiency of the science GLCE's, and HSCCE and the correlation with the Next Generation Science Standards through Close and Critical Reading strategies. (Funding listed in Science goal)	Professional Learning	Tier 1	Implement	09/08/2015	06/14/2019	\$11112	Curriculum Director, Principals, science teachers

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Interventionists and aides	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.	Academic Support Program	Tier 2	Implement	09/02/2014	06/15/2018	\$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	06/15/2018	\$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	06/15/2018	\$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 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	06/15/2018	\$40000	Curriculum Director, Principals and teachers
Training on Classroom Questioning	All Middle and High School teachers will be given PD to apply knowledge and skill required for successful implementation different levels of questioning in the classroom and using students responses to gauge the depth of understanding and then provide feedback. A consultant will be used to provide direct instruction as well as on the job coaching and follow up. (This activity also applies to the improvement goals in Math, Science, and Social Studies.)	Professional Learning	Tier 1	Implement	09/08/2015	06/15/2018	\$12000	Curriculum Director, Principals and Teachers
Principal Mentoring	A consultant will work with with two new 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	06/15/2018	\$9000	Curriculum Director, principal
After School Tutoring and Intervention	Identified at risk students will have the opportunity for after school tutoring in mathematics, literacy, science and social studies two days a week during the school year. Transportation will be provided. (All funding listed in ELA goal/activity).	Academic Support Program	Tier 2	Implement	09/08/2015	06/16/2017	\$15000	Principals, Curriculum Director

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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.	Professional Learning	Tier 1	Implement	09/01/2016	06/14/2019	\$20000	principal and assistant principal
Compass Learning	Classrooms in grades K-6 will utilize Compass Learning to provide prescriptive learning activities in areas of need or enrichment for all students.	Academic Support Program	Tier 2	Implement	01/02/2017	06/14/2019	\$25000	curriculum director, principals, teachers
Data Specialist/Coach	District will utilize a data specialist/coach to assist teachers in the analysis and use of data in the classroom in order to provide high levels of instruction and intervention. (This activity also applies to the improvement goals in Math, Science, and Social Studies.)	Other	Tier 1	Implement	07/01/2017	06/14/2019	\$50000	curriculum director, principals
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.	Behavioral Support Program, Professional Learning	Tier 2	Implement	07/01/2017	06/15/2018	\$35000	principal

### 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 4 high school, 4 middle school, 4 upper elementary, and 4 lower elementary teacher members chaired by the Curriculum Director. Special Education teachers will be embedded into these members. Working with consultants, the committee focus for this year is refining reading instruction, curriculum, and monitoring of implementation of Reading Workshop and Guided Reading in all K-5 buildings.	Professional Learning	Tier 1	Implement	09/01/2015	06/15/2018	\$0	Curriculum Director and Committee Members
Interventionists and aides	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.	Academic Support Program	Tier 2	Implement	09/02/2014	06/15/2018	\$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 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	06/15/2018	\$40000	Curriculum Director, Principals and teachers
Lego 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.	Academic Support Program, Technology	Tier 1		09/08/2015	06/14/2019	\$0	Tech Department, Principals, teachers
1:1 Technology Classrooms	Classrooms will utilize a 1:1 technology environment to engage students in learning extensions and supplements to 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.)	Supplemental Materials, Academic Support Program, Technology	Tier 1		09/08/2015	06/14/2019	\$120000	Tech Director, curriculum director, principals, teachers
Principal Mentoring	A consultant will work with two new 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	06/15/2018	\$9000	Curriculum Director, principal
After School Tutoring and Intervention	Identified at risk students will have the opportunity for after school tutoring in mathematics, literacy, science and social studies two days a week during the school year. Transportation will be provided. (All funding listed in ELA goal/activity).	Academic Support Program	Tier 2	Implement	09/08/2015	06/16/2017	\$15000	Principals, Curriculum Director
Interventionst	Elementary schools will have a professional/certified interventionist to provide appropriate math interventions.	Academic Support Program	Tier 2	Implement	07/01/2017	06/15/2018	\$20000	principals
Compass Learning	Classrooms in grades K-6 will utilize Compass Learning to provide prescriptive learning activities in areas of need or enrichment for all students.	Academic Support Program	Tier 2	Implement	01/02/2017	06/14/2019	\$25000	curriculum director, principals, teachers

