District Improvement Plan

Holland City School District

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Introduction

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

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Improvement Plan Stakeholder Involvement

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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.

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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.

HPS engages in an extensive process to engage a variety of stakeholders in the development of the institution's improvement plan. The DCIT (District Continuous Improvement Team) is a diverse, school wide team that contractually meets up to eight times during the school year. We have all building administrators, Superintendent, Director of School Improvement, and school improvement chairs that represent each building along with key stakeholders from the district level. Members our informed of their roles through regular email communication, information shared at all meetings, surveys from members at least 3 times during the year, opportunities to ask for training or specific information related to the district plan, minutes from all meetings and our HEA votes members of the team in each school year.

The DCIT group monitors the district and building plans and provides ongoing feedback to teams on their progress, hears updates on data and participates in Instructional Rounds process. This is visits to all schools to look at problems of practice and provide real time feedback.

DCIT develop and use implementation guides to ensure consistency of implementation and available data review.

For the 2019-20school year, the DCIT will continue to consist of building administrators and their School Improvement Chairs. The narrow focus of this group will be to more fully involve the team in the work of district school improvement as it relates to their school improvement efforts. The group will be 6 times during the school year with 4 being after school. Data from school and district level will be discussed, action plans reviewed and modified based on the district's 3 focus areas.

We as a district also include our board as stakeholders as they are updated on the district improvement plan and building programs at least monthly. The minutes from these meetings (Teaching for Learning) are also shared at Committee of the Whole meetings and Board Meetings.

During the spring of 2019, school teams met with district level staff to create a Comprehensive Needs Assessment that included data of: perception, academic, process and demographic in nature. This was in turn then updated for district plan and done via electronic format. CNA documents are available for all buildings. School teams review their CNA document and summary before they begin planning their SIP.

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

All DCIT members reviewed the plan, helped develop goals and worked on the District Rubrics and reviewed data.
Key stakeholders like instructional coaches, building administrators and school improvement chairs are asked to review the district plan as it is being finalized and it is shared with DCIT before submission.

A key part of our stakeholder process is regular updates to the board of education through the Teaching and Learning Committee. This occurs monthly and then is brought to entire board monthly.

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Principals meet twice a month around 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 goals from each building plan and measurable objectives were shared at the Sept. 2018 DCIT meeting. We also worked all school year on the curriculum goal which was developed by stakeholders of the DCIT. Stakeholders received monthly updates on school improvement progress for the school year ending 2018 19 and this will continue during the 2019 20 school year. The DCIT will receive at least quarterly reports on not only the district plan but also each building plan as these will be developed through the work of the team.
DCIT members learned about how to monitor the plan using a rubric from Victoria Bernhardt. This tool allowed the team/group to make recommendations about how the plans were being implemented and provide positive feedback that was used by each school team.

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Holland City School District for 2019-20

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Overview

Plan Name

Holland City School District for 2019-20

Plan Description

District Improvement Plan

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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 will be proficient in English Language Arts (reading and writing based on state and local assessments.)	Objectives: 2 Strategies: 5 Activities: 21	Academic	$1905250
2	All students will be proficient in Math.	Objectives: 2 Strategies: 2 Activities: 9	Academic	$288881
3	All students will be proficient in Science.	Objectives: 2 Strategies: 3 Activities: 6	Academic	$54459
4	All students will be proficient in Social Studies.	Objectives: 2 Strategies: 3 Activities: 3	Academic	$1980
5	All students will be provided a guaranteed and viable curriculum.	Objectives: 2 Strategies: 4 Activities: 12	Organizational	$473336
6	Increase climate and culture for all students.	Objectives: 3 Strategies: 6 Activities: 16	Organizational	$476944

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Goal 1: All students will be proficient in English Language Arts (reading and writing based on state and local assessments.)

Measurable Objective 1:

A 5% increase of All grade students will demonstrate a proficiency or increase on state assessments (from 2019 to 2020) in English Language Arts by 06/03/2020 as measured by tests (M-Step, PSAT, SAT). .

Strategy 1:

Essential Literacy Practices - Teachers will learn and implement effective reading strategies through the learning the research, reading the documents and putting in practice the essentials from the GELN Network as part of Reading Now Network/ High Impact Leadership and other state collaboratives. This will include the NEW 6-12 Content Essentials and all other related documents.

Category: Career and College Ready

Research Cited: Duke, N. (Ed.). (n.d.). General Education Leadership Network (GELN). Retrieved June, 2018, from http://www.gomaisa.org/general-education-leadership-network/

Reading Now Network, 2017.

Tier: Tier 1

Activity - BLAR/LLG	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
BLAR/Language and Literacy Guides will be used by all teachers in general education classrooms for reading based on reading plans. PD and support through coaching will be provided. (Resources= data meetings; 20 @ $110 each). Schools: Holland Heights, Holland Language Academy at Van Raalte, Jefferson, West	Professional Learning	Tier 1	Implement	08/21/2019	06/05/2020	$2200	Section 31a	Michelle Marko, ELA Coach Patti Dobias, Dir. of School Improvement BLAR participants Building principals

Activity - K-5 Reading Plans	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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All K-5 teachers of reading will monitor the effectiveness of reading plans and work with instructional coaches and building administrators as a district to modify the plans as needed. Data from fidelity checks will be utilized to learn from implementation and continue to implement with increased fidelity and use data to drive process. Plans will also be monitored by teachers, administrators and coaches through a collaborative process in order to learn about implementation. (HLA will implement and carry out instructional cycle that includes AAL and district curriculum). (Jefferson will continue to have teachers learn to use effective strategies via book study). (.8 D. Lerch, .8 K. Trenary, .2 D. Lerch, $90,000 K. Trenary and $24,000 G. Meyer) Schools: Holland Heights, Holland Language Academy at Van Raalte, Jefferson, West	Direct Instruction, Curriculum Developme nt	Tier 1	Monitor	08/21/2019	06/05/2020	$239777	Title I Part A, Section 31a, Title II Part A	Dir. of SI ELA coaches EL coach Teachers Building administrat ors

Activity - 3rd Grade Reading	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsibl e
Teachers in grades TK-3 will use the district developed IRIP (Individual Reading Improvement Plan) that is aligned to district benchmarks that use benchmark (MDE approved) assessments and diagnostic assessments (MDE approved) and the 3rd grade reading bill to inform parents and define a partnership to help all students to be successful on the state tests and avoid retention. West 3rd grade will have one transitional class that will integrate curriculum, PBL and all content to increase the time spent on reading and writing and math. ($125,777). Schools: Holland Heights, Holland Language Academy at Van Raalte, Jefferson, West	Class Size Reduction, Walkthroug h, Technology , Supplemen tal Materials, Direct Instruction, Academic Support Program, Curriculum Developme nt, Parent Involvemen t	Tier 1	Implement	08/21/2019	06/05/2020	$125777	Section 31a	ELA Coaches Dir of SI Principals Literacy Group Parents Superinten dent

Activity - Independent Reading	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsibl e

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Participate in ongoing training around implementation of IR. Independent reading will be implemented across the district as an ongoing activity to support literacy development PreK-12 at HPS. At the K-5 level, the district mandated amount of independent reading time will be monitored and will include conferring (distinction made between independent reading and silent reading); at the 6-12 levels dedicated times will be set via school improvement process for independent reading with conferring. Classroom libraries will continue to be expanded and started throughout the district through book drives, use of funds where and when appropriate adding to existing classroom libraries. ($5,000 for classroom libraries; $28,260 for eSpark for Heights, Jefferson, West; $9,000 from general fund for books including library books). Schools: All Schools	Academic Support Program	Tier 1	Implement	08/21/2019	06/05/2020	$42260	Section 31a, General Fund, Section 31a	Dir. of SI Building Principals School Improvement Chairs Teachers Coaches

Activity - K-5 Reading including small group time	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers of K-5 (general education and special education) will continue to follow the district reading plans which include continued professional learning around the Essentials documents/videos and professional learning around the WOW (World of Words for TK-1 teachers) and ongoing coaching support. For teachers at HLA, this will include support from add a lingua to fully implement the Spanish English framework. Scholastic hosting fee. Students in K-5 will be part of a data driven small group reading time at least 3x per week based on data and informed by teachers who are trained in how to use the Fountas and Pinnell data to drive instructional groupings. These will be monitored through coaching, data meetings, fidelity checks and looking at data and setting goals by classroom. All elementary principals and literacy coaches will be part of an ongoing professional learning around small group instruction. ($24,535- Heights T1, $21,239 - HLA T1, $19,196 - HLA T1 and $21,830 - West T1) Schools: Holland Heights, Holland Language Academy at Van Raalte, Jefferson, West	Direct Instruction, Academic Support Program, Curriculum Development	Tier 1	Monitor	08/21/2019	06/05/2020	$112996	Title II Part A, Title I Part A, Section 31a	Director of SI Building Principals Teachers Coaches

Activity - Intervention Support	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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Teachers will dig deeply into MTSS book study and determine the areas of focus and be provided time during CSI/PD to implement well. Intervention support will be provided in MTSS through ongoing data reviews 3x year for all levels/buildings, use of evidence based strategies such as SIOP, EL Multi Age reading, embedded lessons and support from Speech and Language Specialists, 95% lessons both whole group and small group as needed, eSpark support and before/after/during the day tutoring support as needed. ($2200 subs) Schools: All Schools	Academic Support Program	Tier 2	Implement	08/21/2019	06/05/2020	$5059	Title II Part A, Title II Part A	Dir. of SI Building principals Teachers Instructional coaches

Activity - GSRP Readiness	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
GSRP classrooms will continue to be at West, Heights and Jefferson and teachers from GSRP and Kindergarten will continue to talk and share about how to ready students for Kindergarten through early literacy skills. Schools: Holland Heights, Jefferson, West	Academic Support Program	Tier 1	Implement	08/21/2019	06/05/2020	$0	No Funding Required	GSRP staff Kindergarten staff

Strategy 2:

Writing Units - Teachers will implement MAISA writing units with fidelity for grades K-12 for ELA. Teachers will increase and engage thinking with students through increased complex writing tasks. Teachers in grades 6-12 will ensure fidelity of implementation through ongoing checks of program and use data to drive decision making.

Category: Career and College Ready

Research Cited: CALKINS,L.1994.The ArtofTeachingWriting.2nded.Portsmouth,NH:Heinemann. Over 12 plus years of research from the Teachers College in New York, NY have demonstrated the increase in writing scores and productivity in writing by using the writing workshop method to teach writing.

Writing Programs, p. 141-142 in Hattie's book: 0.44 effect size; Providing feedback p. 173-178 in Hattie's book 0.73; Space and Massed Practice p. 185-186 in Hattie's book 0.71 effect size; Metacognitive Strategies p. 188 0.69 effect size.

Tier: Tier 1

Activity - Writing Units	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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Continue to implement the MAISA units of Writing Instruction for grades K-5 Writing; 6-12 for both ELA and Writing. Use CSI time and curriculum time to learn how to effectively teach using the new structure, share data and ideas with colleagues. Grammar lessons will be used more consistently across district. Schools: All Schools	Direct Instruction	Tier 1	Implement	08/21/2019	06/05/2020	$0	Title I Part A	Instructional coaches Dir. of School Improvement Building Principals Teachers of writing

Activity - Increase writing opportunities	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Writing across the curriculum will be intentionally taught and used as a strategy in all classrooms at HMS. Schools: All Schools	Academic Support Program	Tier 1	Implement	08/21/2019	06/05/2020	$764	General Fund, Title II Part A	Building Principals Teachers Coaches

Strategy 3:

Reading Now Network - Teachers and administrators will work with the Reading Now Network to increase students reading abilities at Holland High School (Holland Early College) through research based strategies and more time on reading activities.

Category: Career and College Ready

Research Cited: Reading Now Network, MAISA, Study of Schools in West MI that Beat the Odds in Reading, 2014.

Tier: Tier 1

Activity - Protocol for Examining Data	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers throughout district will monitor their reading data through a variety of strategies: CSI time for benchmark meetings; data digs after school or with sub coverage. Teachers will use benchmark and progress monitoring data to determine needed next steps while being supported by instructional and literacy coaches. (Costs for Renaissance-Star- $40,000; SRI $27,000). Schools: Holland High School	Academic Support Program	Tier 1	Monitor	08/21/2019	06/05/2020	$69200	Section 31a, General Fund, Section 31a, Section 31a	Principals Instructional Specialist/Literacy Coaches Dir of SI Teachers

Activity - RNN Implementation and Data Analysis	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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Teachers will continue to implement the Essentials document and follow RNN principles (RNN HIL schools will implement specific essentials- Jefferson, Heights, West). HHS will use the The Reading Strategies book; HMS and HHS will use the content literacy Essential document). Schools: All Schools	Professional Learning	Tier 1	Implement	08/21/2019	06/05/2020	$2034	Title II Part A	Instructional Coaches Teachers Building Principals RNN HIL Facilitator

Measurable Objective 2:

10% of Economically Disadvantaged, Students with Disabilities and English Learners students will demonstrate a proficiency increase in English Language Arts by 06/05/2020 as measured by state assessments.

Strategy 1:

Multiple Tiered Systems of Support (RtI) - Teachers in PreK-5 will continue to implement and strengthen a Multi Tiered System of Support (MTSS or RtI) using the School Wide model for reading/interventions.

Category: Career and College Ready

Research Cited: Bernhardt, V.L. & Hebert, C.L.. (2011). Response to Intervention and Continuous School Improvement: Using Data, Vision and Leadership to design, implement and evaluate a schoolwide prevention system. New York: Eye on Education.

Burns, M.K. & Gibbons, K. (2008) Response to Intervention Implementation in Elementary and Secondary Schools; procedures to assure scientific based practices. New York: Routledge.

Tier: Tier 2

Activity - Parent Engagement	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Parent engagement will continue around how parents can support their students in reading at home and at school; pilots based on Harvard model will begin at various buildings in order to engage parents on a higher level in order to support their student. Title III Home Liaison, Title I Parent Engagement. Academic Parent Teacher Teams will be started for the Transitional 3rd grade classroom and at HLA for 2nd grade. (T3= 681, 743, 739,739; T1= 2343,1463,1162, 750). Schools: All Schools	Parent Involvement	Tier 2	Implement	08/21/2019	06/05/2020	$8620	Title I Part A, Title III	Building principals School Improvement Teams Title III Parent Liaison Parent Liaisons

Activity - Transitional Kindergarten and GSRP	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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Provide academic support to 31A identified students in Transitional Kindergarten at West, Heights and Jefferson. (1 teacher at each building; 1 IA at each Jefferson and HLA 31A). This will be both push in academic support. 2 TK teachers, plus 2 IAs (cost of TK program) To coordinate with GSRP classrooms at West, Heights and Jefferson to ensure positive academic outcomes for students around early literacy and specifically letter names and sounds. (Collect and analyze data from TK and GSRP and monitor students in grades K and 1 who were in these programs). Schools: Holland Heights, Holland Language Academy at Van Raalte, Jefferson, West	Academic Support Program	Tier 2	Implement	08/21/2019	06/05/2020	$394943	Section 31a	Building principal at Jefferson and Holland Heights, East and West IAs TK teachers Dir. of School Improvement

Activity - 95% Group for K-2	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All K-3 teachers will continue to be trained and supported to implement the 95% group intervention through in-class coaching of the whole group lesson and then identified students will be supported in pull out intervention. Lead T2P in at: Jefferson, West and Holland Heights. IA support will be provided in order to keep small group size to under 5-6 each group. Students will be progress monitored using 95% assessments and classroom teachers will follow sequence of lessons for short lessons each day and help with assessments. (Heights= $41,681, 23,853; West= $35,660, 29,086; Jefferson= $41,681, $30,976) Schools: Holland Heights, Jefferson, West	Academic Support Program	Tier 2	Implement	08/21/2019	06/05/2020	$116336	Title I Part A	All Title I funded staff ELA coach Building Principals Dir. of School Improvement

Activity - MTSS for Reading	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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MTSS for reading will be fully implemented in K-5 and at HMS in grades 6-8 through Read 180/S44. Teachers will learn the factors for success and use data and assessments to drive the skill based instruction. Only interventions from district approved list will be used based on evidence in like settings. New interventions will be used for RR and EL; Visualizing and Verbalizing and Seeing Stars. Tutoring at HMS and HHS for up to 777 hours @ 30.34 per hour for lunch and after school tutoring. ($35,000 for tutoring; $2,000 CASA transportation; $40,000 Lindamood Bell); 17,131 for T1 Reading support at HMS $17,131; HMS reading support $50,310 (2 hours per day); IA support at elementary buildings= 27,985; 11,840; 12,916; 22,230). (T1- $22,230 West IA) ($2200 subs) ($22044 - HLA partial T2P) Schools: All Schools	Academic Support Program	Tier 2	Implement	08/21/2019	06/05/2020	$265886	Section 31a, Section 31a, Title II Part A, Title I Part A, Section 31a, Section 31a, Title I Part A, Title I Part A, Section 31a	Building Principals Title I staff Dir. of SI IAs All teachers

Activity - District EL Home Liaison/Cultural Broker	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
A bilingual liaison will facilitate communication between HPS and EL families. (Costs reflected in T3 in parent engagement activity). Schools: All Schools	Behavioral Support Program, Academic Support Program	Tier 2	Implement	08/21/2019	06/05/2020	$0	General Fund	EL coach Bilingual liaisons

Activity - OW Monitoring	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students taking OW courses will be monitored for completion, credit recovery and gaining credits through a developed system at HHS, HEC and HVRT. (Data will be shared at least 2-4 times per school year with Office of SI at agreed upon set times). (total cost of OW, $64,000) (.25 HVRT teacher costs, in place of T1) (HVRT two lab instructors) Schools: Holland Virtual Tech High School, Holland High School	Academic Support Program	Tier 2	Monitor	08/21/2019	06/05/2020	$151144	General Fund, Section 31a, Section 31a, Section 31a	Secondary administrators Teachers in OW lab Dir. of SI

Strategy 2:

SIOP - Teachers will increase their knowledge and ability to implement SIOP and other research based strategies to help our EL students be successful in core content.

Category: English/Language Arts

Research Cited: Francis, Rivera, Lesauz, Kieffer and Rivera, 2006. ELLs and their classmates need between 12-14 exposures to a word and its meaning across multiple contexts.

Gersten, R. IES, (2007). Effective literacy instruction for English learners. Retrieved from What Works Clearinghouse website: http://ies.ed.gov/ncee/wwc/pdf/practice_guides/20074011.pdf

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Tier: Tier 2

Activity - Add a Lingua	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will learn how to use research based strategies provided by Add a Lingua to teach in the Two Way Bilingual Program. (Includes training, ongoing support, two way curriculum resources, weekly training and supplemental materials, professional development for 7 teachers and building administrators). (Costs: $30,500 T2a; $83,500 Gen fund). Schools: Holland Language Academy at Van Raalte	Professional Learning	Tier 1	Implement	08/21/2019	06/05/2020	$114000	General Fund, Title II Part A	Add a Lingua Staff TWBI Point Person Dir. of School Improvement Building Principal (s)

Activity - Supplemental materials for Title III	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Supplemental materials will be purchased for EL students (to enhance learning to read, i.e. Journeys additional materials for EL students). (will use Title III immigrant funds) Schools: All Schools	Academic Support Program	Tier 3	Implement	08/21/2019	06/05/2020	$1999	Title III	Title III Coordinator

Activity - SIOP PD	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Mileage for Home Liaison, SIOP coach and EL teachers to travel to and from schools; home visits and SIOP coach travel. See Title III budget. (mileage for coordinator to attend meetings; .25 FTE EL coach to support students in SIOP). Schools: All Schools	Professional Learning	Tier 2	Implement	08/21/2019	06/05/2020	$31000	Title III, Title III	Title III Coordinator

Activity - EL Teacher Direct Support	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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EL teachers will use Visualizing & Verbalizing and R 180/S44 (at secondary level) to increase outcomes for EL students and will use evidence based interventions and will push in for support to students when appropriate. At the secondary level, IA support will push into core content classes to help students with academic support with tests, homework and increase passing rates for students. 5 Bilingual IAs - $65 X 5 T to attend KISD (subs 4 days) Schools: All Schools	Materials, Direct Instruction	Tier 2	Implement	08/21/2019	06/05/2020	$221255	Title II Part A, Section 31a, Section 31a, Title II Part A	Principals EL teachers EL Bilingual IAs

Goal 2: All students will be proficient in Math.

Measurable Objective 1:

A 5% increase of All grade students will demonstrate a proficiency or increase on state assessments in Mathematics by 06/05/2020 as measured by test scores (2018 to 2019 end of year) data will be compared). .

Strategy 1:

Curriculum Implementation - Curriculum implementation- Teachers of mathematics will fully develop and

implement Pre K-Algebra II math program(s) that are aligned to the MI State Standards for Mathematics and provide differentiation for students.

Category: Career and College Ready

Research Cited: Improving Math Performance. (2014). Retrieved June 4, 2015, from https://www2.ed.gov/programs/nclbbrs/math.pdf

"Teacher Learning for Standards-based Education," Standards in Classroom Practice: Research Synthesis, McRel 2001 (pages 107-140)

Instructional Coherence: The Changing Role of the Teacher by Sandra J. Finley, Ph.D. on the Southwest Educational Development Laboratory Web site.

