

# **Plan for School Improvement Plan 2016-2017**

Richfield Public School Academy  
Richfield Public School Academy

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## **Overview**

### **Plan Name**

Plan for School Improvement Plan 2016-2017

### **Plan Description**

## Goals Summary

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

#	Goal Name	Goal Details	Goal Type	Total Funding
1	All students will increase their math proficiency.	Objectives: 4 Strategies: 4 Activities: 34	Academic	\$372588
2	All students will increase their social studies performance.	Objectives: 4 Strategies: 4 Activities: 31	Academic	\$399343
3	Richfield PSA will continue to implement a new schoolwide reform strategy of supplemental student support; "The Leader in Me" and "7 Habits of Highly Effective Students" program	Objectives: 1 Strategies: 1 Activities: 4	Organizational	\$4700
4	All students will increase their reading and writing proficiency.	Objectives: 4 Strategies: 5 Activities: 45	Academic	\$647609
5	All students will increase their science proficiency.	Objectives: 4 Strategies: 4 Activities: 34	Academic	\$380088

## Goal 1: All students will increase their math proficiency.

### Measurable Objective 1:

35% of All Students will demonstrate a proficiency in year one by growing 1.33 academic years on NWEA and increasing proficiency level in Mathematics by 06/30/2017 as measured by district and state assessments..

### Strategy 1:

Research-based math strategies - School staff will implement effective research-based math strategies that will utilize and provide vocabulary and purposeful instruction based on student needs to increase comprehensible input to improve student math performance.

Category: Mathematics

Research Cited: Best Practice (Third Edition) by Zemelman, Daniels, and Hyde; Building Academic Vocabulary by Marzano; The Art and Science of Teaching by Marzano; Where Great Teaching Begins by Reeves; Integrating Interactive Notebooks by Cheryl Waldman and Kent J. Crippen from The Science Teacher, January 2009

Tier:

Activity - Merit Pay	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will receive merit pay based on bonus criteria.	Recruitment and Retention			07/01/2016	06/30/2017	\$0	General Fund	Administrative Leadership Team, Teachers

Activity - Standard Based Assessment	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will utilize diagnostic formative and summative assessment to monitor student progress.	Other			07/01/2016	06/30/2017	\$0	General Fund	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers

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Activity - Activities to Increase Academic Background Knowledge	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will incorporate multi-cultural field trips for all students 1-2 times each school year. Teachers will provide after-school enrichment classes and/or tutoring that are project-based. The school will incorporate a variety of programs to meet student needs.	Field Trip			07/01/2016	06/30/2017	\$7000	Title I Part A	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers
Activity - Math Professional Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will participate in math professional development focusing on how to develop and implement effective conceptual lessons, effective differentiation, the use of questioning to check for understanding, and implementing the new common core standards with all students.	Professional Learning			07/01/2016	06/30/2017	\$16983	Title II Part A	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers
Activity - Student Learning Objectives	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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Teachers will discuss learning objectives with students in grades third through eighth grade to increase student understanding of Common Core Standards.	Other			07/01/2016	06/30/2017	\$0	General Fund	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers
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Activity - Data Management System	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers and administrators will use a data management system to determine At-Risk and Intervention students, archive student data, and analyze specific student needs.	Other			07/01/2016	06/30/2017	\$0	Title I Schoolwide	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers

Activity - Vocabulary Instruction	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Vocabulary will be taught through strategies that focus on using context clues to form definitions in student-selected and teacher-selected texts. Teachers will incorporate graphic organizers, vocabulary notebooks, and/or interactive strategies to effectively implement classroom vocabulary instruction to increase student comprehension of mathematical terms.	Professional Learning				07/01/2016	06/30/2017	\$0	General Fund	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers
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Activity - Conceptual Lessons	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will create conceptual lessons to be used to introduce new concepts to provide students an opportunity to discover concept/algorithm and have a deeper understanding of math concepts.	Other			07/01/2015	06/30/2016	\$0	Title I Schoolwide	Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers

Activity - Timely Additional Assistance	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible



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<p>Teachers and other staff will offer several types of assistance to students in need:                  - Classroom teachers will provide differentiated instruction for students not mastering grade level expectations including use of manipulative, reteaching, modified assignments, small group instruction, standard based grading, additional guided practice, on-going assessment with task adjusted based on assessment data, cooperative learning groups, flexible grouping, reading buddies, compacting, and multi-level learning tasks.                  - Title 1 and At-Risk intervention teachers will provide, for at least 30 minutes daily, individual or small group instruction to the lowest 30% .                  - Teachers will provide additional individual and small group intervention for reading &amp; Math                  - The Social Workers will offer services for students needing additional social emotional support, individually and in small groups.                  - The principal will work with behaviorally challenged students in small groups and/or individually.                  - School Family Social Worker will bridge the gap between home and school. She/he will help families with mental, physical, and academic needs                  -Classroom teachers will offer after school enrichment opportunities that focus on Project Based Learning.</p>	<p>Academic Support Program</p>			<p>07/01/2016</p>	<p>06/30/2017</p>	<p>\$16983</p>	<p>Title I Schoolwide</p>	<p>Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers</p>
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Activity - Bi-Monthly Parent Education Activities	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>The parent liaison will develop, implement and evaluate bi-monthly parent education events to increase parent involvement, parent understanding of academic programs, and increase parents ability to support their children in their academic endeavors.</p>	<p>Parent Involvement</p>			<p>07/01/2016</p>	<p>06/30/2017</p>	<p>\$0</p>	<p>Title I Schoolwide</p>	<p>Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers</p>