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Data Specialist/Coach	District will utilize a data specialist/coach to assist teachers in the analysis and use of data in the classroom in order to provide high levels of instruction and intervention. (This activity also applies to the improvement goals in Math, Science, and Social Studies.)	Other	Tier 1	Implement	07/01/2017	06/14/2019	\$50000	curriculum director, principals
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	06/15/2018	\$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 4 high school, 4 middle school, 4 upper elementary, and 4 lower elementary teacher members chaired by the Curriculum Director. Special Education teachers will be embedded into these members. Working with consultants, the committee focus for this year is refining reading instruction, curriculum, and monitoring of implementation of Reading Workshop and Guided Reading in all K-5 buildings.	Professional Learning	Tier 1	Implement	09/01/2015	06/15/2018	\$0	Curriculum Director and Committee Members
Interventionists and aides	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.	Academic Support Program	Tier 2	Implement	09/02/2014	06/15/2018	\$740000	Elementary Principals
Best Practice Literacy Instruction	All teachers will participate in differentiated professional learning, including job embedded modeling and coaching, with a consultant 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	06/15/2018	\$40000	Curriculum Director, Principals and teachers
Lego 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.	Academic Support Program, Technology	Tier 1		09/08/2015	06/14/2019	\$0	Tech Department, Principals, teachers

## District Improvement Plan

Gibraltar School District

1:1 Technology Classrooms	Classrooms will utilize a 1:1 technology environment to engage students in learning extensions and supplements to 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.)	Supplemental Materials, Academic Support Program, Technology	Tier 1		09/08/2015	06/14/2019	\$120000	Tech Director, curriculum director, principals, teachers
Principal Mentoring	A consultant will work with two new 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	06/15/2018	\$9000	Curriculum Director, principal
After School Tutoring and Intervention	Identified at risk students will have the opportunity for after school tutoring in mathematics, literacy, science and social studies two days a week during the school year. Transportation will be provided. (All funding listed in ELA goal/activity).	Academic Support Program	Tier 2	Implement	09/08/2015	06/16/2017	\$15000	Principals, Curriculum Director
Interventionst	Elementary schools will have a professional/certified interventionist to provide appropriate math interventions.	Academic Support Program	Tier 2	Implement	07/01/2017	06/15/2018	\$20000	principals
Compass Learning	Classrooms in grades K-6 will utilize Compass Learning to provide prescriptive learning activities in areas of need or enrichment for all students.	Academic Support Program	Tier 2	Implement	01/02/2017	06/14/2019	\$25000	curriculum director, principals, teachers
Data Specialist/Coach	District will utilize a data specialist/coach to assist teachers in the analysis and use of data in the classroom in order to provide high levels of instruction and intervention. (This activity also applies to the improvement goals in Math, Science, and Social Studies.)	Other	Tier 1	Implement	07/01/2017	06/14/2019	\$50000	curriculum director, principals
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	06/15/2018	\$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
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## District Improvement Plan

Gibraltar School District

ELA K-12 Committee	English Language Arts Curriculum Committee - consisting of 4 high school, 4 middle school, 4 upper elementary, and 4 lower elementary teacher members chaired by the Curriculum Director. Special Education teachers will be embedded into these members. Working with consultants, the committee focus for this year is refining reading instruction, curriculum, and monitoring of implementation of Reading Workshop and Guided Reading in all K-5 buildings.	Professional Learning	Tier 1	Implement	09/01/2015	06/15/2018	\$0	Curriculum Director and Committee Members
Interventionists and aides	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.	Academic Support Program	Tier 2	Implement	09/02/2014	06/15/2018	\$740000	Elementary Principals
Best Practice Literacy Instruction	All teachers will participate in differentiated professional learning, including job embedded modeling and coaching, with a consultant 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	06/15/2018	\$40000	Curriculum Director, Principals and teachers
Lego 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.	Academic Support Program, Technology	Tier 1		09/08/2015	06/14/2019	\$0	Tech Department, Principals, teachers
1:1 Technology Classrooms	Classrooms will utilize a 1:1 technology environment to engage students in learning extensions and supplements to 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.)	Supplemental Materials, Academic Support Program, Technology	Tier 1		09/08/2015	06/14/2019	\$120000	Tech Director, curriculum director, principals, teachers
Principal Mentoring	A consultant will work with two new 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	06/15/2018	\$9000	Curriculum Director, principal

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After School Tutoring and Intervention	Identified at risk students will have the opportunity for after school tutoring in mathematics, literacy, science and social studies two days a week during the school year. Transportation will be provided. (All funding listed in ELA goal/activity).	Academic Support Program	Tier 2	Implement	09/08/2015	06/16/2017	\$15000	Principals, Curriculum Director
Interventionst	Elementary schools will have a professional/certified interventionist to provide appropriate math interventions.	Academic Support Program	Tier 2	Implement	07/01/2017	06/15/2018	\$20000	principals
Compass Learning	Classrooms in grades K-6 will utilize Compass Learning to provide prescriptive learning activities in areas of need or enrichment for all students.	Academic Support Program	Tier 2	Implement	01/02/2017	06/14/2019	\$25000	curriculum director, principals, teachers
Data Specialist/Coach	District will utilize a data specialist/coach to assist teachers in the analysis and use of data in the classroom in order to provide high levels of instruction and intervention. (This activity also applies to the improvement goals in Math, Science, and Social Studies.)	Other	Tier 1	Implement	07/01/2017	06/14/2019	\$50000	curriculum director, principals
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	06/15/2018	\$25000	curriculum director, principals, intervention teachers