Tier: Tier 1

Activity - Math Coach K-8	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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Math coach will focus time on grades 4-5 and 6-8 with face to face coaching cycles, data reviews, DIG professional development and use learning labs to increase overall math data and help set up MTSS for math and implement programs. ($700 fee for cognitive coaching) Schools: Holland Heights, Holland Middle School, Holland Language Academy at Van Raalte, Jefferson, West	Direct Instruction	Tier 2	Monitor	08/21/2019	06/05/2020	$112088	Section 31a, Title II Part A, Title I Part A	Director of School Improvement Math Coach Building Administrators All K8 teachers

Activity - Algebra I /Double Block Math	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers of Algebra I learn to use differentiation to meet needs of students in Big Ideas Algebra I program through hands on PD and learning how to develop projects within online tools. (2 total sub days for MS and HS teachers of 8th and Algebra 1 double block) Schools: Holland High School	Direct Instruction, Curriculum Development	Tier 1	Implement	08/21/2019	06/05/2020	$440	Section 31a	Dir. of SI HHS administrators HEC administrator Teachers Big Ideas trainer

Activity - Parent Activity	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Parent information nights and other forms of communication will be shared with parents about district and building math programs in order to enlist parents support and assistance with helping students be successful (i.e. notes home, phone calls, parent nights, tutoring, showing data). Schools: Holland Heights, Holland Middle School, Holland Language Academy at Van Raalte, Jefferson, West	Parent Involvement	Tier 1	Implement	08/21/2019	06/05/2020	$0	General Fund	Dir. of SI Building Principals (all) Teachers

Activity - DIG and SE/GE Math Cohorts	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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With help of Math Coach, teachers who elect to be part of DIG (Differentiated Instructional Groups) and SE/GE Cohorts will continue to meet regularly and work together to plan for individualized instruction in math and meet the varied needs of students. (up to 150 hours at $30.34). Schools: Holland Heights, Holland Middle School, Holland Language Academy at Van Raalte, Jefferson, West	Teacher Collaboration, Professional Learning, Direct Instruction, Academic Support Program	Tier 2	Implement	08/21/2019	06/05/2020	$6750	Title II Part A	Director of SI Math Coach Building Principals Teachers

Activity - Unpacking Math Standards for Understanding	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All teachers in grades K-8 will have an opportunity to unpack math standards and work to realign the essential standards by grade. This will occur during PD time to learn to focus more intentionally on the most essential standards. Schools: Holland Heights, Holland Middle School, Holland Language Academy at Van Raalte, Jefferson, West	Direct Instruction, Academic Support Program, Curriculum Development	Tier 1	Monitor	08/21/2019	06/05/2020	$0	General Fund	Math Coach Teachers Principals

Measurable Objective 2:

A 10% increase of Economically Disadvantaged, Students with Disabilities and English Learners students will demonstrate a proficiency on local math assessment (STAR Math) in Mathematics by 06/05/2019 as measured by comparing spring 2018 to spring 2019 assessments.

Strategy 1:

Differentiated Instruction - Teachers and staff will learn and use differentiated instruction to meet the needs of all students through learning how scaffold instruction.

This will be accomplished through CSI meetings, curriculum meetings and embedded coaching practices. Intervention for math will be based on use of Delta Math or STAR Math for assessment of core/critical standards.

Category: Career and College Ready

Research Cited: Tomlinson, C. (2004). How to differentiate instruction in mixed ability classrooms. (2nd edition ed.) New Orleans, LA: ASCD. DOI: www.ascd.org

Gersten, R. IES, (2009). Assisting students struggling with math: Rti for elementary and middle school students. Retrieved from What Works Clearinghouse website: http://ies.ed.gov/ncee/wwc/pdf/practice_guides/rti_math_pg_042109.pdf

www.rtisupport.oaisd.org

Tier: Tier 1

Activity - Math Data Review All Grades	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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Staff during CSI and Planning time will analyze data from M Step, Delta and other local sources to develop interventions in and out of class to best support the needs of the bottom 30% of learners at HHS. Math teachers will review current state assessment and ID areas where high % of students answer incorrectly and determine where in curriculum this is being missed and adjust curriculum to be sure it is being taught and mastered. Data review will occur during CSI meetings and department meetings and do so at progress report time and provide needed interventions. Schools: All Schools	Academic Support Program	Tier 2	Implement	08/21/2019	06/05/2020	$1980	Section 31a	All teachers Coaches Principals Dir. of SI (data protocol)

Activity - OdesseyWare	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
OW will be modified to meet the standards taught at HHS/HEC by reviewing all math courses and to ensure student success. In order for students to experience success, tutoring and other supports will be provided. Schools: Holland High School, Holland High School	Academic Support Program	Tier 2	Monitor	08/21/2019	06/05/2020	$66500	General Fund, Section 31a	Dir. HVRT HHS/HEC administration Dir. of SI teachers at HVRT

Activity - DEAL/Story Problems	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Staff at all K-5 buildings will implement consistent strategies for teaching students how to solve and become successful on story problems through data analysis and coaching. Math coach will support through online and face to face PD so students will be more successful on math story problems. Schools: Holland Heights, Holland Language Academy at Van Raalte, Jefferson, West	Academic Support Program	Tier 1	Implement	08/21/2019	06/05/2020	$0	General Fund	Principal (s) all K-7 K-7 Math Coach All teachers

Activity - RtI Math 4-8	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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All buildings will use data (DELTA, STAR, formative, unit tests, or quizzes) to inform instruction, small group work and additional supports. Data will be used to inform RtI process through progress monitoring, screening all students at least 3 x per year, provide research based interventions through Delta site and other tools linked to district programs and PD for those providing interventions. Secondary staff will use protocol to review class, district and state assessment data to determine path for students. HMS will use intervention classes (cost of teacher through T1 for HMS) to drill down to specific needs for students in an additional class. (Math push in IA @ HMS) Schools: All Schools	Academic Support Program	Tier 2	Monitor	08/21/2019	06/05/2020	$101123	Title I Part A, Title I Part A	Building principals Math Coach K-8 Instructional Specialist HHS/HEC Assist Principal who supervises Math department

Goal 3: All students will be proficient in Science.

Measurable Objective 1:

A 10% increase of All Students will demonstrate a proficiency on state assessments in Science by 06/05/2020 as measured by M Step assessments. .

Strategy 1:

Inquiry Model - Teachers in grades 6-12 will learn how to use inquiry model teaching methods to continue to implement the NextGen Science standards through the process learned in VAEI training.

Category: Career and College Ready

Research Cited: VanAndel Science Institute, 2015.

Tier: Tier 1

Activity - NexGen Science Standards Alignment	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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Staff will work by content area at high school (i.e. physical science) collaboratively with AP Mehall/Mike Fine on learning how to teach in new NexGen units. Teachers will work with a facilitator to implement new unit for each course during 2019 20 school year. (up to 14 days for 7 teachers @ $110). MS Science teachers will continue to implement the Mi Star Science program and will meet to debrief and learn how to implement the standards (7 days with subs for teachers @$110 each). Schools: Holland Middle School, Holland High School	Professional Learning	Tier 1	Implement	08/21/2019	06/05/2020	$2310	Title II Part A	HS Science Department Chair Dir. of School Improvement Building administration New 6/7 teachers to Science ISD Science Consultant

Activity - Pilot Science Kits/Program	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
K-5 Science teachers will pilot units from Phenomenal or other vetted program during the 19 20 school year. Teachers will have PD time to debrief and learn about units and how they differ from BCS kits. Schools: Holland Heights, Holland Language Academy at Van Raalte, Jefferson, West	Direct Instruction, Academic Support Program	Tier 1	Getting Ready	08/21/2019	06/05/2020	$0	General Fund	Dir. of SI Building Principals Teachers who elect to pilot new program

Activity - Vetted NexGen Science K-5 Curriculum	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All teachers will learn about vetted/aligned NexGen Science curriculums during the summer of 2019. Schools: Holland Heights, Holland Language Academy at Van Raalte, Jefferson, West	Curriculum Development	Tier 1	Getting Ready	08/21/2019	06/05/2020	$40000	General Fund	Dir. of SI Principals Teachers

Activity - High School Science Units- NEW	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All HHS Science teachers will work to implement at least one new unit that is vetted and aligned to NexGen standards and continue adding to units until all units are fully aligned by fall of 2020. Time will be provided to get ready and debrief. Schools: Holland High School	Academic Support Program, Curriculum Development	Tier 1	Implement	08/21/2019	06/05/2020	$1540	General Fund, Title II Part A	Principals OAISD Science Consultant Dept. Chair Science Science teachers

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Strategy 2:

Transition to Science Standards - Core group of teachers from grades 3-7 will review and pilot new Science materials during the 2017 18 school year.
Category: Career and College Ready

Research Cited: Battle Creek Math and Science Center, 2007. “This Center (BCAMSC) is the developer and distributor of the statewide known, “Battle Creek Science Kits.” These kits contain in one package, all the materials needed to address an identified area of science content. They are aligned completely with the Michigan Curriculum Frame works for science and the National Science Education Standards and address all components, including inquiry, assessment, and literacy pieces. Teacher and student workbooks are included with every kit. The kits are continually being improved as new ideas or developments occur. The center has looked at statewide MEAP data to evaluate and modify kits where performance seemed lower than expected. It is always looking at cost effectiveness, keeping its kits at a price that districts can afford. These kits have more impact on Michigan science classroom practice than most any other product. This is a fine example of where one Center in the Math/ Science Network focusing on a specific aspect for the benefit of the other Centers.”

Kevin J. Richard
Michigan Department of Education
Tier: Tier 1

Activity - Work Towards NexGen Implementation	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All teachers of Science will continue to work towards full implementation of new standards by fall of 2020. MS will continue implementation; HHS will implement at least 2-3 units in 19 20 school year; K-5 will learn about standards, pilot and then select program and plan for implementation. Enhance elementary Science by visiting DeGraff Nature Center ($609). Schools: All Schools	Curriculum Development	Tier 1	Implement	08/21/2019	06/05/2020	$609	Title IV Part A	Dir. of SI Principals Teachers

Measurable Objective 2:

A 10% increase of Fifth, Eighth and Eleventh grade Economically Disadvantaged and English Learners students will demonstrate a proficiency on state assessments in Science by 06/05/2020 as measured by proficiency on tests..

Strategy 1:

Inquiry Based Science - Teachers will learn inquiry based teaching methods to implement into existing and new curriculums.

Category: Other - College and Career Ready and Curriculum Development

Research Cited: Gibson, H. (2002). Longitudinal impact of inquiry based science on middle school students. Science Education, 86(5), 693-705. Retrieved from http://onlinelibrary.wiley.com/doi/10.1002/sce.10039/abstract

Tier: Tier 1

Activity - STEM K-8	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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All students in grades K-7 will have STEM course daily/weekly to develop real world skills in math, science, SS and ELA through hands on projects with intentional focus on career development and awareness that are age appropriate. During summer of 2019, curriculum will be developed for K5 and completed for 7th grade STEM. Schools: Holland Heights, Holland Middle School, Holland Language Academy at Van Raalte, Jefferson, West	Direct Instruction	Tier 1	Implement	08/21/2019	06/05/2020	$10000	Section 31a	STEM teachers Building Principals Dir. of SI

Goal 4: All students will be proficient in Social Studies.

Measurable Objective 1:

A 10% increase of All grade students will demonstrate a proficiency on the 5th and 8th grade in Social Studies by 06/05/2020 as measured by state Social Studies assessments from 2019 compared to 2020...

Strategy 1:

Social Studies Alignment Project - Teachers in grades 6-8 and begin learning about in grade 5 classrooms will implement the Open Book and CP3 materials in order to use a fully aligned curriculum to teach state standards.

Category: Career and College Ready

Research Cited: (Catterall, Dumais, and Hampden-Thompson, 2012; Upitis, 2011; Smithrim and Upitis, 2005; Walker, McFadden, Tabone, and Finkelstein, 2011). Through Edutopia the various evidence based practices are shown on the benefits to student achievement when schools effectively use integration of content across the curriculum in literacy and other contents.

Tier: Tier 1

Activity - Giants/Open book Curriculum	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers in grades 6-8 will use the Giants curriculum to fully implement in place of TCI for all students. Time will be provided with OAISD SS Consultant and other teachers to learn how to best implement the program. 5th grade teachers who elect to will pilot the Giants curriculum. (Subs will be provided as needed). Schools: All Schools	Direct Instruction, Curriculum Development	Tier 1	Implement	08/21/2019	06/05/2020	$0	General Fund	Dir of SI Principals SS teachers of grades 6-8 OAISD SS Consultant

Strategy 2:

Standards for Social Studies - Teachers of Social Studies will implement the state standards and learn about new standards as appropriate.

Category: Career and College Ready

Research Cited: (Catterall, Dumais, and Hampden-Thompson, 2012; Upitis, 2011; Smithrim and Upitis, 2005; Walker, McFadden, Tabone, and Finkelstein, 2011)

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C3 Standards- College, Career and Civics

Tier: Tier 1

Activity - Pre Teach Vocabulary	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Special education teachers will pre teach vocabulary in order for students to be successful in SS class. Schools: Holland High School	Academic Support Program	Tier 2	Implement	08/21/2019	06/05/2020	$0	General Fund	Principal Teachers

Measurable Objective 2:

A 10% increase of Economically Disadvantaged and English Learners students will demonstrate a proficiency evidenced by test scores in Social Studies by 06/05/2019 as measured by state level assessments (currently M-Step from 2018 to 2019). .

Strategy 1:

High School SS - Teachers of High School Social Studies will continue to learn about the C3 (Career, College and Civic) Standards and how to develop assessments that are aligned and use common pacing guides by course. Teachers will begin discussion on how to begin to use the Open Book tool as a text book.

Category: Career and College Ready

Research Cited: CCSO (Council of Chief School Officials), June 2013. C3 Standards are based on data from ACT and Achieve.

Tier: Tier 1

Activity - HS SS DBQ	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will have time to prepare to move to Open Book curriculum for the fall of 2019. (18 sub days at $110/each for SS - HHS new teachers to learn Open Book and DBQ). Schools: Holland High School, Holland High School	Other - Data Analysis of M Step SS	Tier 2	Getting Ready	08/21/2019	06/05/2020	$1980	Section 31a	Dir. of SI Administrators Teachers of SS at HHS and HEC OAISD SS Consultant

Goal 5: All students will be provided a guaranteed and viable curriculum.

Measurable Objective 1:

demonstrate a proficiency of student learning by 06/05/2020 as measured by by having completed aligned curriculum in Science, SS, Math, and ELA with common assessments. .

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Strategy 1:

Curriculum Alignment - Teachers in TK-12 will continue to work to develop, revise, align and implement common curriculum that guarantees content to all students of HPS while still providing scaffolded help to those in need and high expectations for all. Curriculum will be aligned to state standards where applicable and national standards.

Category: Career and College Ready

Research Cited: Marzano, R. (2003). What works in schools. (1st ed.). Alexandria: ASCD.

The number one school related factor that has been shown through meta-analysis studies by Marzano and associates is a guaranteed and viable curriculum. This must be in place before other measures will be effective in closing the achievement gap.

Tier: Tier 1

Activity - Transitional Kindergarten and GSRP	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers of Transitional Kindergarten and GSRP will work on learning about how the Kindergarten standards can and should be used to develop exit outcomes for pre K programs. Teachers will revise pacing guides based on readiness assessments and standards. This will be completed at CSI and PSD time. More intentional focus on looking at previous year (2018-19) data in order to ensure TK is rigorous enough for students to be ready for Kindergarten. Schools: Holland Heights, Holland Language Academy at Van Raalte, Jefferson, West	Teacher Collaboration	Tier 1	Implement	08/21/2019	06/05/2020	$394763	Section 31a, General Fund	Dir. of SI Teachers of TK Teachers of GSRP Kindergarten teachers

Activity - STEM for K-8, PLTW	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
STEM curriculum will continue to evolve to include more embedded and identified Math and Science standards; PLTW will continue to be implemented at HHS with fidelity. (T4 costs for Aerospace course- training and supplies; 31A additional STEM supplies). ($21,237 T4, $10,000 STEM) Schools: All Schools	Curriculum Development	Tier 1	Implement	08/21/2019	06/05/2020	$31237	Section 31a, Title IV Part A	Dir. of SI STEM teachers Building principals

Activity - Common District Assessment	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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All buildings will follow district and state assessment windows (common assessment windows, common assessment procedures and common data protocols -i.e. Data Wise) and then data will be analyzed by subgroup to ensure all students are making progress. Teachers will identify the areas to focus intentionally test preparation on. Data will be triangulated when possible. (for ASL teachers, sub costs) Schools: All Schools	Other - Assessment System	Tier 1	Implement	08/21/2019	06/05/2020	$220	Title II Part A, General Fund	Dir. of SI Building Assessment staff Teachers Administrators

Activity - Lesson Components	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will use 5D+ model to improve learning outcomes and fully implement the district curriculum. (MASSP Collin Ripmaster @ 2500/day) (2 days 5D coaching) Schools: Holland Middle School, Holland High School	Direct Instruction	Tier 1	Implement	08/21/2019	06/05/2020	$5000	General Fund, Title II Part A	Building principals Teachers

Activity - DBQ SS HHS	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All HHS SS teachers will work to implement the DBQ model into Open Book for all core courses. Time will be provided during the summer of 2019 and during the school year to ensure consistent implementation. Up to 80 hours at 30.34/hr. for teachers. Schools: Holland High School	Curriculum Development	Tier 1	Getting Ready	08/21/2019	06/05/2020	$7200	General Fund, Title II Part A	OAISD SS Consultant SS teachers

Strategy 2:

Improve Outcomes - All staff will learn strategies to improve outcomes for students in the greatest need and at greatest risk of not reading well or independently by the end of 3rd grade and not ready for college and career at the end of 12th grade.

Category: Career and College Ready

Research Cited: Elmore, R. (2005). agency, reciprocity, and accountability in democratic education. In The Democratic School. New York: Oxford University Press. Retrieved from http://www.uknow.gse.harvard.edu/decisions/DD2-4.html

Tier: Tier 1

Activity - Leadership/ Coaching	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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Leadership coach as identified by principals and additional training for coaches (cognitive coaching). Schools: All Schools	Professional Learning	Tier 1	Monitor	08/21/2019	06/05/2020	$2400	Title II Part A	Director of School Improvement Building Administrators Leadership coach (cognitive coaching fees)

Activity - Secondary Summer School	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Odysseyware summer school at the high school for up to 4 weeks for students of Holland HS, HEC and VR Tech. (If funds are available.) Schools: Holland Virtual Tech High School, Holland High School	Academic Support Program	Tier 3	Implement	08/21/2019	06/05/2020	$20000	Section 31a	Director of School Improvement Building Administrators Staff

Activity - Curriculum -Vertical Alignment and Monitoring	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Pre-8th grade teachers will work on the continuation of vertical alignment during a district PSD and during ongoing CSI meetings. The purpose will be to continue the discussion on rigor and need for high expectations, discuss entrance and exit criteria and how to implement strategies and programs to meet the needs of all students. All curriculums (ELA, Math, SS to start) will be monitored and strategies revised based on data. This will be achieved by all staff using a pacing guide monitoring form or instructional feedback form or curriculum fidelity check 2-3 x per year or other survey data. The process of monitoring curriculum will be pared with looking at data to ensure all students at HPS have access to GV curriculum. This is to ensure the curriculum is being taught, data is used to review if it is helping students achieve on state and local assessments and then adjusted and monitored. (3 staff to attend MDE SI conference, registration and mileage) ($815 for Dir. of SI to attend MASFPS) Schools: All Schools	Curriculum Development	Tier 1	Implement	08/21/2019	06/05/2020	$2093	Title I Part A, Title II Part A, General Fund	Director of School Improvement Building Principals Pre-8th grade staff from across the district

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Activity - Families in Transition (Homeless)	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students who are in transition (homeless) will be provided extended day support at Holland High School (or another mutually agreed upon site) for up to 166 hours by a certified teacher. (These are identified McKinney-Vento students as Holland High School is not Title I.) Schools: Holland Virtual Tech High School, Holland High School	Academic Support Program	Tier 3	Implement	08/21/2019	06/05/2020	$7200	Title I Part A	Holland High School principals Director of School Improvement FIT Coordinator

Activity - After School Support	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
CASA supported by Hope College and transportation fee is $2,000 for after school program run by Hope College. Other after school programs listed in Math. Schools: All Schools	Academic Support Program	Tier 2	Implement	08/21/2019	06/05/2020	$2000	Section 31a	Title III Coordinator Dir. of SI

Strategy 3:

Effective Grading Practices - Teachers at HHS and HEC will learn about effective grading practices for secondary students and work to develop a long term plan to address grading and find ways to increase success of all students.

Category: Career and College Ready

Research Cited: Guskey, T. R., & Bailey, J. M. (2001). Developing grading and reporting systems for student learning. Thousand Oaks, CA: Corwin.

Tier: Tier 1

Activity - Grading Practices	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Staff at HMS will begin to dig into the grading practices book and look at their data and student needs; HHS will continue the work and pilot with plans to be developed for all students and staff for 20 21 in order to help students be successful through rigorous and consistent grading practices. Schools: Holland Middle School, Holland High School	Academic Support Program	Tier 1	Getting Ready	08/21/2019	06/05/2020	$1223	General Fund, Title II Part A	Dir of SI Building principals All staff

Measurable Objective 2:

demonstrate a behavior All staff at Holland Early College will embrace and implement project based learning and strategies to prepare learners for acceptance and persistence in Early College. by 06/01/2018 as measured by # of projects completed.