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Activity - Collaborative Action Teams	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will participate in collaborative action teams at least twice a month to collaborate vertically and horizontally to close math gaps.	Professional Learning			07/01/2016	06/30/2017	\$16983	Title II Part A	Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers
Activity - Dissaggregating Math Data	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will review data after each assessment (quizzes, unit assessment, district assessments, state assessments) to adjust instruction, plan for reteaching, and share data with students.	Other			07/01/2016	06/30/2017	\$0	General Fund	Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers
Activity - FIM Math Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Coaching and Professional Development in Math for 21 staff in grades K-8	Teacher Collaboration, Academic Support Program, Professional Learning	Tier 1	Implement	07/01/2016	06/30/2017	\$26650	Title I Part A	Contracted Service Company

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Activity - After School Theatre	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
After school theater for student opportunities to develop speaking skills, language skills, reading skills, self confidence and leadership.	Extra Curricular, Materials, Academic Support Program	Tier 1	Implement	07/01/2016	06/30/2017	\$14547	Title II Part A	Classroom Teachers, Intervention Director

Activity - After School Colorful Connections	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teacher mentors to support at-risk students daily; monthly celebrations to foster relationships and improve academic performance and attendance.	Behavioral Support Program, Materials, Academic Support Program	Tier 3		07/01/2016	06/30/2017	\$700	Title I Part A	All instructional staff, school social worker staff

Activity - Teacher Release Time	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provides substitute teachers to release classroom and intervention teachers for purposes of professional development in all content areas.	Professional Learning	Tier 1	Implement	07/01/2016	06/30/2017	\$11476	Title II Part A	Title 1 Director, Substitute Coordinator

Activity - Teacher Mentors	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teacher mentors for new teachers to support them in improving instruction, classroom management, and district initiatives to improve quality of instruction.	Teacher Collaboration, Recruitment and Retention, Professional Learning	Tier 1		07/01/2016	06/30/2017	\$5507	Title II Part A	Title 1 Director, Teacher Mentors

**Measurable Objective 2:**

35% of English Learners students will demonstrate a proficiency in year one by growing 1.33 academic years on NWEA and increasing proficiency level in Mathematics by 06/30/2017 as measured by district and state assessments.

**Strategy 1:**

Researched-based math instruction - All teachers of ELL students will utilize and provide vocabulary, project based learning, and differentiated math strategies to increase comprehensible input to improve student math performance. The ELD teacher will work with students to close the gap in language skills to support their

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learning.

Category: Mathematics

Research Cited: Best Practice (Third Edition) by Zemelman, Daniels, and Hyde; Building Academic Vocabulary by Marzano; The Art and Science of Teaching by Marzano

Thomas, W.P., & Collier, V.P. (2002). School effectiveness for language minority students. Washington, DC: National Clearinghouse for Bilingual Education.

Tier:

Activity - ELL Teacher-Coach	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
ELL teacher will work with ESL students to support classroom academics and deliver language development instruction. ELL teacher will work collaboratively with classroom teachers and coach them how to be more effective in meeting the academic needs of ESL students.	Professional Learning	Tier 1		07/01/2016	06/30/2017	\$0	Title III	Principal, Curriculum Director, ELL Teacher-Coach, Classroom Teachers, Intervention Teachers, Special Education Teachers
Activity - Quarterly ELL Meetings	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
ELL teacher-coach will meet quarterly with ELL tutor, ELL supervisor, and general classroom teacher(s) to discuss student academic progress and monitor strategies being implemented.	Teacher Collaboration			07/01/2016	06/30/2017	\$0	Title III	Principal, Curriculum Director, ELL teachercoach, ELL tutor, Classroom Teacher
Activity - ELL Professional Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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ELL/ELD Professional Development at the beginning of the school year.	Professional Learning			07/01/2016	06/30/2017	\$0	Title III	Principal, Curriculum Director, ELL Teacher-Coach, GISD ELL Supervisor, Classroom Teacher, Intervention Teacher, Special Education Teacher
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Activity - Parent Outreach and Events	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
ESL Family Night will be held annually to familiarize parents and the community about services the school district can provide for their families including Title 1 services, busing, and to promote social. Bilingual ELL Facilitator and/or the Language Line will be utilized during Parent Conferences, ESL Family Night, and other school-wide events. Bilingual ELL Facilitator and/or the Language Line will be utilized to facilitate translation to ensure equitable access to important communications to families of ELL students.	Community Engagement, Parent Involvement	Tier 2		07/01/2016	06/30/2017	\$0	General Fund	ELL Teacher, ELL Coach, Parent Liason

**Measurable Objective 3:**

100% of All Students will demonstrate a proficiency in utilizing technology resources in the classroom in Mathematics by 06/30/2017 as measured by the completion of a technology-based portfolio or performance task.

**Strategy 1:**

Research Based Technology Strategies - Staff and students will collaborate with the Principal to enhance and improve student learning through the use of technology resources in the classroom.

Category: Mathematics

Tier: Tier 1

Activity - Use of Technology Resources	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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<p>Staff and students will use a variety of technology resources to enhance and increase student achievement, including tools for formative and summative assessment, increasing student engagement, and widening student experiences and products created.</p>	<p>Technology , Academic Support Program</p>	<p>Tier 1</p>	<p>Implement</p>	<p>07/01/2016</p>	<p>06/30/2017</p>	<p>\$0</p>	<p>General Fund</p>	<p>Staff and students will use a variety of technology resources to enhance and increase student achievement, including tools for formative and summative assessment, increasing student engagement, and widening student experiences and products created.</p>
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Activity - Technology Support	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Staff and students will collaborate with the principal to enhance and improve the use of technology resources in the classroom. Staff will participate in sessions that include modeling, observation and reflection on technology-based lessons and activities.</p>	<p>Technology , Professional Learning</p>	<p>Tier 1</p>		<p>07/01/2016</p>	<p>06/30/2017</p>	<p>\$0</p>	<p>General Fund</p>	<p>Principal, Curriculum Director, Instructional Coaching Staff, ELL Teacher Coach, Classroom Teachers, Intervention Teachers, Special Education Teachers.</p>

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### Measurable Objective 4:

35% of Bottom 30% students will demonstrate a proficiency in year one by growing 1.33 academic years on NWEA and increasing proficiency level in Mathematics by 06/30/2017 as measured by district and state assessments.