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Strategy 1:

PBL - Facilitators will receive feedback on using PBL rubric, engage in Learning Walks, and work with Thought Partners in order to standardize PBL practices and effectively use the new management system Canvas.

Category: Career and College Ready

Research Cited: Early College, Project Based Learning

Tier: Tier 1

Activity - PBL Rubric	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
HEC staff will receive training in PBL rubric with emphasis on evidence and "look fors." Thought partners will be established and will meet during CSI time to peer evaluate projects with emphasis on rigor and standards alignment. Schools: Holland High School	Other, Professional Learning	Tier 1	Getting Ready	08/21/2019	06/05/2020	$0	General Fund	HEC Director Staff

Goal 6: Increase climate and culture for all students.

Measurable Objective 1:

demonstrate a proficiency 75% of school teams will achieve their individual goals for Tier 1 and 60% of all schools will achieve goals for T2 and T3 by 06/05/2020 as measured by Tiered Fidelity Inventory.

Strategy 1:

Tier 1 MTSS - All school teams and staff will continue to implement school wide positive behavior support strategies (PBIS through PPSC Grant) in the classroom at the Tier I level in a MTSS (Multi-Tiered System of Support).

and

"Preventing Children's Exposure to Violence: The Defending Childhood Initiative" by Sarah B. Berson, Jolene Hernon and Beth Pearsall, National Institute of Justice Journal, June 2012

Category: Career and College Ready

Research Cited: Sprick, R. S., & Garrison, M. (2008). Interventions: Evidence Based Behavioral Strategies for Individual Students. Eugene, OR: Pacific Northwest Publishing.

Sugai, G., & Horner, R. H. (2002). The evolution of discipline practices: School- Wide Positive Behavior Supports. Child and Family Behavior Therapy, 24, 23-50.

Tier: Tier 1

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Activity - Promoting Positive School Climate Team (PPSC) Leadership Team	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
PBIS teams at each building will monitor behavior data monthly using SWIS and TFI (3x year), perception data for students in grades 6-12, parents and staff (2x year) and share with staff 3x year. (PBIS Coach to help coordinate and work with staff around data and to coach/support teachers with neediest students). Schools: All Schools	Behavioral Support Program, Professional Learning	Tier 1	Implement	08/21/2019	06/05/2020	$41562	Section 31a	Dir. of Student Services Assit. Dir. of Student Services Dir. of SI PPSC Coordinator Building Administrators All staff

Activity - Promoting Positive School Climate Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Work to do it better and Work to do it right schools will continue with ongoing training to support the PBIS work and be part of the district PPSC system of implementation to reduce negative behaviors, work to increase positive behaviors and reward students for positive actions. (Groups of 2-4 staff from each team will meet 2-3 times per year and then take training back to entire staff). Each school will have a PBIS team that meets monthly and reviews data and informs practices at the school level. (54 sub days at $110/day) Schools: All Schools	Behavioral Support Program, Professional Learning	Tier 1	Implement	08/21/2019	06/05/2020	$5940	Section 31a	Dir. of Student Services Assis. Dir. of Student Service Designated staff to train All staff

Activity - Trauma Informed Classrooms	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All HPS staff will continue to implement best practices for students in trauma through ongoing dialogues and sharing of practices. Schools: All Schools	Professional Learning	Tier 1	Monitor	08/21/2019	06/05/2020	$0	General Fund	Dir. of Student Services Behavior Support staff Dir. of School Improvement Building administrators All staff

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Activity - Review Behavioral Data	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All buildings will continue to monitor behavior data on a monthly basis using SWIS and/or Infinite Campus during building PBIS meetings and CSI meetings at least monthly and report to District Leadership Team of PPSC. (Includes: SWIS/IC, TFI at least quarterly, survey data at least twice per year and SSC data). Work to implement SWIS at HHS to track student behavior. Schools: Holland Heights, Holland Middle School, Holland High School, Jefferson, West, Holland High School	Behavioral Support Program	Tier 2	Implement	08/21/2019	06/05/2020	$0	No Funding Required	Assistant Dir. of Student Services District administrators Teachers

Activity - PBIS Routines	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All buildings for classroom will ensure expectations are posted and aligned with school wide expectations, including routines, develop and adhere to schedule for teaching and reteaching classroom expectations that include showing evidence of teaching lessons. Schools: All Schools	Behavioral Support Program	Tier 1	Implement	08/21/2019	06/05/2020	$0	General Fund	PBIS Coach Principals Staff

Activity - Non Negotiable Items	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The building will adhere to the district non negotiable expectations regarding school wide PBIS. This includes posting school wide expectations, developing and using the matrix, developing and implementing PBIS lesson plans, and adhering to and showing evidence of teaching the lessons. Schools: All Schools	Behavioral Support Program	Tier 1	Implement	08/21/2019	06/05/2020	$0	General Fund	All staff All administrartors

Strategy 2:

Social Skills - All TK-2 staff will explicitly teach social skills using Second Step program.

Category: School Culture

Research Cited: Low, S., Cook, C.R., Smolkowski, K. & Buntain-Ricklefs, J (2015). Promoting social emotional competence: An evaluation of the elementary version of Second Step, Journal of School Psychology, 53, 463-477.

Tier: Tier 1

Activity - TK-2 Social Skills	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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Teachers will receive materials and training to develop a schedule of when Second Step will be taught each week. Schools: Holland Heights, Holland Language Academy at Van Raalte, Jefferson, West	Behavioral Support Program	Tier 1	Implement	08/21/2019	06/05/2020	$15760	Title IV Part A	Dir. of SI Teachers of TK-2 PBIS staff

Measurable Objective 2:

collaborate to to increase improved culture and climate by implementing behavior support model by 06/05/2020 as measured by as evidenced by reduced behavior referrals and staff survey data (referral per day per month goal will be o.4)..

Strategy 1:

District Behavior Support - Through the support and leadership of behavior team (behavior consultant, support specialist, Student Support Center staff, check in and check out IAs and building school psychologist and SW) teachers in all buildings will implement procedures and use identified systems which include Restorative Practices, CPI, PBIS and mindfulness to support students through Tier 2 (and Tier 3).

Category: Other - Accountability and Behavior

Research Cited: Preventing Children's Exposure to Violence: The Defending Childhood Initiative" by Sarah B. Berson, Jolene Hernon and Beth Pearsall, National Institute of Justice Journal, June 2012

Tier: Tier 2

Activity - Check and Connect	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
West, Jefferson and Heights will have a check and connect person to meet with identified students who need additional supports with content standard work, homework completion and rewards for positive school behaviors. Staff will be trained in how to support students academically. (West partial Jefferson, HLA partial and Heights) (Jefferson - $18,643) Schools: Holland Heights, Jefferson	Behavioral Support Program, Academic Support Program	Tier 3	Implement	08/21/2019	06/05/2020	$87644	Title I Part A, Section 31a	Principals Dir. of SI Check and Connect Staff

Activity - Classroom routines	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Use DUTCH matrix to create classroom behavior norms for students. Includes classroom expectations for subs and technology routines. Provide time to establish routines at start of school year. All schools will use same matrix (by grade level) and will coordinate common lessons and routines. Schools: All Schools	Behavioral Support Program, Academic Support Program	Tier 1	Implement	08/21/2019	06/05/2020	$0	General Fund	Principals Teachers

Strategy 2:

Restorative Practices - Administrators will continue to use restorative practices when meeting with students around behavior and teachers will continue to grow in their understanding of how to use the practices within classrooms.

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Category: Other - Behavior

Research Cited: Mirsky, Laura. "SaferSanerSchools: Transforming School Culture with Restorative Practices." International Institute for Restorative Practices (2003), 2, 4, 6.

Tier: Tier 1

Activity - Restorative Practice Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Staff will have multiple opportunities to participate in restorative practices training and learn how to implement the strategies into building and classrooms. These trainings will be available on weekends and evenings. Schools: All Schools	Professional Learning	Tier 1	Implement	08/21/2019	06/05/2020	$0	General Fund	Dir. of Student Services Behavioral Support Staff All staff

Measurable Objective 3:

demonstrate a behavior a more positive climate in all buildings by 06/05/2020 as measured by reduced behavior referrals in each building.

Strategy 1:

Tier 2 - All schools will form and use Tier 2 team to increase outcomes for students.

Category: School Culture

Research Cited: McCurdy, B. L., Kunsch, C. & Reibstein, S. (2007)

Tier: Tier 2

Activity - In House, In School Suspension, Counseling	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Staff members will be hired and trained in order to support students in classrooms be successful through a variety of tier 2 and 3 strategies and collection of data in order to see trends and patterns. This will include in house rooms at Jefferson, Holland Heights, West and Holland Middle School and Responsible Thinking room at HHS/HEC. These supports are to provide students a safe place to be ready to come back to class in a positive manner. This will include At Risk counselors as needed in schools. (Two positions at Jefferson, two at HMS, two at Heights, one at HHS). Schools: All Schools	Behavioral Support Program	Tier 2	Implement	08/21/2019	06/05/2020	$315538	Section 31a	Dir of SI Building administrators All staff Behavior staff

Activity - Fully implement 504 plans	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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All buildings will implement a system of having a key contact person who will review and ensure implementation of 504 plans. Schools: All Schools	Behavioral Support Program, Academic Support Program	Tier 2	Implement	08/21/2019	06/05/2020	$0	General Fund	Dir of Student Services Building administrators Key 504 staff contacts

Activity - EDP Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students will learn Naviance EDP tool and have opportunities to explore careers, training opportunities that include on-site work based learning in grades 6-12. Schools: All Schools	Career Preparation /Orientation	Tier 1	Implement	08/21/2019	06/05/2020	$0	General Fund	All administrators Counselors My Life Teachers

Activity - CPI Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All 6-12 staff and most K-5 staff will participate in CPI training without restraints (those who work most closely around behavior needs will attend a refresher on CPI with restraints). Schools: All Schools	Behavioral Support Program	Tier 1	Implement	08/21/2019	06/05/2020	$0	General Fund	Assistant Dir. of Student Services Dir. of SI Principals Teachers Staff

Strategy 2:

Equity Project - All staff will participate in an ongoing three year advancing equity/training work.

Category: School Culture

Research Cited: Moore, Eddie. The Guide to White Women Teaching Black Boys, 2019

Tier: Tier 1

Activity - Equity PD	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
HPS staff and administrators will be part of three two hour sessions on advancing understanding of equity and teaching (T2A funds). Schools: All Schools	Behavioral Support Program, Academic Support Program	Tier 1		08/21/2019	06/05/2020	$10500	Title II Part A	Dir. of SI AP HHS Staff Principals

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Activity - Aligning Equity Strategies	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
HPS staff and administrators will begin to refine instructional strategies to be aligned with equity work through analysis of lesson plans. Schools: All Schools	Behavioral Support Program	Tier 1	Implement	08/21/2019	06/05/2020	$0	General Fund	All staff All administrators

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Activity Summary by Funding Source

Below is a breakdown of your activities by funding source

No Funding Required

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Review Behavioral Data	All buildings will continue to monitor behavior data on a monthly basis using SWIS and/or Infinite Campus during building PBIS meetings and CSI meetings at least monthly and report to District Leadership Team of PPSC. (Includes: SWIS/IC, TFI at least quarterly, survey data at least twice per year and SSC data). Work to implement SWIS at HHS to track student behavior.	Behavioral Support Program	Tier 2	Implement	08/21/2019	06/05/2020	$0	Assistant Dir. of Student Services District administrators Teachers
GSRP Readiness	GSRP classrooms will continue to be at West, Heights and Jefferson and teachers from GSRP and Kindergarten will continue to talk and share about how to ready students for Kindergarten through early literacy skills.	Academic Support Program	Tier 1	Implement	08/21/2019	06/05/2020	$0	GSRP staff Kindergarten staff

Title II Part A

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Intervention Support	Teachers will dig deeply into MTSS book study and determine the areas of focus and be provided time during CSI/PD to implement well. Intervention support will be provided in MTSS through ongoing data reviews 3x year for all levels/buildings, use of evidence based strategies such as SIOP, EL Multi Age reading, embedded lessons and support from Speech and Language Specialists, 95% lessons both whole group and small group as needed, eSpark support and before/after/during the day tutoring support as needed. ($2200 subs)	Academic Support Program	Tier 2	Implement	08/21/2019	06/05/2020	$2859	Dir. of SI Building principals Teachers Instructional coaches

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MTSS for Reading	MTSS for reading will be fully implemented in K-5 and at HMS in grades 6-8 through Read 180/S44. Teachers will learn the factors for success and use data and assessments to drive the skill based instruction. Only interventions from district approved list will be used based on evidence in like settings. New interventions will be used for RR and EL; Visualizing and Verbalizing and Seeing Stars. Tutoring at HMS and HHS for up to 777 hours @ 30.34 per hour for lunch and after school tutoring. ($35,000 for tutoring; $2,000 CASA transportation; $40,000 Lindamood Bell); 17,131 for T1 Reading support at HMS $17,131; HMS reading support $50,310 (2 hours per day); IA support at elementary buildings= 27,985; 11,840; 12,916; 22,230). (T1- $22,230 West IA) ($2200 subs) ($22044 - HLA partial T2P)	Academic Support Program	Tier 2	Implement	08/21/2019	06/05/2020	$2200	Building Principals Title I staff Dir. of SI IAs All teachers
RNN Implementation and Data Analysis	Teachers will continue to implement the Essentials document and follow RNN principles (RNN HIL schools will implement specific essentials- Jefferson, Heights, West). HHS will use the The Reading Strategies book; HMS and HHS will use the content literacy Essential document).	Professional Learning	Tier 1	Implement	08/21/2019	06/05/2020	$2034	Instructional Coaches Teachers Building Principals RNN HIL Facilitator
Math Coach K-8	Math coach will focus time on grades 4-5 and 6-8 with face to face coaching cycles, data reviews, DIG professional development and use learning labs to increase overall math data and help set up MTSS for math and implement programs. ($700 fee for cognitive coaching)	Direct Instruction	Tier 2	Monitor	08/21/2019	06/05/2020	$700	Director of School Improvement Math Coach Building Administrators All K8 teachers
DBQ SS HHS	All HHS SS teachers will work to implement the DBQ model into Open Book for all core courses. Time will be provided during the summer of 2019 and during the school year to ensure consistent implementation. Up to 80 hours at 30.34/hr. for teachers.	Curriculum Development	Tier 1	Getting Ready	08/21/2019	06/05/2020	$7200	OAISD SS Consultant SS teachers

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DIG and SE/GE Math Cohorts	With help of Math Coach, teachers who elect to be part of DIG (Differentiated Instructional Groups) and SE/GE Cohorts will continue to meet regularly and work together to plan for individualized instruction in math and meet the varied needs of students. (up to 150 hours at $30.34).	Teacher Collaboration, Professional Learning, Direct Instruction, Academic Support Program	Tier 2	Implement	08/21/2019	06/05/2020	$6750	Director of SI Math Coach Building Principals Teachers
K-5 Reading Plans	All K-5 teachers of reading will monitor the effectiveness of reading plans and work with instructional coaches and building administrators as a district to modify the plans as needed. Data from fidelity checks will be utilized to learn from implementation and continue to implement with increased fidelity and use data to drive process. Plans will also be monitored by teachers, administrators and coaches through a collaborative process in order to learn about implementation. (HLA will implement and carry out instructional cycle that includes AAL and district curriculum). (Jefferson will continue to have teachers learn to use effective strategies via book study). (.8 D. Lerch, .8 K. Trenary, .2 D. Lerch, $90,000 K. Trenary and $24,000 G. Meyer)	Direct Instruction, Curriculum Development	Tier 1	Monitor	08/21/2019	06/05/2020	$24000	Dir. of SI ELA coaches EL coach Teachers Building administrators
Add a Lingua	Teachers will learn how to use research based strategies provided by Add a Lingua to teach in the Two Way Bilingual Program. (Includes training, ongoing support, two way curriculum resources, weekly training and supplemental materials, professional development for 7 teachers and building administrators). (Costs: $30,500 T2a; $83,500 Gen fund).	Professional Learning	Tier 1	Implement	08/21/2019	06/05/2020	$30500	Add a Lingua Staff TWBI Point Person Dir. of School Improvement Building Principal (s)
Lesson Components	Teachers will use 5D+ model to improve learning outcomes and fully implement the district curriculum. (MASSP Collin Ripmaster @ 2500/day) (2 days 5D coaching)	Direct Instruction	Tier 1	Implement	08/21/2019	06/05/2020	$5000	Building principals Teachers

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Leadership/ Coaching	Leadership coach as identified by principals and additional training for coaches (cognitive coaching).	Professional Learning	Tier 1	Monitor	08/21/2019	06/05/2020	$2400	Director of School Improvement Building Administrators Leadership coach (cognitive coaching fees)
High School Science Units- NEW	All HHS Science teachers will work to implement at least one new unit that is vetted and aligned to NexGen standards and continue adding to units until all units are fully aligned by fall of 2020. Time will be provided to get ready and debrief.	Academic Support Program, Curriculum Development	Tier 1	Implement	08/21/2019	06/05/2020	$1540	Principals OAISD Science Consultant Dept. Chair Science Science teachers
Increase writing opportunities	Writing across the curriculum will be intentionally taught and used as a strategy in all classrooms at HMS.	Academic Support Program	Tier 1	Implement	08/21/2019	06/05/2020	$764	Building Principals Teachers Coaches
Common District Assessment	All buildings will follow district and state assessment windows (common assessment windows, common assessment procedures and common data protocols -i.e. Data Wise) and then data will be analyzed by subgroup to ensure all students are making progress. Teachers will identify the areas to focus intentionally test preparation on. Data will be triangulated when possible. (for ASL teachers, sub costs)	Other - Assessment System	Tier 1	Implement	08/21/2019	06/05/2020	$220	Dir. of SI Building Assessment staff Teachers Administrators

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Curriculum -Vertical Alignment and Monitoring	Pre-8th grade teachers will work on the continuation of vertical alignment during a district PSD and during ongoing CSI meetings. The purpose will be to continue the discussion on rigor and need for high expectations, discuss entrance and exit criteria and how to implement strategies and programs to meet the needs of all students. All curriculums (ELA, Math, SS to start) will be monitored and strategies revised based on data. This will be achieved by all staff using a pacing guide monitoring form or instructional feedback form or curriculum fidelity check 2-3 x per year or other survey data. The process of monitoring curriculum will be pared with looking at data to ensure all students at HPS have access to GV curriculum. This is to ensure the curriculum is being taught, data is used to review if it is helping students achieve on state and local assessments and then adjusted and monitored. (3 staff to attend MDE SI conference, registration and mileage) ($815 for Dir. of SI to attend MASFPS)	Curriculum Developme nt	Tier 1	Implement	08/21/2019	06/05/2020	$1278	Director of School Improveme nt Building Principals Pre-8th grade staff from across the district
K-5 Reading including small group time	Teachers of K-5 (general education and special education) will continue to follow the district reading plans which include continued professional learning around the Essentials documents/videos and professional learning around the WOW (World of Words for TK-1 teachers) and ongoing coaching support. For teachers at HLA, this will include support from add a lingua to fully implement the Spanish English framework. Scholastic hosting fee. Students in K-5 will be part of a data driven small group reading time at least 3x per week based on data and informed by teachers who are trained in how to use the Fountas and Pinnell data to drive instructional groupings. These will be monitored through coaching, data meetings, fidelity checks and looking at data and setting goals by classroom. All elementary principals and literacy coaches will be part of an ongoing professional learning around small group instruction. ($24,535- Heights T1, $21,239 - HLA T1, $19,196 - HLA T1 and $21,830 - West T1)	Direct Instruction, Academic Support Program, Curriculum Developme nt	Tier 1	Monitor	08/21/2019	06/05/2020	$1196	Director of SI Building Principals Teachers Coaches

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EL Teacher Direct Support	EL teachers will use Visualizing & Verbalizing and R 180/S44 (at secondary level) to increase outcomes for EL students and will use evidence based interventions and will push in for support to students when appropriate. At the secondary level, IA support will push into core content classes to help students with academic support with tests, homework and increase passing rates for students. 5 Bilingual IAs - $65 X 5 T to attend KISD (subs 4 days)	Materials, Direct Instruction	Tier 2	Implement	08/21/2019	06/05/2020	$440	Principals EL teachers EL Bilingual IAs
Equity PD	HPS staff and administrators will be part of three two hour sessions on advancing understanding of equity and teaching (T2A funds).	Behavioral Support Program, Academic Support Program	Tier 1		08/21/2019	06/05/2020	$10500	Dir. of SI AP HHS Staff Principals
NexGen Science Standards Alignment	Staff will work by content area at high school (i.e. physical science) collaboratively with AP Mehall/Mike Fine on learning how to teach in new NexGen units. Teachers will work with a facilitator to implement new unit for each course during 2019 20 school year. (up to 14 days for 7 teachers @ $110). MS Science teachers will continue to implement the Mi Star Science program and will meet to debrief and learn how to implement the standards (7 days with subs for teachers @$110 each).	Professional Learning	Tier 1	Implement	08/21/2019	06/05/2020	$2310	HS Science Department Chair Dir. of School Improvement Building administration New 6/7 teachers to Science ISD Science Consultant
EL Teacher Direct Support	EL teachers will use Visualizing & Verbalizing and R 180/S44 (at secondary level) to increase outcomes for EL students and will use evidence based interventions and will push in for support to students when appropriate. At the secondary level, IA support will push into core content classes to help students with academic support with tests, homework and increase passing rates for students. 5 Bilingual IAs - $65 X 5 T to attend KISD (subs 4 days)	Materials, Direct Instruction	Tier 2	Implement	08/21/2019	06/05/2020	$325	Principals EL teachers EL Bilingual IAs

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Intervention Support	Teachers will dig deeply into MTSS book study and determine the areas of focus and be provided time during CSI/PD to implement well. Intervention support will be provided in MTSS through ongoing data reviews 3x year for all levels/buildings, use of evidence based strategies such as SIOP, EL Multi Age reading, embedded lessons and support from Speech and Language Specialists, 95% lessons both whole group and small group as needed, eSpark support and before/after/during the day tutoring support as needed. ($2200 subs)	Academic Support Program	Tier 2	Implement	08/21/2019	06/05/2020	$2200	Dir. of SI Building principals Teachers Instructional coaches
Grading Practices	Staff at HMS will begin to dig into the grading practices book and look at their data and student needs; HHS will continue the work and pilot with plans to be developed for all students and staff for 20 21 in order to help students be successful through rigorous and consistent grading practices.	Academic Support Program	Tier 1	Getting Ready	08/21/2019	06/05/2020	$1223	Dir of SI Building principals All staff

Title I Part A

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
RtI Math 4-8	All buildings will use data (DELTA, STAR, formative, unit tests, or quizzes) to inform instruction, small group work and additional supports. Data will be used to inform RtI process through progress monitoring, screening all students at least 3 x per year, provide research based interventions through Delta site and other tools linked to district programs and PD for those providing interventions. Secondary staff will use protocol to review class, district and state assessment data to determine path for students. HMS will use intervention classes (cost of teacher through T1 for HMS) to drill down to specific needs for students in an additional class. (Math push in IA @ HMS)	Academic Support Program	Tier 2	Monitor	08/21/2019	06/05/2020	$26269	Building principals Math Coach K-8 Instructional Specialist HHS/HEC Assist Principal who supervises Math department

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95% Group for K-2	All K-3 teachers will continue to be trained and supported to implement the 95% group intervention through in-class coaching of the whole group lesson and then identified students will be supported in pull out intervention. Lead T2P in at: Jefferson, West and Holland Heights. IA support will be provided in order to keep small group size to under 5-6 each group. Students will be progress monitored using 95% assessments and classroom teachers will follow sequence of lessons for short lessons each day and help with assessments. (Heights= $41,681, 23,853; West= $35,660, 29,086; Jefferson= $41,681, $30,976)	Academic Support Program	Tier 2	Implement	08/21/2019	06/05/2020	$116336	All Title I funded staff ELA coach Building Principals Dir. of School Improvement
Math Coach K-8	Math coach will focus time on grades 4-5 and 6-8 with face to face coaching cycles, data reviews, DIG professional development and use learning labs to increase overall math data and help set up MTSS for math and implement programs. ($700 fee for cognitive coaching)	Direct Instruction	Tier 2	Monitor	08/21/2019	06/05/2020	$73655	Director of School Improvement Math Coach Building Administrators All K8 teachers
MTSS for Reading	MTSS for reading will be fully implemented in K-5 and at HMS in grades 6-8 through Read 180/S44. Teachers will learn the factors for success and use data and assessments to drive the skill based instruction. Only interventions from district approved list will be used based on evidence in like settings. New interventions will be used for RR and EL; Visualizing and Verbalizing and Seeing Stars. Tutoring at HMS and HHS for up to 777 hours @ 30.34 per hour for lunch and after school tutoring. ($35,000 for tutoring; $2,000 CASA transportation; $40,000 Lindamood Bell); 17,131 for T1 Reading support at HMS $17,131; HMS reading support $50,310 (2 hours per day); IA support at elementary buildings= 27,985; 11,840; 12,916; 22,230). (T1- $22,230 West IA) ($2200 subs) ($22044 - HLA partial T2P)	Academic Support Program	Tier 2	Implement	08/21/2019	06/05/2020	$74971	Building Principals Title I staff Dir. of SI IAs All teachers
Families in Transition (Homeless)	Students who are in transition (homeless) will be provided extended day support at Holland High School (or another mutually agreed upon site) for up to 166 hours by a certified teacher. (These are identified McKinney-Vento students as Holland High School is not Title I.)	Academic Support Program	Tier 3	Implement	08/21/2019	06/05/2020	$7200	Holland High School principals Director of School Improvement FIT Coordinator

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Check and Connect	West, Jefferson and Heights will have a check and connect person to meet with identified students who need additional supports with content standard work, homework completion and rewards for positive school behaviors. Staff will be trained in how to support students academically. (West partial Jefferson, HLA partial and Heights) (Jefferson - $18,643)	Behavioral Support Program, Academic Support Program	Tier 3	Implement	08/21/2019	06/05/2020	$69001	Principals Dir. of SI Check and Connect Staff
K-5 Reading including small group time	Teachers of K-5 (general education and special education) will continue to follow the district reading plans which include continued professional learning around the Essentials documents/videos and professional learning around the WOW (World of Words for TK-1 teachers) and ongoing coaching support. For teachers at HLA, this will include support from add a lingua to fully implement the Spanish English framework. Scholastic hosting fee. Students in K-5 will be part of a data driven small group reading time at least 3x per week based on data and informed by teachers who are trained in how to use the Fountas and Pinnell data to drive instructional groupings. These will be monitored through coaching, data meetings, fidelity checks and looking at data and setting goals by classroom. All elementary principals and literacy coaches will be part of an ongoing professional learning around small group instruction. ($24,535- Heights T1, $21,239 - HLA T1, $19,196 - HLA T1 and $21,830 - West T1)	Direct Instruction, Academic Support Program, Curriculum Developme nt	Tier 1	Monitor	08/21/2019	06/05/2020	$86800	Director of SI Building Principals Teachers Coaches
MTSS for Reading	MTSS for reading will be fully implemented in K-5 and at HMS in grades 6-8 through Read 180/S44. Teachers will learn the factors for success and use data and assessments to drive the skill based instruction. Only interventions from district approved list will be used based on evidence in like settings. New interventions will be used for RR and EL; Visualizing and Verbalizing and Seeing Stars. Tutoring at HMS and HHS for up to 777 hours @ 30.34 per hour for lunch and after school tutoring. ($35,000 for tutoring; $2,000 CASA transportation; $40,000 Lindamood Bell); 17,131 for T1 Reading support at HMS $17,131; HMS reading support $50,310 (2 hours per day); IA support at elementary buildings= 27,985; 11,840; 12,916; 22,230). (T1- $22,230 West IA) ($2200 subs) ($22044 - HLA partial T2P)	Academic Support Program	Tier 2	Implement	08/21/2019	06/05/2020	$22230	Building Principals Title I staff Dir. of SI IAs All teachers

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Parent Engagement	Parent engagement will continue around how parents can support their students in reading at home and at school; pilots based on Harvard model will begin at various buildings in order to engage parents on a higher level in order to support their student. Title III Home Liaison, Title I Parent Engagement. Academic Parent Teacher Teams will be started for the Transitional 3rd grade classroom and at HLA for 2nd grade. (T3= 681, 743, 739,739; T1= 2343,1463,1162, 750).	Parent Involvement	Tier 2	Implement	08/21/2019	06/05/2020	$5718	Building principals School Improvement Teams Title III Parent Liaison Parent Liaisons
Curriculum -Vertical Alignment and Monitoring	Pre-8th grade teachers will work on the continuation of vertical alignment during a district PSD and during ongoing CSI meetings. The purpose will be to continue the discussion on rigor and need for high expectations, discuss entrance and exit criteria and how to implement strategies and programs to meet the needs of all students. All curriculums (ELA, Math, SS to start) will be monitored and strategies revised based on data. This will be achieved by all staff using a pacing guide monitoring form or instructional feedback form or curriculum fidelity check 2-3 x per year or other survey data. The process of monitoring curriculum will be pared with looking at data to ensure all students at HPS have access to GV curriculum. This is to ensure the curriculum is being taught, data is used to review if it is helping students achieve on state and local assessments and then adjusted and monitored. (3 staff to attend MDE SI conference, registration and mileage) ($815 for Dir. of SI to attend MASFPS)	Curriculum Development	Tier 1	Implement	08/21/2019	06/05/2020	$815	Director of School Improvement Building Principals Pre-8th grade staff from across the district
Writing Units	Continue to implement the MAISA units of Writing Instruction for grades K-5 Writing; 6-12 for both ELA and Writing. Use CSI time and curriculum time to learn how to effectively teach using the new structure, share data and ideas with colleagues. Grammar lessons will be used more consistently across district.	Direct Instruction	Tier 1	Implement	08/21/2019	06/05/2020	$0	Instructional coaches Dir. of School Improvement Building Principals Teachers of writing

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MTSS for Reading	MTSS for reading will be fully implemented in K-5 and at HMS in grades 6-8 through Read 180/S44. Teachers will learn the factors for success and use data and assessments to drive the skill based instruction. Only interventions from district approved list will be used based on evidence in like settings. New interventions will be used for RR and EL; Visualizing and Verbalizing and Seeing Stars. Tutoring at HMS and HHS for up to 777 hours @ 30.34 per hour for lunch and after school tutoring. ($35,000 for tutoring; $2,000 CASA transportation; $40,000 Lindamood Bell); 17,131 for T1 Reading support at HMS $17,131; HMS reading support $50,310 (2 hours per day); IA support at elementary buildings= 27,985; 11,840; 12,916; 22,230). (T1- $22,230 West IA) ($2200 subs) ($22044 - HLA partial T2P)	Academic Support Program	Tier 2	Implement	08/21/2019	06/05/2020	$17131	Building Principals Title I staff Dir. of SI IAs All teachers
K-5 Reading Plans	All K-5 teachers of reading will monitor the effectiveness of reading plans and work with instructional coaches and building administrators as a district to modify the plans as needed. Data from fidelity checks will be utilized to learn from implementation and continue to implement with increased fidelity and use data to drive process. Plans will also be monitored by teachers, administrators and coaches through a collaborative process in order to learn about implementation. (HLA will implement and carry out instructional cycle that includes AAL and district curriculum). (Jefferson will continue to have teachers learn to use effective strategies via book study). (.8 D. Lerch, .8 K. Trenary, .2 D. Lerch, $90,000 K. Trenary and $24,000 G. Meyer)	Direct Instruction, Curriculum Developme nt	Tier 1	Monitor	08/21/2019	06/05/2020	$30805	Dir. of SI ELA coaches EL coach Teachers Building administrat ors
RtI Math 4-8	All buildings will use data (DELTA, STAR, formative, unit tests, or quizzes) to inform instruction, small group work and additional supports. Data will be used to inform RtI process through progress monitoring, screening all students at least 3 x per year, provide research based interventions through Delta site and other tools linked to district programs and PD for those providing interventions. Secondary staff will use protocol to review class, district and state assessment data to determine path for students. HMS will use intervention classes (cost of teacher through T1 for HMS) to drill down to specific needs for students in an additional class. (Math push in IA @ HMS)	Academic Support Program	Tier 2	Monitor	08/21/2019	06/05/2020	$74854	Building principals Math Coach K-8 Instructiona l Specialist HHS/HEC Assist Principal who supervises Math department

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General Fund

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Independent Reading	Participate in ongoing training around implementation of IR. Independent reading will be implemented across the district as an ongoing activity to support literacy development PreK-12 at HPS. At the K-5 level, the district mandated amount of independent reading time will be monitored and will include conferring (distinction made between independent reading and silent reading); at the 6-12 levels dedicated times will be set via school improvement process for independent reading with conferring. Classroom libraries will continue to be expanded and started throughout the district through book drives, use of funds where and when appropriate adding to existing classroom libraries. ($5,000 for classroom libraries; $28,260 for eSpark for Heights, Jefferson, West; $9,000 from general fund for books including library books).	Academic Support Program	Tier 1	Implement	08/21/2019	06/05/2020	$9000	Dir. of SI Building Principals School Improvement Chairs Teachers Coaches
Parent Activity	Parent information nights and other forms of communication will be shared with parents about district and building math programs in order to enlist parents support and assistance with helping students be successful (i.e. notes home, phone calls, parent nights, tutoring, showing data).	Parent Involvement	Tier 1	Implement	08/21/2019	06/05/2020	$0	Dir. of SI Building Principals (all) Teachers
DEAL/Story Problems	Staff at all K-5 buildings will implement consistent strategies for teaching students how to solve and become successful on story problems through data analysis and coaching. Math coach will support through online and face to face PD so students will be more successful on math story problems.	Academic Support Program	Tier 1	Implement	08/21/2019	06/05/2020	$0	Principal (s) all K-7 K-7 Math Coach All teachers
Common District Assessment	All buildings will follow district and state assessment windows (common assessment windows, common assessment procedures and common data protocols -i.e. Data Wise) and then data will be analyzed by subgroup to ensure all students are making progress. Teachers will identify the areas to focus intentionally test preparation on. Data will be triangulated when possible. (for ASL teachers, sub costs)	Other - Assessment System	Tier 1	Implement	08/21/2019	06/05/2020	$0	Dir. of SI Building Assessment staff Teachers Administrators

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High School Science Units- NEW	All HHS Science teachers will work to implement at least one new unit that is vetted and aligned to NexGen standards and continue adding to units until all units are fully aligned by fall of 2020. Time will be provided to get ready and debrief.	Academic Support Program, Curriculum Developme nt	Tier 1	Implement	08/21/2019	06/05/2020	$0	Principals OAISD Science Consultant Dept. Chair Science Science teachers
Grading Practices	Staff at HMS will begin to dig into the grading practices book and look at their data and student needs; HHS will continue the work and pilot with plans to be developed for all students and staff for 20 21 in order to help students be successful through rigorous and consistent grading practices.	Academic Support Program	Tier 1	Getting Ready	08/21/2019	06/05/2020	$0	Dir of SI Building principals All staff
Restorative Practice Training	Staff will have multiple opportunities to participate in restorative practices training and learn how to implement the strategies into building and classrooms. These trainings will be available on weekends and evenings.	Professiona l Learning	Tier 1	Implement	08/21/2019	06/05/2020	$0	Dir. of Student Services Behavioral Support Staff All staff
Protocol for Examining Data	Teachers throughout district will monitor their reading data through a variety of strategies: CSI time for benchmark meetings; data digs after school or with sub coverage. Teachers will use benchmark and progress monitoring data to determine needed next steps while being supported by instructional and literacy coaches. (Costs for Renaissance-Star- $40,000; SRI $27,000).	Academic Support Program	Tier 1	Monitor	08/21/2019	06/05/2020	$15687	Principals Instructiona l Specialist/L iteracy Coaches Dir of SI Teachers
Curriculum -Vertical Alignment and Monitoring	Pre-8th grade teachers will work on the continuation of vertical alignment during a district PSD and during ongoing CSI meetings. The purpose will be to continue the discussion on rigor and need for high expectations, discuss entrance and exit criteria and how to implement strategies and programs to meet the needs of all students. All curriculums (ELA, Math, SS to start) will be monitored and strategies revised based on data. This will be achieved by all staff using a pacing guide monitoring form or instructional feedback form or curriculum fidelity check 2-3 x per year or other survey data. The process of monitoring curriculum will be pared with looking at data to ensure all students at HPS have access to GV curriculum. This is to ensure the curriculum is being taught, data is used to review if it is helping students achieve on state and local assessments and then adjusted and monitored. (3 staff to attend MDE SI conference, registration and mileage) ($815 for Dir. of SI to attend MASFPS)	Curriculum Developme nt	Tier 1	Implement	08/21/2019	06/05/2020	$0	Director of School Improveme nt Building Principals Pre-8th grade staff from across the district

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PBIS Routines	All buildings for classroom will ensure expectations are posted and aligned with school wide expectations, including routines, develop and adhere to schedule for teaching and reteaching classroom expectations that include showing evidence of teaching lessons.	Behavioral Support Program	Tier 1	Implement	08/21/2019	06/05/2020	$0	PBIS Coach Principals Staff
Giants/Open book Curriculum	Teachers in grades 6-8 will use the Giants curriculum to fully implement in place of TCI for all students. Time will be provided with OAISD SS Consultant and other teachers to learn how to best implement the program. 5th grade teachers who elect to will pilot the Giants curriculum. (Subs will be provided as needed).	Direct Instruction, Curriculum Developme nt	Tier 1	Implement	08/21/2019	06/05/2020	$0	Dir of SI Principals SS teachers of grades 6-8 OAISD SS Consultant
Lesson Components	Teachers will use 5D+ model to improve learning outcomes and fully implement the district curriculum. (MASSP Collin Ripmaster @ 2500/day) (2 days 5D coaching)	Direct Instruction	Tier 1	Implement	08/21/2019	06/05/2020	$0	Building principals Teachers
Aligning Equity Strategies	HPS staff and administrators will begin to refine instructional strategies to be aligned with equity work through analysis of lesson plans.	Behavioral Support Program	Tier 1	Implement	08/21/2019	06/05/2020	$0	All staff All administrat ors
Add a Lingua	Teachers will learn how to use research based strategies provided by Add a Lingua to teach in the Two Way Bilingual Program. (Includes training, ongoing support, two way curriculum resources, weekly training and supplemental materials, professional development for 7 teachers and building administrators). (Costs: $30,500 T2a; $83,500 Gen fund).	Professiona l Learning	Tier 1	Implement	08/21/2019	06/05/2020	$83500	Add a Lingua Staff TWBI Point Person Dir. of School Improveme nt Building Principal (s)
District EL Home Liaison/Cultural Broker	A bilingual liaison will facilitate communication between HPS and EL families. (Costs reflected in T3 in parent engagement activity).	Behavioral Support Program, Academic Support Program	Tier 2	Implement	08/21/2019	06/05/2020	$0	EL coach Bilingual liaisons
OW Monitoring	Students taking OW courses will be monitored for completion, credit recovery and gaining credits through a developed system at HHS, HEC and HVRT. (Data will be shared at least 2-4 times per school year with Office of SI at agreed upon set times). (total cost of OW, $64,000) (.25 HVRT teacher costs, in place of T1) (HVRT two lab instructors)	Academic Support Program	Tier 2	Monitor	08/21/2019	06/05/2020	$40000	Secondary administrat ors Teachers in OW lab Dir. of SI
Increase writing opportunities	Writing across the curriculum will be intentionally taught and used as a strategy in all classrooms at HMS.	Academic Support Program	Tier 1	Implement	08/21/2019	06/05/2020	$0	Building Principals Teachers Coaches

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Fully implement 504 plans	All buildings will implement a system of having a key contact person who will review and ensure implementation of 504 plans.	Behavioral Support Program, Academic Support Program	Tier 2	Implement	08/21/2019	06/05/2020	$0	Dir of Student Services Building administrators Key 504 staff contacts
Trauma Informed Classrooms	All HPS staff will continue to implement best practices for students in trauma through ongoing dialogues and sharing of practices.	Professional Learning	Tier 1	Monitor	08/21/2019	06/05/2020	$0	Dir. of Student Services Behavior Support staff Dir. of School Improvement Building administrators All staff
EDP Development	Students will learn Naviance EDP tool and have opportunities to explore careers, training opportunities that include on-site work based learning in grades 6-12.	Career Preparation /Orientation	Tier 1	Implement	08/21/2019	06/05/2020	$0	All administrators Counselors My Life Teachers
PBL Rubric	HEC staff will receive training in PBL rubric with emphasis on evidence and "look fors." Thought partners will be established and will meet during CSI time to peer evaluate projects with emphasis on rigor and standards alignment.	Other, Professional Learning	Tier 1	Getting Ready	08/21/2019	06/05/2020	$0	HEC Director Staff
Transitional Kindergarten and GSRP	Teachers of Transitional Kindergarten and GSRP will work on learning about how the Kindergarten standards can and should be used to develop exit outcomes for pre K programs. Teachers will revise pacing guides based on readiness assessments and standards. This will be completed at CSI and PSD time. More intentional focus on looking at previous year (2018-19) data in order to ensure TK is rigorous enough for students to be ready for Kindergarten.	Teacher Collaboration	Tier 1	Implement	08/21/2019	06/05/2020	$0	Dir. of SI Teachers of TK Teachers of GSRP Kindergarten teachers
Vetted NexGen Science K-5 Curriculum	All teachers will learn about vetted/aligned NexGen Science curriculums during the summer of 2019.	Curriculum Development	Tier 1	Getting Ready	08/21/2019	06/05/2020	$40000	Dir. of SI Principals Teachers