### Strategy 1:

Targeted Assistance to Bottom 30% of Students - Intensive intervention will be provided to bottom 30% of students.

Category: Mathematics

Tier: Tier 3

Activity - Merit Pay	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Merit pay will be based on ratio of academic growth between bottom 30% of students and top 30% of students.	Recruitment and Retention	Tier 3	Implement	07/01/2016	06/30/2017	\$0	General Fund	Administrative Leadership Team, Teachers
Activity - Timely Additional Assistance	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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Teachers and other staff will offer several types of assistance to students in need: - Classroom teachers will provide differentiated instruction for students not mastering grade level expectations including use of manipulative, reteaching, modified assignments, small group instruction, additional guided practice, on-going assessment with task adjusted based on assessment data, cooperative learning groups, flexible grouping, reading buddies, compacting, and multi-level learning tasks. - Title 1 and At-Risk intervention teachers will provide, for at least 30 minutes daily, individual or small group instruction to the lowest 30% . - Teachers will provide additional individual and small group - The Social Workers will offer services for students needing additional social emotional support, individually and in small groups. - The principal will work with behaviorally challenged students in small groups and/or individually. in reading, writing and math. - School Family Social Worker will bridge the gap between home and school. She/he will help families with mental, physical, and academic needs -Classroom teachers will offer after school enrichment opportunities that focus on Project Based Learning.	Academic Support Program	Tier 3	Implement	07/01/2016	06/30/2017	\$104354	Title I Part A	Principal, Curriculum Director, Instructional Support Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers
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Activity - After School and Intersession Tutoring	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
After school tutoring for students in all subject areas to offer additional academic support to close the achievement gap.	Academic Support Program	Tier 3	Implement	07/01/2016	06/30/2017	\$19255	Title I Part A	Classroom Teachers and Title 1 Director

Activity - Home Visits	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will make home visits prior to the start of school and mid-way through the year to connect with parents and families who are unable or unwilling to attend parent education events and parent-teacher conferences.	Parent Involvement	Tier 1	Implement	07/01/2016	06/30/2017	\$5458	Title I Part A	Principals, Instructional Staff, Intervention Staff



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Activity - Summer Outreach Coordinator	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Staff member to attend community events; outreach to parents and students to offer summer support and to prepare students for the return to school.	Parent Involvement	Tier 1	Implement	07/01/2016	06/30/2017	\$1965	Title I Part A	Outreach Coordinator
Activity - Dine and Discover	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Meal costs for parent meetings for academic education, drug/alcohol abuse, human trafficking education, social media laws. To meet off site with parents to provide support for critical areas that effect poverty level students and which are a barrier to their academic growth.	Other - Parent Education Involvement	Tier 1	Implement	07/01/2016	06/30/2017	\$4000	Title I Part A	Leadership Team, Behavior Support Team, Social Work Team
Activity - Parent Liason	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
To work with parents of students K-8 to improve student attendance and achievement.	Behavioral Support Program, Parent Involvement, Academic Support Program	Tier 1	Implement	07/01/2016	06/30/2017	\$25718	Title I Part A	Parent Liason
Activity - Coffee with Partners	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Monthly meetings with parents at coffee shops to share school improvement process goals and evaluations, LIM updates, program services for academic and non-academic areas, and feedback. Schools: All Schools	Parent Involvement, Policy and Process, Academic Support Program	Tier 1		07/01/2016	06/30/2017	\$1000	Title I Part A	Leadership Team Support staff
Activity - Wash Day Wednesday	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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Staff member to conduct meetings with parents at laundromat to provide activities for additional reading support at home and to improve student outcomes in all content areas and laundry supplies and services.	Parent Involvement, Academic Support Program	Tier 3	Implement	07/01/2016	06/30/2017	\$5350	Title I Part A	Title 1 Director, Intervention Staff
<b>Activity - Student Wellness Coach</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Two part-time staff members to provide students with research based stress reduction techniques, designed to help students identified with stress disorder symptoms; improve classroom behavior, improve attendance and academic progress.	Behavioral Support Program, Academic Support Program	Tier 1	Implement	07/01/2016	06/30/2017	\$52398	Title I Part A	Title 1 Director, Wellness coach
<b>Activity - LLI Instruction</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Instructional Aides to provide additional reading instruction to improve student performance in all content areas.	Materials, Academic Support Program	Tier 2	Implement	07/01/2016	06/30/2017	\$36261	Title I Part A	Title 1 Director, Instructional Aides

## Goal 2: All students will increase their social studies performance.

### Measurable Objective 1:

100% of Third, Fourth, Fifth, Sixth, Seventh and Eighth grade Black or African-American, Asian, White, Economically Disadvantaged, Gifted and Talented, Hispanic or Latino, Students with Disabilities, English Learners, Two or More Races, American Indian or Alaska Native and Native Hawaiian or Other Pacific Islander students will demonstrate a proficiency by increasing the mean scale score by 10 points each year in Social Studies by 6/30/2017 as measured by the state assessment. in Social Studies by 06/30/2017 as measured by the state assessment..

### Strategy 1:

Research-based Social Studies Strategies - Staff and students will collaborate with the Instructional Technology Coach to enhance and improve student learning through

the use of technology resources in the classroom.