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Unpacking Math Standards for Understanding	All teachers in grades K-8 will have an opportunity to unpack math standards and work to realign the essential standards by grade. This will occur during PD time to learn to focus more intentionally on the most essential standards.	Direct Instruction, Academic Support Program, Curriculum Developme nt	Tier 1	Monitor	08/21/2019	06/05/2020	$0	Math Coach Teachers Principals
OdesseyWare	OW will be modified to meet the standards taught at HHS/HEC by reviewing all math courses and to ensure student success. In order for students to experience success, tutoring and other supports will be provided.	Academic Support Program	Tier 2	Monitor	08/21/2019	06/05/2020	$42000	Dir. HVRT HHS/HEC administrati on Dir. of SI teachers at HVRT
Pre Teach Vocabulary	Special education teachers will pre teach vocabulary in order for students to be successful in SS class.	Academic Support Program	Tier 2	Implement	08/21/2019	06/05/2020	$0	Principal Teachers
CPI Training	All 6-12 staff and most K-5 staff will participate in CPI training without restraints (those who work most closely around behavior needs will attend a refresher on CPI with restraints).	Behavioral Support Program	Tier 1	Implement	08/21/2019	06/05/2020	$0	Assistant Dir. of Student Services Dir. of SI Principals Teachers Staff
Classroom routines	Use DUTCH matrix to create classroom behavior norms for students. Includes classroom expectations for subs and technology routines. Provide time to establish routines at start of school year. All schools will use same matrix (by grade level) and will coordinate common lessons and routines.	Behavioral Support Program, Academic Support Program	Tier 1	Implement	08/21/2019	06/05/2020	$0	Principals Teachers
Pilot Science Kits/Program	K-5 Science teachers will pilot units from Phenomenal or other vetted program during the 19 20 school year. Teachers will have PD time to debrief and learn about units and how they differ from BCS kits.	Direct Instruction, Academic Support Program	Tier 1	Getting Ready	08/21/2019	06/05/2020	$0	Dir. of SI Building Principals Teachers who elect to pilot new program
DBQ SS HHS	All HHS SS teachers will work to implement the DBQ model into Open Book for all core courses. Time will be provided during the summer of 2019 and during the school year to ensure consistent implementation. Up to 80 hours at 30.34/hr. for teachers.	Curriculum Developme nt	Tier 1	Getting Ready	08/21/2019	06/05/2020	$0	OAISD SS Consultant SS teachers

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Non Negotiable Items	The building will adhere to the district non negotiable expectations regarding school wide PBIS. This includes posting school wide expectations, developing and using the matrix, developing and implementing PBIS lesson plans, and adhering to and showing evidence of teaching the lessons.	Behavioral Support Program	Tier 1	Implement	08/21/2019	06/05/2020	$0	All staff All administrators

Title III

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Parent Engagement	Parent engagement will continue around how parents can support their students in reading at home and at school; pilots based on Harvard model will begin at various buildings in order to engage parents on a higher level in order to support their student. Title III Home Liaison, Title I Parent Engagement. Academic Parent Teacher Teams will be started for the Transitional 3rd grade classroom and at HLA for 2nd grade. (T3= 681, 743, 739,739; T1= 2343,1463,1162, 750).	Parent Involvement	Tier 2	Implement	08/21/2019	06/05/2020	$2902	Building principals School Improvement Teams Title III Parent Liaison Parent Liaisons
Supplemental materials for Title III	Supplemental materials will be purchased for EL students (to enhance learning to read, i.e. Journeys additional materials for EL students). (will use Title III immigrant funds)	Academic Support Program	Tier 3	Implement	08/21/2019	06/05/2020	$1999	Title III Coordinator
SIOP PD	Mileage for Home Liaison, SIOP coach and EL teachers to travel to and from schools; home visits and SIOP coach travel. See Title III budget. (mileage for coordinator to attend meetings; .25 FTE EL coach to support students in SIOP).	Professional Learning	Tier 2	Implement	08/21/2019	06/05/2020	$82	Title III Coordinator
SIOP PD	Mileage for Home Liaison, SIOP coach and EL teachers to travel to and from schools; home visits and SIOP coach travel. See Title III budget. (mileage for coordinator to attend meetings; .25 FTE EL coach to support students in SIOP).	Professional Learning	Tier 2	Implement	08/21/2019	06/05/2020	$30918	Title III Coordinator

Title IV Part A

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
STEM for K-8, PLTW	STEM curriculum will continue to evolve to include more embedded and identified Math and Science standards; PLTW will continue to be implemented at HHS with fidelity. (T4 costs for Aerospace course- training and supplies; 31A additional STEM supplies). ($21,237 T4, $10,000 STEM)	Curriculum Development	Tier 1	Implement	08/21/2019	06/05/2020	$21237	Dir. of SI STEM teachers Building principals

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TK-2 Social Skills	Teachers will receive materials and training to develop a schedule of when Second Step will be taught each week.	Behavioral Support Program	Tier 1	Implement	08/21/2019	06/05/2020	$15760	Dir. of SI Teachers of TK-2 PBIS staff
Work Towards NexGen Implementation	All teachers of Science will continue to work towards full implementation of new standards by fall of 2020. MS will continue implementation; HHS will implement at least 2-3 units in 19 20 school year; K-5 will learn about standards, pilot and then select program and plan for implementation. Enhance elementary Science by visiting DeGraff Nature Center ($609).	Curriculum Developme nt	Tier 1	Implement	08/21/2019	06/05/2020	$609	Dir. of SI Principals Teachers

Section 31a

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsibl e
EL Teacher Direct Support	EL teachers will use Visualizing & Verbalizing and R 180/S44 (at secondary level) to increase outcomes for EL students and will use evidence based interventions and will push in for support to students when appropriate. At the secondary level, IA support will push into core content classes to help students with academic support with tests, homework and increase passing rates for students. 5 Bilingual IAs - $65 X 5 T to attend KISD (subs 4 days)	Materials, Direct Instruction	Tier 2	Implement	08/21/2019	06/05/2020	$152354	Principals EL teachers EL Bilingual IAs

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K-5 Reading including small group time	Teachers of K-5 (general education and special education) will continue to follow the district reading plans which include continued professional learning around the Essentials documents/videos and professional learning around the WOW (World of Words for TK-1 teachers) and ongoing coaching support. For teachers at HLA, this will include support from add a lingua to fully implement the Spanish English framework. Scholastic hosting fee. Students in K-5 will be part of a data driven small group reading time at least 3x per week based on data and informed by teachers who are trained in how to use the Fountas and Pinnell data to drive instructional groupings. These will be monitored through coaching, data meetings, fidelity checks and looking at data and setting goals by classroom. All elementary principals and literacy coaches will be part of an ongoing professional learning around small group instruction. ($24,535- Heights T1, $21,239 - HLA T1, $19,196 - HLA T1 and $21,830 - West T1)	Direct Instruction, Academic Support Program, Curriculum Developme nt	Tier 1	Monitor	08/21/2019	06/05/2020	$25000	Director of SI Building Principals Teachers Coaches
Secondary Summer School	Odysseyware summer school at the high school for up to 4 weeks for students of Holland HS, HEC and VR Tech. (If funds are available.)	Academic Support Program	Tier 3	Implement	08/21/2019	06/05/2020	$20000	Director of School Improveme nt Building Administrat ors Staff
MTSS for Reading	MTSS for reading will be fully implemented in K-5 and at HMS in grades 6-8 through Read 180/S44. Teachers will learn the factors for success and use data and assessments to drive the skill based instruction. Only interventions from district approved list will be used based on evidence in like settings. New interventions will be used for RR and EL; Visualizing and Verbalizing and Seeing Stars. Tutoring at HMS and HHS for up to 777 hours @ 30.34 per hour for lunch and after school tutoring. ($35,000 for tutoring; $2,000 CASA transportation; $40,000 Lindamood Bell); 17,131 for T1 Reading support at HMS $17,131; HMS reading support $50,310 (2 hours per day); IA support at elementary buildings= 27,985; 11,840; 12,916; 22,230). (T1- $22,230 West IA) ($2200 subs) ($22044 - HLA partial T2P)	Academic Support Program	Tier 2	Implement	08/21/2019	06/05/2020	$50310	Building Principals Title I staff Dir. of SI IAs All teachers

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OW Monitoring	Students taking OW courses will be monitored for completion, credit recovery and gaining credits through a developed system at HHS, HEC and HVRT. (Data will be shared at least 2-4 times per school year with Office of SI at agreed upon set times). (total cost of OW, $64,000) (.25 HVRT teacher costs, in place of T1) (HVRT two lab instructors)	Academic Support Program	Tier 2	Monitor	08/21/2019	06/05/2020	$24500	Secondary administrators Teachers in OW lab Dir. of SI
BLAR/LLG	BLAR/Language and Literacy Guides will be used by all teachers in general education classrooms for reading based on reading plans. PD and support through coaching will be provided. (Resources= data meetings; 20 @ $110 each).	Professional Learning	Tier 1	Implement	08/21/2019	06/05/2020	$2200	Michelle Marko, ELA Coach Patti Dobias, Dir. of School Improvement BLAR participants Building principals
Algebra I /Double Block Math	Teachers of Algebra I learn to use differentiation to meet needs of students in Big Ideas Algebra I program through hands on PD and learning how to develop projects within online tools. (2 total sub days for MS and HS teachers of 8th and Algebra 1 double block)	Direct Instruction, Curriculum Development	Tier 1	Implement	08/21/2019	06/05/2020	$440	Dir. of SI HHS administrators HEC administrator Teachers Big Ideas trainer
STEM K-8	All students in grades K-7 will have STEM course daily/weekly to develop real world skills in math, science, SS and ELA through hands on projects with intentional focus on career development and awareness that are age appropriate. During summer of 2019, curriculum will be developed for K5 and completed for 7th grade STEM.	Direct Instruction	Tier 1	Implement	08/21/2019	06/05/2020	$10000	STEM teachers Building Principals Dir. of SI
OW Monitoring	Students taking OW courses will be monitored for completion, credit recovery and gaining credits through a developed system at HHS, HEC and HVRT. (Data will be shared at least 2-4 times per school year with Office of SI at agreed upon set times). (total cost of OW, $64,000) (.25 HVRT teacher costs, in place of T1) (HVRT two lab instructors)	Academic Support Program	Tier 2	Monitor	08/21/2019	06/05/2020	$23388	Secondary administrators Teachers in OW lab Dir. of SI

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Transitional Kindergarten and GSRP	Provide academic support to 31A identified students in Transitional Kindergarten at West, Heights and Jefferson. (1 teacher at each building; 1 IA at each Jefferson and HLA 31A). This will be both push in academic support. 2 TK teachers, plus 2 IAs (cost of TK program) To coordinate with GSRP classrooms at West, Heights and Jefferson to ensure positive academic outcomes for students around early literacy and specifically letter names and sounds. (Collect and analyze data from TK and GSRP and monitor students in grades K and 1 who were in these programs).	Academic Support Program	Tier 2	Implement	08/21/2019	06/05/2020	$394943	Building principal at Jefferson and Holland Heights, East and West IAs TK teachers Dir. of School Improvement
MTSS for Reading	MTSS for reading will be fully implemented in K-5 and at HMS in grades 6-8 through Read 180/S44. Teachers will learn the factors for success and use data and assessments to drive the skill based instruction. Only interventions from district approved list will be used based on evidence in like settings. New interventions will be used for RR and EL; Visualizing and Verbalizing and Seeing Stars. Tutoring at HMS and HHS for up to 777 hours @ 30.34 per hour for lunch and after school tutoring. ($35,000 for tutoring; $2,000 CASA transportation; $40,000 Lindamood Bell); 17,131 for T1 Reading support at HMS $17,131; HMS reading support $50,310 (2 hours per day); IA support at elementary buildings= 27,985; 11,840; 12,916; 22,230). (T1- $22,230 West IA) ($2200 subs) ($22044 - HLA partial T2P)	Academic Support Program	Tier 2	Implement	08/21/2019	06/05/2020	$22044	Building Principals Title I staff Dir. of SI IAs All teachers
Independent Reading	Participate in ongoing training around implementation of IR. Independent reading will be implemented across the district as an ongoing activity to support literacy development PreK-12 at HPS. At the K-5 level, the district mandated amount of independent reading time will be monitored and will include conferring (distinction made between independent reading and silent reading); at the 6-12 levels dedicated times will be set via school improvement process for independent reading with conferring. Classroom libraries will continue to be expanded and started throughout the district through book drives, use of funds where and when appropriate adding to existing classroom libraries. ($5,000 for classroom libraries; $28,260 for eSpark for Heights, Jefferson, West; $9,000 from general fund for books including library books).	Academic Support Program	Tier 1	Implement	08/21/2019	06/05/2020	$28260	Dir. of SI Building Principals School Improvement Chairs Teachers Coaches

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Independent Reading	Participate in ongoing training around implementation of IR. Independent reading will be implemented across the district as an ongoing activity to support literacy development PreK-12 at HPS. At the K-5 level, the district mandated amount of independent reading time will be monitored and will include conferring (distinction made between independent reading and silent reading); at the 6-12 levels dedicated times will be set via school improvement process for independent reading with conferring. Classroom libraries will continue to be expanded and started throughout the district through book drives, use of funds where and when appropriate adding to existing classroom libraries. ($5,000 for classroom libraries; $28,260 for eSpark for Heights, Jefferson, West; $9,000 from general fund for books including library books).	Academic Support Program	Tier 1	Implement	08/21/2019	06/05/2020	$5000	Dir. of SI Building Principals School Improvement Chairs Teachers Coaches
STEM for K-8, PLTW	STEM curriculum will continue to evolve to include more embedded and identified Math and Science standards; PLTW will continue to be implemented at HHS with fidelity. (T4 costs for Aerospace course- training and supplies; 31A additional STEM supplies). ($21,237 T4, $10,000 STEM)	Curriculum Development	Tier 1	Implement	08/21/2019	06/05/2020	$10000	Dir. of SI STEM teachers Building principals
Protocol for Examining Data	Teachers throughout district will monitor their reading data through a variety of strategies: CSI time for benchmark meetings; data digs after school or with sub coverage. Teachers will use benchmark and progress monitoring data to determine needed next steps while being supported by instructional and literacy coaches. (Costs for Renaissance-Star- $40,000; SRI $27,000).	Academic Support Program	Tier 1	Monitor	08/21/2019	06/05/2020	$27000	Principals Instructional Specialist/Literacy Coaches Dir of SI Teachers
Promoting Positive School Climate Training	Work to do it better and Work to do it right schools will continue with ongoing training to support the PBIS work and be part of the district PPSC system of implementation to reduce negative behaviors, work to increase positive behaviors and reward students for positive actions. (Groups of 2-4 staff from each team will meet 2-3 times per year and then take training back to entire staff). Each school will have a PBIS team that meets monthly and reviews data and informs practices at the school level. (54 sub days at $110/day)	Behavioral Support Program, Professional Learning	Tier 1	Implement	08/21/2019	06/05/2020	$5940	Dir. of Student Services Assis. Dir. of Student Service Designated staff to train All staff

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MTSS for Reading	MTSS for reading will be fully implemented in K-5 and at HMS in grades 6-8 through Read 180/S44. Teachers will learn the factors for success and use data and assessments to drive the skill based instruction. Only interventions from district approved list will be used based on evidence in like settings. New interventions will be used for RR and EL; Visualizing and Verbalizing and Seeing Stars. Tutoring at HMS and HHS for up to 777 hours @ 30.34 per hour for lunch and after school tutoring. ($35,000 for tutoring; $2,000 CASA transportation; $40,000 Lindamood Bell); 17,131 for T1 Reading support at HMS $17,131; HMS reading support $50,310 (2 hours per day); IA support at elementary buildings= 27,985; 11,840; 12,916; 22,230). (T1- $22,230 West IA) ($2200 subs) ($22044 - HLA partial T2P)	Academic Support Program	Tier 2	Implement	08/21/2019	06/05/2020	$35000	Building Principals Title I staff Dir. of SI IAs All teachers
Math Coach K-8	Math coach will focus time on grades 4-5 and 6-8 with face to face coaching cycles, data reviews, DIG professional development and use learning labs to increase overall math data and help set up MTSS for math and implement programs. ($700 fee for cognitive coaching)	Direct Instruction	Tier 2	Monitor	08/21/2019	06/05/2020	$37733	Director of School Improvement Math Coach Building Administrators All K8 teachers
Protocol for Examining Data	Teachers throughout district will monitor their reading data through a variety of strategies: CSI time for benchmark meetings; data digs after school or with sub coverage. Teachers will use benchmark and progress monitoring data to determine needed next steps while being supported by instructional and literacy coaches. (Costs for Renaissance-Star- $40,000; SRI $27,000).	Academic Support Program	Tier 1	Monitor	08/21/2019	06/05/2020	$24313	Principals Instructional Specialist/Literacy Coaches Dir of SI Teachers
Protocol for Examining Data	Teachers throughout district will monitor their reading data through a variety of strategies: CSI time for benchmark meetings; data digs after school or with sub coverage. Teachers will use benchmark and progress monitoring data to determine needed next steps while being supported by instructional and literacy coaches. (Costs for Renaissance-Star- $40,000; SRI $27,000).	Academic Support Program	Tier 1	Monitor	08/21/2019	06/05/2020	$2200	Principals Instructional Specialist/Literacy Coaches Dir of SI Teachers

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3rd Grade Reading	Teachers in grades TK-3 will use the district developed IRIP (Individual Reading Improvement Plan) that is aligned to district benchmarks that use benchmark (MDE approved) assessments and diagnostic assessments (MDE approved) and the 3rd grade reading bill to inform parents and define a partnership to help all students to be successful on the state tests and avoid retention. West 3rd grade will have one transitional class that will integrate curriculum, PBL and all content to increase the time spent on reading and writing and math. ($125,777).	Class Size Reduction, Walkthrough, Technology, Supplemental Materials, Direct Instruction, Academic Support Program, Curriculum Development, Parent Involvement	Tier 1	Implement	08/21/2019	06/05/2020	$125777	ELA Coaches Dir of SI Principals Literacy Group Parents Superintendent
K-5 Reading Plans	All K-5 teachers of reading will monitor the effectiveness of reading plans and work with instructional coaches and building administrators as a district to modify the plans as needed. Data from fidelity checks will be utilized to learn from implementation and continue to implement with increased fidelity and use data to drive process. Plans will also be monitored by teachers, administrators and coaches through a collaborative process in order to learn about implementation. (HLA will implement and carry out instructional cycle that includes AAL and district curriculum). (Jefferson will continue to have teachers learn to use effective strategies via book study). (.8 D. Lerch, .8 K. Trenary, .2 D. Lerch, $90,000 K. Trenary and $24,000 G. Meyer)	Direct Instruction, Curriculum Development	Tier 1	Monitor	08/21/2019	06/05/2020	$184972	Dir. of SI ELA coaches EL coach Teachers Building administrators
EL Teacher Direct Support	EL teachers will use Visualizing & Verbalizing and R 180/S44 (at secondary level) to increase outcomes for EL students and will use evidence based interventions and will push in for support to students when appropriate. At the secondary level, IA support will push into core content classes to help students with academic support with tests, homework and increase passing rates for students. 5 Bilingual IAs - $65 X 5 T to attend KISD (subs 4 days)	Materials, Direct Instruction	Tier 2	Implement	08/21/2019	06/05/2020	$68136	Principals EL teachers EL Bilingual IAs

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Math Data Review All Grades	Staff during CSI and Planning time will analyze data from M Step, Delta and other local sources to develop interventions in and out of class to best support the needs of the bottom 30% of learners at HHS. Math teachers will review current state assessment and ID areas where high % of students answer incorrectly and determine where in curriculum this is being missed and adjust curriculum to be sure it is being taught and mastered. Data review will occur during CSI meetings and department meetings and do so at progress report time and provide needed interventions.	Academic Support Program	Tier 2	Implement	08/21/2019	06/05/2020	$1980	All teachers Coaches Principals Dir. of SI (data protocol)
MTSS for Reading	MTSS for reading will be fully implemented in K-5 and at HMS in grades 6-8 through Read 180/S44. Teachers will learn the factors for success and use data and assessments to drive the skill based instruction. Only interventions from district approved list will be used based on evidence in like settings. New interventions will be used for RR and EL; Visualizing and Verbalizing and Seeing Stars. Tutoring at HMS and HHS for up to 777 hours @ 30.34 per hour for lunch and after school tutoring. ($35,000 for tutoring; $2,000 CASA transportation; $40,000 Lindamood Bell); 17,131 for T1 Reading support at HMS $17,131; HMS reading support $50,310 (2 hours per day); IA support at elementary buildings= 27,985; 11,840; 12,916; 22,230). (T1- $22,230 West IA) ($2200 subs) ($22044 - HLA partial T2P)	Academic Support Program	Tier 2	Implement	08/21/2019	06/05/2020	$2000	Building Principals Title I staff Dir. of SI IAs All teachers
OW Monitoring	Students taking OW courses will be monitored for completion, credit recovery and gaining credits through a developed system at HHS, HEC and HVRT. (Data will be shared at least 2-4 times per school year with Office of SI at agreed upon set times). (total cost of OW, $64,000) (.25 HVRT teacher costs, in place of T1) (HVRT two lab instructors)	Academic Support Program	Tier 2	Monitor	08/21/2019	06/05/2020	$63256	Secondary administrators Teachers in OW lab Dir. of SI

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MTSS for Reading	MTSS for reading will be fully implemented in K-5 and at HMS in grades 6-8 through Read 180/S44. Teachers will learn the factors for success and use data and assessments to drive the skill based instruction. Only interventions from district approved list will be used based on evidence in like settings. New interventions will be used for RR and EL; Visualizing and Verbalizing and Seeing Stars. Tutoring at HMS and HHS for up to 777 hours @ 30.34 per hour for lunch and after school tutoring. ($35,000 for tutoring; $2,000 CASA transportation; $40,000 Lindamood Bell); 17,131 for T1 Reading support at HMS $17,131; HMS reading support $50,310 (2 hours per day); IA support at elementary buildings= 27,985; 11,840; 12,916; 22,230). (T1- $22,230 West IA) ($2200 subs) ($22044 - HLA partial T2P)	Academic Support Program	Tier 2	Implement	08/21/2019	06/05/2020	$40000	Building Principals Title I staff Dir. of SI IAs All teachers
Promoting Positive School Climate Team (PPSC) Leadership Team	PBIS teams at each building will monitor behavior data monthly using SWIS and TFI (3x year), perception data for students in grades 6-12, parents and staff (2x year) and share with staff 3x year. (PBIS Coach to help coordinate and work with staff around data and to coach/support teachers with neediest students).	Behavioral Support Program, Professional Learning	Tier 1	Implement	08/21/2019	06/05/2020	$41562	Dir. of Student Services Assit. Dir. of Student Services Dir. of SI PPSC Coordinator Building Administrators All staff
In House, In School Suspension, Counseling	Staff members will be hired and trained in order to support students in classrooms be successful through a variety of tier 2 and 3 strategies and collection of data in order to see trends and patterns. This will include in house rooms at Jefferson, Holland Heights, West and Holland Middle School and Responsible Thinking room at HHS/HEC. These supports are to provide students a safe place to be ready to come back to class in a positive manner. This will include At Risk counselors as needed in schools. (Two positions at Jefferson, two at HMS, two at Heights, one at HHS).	Behavioral Support Program	Tier 2	Implement	08/21/2019	06/05/2020	$315538	Dir of SI Building administrators All staff Behavior staff
After School Support	CASA supported by Hope College and transportation fee is $2,000 for after school program run by Hope College. Other after school programs listed in Math.	Academic Support Program	Tier 2	Implement	08/21/2019	06/05/2020	$2000	Title III Coordinator Dir. of SI

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Check and Connect	West, Jefferson and Heights will have a check and connect person to meet with identified students who need additional supports with content standard work, homework completion and rewards for positive school behaviors. Staff will be trained in how to support students academically. (West partial Jefferson, HLA partial and Heights) (Jefferson - $18,643)	Behavioral Support Program, Academic Support Program	Tier 3	Implement	08/21/2019	06/05/2020	$18643	Principals Dir. of SI Check and Connect Staff
OdesseyWare	OW will be modified to meet the standards taught at HHS/HEC by reviewing all math courses and to ensure student success. In order for students to experience success, tutoring and other supports will be provided.	Academic Support Program	Tier 2	Monitor	08/21/2019	06/05/2020	$24500	Dir. HVRT HHS/HEC administration Dir. of SI teachers at HVRT
Transitional Kindergarten and GSRP	Teachers of Transitional Kindergarten and GSRP will work on learning about how the Kindergarten standards can and should be used to develop exit outcomes for pre K programs. Teachers will revise pacing guides based on readiness assessments and standards. This will be completed at CSI and PSD time. More intentional focus on looking at previous year (2018-19) data in order to ensure TK is rigorous enough for students to be ready for Kindergarten.	Teacher Collaboration	Tier 1	Implement	08/21/2019	06/05/2020	$394763	Dir. of SI Teachers of TK Teachers of GSRP Kindergarten teachers
HS SS DBQ	Teachers will have time to prepare to move to Open Book curriculum for the fall of 2019. (18 sub days at $110/each for SS - HHS new teachers to learn Open Book and DBQ).	Other - Data Analysis of M Step SS	Tier 2	Getting Ready	08/21/2019	06/05/2020	$1980	Dir. of SI Administrators Teachers of SS at HHS and HEC OAISD SS Consultant

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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
Parent Engagement	Parent engagement will continue around how parents can support their students in reading at home and at school; pilots based on Harvard model will begin at various buildings in order to engage parents on a higher level in order to support their student. Title III Home Liaison, Title I Parent Engagement. Academic Parent Teacher Teams will be started for the Transitional 3rd grade classroom and at HLA for 2nd grade. (T3= 681, 743, 739,739; T1= 2343,1463,1162, 750).	Parent Involvement	Tier 2	Implement	08/21/2019	06/05/2020	$8620	Building principals School Improvement Teams Title III Parent Liaison Parent Liaisons
Promoting Positive School Climate Team (PPSC) Leadership Team	PBIS teams at each building will monitor behavior data monthly using SWIS and TFI (3x year), perception data for students in grades 6-12, parents and staff (2x year) and share with staff 3x year. (PBIS Coach to help coordinate and work with staff around data and to coach/support teachers with neediest students).	Behavioral Support Program, Professional Learning	Tier 1	Implement	08/21/2019	06/05/2020	$41562	Dir. of Student Services Assit. Dir. of Student Services Dir. of SI PPSC Coordinator Building Administrators All staff
Promoting Positive School Climate Training	Work to do it better and Work to do it right schools will continue with ongoing training to support the PBIS work and be part of the district PPSC system of implementation to reduce negative behaviors, work to increase positive behaviors and reward students for positive actions. (Groups of 2-4 staff from each team will meet 2-3 times per year and then take training back to entire staff). Each school will have a PBIS team that meets monthly and reviews data and informs practices at the school level. (54 sub days at $110/day)	Behavioral Support Program, Professional Learning	Tier 1	Implement	08/21/2019	06/05/2020	$5940	Dir. of Student Services Assis. Dir. of Student Service Designated staff to train All staff

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Trauma Informed Classrooms	All HPS staff will continue to implement best practices for students in trauma through ongoing dialogues and sharing of practices.	Professional Learning	Tier 1	Monitor	08/21/2019	06/05/2020	$0	Dir. of Student Services Behavior Support staff Dir. of School Improvement Building administrators All staff
Supplemental materials for Title III	Supplemental materials will be purchased for EL students (to enhance learning to read, i.e. Journeys additional materials for EL students). (will use Title III immigrant funds)	Academic Support Program	Tier 3	Implement	08/21/2019	06/05/2020	$1999	Title III Coordinator
Writing Units	Continue to implement the MAISA units of Writing Instruction for grades K-5 Writing; 6-12 for both ELA and Writing. Use CSI time and curriculum time to learn how to effectively teach using the new structure, share data and ideas with colleagues. Grammar lessons will be used more consistently across district.	Direct Instruction	Tier 1	Implement	08/21/2019	06/05/2020	$0	Instructional coaches Dir. of School Improvement Building Principals Teachers of writing
Leadership/ Coaching	Leadership coach as identified by principals and additional training for coaches (cognitive coaching).	Professional Learning	Tier 1	Monitor	08/21/2019	06/05/2020	$2400	Director of School Improvement Building Administrators Leadership coach (cognitive coaching fees)

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Curriculum -Vertical Alignment and Monitoring	Pre-8th grade teachers will work on the continuation of vertical alignment during a district PSD and during ongoing CSI meetings. The purpose will be to continue the discussion on rigor and need for high expectations, discuss entrance and exit criteria and how to implement strategies and programs to meet the needs of all students. All curriculums (ELA, Math, SS to start) will be monitored and strategies revised based on data. This will be achieved by all staff using a pacing guide monitoring form or instructional feedback form or curriculum fidelity check 2-3 x per year or other survey data. The process of monitoring curriculum will be pared with looking at data to ensure all students at HPS have access to GV curriculum. This is to ensure the curriculum is being taught, data is used to review if it is helping students achieve on state and local assessments and then adjusted and monitored. (3 staff to attend MDE SI conference, registration and mileage) ($815 for Dir. of SI to attend MASFPS)	Curriculum Developme nt	Tier 1	Implement	08/21/2019	06/05/2020	$2093	Director of School Improveme nt Building Principals Pre-8th grade staff from across the district
Restorative Practice Training	Staff will have multiple opportunities to participate in restorative practices training and learn how to implement the strategies into building and classrooms. These trainings will be available on weekends and evenings.	Professiona l Learning	Tier 1	Implement	08/21/2019	06/05/2020	$0	Dir. of Student Services Behavioral Support Staff All staff
SIOP PD	Mileage for Home Liaison, SIOP coach and EL teachers to travel to and from schools; home visits and SIOP coach travel. See Title III budget. (mileage for coordinator to attend meetings; .25 FTE EL coach to support students in SIOP).	Professiona l Learning	Tier 2	Implement	08/21/2019	06/05/2020	$31000	Title III Coordinator
After School Support	CASA supported by Hope College and transportation fee is $2,000 for after school program run by Hope College. Other after school programs listed in Math.	Academic Support Program	Tier 2	Implement	08/21/2019	06/05/2020	$2000	Title III Coordinator Dir. of SI
Math Data Review All Grades	Staff during CSI and Planning time will analyze data from M Step, Delta and other local sources to develop interventions in and out of class to best support the needs of the bottom 30% of learners at HHS. Math teachers will review current state assessment and ID areas where high % of students answer incorrectly and determine where in curriculum this is being missed and adjust curriculum to be sure it is being taught and mastered. Data review will occur during CSI meetings and department meetings and do so at progress report time and provide needed interventions.	Academic Support Program	Tier 2	Implement	08/21/2019	06/05/2020	$1980	All teachers Coaches Principals Dir. of SI (data protocol)

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MTSS for Reading	MTSS for reading will be fully implemented in K-5 and at HMS in grades 6-8 through Read 180/S44. Teachers will learn the factors for success and use data and assessments to drive the skill based instruction. Only interventions from district approved list will be used based on evidence in like settings. New interventions will be used for RR and EL; Visualizing and Verbalizing and Seeing Stars. Tutoring at HMS and HHS for up to 777 hours @ 30.34 per hour for lunch and after school tutoring. ($35,000 for tutoring; $2,000 CASA transportation; $40,000 Lindamood Bell); 17,131 for T1 Reading support at HMS $17,131; HMS reading support $50,310 (2 hours per day); IA support at elementary buildings= 27,985; 11,840; 12,916; 22,230). (T1- $22,230 West IA) ($2200 subs) ($22044 - HLA partial T2P)	Academic Support Program	Tier 2	Implement	08/21/2019	06/05/2020	$265886	Building Principals Title I staff Dir. of SI IAs All teachers
STEM for K-8, PLTW	STEM curriculum will continue to evolve to include more embedded and identified Math and Science standards; PLTW will continue to be implemented at HHS with fidelity. (T4 costs for Aerospace course- training and supplies; 31A additional STEM supplies). ($21,237 T4, $10,000 STEM)	Curriculum Developme nt	Tier 1	Implement	08/21/2019	06/05/2020	$31237	Dir. of SI STEM teachers Building principals
Common District Assessment	All buildings will follow district and state assessment windows (common assessment windows, common assessment procedures and common data protocols -i.e. Data Wise) and then data will be analyzed by subgroup to ensure all students are making progress. Teachers will identify the areas to focus intentionally test preparation on. Data will be triangulated when possible. (for ASL teachers, sub costs)	Other	Tier 1	Implement	08/21/2019	06/05/2020	$220	Dir. of SI Building Assessmen t staff Teachers Administrat ors
In House, In School Suspension, Counseling	Staff members will be hired and trained in order to support students in classrooms be successful through a variety of tier 2 and 3 strategies and collection of data in order to see trends and patterns. This will include in house rooms at Jefferson, Holland Heights, West and Holland Middle School and Responsible Thinking room at HHS/HEC. These supports are to provide students a safe place to be ready to come back to class in a positive manner. This will include At Risk counselors as needed in schools. (Two positions at Jefferson, two at HMS, two at Heights, one at HHS).	Behavioral Support Program	Tier 2	Implement	08/21/2019	06/05/2020	$315538	Dir of SI Building administrat ors All staff Behavior staff

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Fully implement 504 plans	All buildings will implement a system of having a key contact person who will review and ensure implementation of 504 plans.	Behavioral Support Program, Academic Support Program	Tier 2	Implement	08/21/2019	06/05/2020	$0	Dir of Student Services Building administrators Key 504 staff contacts
EDP Development	Students will learn Naviance EDP tool and have opportunities to explore careers, training opportunities that include on-site work based learning in grades 6-12.	Career Preparation /Orientation	Tier 1	Implement	08/21/2019	06/05/2020	$0	All administrators Counselors My Life Teachers
RtI Math 4-8	All buildings will use data (DELTA, STAR, formative, unit tests, or quizzes) to inform instruction, small group work and additional supports. Data will be used to inform RtI process through progress monitoring, screening all students at least 3 x per year, provide research based interventions through Delta site and other tools linked to district programs and PD for those providing interventions. Secondary staff will use protocol to review class, district and state assessment data to determine path for students. HMS will use intervention classes (cost of teacher through T1 for HMS) to drill down to specific needs for students in an additional class. (Math push in IA @ HMS)	Academic Support Program	Tier 2	Monitor	08/21/2019	06/05/2020	$101123	Building principals Math Coach K-8 Instructional Specialist HHS/HEC Assist Principal who supervises Math department
District EL Home Liaison/Cultural Broker	A bilingual liaison will facilitate communication between HPS and EL families. (Costs reflected in T3 in parent engagement activity).	Behavioral Support Program, Academic Support Program	Tier 2	Implement	08/21/2019	06/05/2020	$0	EL coach Bilingual liaisons
RNN Implementation and Data Analysis	Teachers will continue to implement the Essentials document and follow RNN principles (RNN HIL schools will implement specific essentials- Jefferson, Heights, West). HHS will use the The Reading Strategies book; HMS and HHS will use the content literacy Essential document).	Professional Learning	Tier 1	Implement	08/21/2019	06/05/2020	$2034	Instructional Coaches Teachers Building Principals RNN HIL Facilitator

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Classroom routines	Use DUTCH matrix to create classroom behavior norms for students. Includes classroom expectations for subs and technology routines. Provide time to establish routines at start of school year. All schools will use same matrix (by grade level) and will coordinate common lessons and routines.	Behavioral Support Program, Academic Support Program	Tier 1	Implement	08/21/2019	06/05/2020	$0	Principals Teachers
Independent Reading	Participate in ongoing training around implementation of IR. Independent reading will be implemented across the district as an ongoing activity to support literacy development PreK-12 at HPS. At the K-5 level, the district mandated amount of independent reading time will be monitored and will include conferring (distinction made between independent reading and silent reading); at the 6-12 levels dedicated times will be set via school improvement process for independent reading with conferring. Classroom libraries will continue to be expanded and started throughout the district through book drives, use of funds where and when appropriate adding to existing classroom libraries. ($5,000 for classroom libraries; $28,260 for eSpark for Heights, Jefferson, West; $9,000 from general fund for books including library books).	Academic Support Program	Tier 1	Implement	08/21/2019	06/05/2020	$42260	Dir. of SI Building Principals School Improvement Chairs Teachers Coaches
Intervention Support	Teachers will dig deeply into MTSS book study and determine the areas of focus and be provided time during CSI/PD to implement well. Intervention support will be provided in MTSS through ongoing data reviews 3x year for all levels/buildings, use of evidence based strategies such as SIOP, EL Multi Age reading, embedded lessons and support from Speech and Language Specialists, 95% lessons both whole group and small group as needed, eSpark support and before/after/during the day tutoring support as needed. ($2200 subs)	Academic Support Program	Tier 2	Implement	08/21/2019	06/05/2020	$5059	Dir. of SI Building principals Teachers Instructional coaches
Increase writing opportunities	Writing across the curriculum will be intentionally taught and used as a strategy in all classrooms at HMS.	Academic Support Program	Tier 1	Implement	08/21/2019	06/05/2020	$764	Building Principals Teachers Coaches
Giants/Open book Curriculum	Teachers in grades 6-8 will use the Giants curriculum to fully implement in place of TCI for all students. Time will be provided with OAISD SS Consultant and other teachers to learn how to best implement the program. 5th grade teachers who elect to will pilot the Giants curriculum. (Subs will be provided as needed).	Direct Instruction, Curriculum Development	Tier 1	Implement	08/21/2019	06/05/2020	$0	Dir of SI Principals SS teachers of grades 6-8 OAISD SS Consultant

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EL Teacher Direct Support	EL teachers will use Visualizing & Verbalizing and R 180/S44 (at secondary level) to increase outcomes for EL students and will use evidence based interventions and will push in for support to students when appropriate. At the secondary level, IA support will push into core content classes to help students with academic support with tests, homework and increase passing rates for students. 5 Bilingual IAs - $65 X 5 T to attend KISD (subs 4 days)	Materials, Direct Instruction	Tier 2	Implement	08/21/2019	06/05/2020	$221255	Principals EL teachers EL Bilingual IAs
Work Towards NexGen Implementation	All teachers of Science will continue to work towards full implementation of new standards by fall of 2020. MS will continue implementation; HHS will implement at least 2-3 units in 19 20 school year; K-5 will learn about standards, pilot and then select program and plan for implementation. Enhance elementary Science by visiting DeGraff Nature Center ($609).	Curriculum Developme nt	Tier 1	Implement	08/21/2019	06/05/2020	$609	Dir. of SI Principals Teachers
PBIS Routines	All buildings for classroom will ensure expectations are posted and aligned with school wide expectations, including routines, develop and adhere to schedule for teaching and reteaching classroom expectations that include showing evidence of teaching lessons.	Behavioral Support Program	Tier 1	Implement	08/21/2019	06/05/2020	$0	PBIS Coach Principals Staff
CPI Training	All 6-12 staff and most K-5 staff will participate in CPI training without restraints (those who work most closely around behavior needs will attend a refresher on CPI with restraints).	Behavioral Support Program	Tier 1	Implement	08/21/2019	06/05/2020	$0	Assistant Dir. of Student Services Dir. of SI Principals Teachers Staff
Equity PD	HPS staff and administrators will be part of three two hour sessions on advancing understanding of equity and teaching (T2A funds).	Behavioral Support Program, Academic Support Program	Tier 1		08/21/2019	06/05/2020	$10500	Dir. of SI AP HHS Staff Principals
Aligning Equity Strategies	HPS staff and administrators will begin to refine instructional strategies to be aligned with equity work through analysis of lesson plans.	Behavioral Support Program	Tier 1	Implement	08/21/2019	06/05/2020	$0	All staff All administrat ors

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Non Negotiable Items	The building will adhere to the district non negotiable expectations regarding school wide PBIS. This includes posting school wide expectations, developing and using the matrix, developing and implementing PBIS lesson plans, and adhering to and showing evidence of teaching the lessons.	Behavioral Support Program	Tier 1	Implement	08/21/2019	06/05/2020	$0	All staff All administrators

West

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
BLAR/LLG	BLAR/Language and Literacy Guides will be used by all teachers in general education classrooms for reading based on reading plans. PD and support through coaching will be provided. (Resources= data meetings; 20 @ $110 each).	Professional Learning	Tier 1	Implement	08/21/2019	06/05/2020	$2200	Michelle Marko, ELA Coach Patti Dobias, Dir. of School Improvement BLAR participants Building principals
Transitional Kindergarten and GSRP	Provide academic support to 31A identified students in Transitional Kindergarten at West, Heights and Jefferson. (1 teacher at each building; 1 IA at each Jefferson and HLA 31A). This will be both push in academic support. 2 TK teachers, plus 2 IAs (cost of TK program) To coordinate with GSRP classrooms at West, Heights and Jefferson to ensure positive academic outcomes for students around early literacy and specifically letter names and sounds. (Collect and analyze data from TK and GSRP and monitor students in grades K and 1 who were in these programs).	Academic Support Program	Tier 2	Implement	08/21/2019	06/05/2020	$394943	Building principal at Jefferson and Holland Heights, East and West IAs TK teachers Dir. of School Improvement
Review Behavioral Data	All buildings will continue to monitor behavior data on a monthly basis using SWIS and/or Infinite Campus during building PBIS meetings and CSI meetings at least monthly and report to District Leadership Team of PPSC. (Includes: SWIS/IC, TFI at least quarterly, survey data at least twice per year and SSC data). Work to implement SWIS at HHS to track student behavior.	Behavioral Support Program	Tier 2	Implement	08/21/2019	06/05/2020	$0	Assistant Dir. of Student Services District administrators Teachers

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95% Group for K-2	All K-3 teachers will continue to be trained and supported to implement the 95% group intervention through in-class coaching of the whole group lesson and then identified students will be supported in pull out intervention. Lead T2P in at: Jefferson, West and Holland Heights. IA support will be provided in order to keep small group size to under 5-6 each group. Students will be progress monitored using 95% assessments and classroom teachers will follow sequence of lessons for short lessons each day and help with assessments. (Heights= $41,681, 23,853; West= $35,660, 29,086; Jefferson= $41,681, $30,976)	Academic Support Program	Tier 2	Implement	08/21/2019	06/05/2020	$116336	All Title I funded staff ELA coach Building Principals Dir. of School Improvement
Math Coach K-8	Math coach will focus time on grades 4-5 and 6-8 with face to face coaching cycles, data reviews, DIG professional development and use learning labs to increase overall math data and help set up MTSS for math and implement programs. ($700 fee for cognitive coaching)	Direct Instruction	Tier 2	Monitor	08/21/2019	06/05/2020	$112088	Director of School Improvement Math Coach Building Administrators All K8 teachers
Transitional Kindergarten and GSRP	Teachers of Transitional Kindergarten and GSRP will work on learning about how the Kindergarten standards can and should be used to develop exit outcomes for pre K programs. Teachers will revise pacing guides based on readiness assessments and standards. This will be completed at CSI and PSD time. More intentional focus on looking at previous year (2018-19) data in order to ensure TK is rigorous enough for students to be ready for Kindergarten.	Teacher Collaboration	Tier 1	Implement	08/21/2019	06/05/2020	$394763	Dir. of SI Teachers of TK Teachers of GSRP Kindergarten teachers
K-5 Reading Plans	All K-5 teachers of reading will monitor the effectiveness of reading plans and work with instructional coaches and building administrators as a district to modify the plans as needed. Data from fidelity checks will be utilized to learn from implementation and continue to implement with increased fidelity and use data to drive process. Plans will also be monitored by teachers, administrators and coaches through a collaborative process in order to learn about implementation. (HLA will implement and carry out instructional cycle that includes AAL and district curriculum). (Jefferson will continue to have teachers learn to use effective strategies via book study). (.8 D. Lerch, .8 K. Trenary, .2 D. Lerch, $90,000 K. Trenary and $24,000 G. Meyer)	Direct Instruction, Curriculum Development	Tier 1	Monitor	08/21/2019	06/05/2020	$239777	Dir. of SI ELA coaches EL coach Teachers Building administrators