Category: Social Studies

Research Cited: Best Practice (Third Edition) by Zemelman, Daniels, and Hyde; Building Academic Vocabulary by Marzano; Visible Learning by Hattie; What Works in Schools by Marzano; Where Great Teaching Begins by Reeves

Tier: Tier 1

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Activity - Activities to Increase Academic Background Knowledge	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will incorporate multi-cultural field trips for all students 1-2 times each school year. Teachers will provide after-school enrichment classes that are project-based. The school counselor will incorporate a variety of programs to meet student needs.	Field Trip			07/01/2016	06/30/2017	\$7000	Title I Part A	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers

Activity - Social Studies Professional Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will participate in professional development on the implementation of the Michigan Citizenship Collaborative Curriculum, preparation of Social Studies Assessments, teacher instruction on how to implement instructional strategies that require Higher Order Thinking Skills and development of student activities, monitoring and implementing extended response time as a part of effective instructional practices and creating assessments which address multiple learning styles.	Professional Learning			07/01/2016	06/30/2017	\$0	General Fund	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom Teachers

Activity - Merit Pay	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will receive merit pay based on bonus criteria.	Recruitment and Retention			07/01/2016	06/30/2017	\$0	General Fund	Administrative Leadership Team

Activity - Timely Additional Assistance	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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<p>Teachers and other staff will offer several types of assistance to students in need:                  - Classroom teachers will provide differentiated instruction for students not mastering grade level expectations including use of manipulative, reteaching, modified assignments, small group instruction, additional guided practice, on-going assessment with task adjusted based on assessment data, cooperative learning groups, flexible grouping, reading buddies, compacting, and multi-level learning tasks.                  - Teachers will provide additional individual and small group                  - The Social Workers will offer services for students needing additional social emotional support, individually and in small groups.                  - The principal will work with behaviorally challenged students in small groups and/or individually. in reading, writing and math.                  - School Family Social Worker will bridge the gap between home and school. She/he will help families with mental, physical, and academic needs                  -Classroom teachers will offer after school enrichment opportunities that focus on Project Based Learning.</p>	<p>Academic Support Program</p>			<p>07/01/2016</p>	<p>06/30/2017</p>	<p>\$104354</p>	<p>Title I Part A</p>	<p>Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers, Social Worker</p>
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Activity - Data Management System	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Teachers and administrators will use a data management system to determine At-Risk and Intervention students, archive student data, and analyze specific student needs.</p>	<p>Other</p>			<p>07/01/2016</p>	<p>06/30/2017</p>	<p>\$0</p>	<p>General Fund</p>	<p>Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers</p>

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Activity - Curriculum Resources	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will use resources from the MC3 curriculum to teach Social Studies Common Core Standards.	Curriculum Development, Materials	Tier 1	Implement	07/01/2016	06/30/2017	\$0	General Fund	Administrative Support Staff, Curriculum Director, Classroom Teachers, Special Education Teachers

Activity - Use of Note Taking	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All Social Studies Teachers will instruct students in effective note taking to support comprehension of Social Studies concepts.	Direct Instruction			07/01/2016	06/30/2017	\$0	General Fund	Principal, Assistant Principals, Curriculum Director, Instructional Technology Coach, Instructional Support Staff, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers

Activity - Additional Text to Support Aligned Curriculum	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Teachers will be provided with additional expository texts to support aligned curriculum.	Academic Support Program			07/01/2016	06/30/2017	\$0	General Fund	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers
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Activity - Vocabulary Instruction	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Vocabulary will be taught through strategies that focus on using context clues to form definitions in student-selected and teacher-selected texts. Teachers will incorporate graphic organizers, vocabulary notebooks, and/or interactive strategies to effectively implement classroom vocabulary instruction to increase student comprehension of texts.	Direct Instruction			07/01/2016	06/30/2017	\$0	General Fund	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers

Activity - Collaborative Action Teams	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Teachers will participate in collaborative action teams at least twice a month to collaborate vertically and horizontally to close social studies gaps.	Professional Learning			07/01/2016	06/30/2017	\$0	General Fund	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers
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Activity - After School Theatre	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
After school theater for student opportunities to develop speaking skills, language skills, reading skills, self-confidence and leadership.	Extra Curricular, Materials, Academic Support Program	Tier 1	Implement	07/01/2016	06/30/2017	\$14547	Title I Part A	Classroom teachers, intervention director

Activity - After School Colorful Connections	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teacher mentors to support at-risk students daily; monthly celebrations to foster relationships and improve academic performance and attendance.	Behavioral Support Program, Materials, Academic Support Program	Tier 3		07/01/2016	06/30/2017	\$700	Title I Part A	All instructional staff, school social work staff

Activity - Teacher Mentors	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teacher mentors for new teachers to support them in improving instruction, classroom management, and district initiatives to improve quality of instruction.	Teacher Collaboration, Recruitment and Retention, Professional Learning	Tier 1	Implement	07/01/2016	06/30/2017	\$5507	Title II Part A	Title 1 Director, Teacher Mentors

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Activity - Teacher Release Time	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide substitute teachers to release classroom and intervention teachers for purposes of professional development in all content areas. Provide funding for registration for instructional staff and workshops aligned to school improvement plan.	Professional Learning	Tier 2	Implement	07/01/2016	06/30/2017	\$11476	Title II Part A	Title 1 Director, Substitute Coordinator

**Measurable Objective 2:**

35% of Fifth, Sixth, Seventh and Eighth grade English Learners students will demonstrate a proficiency in year one in Social Studies by 6/30/2017 as measured by the state assessments in Social Studies by 06/30/2017 as measured by the state assessment.

**Strategy 1:**

Research-based ELL Social Studies Strategies - Teachers of ELL students will provide additional vocabulary instruction based on ELD strategies to provide additional classroom support in understanding social studies academic vocabulary and to ensure that ELL students are making measurable academic growth of social studies concepts.

Category: Social Studies

Research Cited: Best Practice (Third Edition) by Zemelman, Daniels, and Hyde. Building Academic Vocabulary by Marzano and Pickering. Visible Learning by John Hattie. What Works in Schools by Marzano.