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Parent Activity	Parent information nights and other forms of communication will be shared with parents about district and building math programs in order to enlist parents support and assistance with helping students be successful (i.e. notes home, phone calls, parent nights, tutoring, showing data).	Parent Involvement	Tier 1	Implement	08/21/2019	06/05/2020	$0	Dir. of SI Building Principals (all) Teachers
DEAL/Story Problems	Staff at all K-5 buildings will implement consistent strategies for teaching students how to solve and become successful on story problems through data analysis and coaching. Math coach will support through online and face to face PD so students will be more successful on math story problems.	Academic Support Program	Tier 1	Implement	08/21/2019	06/05/2020	$0	Principal (s) all K-7 K-7 Math Coach All teachers
STEM K-8	All students in grades K-7 will have STEM course daily/weekly to develop real world skills in math, science, SS and ELA through hands on projects with intentional focus on career development and awareness that are age appropriate. During summer of 2019, curriculum will be developed for K5 and completed for 7th grade STEM.	Direct Instruction	Tier 1	Implement	08/21/2019	06/05/2020	$10000	STEM teachers Building Principals Dir. of SI
3rd Grade Reading	Teachers in grades TK-3 will use the district developed IRIP (Individual Reading Improvement Plan) that is aligned to district benchmarks that use benchmark (MDE approved) assessments and diagnostic assessments (MDE approved) and the 3rd grade reading bill to inform parents and define a partnership to help all students to be successful on the state tests and avoid retention. West 3rd grade will have one transitional class that will integrate curriculum, PBL and all content to increase the time spent on reading and writing and math. ($125,777).	Class Size Reduction, Walkthrough, Technology, Supplemental Materials, Direct Instruction, Academic Support Program, Curriculum Development, Parent Involvement	Tier 1	Implement	08/21/2019	06/05/2020	$125777	ELA Coaches Dir of SI Principals Literacy Group Parents Superintendent

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K-5 Reading including small group time	Teachers of K-5 (general education and special education) will continue to follow the district reading plans which include continued professional learning around the Essentials documents/videos and professional learning around the WOW (World of Words for TK-1 teachers) and ongoing coaching support. For teachers at HLA, this will include support from add a lingua to fully implement the Spanish English framework. Scholastic hosting fee. Students in K-5 will be part of a data driven small group reading time at least 3x per week based on data and informed by teachers who are trained in how to use the Fountas and Pinnell data to drive instructional groupings. These will be monitored through coaching, data meetings, fidelity checks and looking at data and setting goals by classroom. All elementary principals and literacy coaches will be part of an ongoing professional learning around small group instruction. ($24,535- Heights T1, $21,239 - HLA T1, $19,196 - HLA T1 and $21,830 - West T1)	Direct Instruction, Academic Support Program, Curriculum Developme nt	Tier 1	Monitor	08/21/2019	06/05/2020	$112996	Director of SI Building Principals Teachers Coaches
Pilot Science Kits/Program	K-5 Science teachers will pilot units from Phenomenal or other vetted program during the 19 20 school year. Teachers will have PD time to debrief and learn about units and how they differ from BCS kits.	Direct Instruction, Academic Support Program	Tier 1	Getting Ready	08/21/2019	06/05/2020	$0	Dir. of SI Building Principals Teachers who elect to pilot new program
DIG and SE/GE Math Cohorts	With help of Math Coach, teachers who elect to be part of DIG (Differentiated Instructional Groups) and SE/GE Cohorts will continue to meet regularly and work together to plan for individualized instruction in math and meet the varied needs of students. (up to 150 hours at $30.34).	Teacher Collaborati on, Professiona l Learning, Direct Instruction, Academic Support Program	Tier 2	Implement	08/21/2019	06/05/2020	$6750	Director of SI Math Coach Building Principals Teachers
GSRP Readiness	GSRP classrooms will continue to be at West, Heights and Jefferson and teachers from GSRP and Kindergarten will continue to talk and share about how to ready students for Kindergarten through early literacy skills.	Academic Support Program	Tier 1	Implement	08/21/2019	06/05/2020	$0	GSRP staff Kindergarte n staff
Vetted NexGen Science K-5 Curriculum	All teachers will learn about vetted/aligned NexGen Science curriculums during the summer of 2019.	Curriculum Developme nt	Tier 1	Getting Ready	08/21/2019	06/05/2020	$40000	Dir. of SI Principals Teachers

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Unpacking Math Standards for Understanding	All teachers in grades K-8 will have an opportunity to unpack math standards and work to realign the essential standards by grade. This will occur during PD time to learn to focus more intentionally on the most essential standards.	Direct Instruction, Academic Support Program, Curriculum Development	Tier 1	Monitor	08/21/2019	06/05/2020	$0	Math Coach Teachers Principals
TK-2 Social Skills	Teachers will receive materials and training to develop a schedule of when Second Step will be taught each week.	Behavioral Support Program	Tier 1	Implement	08/21/2019	06/05/2020	$15760	Dir. of SI Teachers of TK-2 PBIS staff

Jefferson

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
BLAR/LLG	BLAR/Language and Literacy Guides will be used by all teachers in general education classrooms for reading based on reading plans. PD and support through coaching will be provided. (Resources= data meetings; 20 @ $110 each).	Professional Learning	Tier 1	Implement	08/21/2019	06/05/2020	$2200	Michelle Marko, ELA Coach Patti Dobias, Dir. of School Improvement BLAR participants Building principals
Transitional Kindergarten and GSRP	Provide academic support to 31A identified students in Transitional Kindergarten at West, Heights and Jefferson. (1 teacher at each building; 1 IA at each Jefferson and HLA 31A). This will be both push in academic support. 2 TK teachers, plus 2 IAs (cost of TK program) To coordinate with GSRP classrooms at West, Heights and Jefferson to ensure positive academic outcomes for students around early literacy and specifically letter names and sounds. (Collect and analyze data from TK and GSRP and monitor students in grades K and 1 who were in these programs).	Academic Support Program	Tier 2	Implement	08/21/2019	06/05/2020	$394943	Building principal at Jefferson and Holland Heights, East and West IAs TK teachers Dir. of School Improvement

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Review Behavioral Data	All buildings will continue to monitor behavior data on a monthly basis using SWIS and/or Infinite Campus during building PBIS meetings and CSI meetings at least monthly and report to District Leadership Team of PPSC. (Includes: SWIS/IC, TFI at least quarterly, survey data at least twice per year and SSC data). Work to implement SWIS at HHS to track student behavior.	Behavioral Support Program	Tier 2	Implement	08/21/2019	06/05/2020	$0	Assistant Dir. of Student Services District administrators Teachers
95% Group for K-2	All K-3 teachers will continue to be trained and supported to implement the 95% group intervention through in-class coaching of the whole group lesson and then identified students will be supported in pull out intervention. Lead T2P in at: Jefferson, West and Holland Heights. IA support will be provided in order to keep small group size to under 5-6 each group. Students will be progress monitored using 95% assessments and classroom teachers will follow sequence of lessons for short lessons each day and help with assessments. (Heights= $41,681, 23,853; West= $35,660, 29,086; Jefferson= $41,681, $30,976)	Academic Support Program	Tier 2	Implement	08/21/2019	06/05/2020	$116336	All Title I funded staff ELA coach Building Principals Dir. of School Improvement
Math Coach K-8	Math coach will focus time on grades 4-5 and 6-8 with face to face coaching cycles, data reviews, DIG professional development and use learning labs to increase overall math data and help set up MTSS for math and implement programs. ($700 fee for cognitive coaching)	Direct Instruction	Tier 2	Monitor	08/21/2019	06/05/2020	$112088	Director of School Improvement Math Coach Building Administrators All K8 teachers
Transitional Kindergarten and GSRP	Teachers of Transitional Kindergarten and GSRP will work on learning about how the Kindergarten standards can and should be used to develop exit outcomes for pre K programs. Teachers will revise pacing guides based on readiness assessments and standards. This will be completed at CSI and PSD time. More intentional focus on looking at previous year (2018-19) data in order to ensure TK is rigorous enough for students to be ready for Kindergarten.	Teacher Collaboration	Tier 1	Implement	08/21/2019	06/05/2020	$394763	Dir. of SI Teachers of TK Teachers of GSRP Kindergarten teachers

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K-5 Reading Plans	All K-5 teachers of reading will monitor the effectiveness of reading plans and work with instructional coaches and building administrators as a district to modify the plans as needed. Data from fidelity checks will be utilized to learn from implementation and continue to implement with increased fidelity and use data to drive process. Plans will also be monitored by teachers, administrators and coaches through a collaborative process in order to learn about implementation. (HLA will implement and carry out instructional cycle that includes AAL and district curriculum). (Jefferson will continue to have teachers learn to use effective strategies via book study). (.8 D. Lerch, .8 K. Trenary, .2 D. Lerch, $90,000 K. Trenary and $24,000 G. Meyer)	Direct Instruction, Curriculum Developme nt	Tier 1	Monitor	08/21/2019	06/05/2020	$239777	Dir. of SI ELA coaches EL coach Teachers Building administrat ors
Parent Activity	Parent information nights and other forms of communication will be shared with parents about district and building math programs in order to enlist parents support and assistance with helping students be successful (i.e. notes home, phone calls, parent nights, tutoring, showing data).	Parent Involvemen t	Tier 1	Implement	08/21/2019	06/05/2020	$0	Dir. of SI Building Principals (all) Teachers
DEAL/Story Problems	Staff at all K-5 buildings will implement consistent strategies for teaching students how to solve and become successful on story problems through data analysis and coaching. Math coach will support through online and face to face PD so students will be more successful on math story problems.	Academic Support Program	Tier 1	Implement	08/21/2019	06/05/2020	$0	Principal (s) all K-7 K-7 Math Coach All teachers
STEM K-8	All students in grades K-7 will have STEM course daily/weekly to develop real world skills in math, science, SS and ELA through hands on projects with intentional focus on career development and awareness that are age appropriate. During summer of 2019, curriculum will be developed for K5 and completed for 7th grade STEM.	Direct Instruction	Tier 1	Implement	08/21/2019	06/05/2020	$10000	STEM teachers Building Principals Dir. of SI

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3rd Grade Reading	Teachers in grades TK-3 will use the district developed IRIP (Individual Reading Improvement Plan) that is aligned to district benchmarks that use benchmark (MDE approved) assessments and diagnostic assessments (MDE approved) and the 3rd grade reading bill to inform parents and define a partnership to help all students to be successful on the state tests and avoid retention. West 3rd grade will have one transitional class that will integrate curriculum, PBL and all content to increase the time spent on reading and writing and math. ($125,777).	Class Size Reduction, Walkthrough, Technology, Supplemental Materials, Direct Instruction, Academic Support Program, Curriculum Development, Parent Involvement	Tier 1	Implement	08/21/2019	06/05/2020	$125777	ELA Coaches Dir of SI Principals Literacy Group Parents Superintendent
Check and Connect	West, Jefferson and Heights will have a check and connect person to meet with identified students who need additional supports with content standard work, homework completion and rewards for positive school behaviors. Staff will be trained in how to support students academically. (West partial Jefferson, HLA partial and Heights) (Jefferson - $18,643)	Behavioral Support Program, Academic Support Program	Tier 3	Implement	08/21/2019	06/05/2020	$87644	Principals Dir. of SI Check and Connect Staff
K-5 Reading including small group time	Teachers of K-5 (general education and special education) will continue to follow the district reading plans which include continued professional learning around the Essentials documents/videos and professional learning around the WOW (World of Words for TK-1 teachers) and ongoing coaching support. For teachers at HLA, this will include support from add a lingua to fully implement the Spanish English framework. Scholastic hosting fee. Students in K-5 will be part of a data driven small group reading time at least 3x per week based on data and informed by teachers who are trained in how to use the Fountas and Pinnell data to drive instructional groupings. These will be monitored through coaching, data meetings, fidelity checks and looking at data and setting goals by classroom. All elementary principals and literacy coaches will be part of an ongoing professional learning around small group instruction. ($24,535- Heights T1, $21,239 - HLA T1, $19,196 - HLA T1 and $21,830 - West T1)	Direct Instruction, Academic Support Program, Curriculum Development	Tier 1	Monitor	08/21/2019	06/05/2020	$112996	Director of SI Building Principals Teachers Coaches

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Pilot Science Kits/Program	K-5 Science teachers will pilot units from Phenomenal or other vetted program during the 19 20 school year. Teachers will have PD time to debrief and learn about units and how they differ from BCS kits.	Direct Instruction, Academic Support Program	Tier 1	Getting Ready	08/21/2019	06/05/2020	$0	Dir. of SI Building Principals Teachers who elect to pilot new program
DIG and SE/GE Math Cohorts	With help of Math Coach, teachers who elect to be part of DIG (Differentiated Instructional Groups) and SE/GE Cohorts will continue to meet regularly and work together to plan for individualized instruction in math and meet the varied needs of students. (up to 150 hours at $30.34).	Teacher Collaboration, Professional Learning, Direct Instruction, Academic Support Program	Tier 2	Implement	08/21/2019	06/05/2020	$6750	Director of SI Math Coach Building Principals Teachers
GSRP Readiness	GSRP classrooms will continue to be at West, Heights and Jefferson and teachers from GSRP and Kindergarten will continue to talk and share about how to ready students for Kindergarten through early literacy skills.	Academic Support Program	Tier 1	Implement	08/21/2019	06/05/2020	$0	GSRP staff Kindergarten staff
Vetted NexGen Science K-5 Curriculum	All teachers will learn about vetted/aligned NexGen Science curriculums during the summer of 2019.	Curriculum Development	Tier 1	Getting Ready	08/21/2019	06/05/2020	$40000	Dir. of SI Principals Teachers
Unpacking Math Standards for Understanding	All teachers in grades K-8 will have an opportunity to unpack math standards and work to realign the essential standards by grade. This will occur during PD time to learn to focus more intentionally on the most essential standards.	Direct Instruction, Academic Support Program, Curriculum Development	Tier 1	Monitor	08/21/2019	06/05/2020	$0	Math Coach Teachers Principals
TK-2 Social Skills	Teachers will receive materials and training to develop a schedule of when Second Step will be taught each week.	Behavioral Support Program	Tier 1	Implement	08/21/2019	06/05/2020	$15760	Dir. of SI Teachers of TK-2 PBIS staff

Holland Virtual Tech High School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible

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Secondary Summer School	Odysseyware summer school at the high school for up to 4 weeks for students of Holland HS, HEC and VR Tech. (If funds are available.)	Academic Support Program	Tier 3	Implement	08/21/2019	06/05/2020	$20000	Director of School Improvement Building Administrators Staff
Families in Transition (Homeless)	Students who are in transition (homeless) will be provided extended day support at Holland High School (or another mutually agreed upon site) for up to 166 hours by a certified teacher. (These are identified McKinney-Vento students as Holland High School is not Title I.)	Academic Support Program	Tier 3	Implement	08/21/2019	06/05/2020	$7200	Holland High School principals Director of School Improvement FIT Coordinator
OW Monitoring	Students taking OW courses will be monitored for completion, credit recovery and gaining credits through a developed system at HHS, HEC and HVRT. (Data will be shared at least 2-4 times per school year with Office of SI at agreed upon set times). (total cost of OW, $64,000) (.25 HVRT teacher costs, in place of T1) (HVRT two lab instructors)	Academic Support Program	Tier 2	Monitor	08/21/2019	06/05/2020	$151144	Secondary administrators Teachers in OW lab Dir. of SI

Holland Middle School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
NexGen Science Standards Alignment	Staff will work by content area at high school (i.e. physical science) collaboratively with AP Mehall/Mike Fine on learning how to teach in new NexGen units. Teachers will work with a facilitator to implement new unit for each course during 2019 20 school year. (up to 14 days for 7 teachers @ $110). MS Science teachers will continue to implement the Mi Star Science program and will meet to debrief and learn how to implement the standards (7 days with subs for teachers @$110 each).	Professional Learning	Tier 1	Implement	08/21/2019	06/05/2020	$2310	HS Science Department Chair Dir. of School Improvement Building administration New 6/7 teachers to Science ISD Science Consultant

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Review Behavioral Data	All buildings will continue to monitor behavior data on a monthly basis using SWIS and/or Infinite Campus during building PBIS meetings and CSI meetings at least monthly and report to District Leadership Team of PPSC. (Includes: SWIS/IC, TFI at least quarterly, survey data at least twice per year and SSC data). Work to implement SWIS at HHS to track student behavior.	Behavioral Support Program	Tier 2	Implement	08/21/2019	06/05/2020	$0	Assistant Dir. of Student Services District administrators Teachers
Math Coach K-8	Math coach will focus time on grades 4-5 and 6-8 with face to face coaching cycles, data reviews, DIG professional development and use learning labs to increase overall math data and help set up MTSS for math and implement programs. ($700 fee for cognitive coaching)	Direct Instruction	Tier 2	Monitor	08/21/2019	06/05/2020	$112088	Director of School Improvement Math Coach Building Administrators All K8 teachers
Parent Activity	Parent information nights and other forms of communication will be shared with parents about district and building math programs in order to enlist parents support and assistance with helping students be successful (i.e. notes home, phone calls, parent nights, tutoring, showing data).	Parent Involvement	Tier 1	Implement	08/21/2019	06/05/2020	$0	Dir. of SI Building Principals (all) Teachers
STEM K-8	All students in grades K-7 will have STEM course daily/weekly to develop real world skills in math, science, SS and ELA through hands on projects with intentional focus on career development and awareness that are age appropriate. During summer of 2019, curriculum will be developed for K5 and completed for 7th grade STEM.	Direct Instruction	Tier 1	Implement	08/21/2019	06/05/2020	$10000	STEM teachers Building Principals Dir. of SI
Lesson Components	Teachers will use 5D+ model to improve learning outcomes and fully implement the district curriculum. (MASSP Collin Ripmaster @ 2500/day) (2 days 5D coaching)	Direct Instruction	Tier 1	Implement	08/21/2019	06/05/2020	$5000	Building principals Teachers
Grading Practices	Staff at HMS will begin to dig into the grading practices book and look at their data and student needs; HHS will continue the work and pilot with plans to be developed for all students and staff for 20 21 in order to help students be successful through rigorous and consistent grading practices.	Academic Support Program	Tier 1	Getting Ready	08/21/2019	06/05/2020	$1223	Dir of SI Building principals All staff

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DIG and SE/GE Math Cohorts	With help of Math Coach, teachers who elect to be part of DIG (Differentiated Instructional Groups) and SE/GE Cohorts will continue to meet regularly and work together to plan for individualized instruction in math and meet the varied needs of students. (up to 150 hours at $30.34).	Teacher Collaboration, Professional Learning, Direct Instruction, Academic Support Program	Tier 2	Implement	08/21/2019	06/05/2020	$6750	Director of SI Math Coach Building Principals Teachers
Unpacking Math Standards for Understanding	All teachers in grades K-8 will have an opportunity to unpack math standards and work to realign the essential standards by grade. This will occur during PD time to learn to focus more intentionally on the most essential standards.	Direct Instruction, Academic Support Program, Curriculum Development	Tier 1	Monitor	08/21/2019	06/05/2020	$0	Math Coach Teachers Principals

Holland Language Academy at Van Raalte

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
BLAR/LLG	BLAR/Language and Literacy Guides will be used by all teachers in general education classrooms for reading based on reading plans. PD and support through coaching will be provided. (Resources= data meetings; 20 @ $110 each).	Professional Learning	Tier 1	Implement	08/21/2019	06/05/2020	$2200	Michelle Marko, ELA Coach Patti Dobias, Dir. of School Improvement BLAR participants Building principals
Add a Lingua	Teachers will learn how to use research based strategies provided by Add a Lingua to teach in the Two Way Bilingual Program. (Includes training, ongoing support, two way curriculum resources, weekly training and supplemental materials, professional development for 7 teachers and building administrators). (Costs: $30,500 T2a; $83,500 Gen fund).	Professional Learning	Tier 1	Implement	08/21/2019	06/05/2020	$114000	Add a Lingua Staff TWBI Point Person Dir. of School Improvement Building Principal (s)