Tier:

Activity - Quarterly ELL Meetings	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
ELD Teacher and general classroom teachers will meet to discuss student academic progress and monitor strategies at district wide data review sessions implemented.	Professional Learning			07/01/2016	06/30/2017	\$0	Title III	Principal, Curriculum Director, ELL Tutor, ELL Supervisor, Classroom Teacher

Activity - ELL Professional Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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ELL/ELD Professional Development at the beginning of the school year.	Professional Learning			07/01/2016	06/30/2017	\$0	Title III	Principal, Curriculum Director, GISD ELL Coordinator, ELL Teacher-Coach, Classroom Teachers, Intervention Teachers, Special Education Teachers
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Activity - ELL Teacher-Coach	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
ELL teacher will work with ESL students to support classroom academics and deliver language development instruction. ELL teacher will work collaboratively with classroom teachers and coach them how to be more effective in meeting the academic needs of ESL students.	Professional Learning	Tier 1		07/01/2016	06/30/2017	\$0	Title III	Principal, Curriculum Director, ELL Teacher-Coach, Classroom Teachers, Intervention Teachers, Special Education Teachers

Activity - Parent Outreach and Events	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
ESL Family Night will be held annually to familiarize parents and the community about services the school district can provide for their families including Title 1 services, busing, and to promote social. Bilingual ELL Facilitator and/or the Language Line will be utilized during Parent Conferences, ESL Family Night, and other school-wide events. Bilingual ELL Facilitator and/or the Language Line will be utilized to facilitate translation to ensure equitable access to important communications to families of ELL students.	Community Engagement, Parent Involvement	Tier 2	Implement	07/01/2016	06/30/2017	\$0	General Fund	ELL Teacher, ELL Coach, Parent Liason

**Measurable Objective 3:**

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100% of Third, Fourth, Fifth, Sixth, Seventh and Eighth grade Black or African-American, Asian, Bottom 30%, White, Economically Disadvantaged, Gifted and Talented, Hispanic or Latino, Students with Disabilities, English Learners, Two or More Races, American Indian or Alaska Native and Native Hawaiian or Other Pacific Islander students will demonstrate a proficiency in utilizing technology resources in the classroom in Social Studies by 06/30/2017 as measured by the completion of a technology-based portfolio, project or performance task.

**Strategy 1:**

Research Based Technology Strategies - Staff and students will collaborate with the Instructional Technology Coach to enhance and improve student learning through the use of technology resources in the classroom.

Category: Social Studies

Tier:

Activity - Technology Enrichment	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Staff and students will collaborate with their principals to enhance and improve the use of technology resources in the classroom. Staff will participate in sessions that include modeling, observation and reflection on technology-based lessons and activities.	Technology, Professional Learning	Tier 1	Implement	07/01/2016	06/30/2017	\$0	General Fund	Principal, Assistant Principals, Curriculum Director, Instructional Technology Coach, Instructional Coaching Staff, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers

Activity - Use of Technology Resources	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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<p>Staff and students will use a variety of technology resources to enhance and increase student achievement, including tools for formative and summative assessment, increasing student engagement, and widening student experiences and products created.</p>	<p>Technology , Academic Support Program, Professional Learning</p>	<p>Tier 1</p>	<p>Monitor</p>	<p>07/01/2016</p>	<p>06/30/2017</p>	<p>\$0</p>	<p>General Fund</p>	<p>Principal, Assistant Principals, Curriculum Director, Instructional Technology Coach, Instructional Coaching Staff, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers</p>
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**Measurable Objective 4:**

35% of Bottom 30% students will demonstrate a proficiency in year one by growing 1.33 academic years on NWEA and increasing proficiency level in Social Studies by 06/30/2017 as measured by district and state assessments.

**Strategy 1:**

Targeted Academic Assistance to Bottom 30% - Intensive intervention will be provided to bottom 30% of students.

Category: Social Studies

Tier: Tier 3

Activity - Merit Pay	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Merit pay will be based on a ratio of academic growth between bottom 30% of students and top 30% of students.</p>	<p>Recruitment and Retention</p>	<p>Tier 3</p>	<p>Monitor</p>	<p>07/01/2016</p>	<p>06/30/2017</p>	<p>\$0</p>	<p>General Fund</p>	<p>Superintendent, Principal, Curriculum Director, Teachers</p>

Activity - Timely Additional Assistance	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Teachers and other staff will offer several types of assistance to students in need: - Classroom teachers will provide differentiated instruction for students not mastering grade level expectations including use of manipulative, reteaching, modified assignments, small group instruction, additional guided practice, on-going assessment with task adjusted based on assessment data, cooperative learning groups, flexible grouping, reading buddies, compacting, and multi-level learning tasks. - Teachers will provide additional individual and small group - The Social Workers will offer services for students needing additional social emotional support, individually and in small groups. - The principal will work with behaviorally challenged students in small groups and/or individually. in reading, writing and math. - School Family Social Worker will bridge the gap between home and school. She/he will help families with mental, physical, and academic needs -Classroom teachers will offer after school enrichment opportunities that focus on Project Based Learning.	Academic Support Program	Tier 3	Implement	07/01/2016	06/30/2017	\$104354	Title I Part A	Principal, Assistant Principals, Curriculum Director, Instructional Technology Coach, Instructional Coaching Staff, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers
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Activity - Home Visits	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will make home visits prior to the start of school and mid-way through the year to connect with parents and families who are unable or unwilling to attend parent education events and parent-teacher conferences.	Parent Involvement	Tier 1	Implement	07/01/2016	06/30/2017	\$5458	Title I Part A	Principals, Instructional Staff, Intervention Staff

Activity - Summer Outreach Coordinator	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Staff member to attend community events; outreach to parents and students to offer summer support and to prepare students for the return to school.	Parent Involvement	Tier 1	Implement	07/01/2016	06/30/2017	\$1965	Title I Part A	Outreach Coordinator

Activity - Dine and Discover	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Meal costs for parent meetings for academic support education, drug/alcohol abuse, human trafficking education, social media laws. To meet off site with parents to provide support for critical areas that effect poverty level students and which are a barrier to their academic growth.	Other - Parent Education Involvement, Parent Involvement	Tier 1	Implement	07/01/2016	06/30/2017	\$4000	Title I Part A	Leadership Team, Behavior Support Team, Social Work Team

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Activity - Parent Liason	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
To work with parents of students K-8 to improve student attendance and achievement	Behavioral Support Program, Parent Involvement, Academic Support Program	Tier 1	Implement	07/01/2016	06/30/2017	\$25718	Title I Part A	Parent Liason
Activity - Coffee with Partners	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Monthly meetings with parents at coffee shops to share school improvement process goals and evaluations, LIM updates, program services for academic and non-academic areas and feedback.	Parent Involvement, Policy and Process, Academic Support Program	Tier 1	Implement	07/01/2016	06/30/2017	\$1000	Title I Part A	Leadership Team, Support Staff
Activity - After School and Intersession Tutoring	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
After school tutoring for students in all subject areas to offer additional academic support to close the achievement gap.	Academic Support Program	Tier 3	Implement	07/01/2016	06/30/2017	\$19255	Title I Part A	Classroom Teachers and Title 1 Director
Activity - Wash Day Wednesday	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Staff member to conduct meetings with parents at laundromat to provide activities for additional reading support at home at home and to improve student outcomes in all subject areas and laundry supplies and service costs.	Parent Involvement, Academic Support Program	Tier 3	Implement	07/01/2016	06/30/2017	\$5350	Title I Part A	Title 1 Director, Intervention Staff
Activity - LLI Instruction	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Instructional Aides to provide additional reading instruction to improve student performance in all content areas.	Materials, Academic Support Program	Tier 2	Implement	07/01/2016	06/30/2017	\$36261	Title I Part A	Title 1 Director, Instructional Aides

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Activity - Student Wellness Coach	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Two part-time staff members to provide students with research based stress reduction techniques, designed to help students identified with stress disorder symptoms; improve classroom behavior, improve attendance and academic progress.	Behavioral Support Program, Academic Support Program		Implement	07/01/2016	06/30/2017	\$52398	Title I Part A	Title 1 Director, Wellness Coaches

**Goal 3: Richfield PSA will continue to implement a new schoolwide reform strategy of supplemental student support; "The Leader in Me" and "7 Habits of Highly Effective Students" program**

**Measurable Objective 1:**

demonstrate a behavior of the use of the Seven Effective Habits by Stephen Covey in student's daily lives to prepare them for college by 06/30/2017 as measured by student, staff and parent climate surveys.

**Strategy 1:**

Schoolwide Reform - Research supports implementation of this program to help instill in poverty level students, an intrinsic belief in education and to teach them to use effective habits in their daily lives to prepare them for high school and college.

Category: School Culture

Research Cited: The 7 Habits of Highly Effective People by Covey; The 7 Habits of Highly Effective Teens by Covey; The Leader in Me: What it is and its Promising Results by Hatch PhD.

Tier: Tier 2

Activity - Program Monitoring	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The Leadership Team will meet quarterly to review data on office referrals and student work completion rates, to monitor and assess the effectiveness of the program. The committee will report findings to staff.	Behavioral Support Program			07/01/2016	06/30/2017	\$0	General Fund	Leadership Team

Activity - Leader in Me Professional Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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<p>Staff will participate in professional development on the implementation of The Leader In Me and the Seven Habits of Highly Effective People. Provide specific PD on educating poverty level children and redesigning discipline policy for struggling students.</p>	<p>Professional Learning</p>		<p>Monitor</p>	<p>07/01/2016</p>	<p>06/30/2017</p>	<p>\$3700</p>	<p>Title I Part A</p>	<p>Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom Teachers, Intervention Teachers, Special Education Department, Social Workers, Instructional Aides, Custodians, Kitchen Staff, Office Staff, Parent Liaison</p>
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Activity - Parent Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Parents will be educated in the 7 Habits and will have quarterly opportunities to reflect with their child about implementing the 7 Habits in their life.</p>	<p>Parent Involvement</p>			<p>07/01/2016</p>	<p>06/30/2017</p>	<p>\$0</p>	<p>General Fund</p>	<p>Parent Liaison, Lighthouse Team Leadership Team</p>

Activity - Activities to Implement Leader in Me	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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<p>Staff will provide explicit instruction on The 7 Habits to students through use of LIM books. These habits will guide students in becoming independent, responsible, and successful individuals. The staff will become facilitators in cultivating this culture within the school building.</p>	<p>Behavioral Support Program</p>			<p>07/01/2016</p>	<p>06/30/2017</p>	<p>\$1000</p>	<p>Title I Part A</p>	<p>Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom Teachers, Intervention Teachers, Special Education Department, Social Workers, Office Staff, Kitchen Staff, Custodians. Instructional Aides, Parent Liaison</p>
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**Goal 4: All students will increase their reading and writing proficiency.**

**Measurable Objective 1:**

35% of All Students will demonstrate a proficiency in year one by growing 1.33 academic years on NWEA and increasing proficiency level in English Language Arts by 06/30/2017 as measured by district and state assessments..

**Strategy 1:**

Research-based reading and vocabulary instruction - School staff will implement effective, research based reading and vocabulary instruction that will utilize and provide reading strategies to increase comprehensible input to improve student academic vocabulary.

Category:

Research Cited: Best Practice by Zemelman, Daniels, and Hyde. Building Academic Vocabulary by Marzano and Pickering. Visible Learning by John Hattie.

Supporting Struggling Readers and Writes by Strickland, Ganske, and Monroe. Where Great Teaching Begins by Reeves.