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Transitional Kindergarten and GSRP	Provide academic support to 31A identified students in Transitional Kindergarten at West, Heights and Jefferson. (1 teacher at each building; 1 IA at each Jefferson and HLA 31A). This will be both push in academic support. 2 TK teachers, plus 2 IAs (cost of TK program) To coordinate with GSRP classrooms at West, Heights and Jefferson to ensure positive academic outcomes for students around early literacy and specifically letter names and sounds. (Collect and analyze data from TK and GSRP and monitor students in grades K and 1 who were in these programs).	Academic Support Program	Tier 2	Implement	08/21/2019	06/05/2020	$394943	Building principal at Jefferson and Holland Heights, East and West IAs TK teachers Dir. of School Improvement
Math Coach K-8	Math coach will focus time on grades 4-5 and 6-8 with face to face coaching cycles, data reviews, DIG professional development and use learning labs to increase overall math data and help set up MTSS for math and implement programs. ($700 fee for cognitive coaching)	Direct Instruction	Tier 2	Monitor	08/21/2019	06/05/2020	$112088	Director of School Improvement Math Coach Building Administrators All K8 teachers
Transitional Kindergarten and GSRP	Teachers of Transitional Kindergarten and GSRP will work on learning about how the Kindergarten standards can and should be used to develop exit outcomes for pre K programs. Teachers will revise pacing guides based on readiness assessments and standards. This will be completed at CSI and PSD time. More intentional focus on looking at previous year (2018-19) data in order to ensure TK is rigorous enough for students to be ready for Kindergarten.	Teacher Collaboration	Tier 1	Implement	08/21/2019	06/05/2020	$394763	Dir. of SI Teachers of TK Teachers of GSRP Kindergarten teachers

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K-5 Reading Plans	All K-5 teachers of reading will monitor the effectiveness of reading plans and work with instructional coaches and building administrators as a district to modify the plans as needed. Data from fidelity checks will be utilized to learn from implementation and continue to implement with increased fidelity and use data to drive process. Plans will also be monitored by teachers, administrators and coaches through a collaborative process in order to learn about implementation. (HLA will implement and carry out instructional cycle that includes AAL and district curriculum). (Jefferson will continue to have teachers learn to use effective strategies via book study). (.8 D. Lerch, .8 K. Trenary, .2 D. Lerch, $90,000 K. Trenary and $24,000 G. Meyer)	Direct Instruction, Curriculum Developme nt	Tier 1	Monitor	08/21/2019	06/05/2020	$239777	Dir. of SI ELA coaches EL coach Teachers Building administrat ors
Parent Activity	Parent information nights and other forms of communication will be shared with parents about district and building math programs in order to enlist parents support and assistance with helping students be successful (i.e. notes home, phone calls, parent nights, tutoring, showing data).	Parent Involvemen t	Tier 1	Implement	08/21/2019	06/05/2020	$0	Dir. of SI Building Principals (all) Teachers
DEAL/Story Problems	Staff at all K-5 buildings will implement consistent strategies for teaching students how to solve and become successful on story problems through data analysis and coaching. Math coach will support through online and face to face PD so students will be more successful on math story problems.	Academic Support Program	Tier 1	Implement	08/21/2019	06/05/2020	$0	Principal (s) all K-7 K-7 Math Coach All teachers
STEM K-8	All students in grades K-7 will have STEM course daily/weekly to develop real world skills in math, science, SS and ELA through hands on projects with intentional focus on career development and awareness that are age appropriate. During summer of 2019, curriculum will be developed for K5 and completed for 7th grade STEM.	Direct Instruction	Tier 1	Implement	08/21/2019	06/05/2020	$10000	STEM teachers Building Principals Dir. of SI

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3rd Grade Reading	Teachers in grades TK-3 will use the district developed IRIP (Individual Reading Improvement Plan) that is aligned to district benchmarks that use benchmark (MDE approved) assessments and diagnostic assessments (MDE approved) and the 3rd grade reading bill to inform parents and define a partnership to help all students to be successful on the state tests and avoid retention. West 3rd grade will have one transitional class that will integrate curriculum, PBL and all content to increase the time spent on reading and writing and math. ($125,777).	Class Size Reduction, Walkthrough, Technology, Supplemental Materials, Direct Instruction, Academic Support Program, Curriculum Development, Parent Involvement	Tier 1	Implement	08/21/2019	06/05/2020	$125777	ELA Coaches Dir of SI Principals Literacy Group Parents Superintendent
K-5 Reading including small group time	Teachers of K-5 (general education and special education) will continue to follow the district reading plans which include continued professional learning around the Essentials documents/videos and professional learning around the WOW (World of Words for TK-1 teachers) and ongoing coaching support. For teachers at HLA, this will include support from add a lingua to fully implement the Spanish English framework. Scholastic hosting fee. Students in K-5 will be part of a data driven small group reading time at least 3x per week based on data and informed by teachers who are trained in how to use the Fountas and Pinnell data to drive instructional groupings. These will be monitored through coaching, data meetings, fidelity checks and looking at data and setting goals by classroom. All elementary principals and literacy coaches will be part of an ongoing professional learning around small group instruction. ($24,535- Heights T1, $21,239 - HLA T1, $19,196 - HLA T1 and $21,830 - West T1)	Direct Instruction, Academic Support Program, Curriculum Development	Tier 1	Monitor	08/21/2019	06/05/2020	$112996	Director of SI Building Principals Teachers Coaches
Pilot Science Kits/Program	K-5 Science teachers will pilot units from Phenomenal or other vetted program during the 19 20 school year. Teachers will have PD time to debrief and learn about units and how they differ from BCS kits.	Direct Instruction, Academic Support Program	Tier 1	Getting Ready	08/21/2019	06/05/2020	$0	Dir. of SI Building Principals Teachers who elect to pilot new program

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DIG and SE/GE Math Cohorts	With help of Math Coach, teachers who elect to be part of DIG (Differentiated Instructional Groups) and SE/GE Cohorts will continue to meet regularly and work together to plan for individualized instruction in math and meet the varied needs of students. (up to 150 hours at $30.34).	Teacher Collaboration, Professional Learning, Direct Instruction, Academic Support Program	Tier 2	Implement	08/21/2019	06/05/2020	$6750	Director of SI Math Coach Building Principals Teachers
Vetted NexGen Science K-5 Curriculum	All teachers will learn about vetted/aligned NexGen Science curriculums during the summer of 2019.	Curriculum Development	Tier 1	Getting Ready	08/21/2019	06/05/2020	$40000	Dir. of SI Principals Teachers
Unpacking Math Standards for Understanding	All teachers in grades K-8 will have an opportunity to unpack math standards and work to realign the essential standards by grade. This will occur during PD time to learn to focus more intentionally on the most essential standards.	Direct Instruction, Academic Support Program, Curriculum Development	Tier 1	Monitor	08/21/2019	06/05/2020	$0	Math Coach Teachers Principals
TK-2 Social Skills	Teachers will receive materials and training to develop a schedule of when Second Step will be taught each week.	Behavioral Support Program	Tier 1	Implement	08/21/2019	06/05/2020	$15760	Dir. of SI Teachers of TK-2 PBIS staff

Holland High School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
NexGen Science Standards Alignment	Staff will work by content area at high school (i.e. physical science) collaboratively with AP Mehall/Mike Fine on learning how to teach in new NexGen units. Teachers will work with a facilitator to implement new unit for each course during 2019 20 school year. (up to 14 days for 7 teachers @ $110). MS Science teachers will continue to implement the Mi Star Science program and will meet to debrief and learn how to implement the standards (7 days with subs for teachers @$110 each).	Professional Learning	Tier 1	Implement	08/21/2019	06/05/2020	$2310	HS Science Department Chair Dir. of School Improvement Building administration New 6/7 teachers to Science ISD Science Consultant

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Review Behavioral Data	All buildings will continue to monitor behavior data on a monthly basis using SWIS and/or Infinite Campus during building PBIS meetings and CSI meetings at least monthly and report to District Leadership Team of PPSC. (Includes: SWIS/IC, TFI at least quarterly, survey data at least twice per year and SSC data). Work to implement SWIS at HHS to track student behavior.	Behavioral Support Program	Tier 2	Implement	08/21/2019	06/05/2020	$0	Assistant Dir. of Student Services District administrators Teachers
Secondary Summer School	Odysseyware summer school at the high school for up to 4 weeks for students of Holland HS, HEC and VR Tech. (If funds are available.)	Academic Support Program	Tier 3	Implement	08/21/2019	06/05/2020	$20000	Director of School Improvement Building Administrators Staff
Families in Transition (Homeless)	Students who are in transition (homeless) will be provided extended day support at Holland High School (or another mutually agreed upon site) for up to 166 hours by a certified teacher. (These are identified McKinney-Vento students as Holland High School is not Title I.)	Academic Support Program	Tier 3	Implement	08/21/2019	06/05/2020	$7200	Holland High School principals Director of School Improvement FIT Coordinator
Algebra I /Double Block Math	Teachers of Algebra I learn to use differentiation to meet needs of students in Big Ideas Algebra I program through hands on PD and learning how to develop projects within online tools. (2 total sub days for MS and HS teachers of 8th and Algebra 1 double block)	Direct Instruction, Curriculum Development	Tier 1	Implement	08/21/2019	06/05/2020	$440	Dir. of SI HHS administrators HEC administrator Teachers Big Ideas trainer
PBL Rubric	HEC staff will receive training in PBL rubric with emphasis on evidence and "look fors." Thought partners will be established and will meet during CSI time to peer evaluate projects with emphasis on rigor and standards alignment.	Other, Professional Learning	Tier 1	Getting Ready	08/21/2019	06/05/2020	$0	HEC Director Staff
Protocol for Examining Data	Teachers throughout district will monitor their reading data through a variety of strategies: CSI time for benchmark meetings; data digs after school or with sub coverage. Teachers will use benchmark and progress monitoring data to determine needed next steps while being supported by instructional and literacy coaches. (Costs for Renaissance-Star- $40,000; SRI $27,000).	Academic Support Program	Tier 1	Monitor	08/21/2019	06/05/2020	$69200	Principals Instructional Specialist/Literacy Coaches Dir of SI Teachers

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OdesseyWare	OW will be modified to meet the standards taught at HHS/HEC by reviewing all math courses and to ensure student success. In order for students to experience success, tutoring and other supports will be provided.	Academic Support Program	Tier 2	Monitor	08/21/2019	06/05/2020	$66500	Dir. HVRT HHS/HEC administration Dir. of SI teachers at HVRT
HS SS DBQ	Teachers will have time to prepare to move to Open Book curriculum for the fall of 2019. (18 sub days at $110/each for SS - HHS new teachers to learn Open Book and DBQ).	Other	Tier 2	Getting Ready	08/21/2019	06/05/2020	$1980	Dir. of SI Administrators Teachers of SS at HHS and HEC OAISD SS Consultant
Pre Teach Vocabulary	Special education teachers will pre teach vocabulary in order for students to be successful in SS class.	Academic Support Program	Tier 2	Implement	08/21/2019	06/05/2020	$0	Principal Teachers
OW Monitoring	Students taking OW courses will be monitored for completion, credit recovery and gaining credits through a developed system at HHS, HEC and HVRT. (Data will be shared at least 2-4 times per school year with Office of SI at agreed upon set times). (total cost of OW, $64,000) (.25 HVRT teacher costs, in place of T1) (HVRT two lab instructors)	Academic Support Program	Tier 2	Monitor	08/21/2019	06/05/2020	$151144	Secondary administrators Teachers in OW lab Dir. of SI
Lesson Components	Teachers will use 5D+ model to improve learning outcomes and fully implement the district curriculum. (MASSP Collin Ripmaster @ 2500/day) (2 days 5D coaching)	Direct Instruction	Tier 1	Implement	08/21/2019	06/05/2020	$5000	Building principals Teachers
Grading Practices	Staff at HMS will begin to dig into the grading practices book and look at their data and student needs; HHS will continue the work and pilot with plans to be developed for all students and staff for 20 21 in order to help students be successful through rigorous and consistent grading practices.	Academic Support Program	Tier 1	Getting Ready	08/21/2019	06/05/2020	$1223	Dir of SI Building principals All staff
DBQ SS HHS	All HHS SS teachers will work to implement the DBQ model into Open Book for all core courses. Time will be provided during the summer of 2019 and during the school year to ensure consistent implementation. Up to 80 hours at 30.34/hr. for teachers.	Curriculum Development	Tier 1	Getting Ready	08/21/2019	06/05/2020	$7200	OAISD SS Consultant SS teachers
High School Science Units- NEW	All HHS Science teachers will work to implement at least one new unit that is vetted and aligned to NexGen standards and continue adding to units until all units are fully aligned by fall of 2020. Time will be provided to get ready and debrief.	Academic Support Program, Curriculum Development	Tier 1	Implement	08/21/2019	06/05/2020	$1540	Principals OAISD Science Consultant Dept. Chair Science Science teachers

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Holland Heights

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
BLAR/LLG	BLAR/Language and Literacy Guides will be used by all teachers in general education classrooms for reading based on reading plans. PD and support through coaching will be provided. (Resources= data meetings; 20 @ $110 each).	Professional Learning	Tier 1	Implement	08/21/2019	06/05/2020	$2200	Michelle Marko, ELA Coach Patti Dobias, Dir. of School Improvement BLAR participants Building principals
Transitional Kindergarten and GSRP	Provide academic support to 31A identified students in Transitional Kindergarten at West, Heights and Jefferson. (1 teacher at each building; 1 IA at each Jefferson and HLA 31A). This will be both push in academic support. 2 TK teachers, plus 2 IAs (cost of TK program) To coordinate with GSRP classrooms at West, Heights and Jefferson to ensure positive academic outcomes for students around early literacy and specifically letter names and sounds. (Collect and analyze data from TK and GSRP and monitor students in grades K and 1 who were in these programs).	Academic Support Program	Tier 2	Implement	08/21/2019	06/05/2020	$394943	Building principal at Jefferson and Holland Heights, East and West IAs TK teachers Dir. of School Improvement
Review Behavioral Data	All buildings will continue to monitor behavior data on a monthly basis using SWIS and/or Infinite Campus during building PBIS meetings and CSI meetings at least monthly and report to District Leadership Team of PPSC. (Includes: SWIS/IC, TFI at least quarterly, survey data at least twice per year and SSC data). Work to implement SWIS at HHS to track student behavior.	Behavioral Support Program	Tier 2	Implement	08/21/2019	06/05/2020	$0	Assistant Dir. of Student Services District administrators Teachers

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95% Group for K-2	All K-3 teachers will continue to be trained and supported to implement the 95% group intervention through in-class coaching of the whole group lesson and then identified students will be supported in pull out intervention. Lead T2P in at: Jefferson, West and Holland Heights. IA support will be provided in order to keep small group size to under 5-6 each group. Students will be progress monitored using 95% assessments and classroom teachers will follow sequence of lessons for short lessons each day and help with assessments. (Heights= $41,681, 23,853; West= $35,660, 29,086; Jefferson= $41,681, $30,976)	Academic Support Program	Tier 2	Implement	08/21/2019	06/05/2020	$116336	All Title I funded staff ELA coach Building Principals Dir. of School Improvement
Math Coach K-8	Math coach will focus time on grades 4-5 and 6-8 with face to face coaching cycles, data reviews, DIG professional development and use learning labs to increase overall math data and help set up MTSS for math and implement programs. ($700 fee for cognitive coaching)	Direct Instruction	Tier 2	Monitor	08/21/2019	06/05/2020	$112088	Director of School Improvement Math Coach Building Administrators All K8 teachers
Transitional Kindergarten and GSRP	Teachers of Transitional Kindergarten and GSRP will work on learning about how the Kindergarten standards can and should be used to develop exit outcomes for pre K programs. Teachers will revise pacing guides based on readiness assessments and standards. This will be completed at CSI and PSD time. More intentional focus on looking at previous year (2018-19) data in order to ensure TK is rigorous enough for students to be ready for Kindergarten.	Teacher Collaboration	Tier 1	Implement	08/21/2019	06/05/2020	$394763	Dir. of SI Teachers of TK Teachers of GSRP Kindergarten teachers
K-5 Reading Plans	All K-5 teachers of reading will monitor the effectiveness of reading plans and work with instructional coaches and building administrators as a district to modify the plans as needed. Data from fidelity checks will be utilized to learn from implementation and continue to implement with increased fidelity and use data to drive process. Plans will also be monitored by teachers, administrators and coaches through a collaborative process in order to learn about implementation. (HLA will implement and carry out instructional cycle that includes AAL and district curriculum). (Jefferson will continue to have teachers learn to use effective strategies via book study). (.8 D. Lerch, .8 K. Trenary, .2 D. Lerch, $90,000 K. Trenary and $24,000 G. Meyer)	Direct Instruction, Curriculum Development	Tier 1	Monitor	08/21/2019	06/05/2020	$239777	Dir. of SI ELA coaches EL coach Teachers Building administrators

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Parent Activity	Parent information nights and other forms of communication will be shared with parents about district and building math programs in order to enlist parents support and assistance with helping students be successful (i.e. notes home, phone calls, parent nights, tutoring, showing data).	Parent Involvement	Tier 1	Implement	08/21/2019	06/05/2020	$0	Dir. of SI Building Principals (all) Teachers
DEAL/Story Problems	Staff at all K-5 buildings will implement consistent strategies for teaching students how to solve and become successful on story problems through data analysis and coaching. Math coach will support through online and face to face PD so students will be more successful on math story problems.	Academic Support Program	Tier 1	Implement	08/21/2019	06/05/2020	$0	Principal (s) all K-7 K-7 Math Coach All teachers
STEM K-8	All students in grades K-7 will have STEM course daily/weekly to develop real world skills in math, science, SS and ELA through hands on projects with intentional focus on career development and awareness that are age appropriate. During summer of 2019, curriculum will be developed for K5 and completed for 7th grade STEM.	Direct Instruction	Tier 1	Implement	08/21/2019	06/05/2020	$10000	STEM teachers Building Principals Dir. of SI
3rd Grade Reading	Teachers in grades TK-3 will use the district developed IRIP (Individual Reading Improvement Plan) that is aligned to district benchmarks that use benchmark (MDE approved) assessments and diagnostic assessments (MDE approved) and the 3rd grade reading bill to inform parents and define a partnership to help all students to be successful on the state tests and avoid retention. West 3rd grade will have one transitional class that will integrate curriculum, PBL and all content to increase the time spent on reading and writing and math. ($125,777).	Class Size Reduction, Walkthrough, Technology, Supplemental Materials, Direct Instruction, Academic Support Program, Curriculum Development, Parent Involvement	Tier 1	Implement	08/21/2019	06/05/2020	$125777	ELA Coaches Dir of SI Principals Literacy Group Parents Superintendent
Check and Connect	West, Jefferson and Heights will have a check and connect person to meet with identified students who need additional supports with content standard work, homework completion and rewards for positive school behaviors. Staff will be trained in how to support students academically. (West partial Jefferson, HLA partial and Heights) (Jefferson - $18,643)	Behavioral Support Program, Academic Support Program	Tier 3	Implement	08/21/2019	06/05/2020	$87644	Principals Dir. of SI Check and Connect Staff

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K-5 Reading including small group time	Teachers of K-5 (general education and special education) will continue to follow the district reading plans which include continued professional learning around the Essentials documents/videos and professional learning around the WOW (World of Words for TK-1 teachers) and ongoing coaching support. For teachers at HLA, this will include support from add a lingua to fully implement the Spanish English framework. Scholastic hosting fee. Students in K-5 will be part of a data driven small group reading time at least 3x per week based on data and informed by teachers who are trained in how to use the Fountas and Pinnell data to drive instructional groupings. These will be monitored through coaching, data meetings, fidelity checks and looking at data and setting goals by classroom. All elementary principals and literacy coaches will be part of an ongoing professional learning around small group instruction. ($24,535- Heights T1, $21,239 - HLA T1, $19,196 - HLA T1 and $21,830 - West T1)	Direct Instruction, Academic Support Program, Curriculum Developme nt	Tier 1	Monitor	08/21/2019	06/05/2020	$112996	Director of SI Building Principals Teachers Coaches
Pilot Science Kits/Program	K-5 Science teachers will pilot units from Phenomenal or other vetted program during the 19 20 school year. Teachers will have PD time to debrief and learn about units and how they differ from BCS kits.	Direct Instruction, Academic Support Program	Tier 1	Getting Ready	08/21/2019	06/05/2020	$0	Dir. of SI Building Principals Teachers who elect to pilot new program
DIG and SE/GE Math Cohorts	With help of Math Coach, teachers who elect to be part of DIG (Differentiated Instructional Groups) and SE/GE Cohorts will continue to meet regularly and work together to plan for individualized instruction in math and meet the varied needs of students. (up to 150 hours at $30.34).	Teacher Collaborati on, Professiona l Learning, Direct Instruction, Academic Support Program	Tier 2	Implement	08/21/2019	06/05/2020	$6750	Director of SI Math Coach Building Principals Teachers
GSRP Readiness	GSRP classrooms will continue to be at West, Heights and Jefferson and teachers from GSRP and Kindergarten will continue to talk and share about how to ready students for Kindergarten through early literacy skills.	Academic Support Program	Tier 1	Implement	08/21/2019	06/05/2020	$0	GSRP staff Kindergarte n staff
Vetted NexGen Science K-5 Curriculum	All teachers will learn about vetted/aligned NexGen Science curriculums during the summer of 2019.	Curriculum Developme nt	Tier 1	Getting Ready	08/21/2019	06/05/2020	$40000	Dir. of SI Principals Teachers

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Unpacking Math Standards for Understanding	All teachers in grades K-8 will have an opportunity to unpack math standards and work to realign the essential standards by grade. This will occur during PD time to learn to focus more intentionally on the most essential standards.	Direct Instruction, Academic Support Program, Curriculum Developme nt	Tier 1	Monitor	08/21/2019	06/05/2020	$0	Math Coach Teachers Principals
TK-2 Social Skills	Teachers will receive materials and training to develop a schedule of when Second Step will be taught each week.	Behavioral Support Program	Tier 1	Implement	08/21/2019	06/05/2020	$15760	Dir. of SI Teachers of TK-2 PBIS staff

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