Tier:



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Activity - Merit Pay	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will receive merit pay based on bonus criteria.	Recruitment and Retention			07/01/2016	06/30/2017	\$0	General Fund	Administrative Leadership Team, Teachers

Activity - Timely Additional Assistance	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Teachers and other staff will offer several types of assistance to students in need:</p> <ul style="list-style-type: none"> <li>- Classroom teachers will provide differentiated instruction for students not mastering grade level expectations including use of manipulative, reteaching, modified assignments, small group instruction, additional guided practice, on-going assessment with task adjusted based on assessment data, cooperative learning groups, flexible grouping, reading buddies, compacting, and multi-level learning tasks.</li> <li>- Title 1 and At-Risk intervention teachers will provide, for at least 30 minutes daily, individual or small group instruction to the lowest 30%.</li> <li>- Teachers will provide additional individual and small group</li> <li>- The Social Workers will offer services for students needing additional social emotional support, individually and in small groups.</li> <li>- The principal will work with behaviorally challenged students in small groups and/or individually in reading, writing and math.</li> <li>- School Family Social Worker will bridge the gap between home and school. She/he will help families with mental, physical, and academic needs</li> <li>-Classroom teachers will offer after school enrichment opportunities that focus on Project Based Learning.</li> </ul>	Academic Support Program			07/01/2016	06/30/2017	\$104354	Title I Part A	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom teachers, Intervention teachers, Special Education teachers

Activity - Vocabulary Instruction	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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Vocabulary will be taught through strategies that focus on using context clues to form definitions in student-selected and teacher-selected texts. Teachers will incorporate graphic organizers, vocabulary notebooks, and/or interactive strategies to effectively implement classroom vocabulary instruction to increase student comprehension of texts.	Direct Instruction			07/01/2016	06/30/2017	\$0	Title I Schoolwide	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom teachers, Intervention teachers, Special Education teachers
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Activity - Activities to increase academic background knowledge	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will incorporate multi-cultural field trips for all students 1-2 times each school year. Teachers will provide after-school enrichment classes that are project-based. The school counselor will incorporate a variety of programs to meet student needs.	Field Trip		Implement	07/01/2016	06/30/2017	\$7000	Title I Part A	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom teachers, Intervention teachers, Special Education teachers.

Activity - Student Learning Objectives	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Teachers will discuss learning objectives & learning targets with students in grades Kindergarten through eighth grade to increase student understanding of Common Core Standards.	Other			07/01/2016	06/30/2017	\$0	General Fund	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom teachers, Intervention teachers, Special Education teachers.
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Activity - Reading Instruction Professional Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers, paraprofessionals, and administrators will participate in professional development on the effective implementation of guided reading, literature circles, and/or novel studies, effective questioning, effective differentiation, and effective reading instruction to improve student reading comprehension.	Professional Learning			07/01/2016	06/30/2017	\$16983	Title II Part A	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom teachers, Intervention teachers, Special Education teachers

Activity - Collaborative Planning Time	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Special Education teachers will be held accountable for collaborating with the general education teachers weekly to differentiate instruction and to meet the needs of their students in Language Arts.	Other			07/01/2016	06/30/2017	\$0	Special Education	Principal, Assistant Principals, Curriculum Director, Instructional Technology Coach, Instructional Support Staff, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers
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Activity - Data Management System	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers and administrators will use a data management system to determine At-Risk and Intervention students, archive student data, and analyze specific student needs.	Other		Implement	07/01/2016	06/30/2017	\$0	Title I Schoolwide	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom teachers, Special Education teachers

Activity - Explicit Reading Comprehension Strategies Instruction	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Teachers will explicitly teach reading comprehension strategies (for example: making connections, questioning, visualizing, inferring, determining importance, and synthesizing) to improve student comprehension.	Direct Instruction			07/01/2016	06/30/2017	\$0	General Fund	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom teachers, Intervention teachers, Special Education teachers.
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Activity - Bi-Monthly Parent Education Events	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The school will provide bi-monthly parent education events to increase parent involvement, parent understanding of academic programs, and increase parents ability in supporting their students academically.	Parent Involvement			07/01/2016	06/30/2017	\$0	Title I Schoolwide	Principal, Assistant Principals, Curriculum Director, Instructional Technology Coach, Instructional Support Staff, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers

Activity - Collaborative Action Teams	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Teachers will participate in collaborative action teams at least twice a month to collaborate vertically and horizontally to close reading gaps.	Professional Learning			07/01/2016	06/30/2017	\$16983	Title II Part A	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom teachers, Intervention teachers, Special Education teachers
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Activity - Standards Based Assessments	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will utilize diagnostic, formative, and summative assessments to monitor student progress.	Other			07/01/2016	06/30/2017	\$0	General Fund	Principal, Assistant Principal, Curriculum Director, Instructional Support Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers

Activity - FIM Reading Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Coaching and professional development in reading for 21 staff in grades K-8.	Teacher Collaboration, Academic Support Program, Professional Learning	Tier 1	Implement	07/01/2016	06/30/2017	\$26650	Title I Part A	Contracted Service Company

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Activity - After School Theatre	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
After school theater for student opportunities to develop speaking skills, language skills, reading skills, self-confidence and leadership.	Extra Curricular, Materials, Academic Support Program	Tier 1		07/01/2016	06/30/2017	\$14547	Title I Part A	Classroom Teachers, Intervention Director
Activity - After School and Intersession Tutoring	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
After school tutoring for students in all subject areas to offer additional academic support to close the achievement gap.	Academic Support Program	Tier 3	Implement	07/01/2016	06/30/2017	\$19255	Title I Part A	Classroom teacher, Title 1 Director
Activity - After School Colorful Connections	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teacher mentors to support at-risk students daily; monthly celebrations to foster relationships and improve academic performance and attendance.	Behavioral Support Program, Materials, Academic Support Program	Tier 3	Implement	07/01/2016	06/30/2017	\$700	Title I Part A	All Instructional Staff, School Social Work Staff
Activity - Teacher Mentors	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teacher mentors for new teachers to support them in improving instruction, classroom management and district initiatives to improve quality of instruction.	Teacher Collaboration, Recruitment and Retention, Professional Learning	Tier 1	Implement	07/01/2016	06/30/2017	\$5507	Title II Part A	Title 1 Director, Teacher Mentors
Activity - Teacher Release Time	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide substitute teachers to release classroom and intervention teachers for purposes of professional development in all content areas. Provide funding for registration for instructional staff and workshops aligned to school improvement plan.	Professional Learning	Tier 1	Implement	07/01/2016	06/30/2017	\$11476	Title II Part A	Title 1 Director, Substitute Coordinator

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**Strategy 2:**

Improve Writing Proficiency - School staff will implement effective, research-based writing instruction.

Category: English/Language Arts

Research Cited: Visible Learning by John Hattie. Improving Organizational Skills Through the Use of Graphic Organizers by Kari Capretz, Barbara Ricker, and Amanda Sasak

Tier:

Activity - Student Learning Objectives	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will discuss learning objectives with students in grades third through eighth grade to increase student understanding of Common Core Standards.	Other			07/01/2016	06/30/2017	\$0	General Fund	Special Education Teachers, Classroom Teachers, Intervention Teachers

Activity - Collaborative Planning Time	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Special Education teachers will be held accountable for collaborating with the general education teachers weekly to differentiate instruction and to meet the needs of their students in Writing.	Other			07/01/2016	06/30/2017	\$0	Special Education	Principal, Assistant Principals, Curriculum Director, Special Education Teacher Coach, Classroom Teachers, Special Education teachers

Activity - Collaborative Action Teams	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Teachers will participate in collaborative action teams at least twice a month to collaborate vertically and horizontally to close writing gaps.	Professional Learning			07/01/2016	06/30/2017	\$16983	Title II Part A	Principal, Assistant Principals, Curriculum Director, Special Education Teachers, Classroom Teachers, Intervention teachers, Instructional Support Staff
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Activity - Dedicated Writing Instruction	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Writing teachers in third through eighth grade will include dedicated writing instruction/workshop to increase student writing proficiency. Teachers of other content areas will incorporate writing activities into their curriculum.	Direct Instruction			07/01/2016	06/30/2017	\$0	General Fund	Principal, Assistant Principals, Curriculum Director, Special Education Teachers, Classroom Teachers, Special Education teachers, Instructional Support Staff

Activity - Increase Academic Background Knowledge	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Teachers will incorporate multi-cultural field trips for all students 1-2 times each school year. Teachers will provide after-school enrichment classes that are project-based. The school counselor will incorporate a variety of programs to meet student needs.	Field Trip			07/01/2016	06/30/2017	\$0	Title I Schoolwide	Principal, Assistant Principals, Curriculum Director, Instructional Coach, Classroom teachers, Intervention teachers, Special Education teachers
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Activity - Bi-Monthly Parent Education Events	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The school will schedule bi-monthly parent education events to increase parent involvement, parent understanding of academic programs, and increase parents ability in supporting their students academically.	Parent Involvement		Getting Ready	07/01/2016	06/30/2017	\$0	Title I Schoolwide	Principal, Assistant Principals, Curriculum Director, Special Education Teachers, Classroom Teachers, Special Education teachers, Parent Liaison

Activity - Quarterly scoring circles for schoolwide writing prompt	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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**Plan for School Improvement Plan 2016-2017**

Richfield Public School Academy

Teachers will participate in grade level meetings three times per year to score and disaggregate writing assessment data.	Other		Implement	07/01/2016	06/30/2017	\$0	Title I Schoolwide	Principal, Assistant Principals, Curriculum Director, Special Education Teachers, Classroom Teachers, Intervention teachers, Instructional Support Staff
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Activity - Writing Professional Development for Teachers	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Professional development for teachers to strengthen their understanding and implementation writing curriculum.	Professional Learning			07/01/2016	06/30/2017	\$16983	Title II Part A	Principal, Assistant Principals, Curriculum Director, Special Education Teachers, Classroom Teachers, Intervention teachers, Instructional Support Staff

Activity - Timely Additional Assistance	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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**Plan for School Improvement Plan 2016-2017**

Richfield Public School Academy

<p>Teachers and other staff will offer several types of assistance to students in need:                  - Classroom teachers will provide differentiated instruction for students not mastering grade level expectations including use of manipulative, reteaching, modified assignments, small group instruction, additional guided practice, on-going assessment with task adjusted based on assessment data, cooperative learning groups, flexible grouping, reading buddies, compacting, and multi-level learning tasks.                  - Title 1 and At-Risk intervention teachers will provide, for at least 30 minutes daily, individual or small group instruction to the lowest 30%.                  - Teachers will provide additional individual and small group                  - The Social Workers will offer services for students needing additional social emotional support, individually and in small groups.                  - The principal will work with behaviorally challenged students in small groups and/or individually in reading, writing and math.                  - School Family Social Worker will bridge the gap between home and school. She/he will help families with mental, physical, and academic needs                  -Classroom teachers will offer after school enrichment opportunities that focus on Project Based Learning.</p>	<p>Academic Support Program</p>			<p>07/01/2016</p>	<p>06/30/2017</p>	<p>\$150000</p>	<p>Title I Schoolwide</p>	<p>Principal, Assistant Principals, Curriculum Director, Special Education Teachers, Classroom Teachers, Intervention teachers, Instructional Support Staff, Social Workers</p>
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Activity - Use of Graphic Organizers	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Planning time to incorporate the use of graphic organizers to strengthen writing instruction and increase student capacity for summarizing and sequencing.</p>	<p>Other</p>			<p>07/01/2016</p>	<p>06/30/2017</p>	<p>\$0</p>	<p>General Fund</p>	<p>Principal, Assistant Curriculum Director, Special Education Teachers, Classroom Teachers, Intervention</p>

**Measurable Objective 2:**

35% of English Learners students will demonstrate a proficiency in year one by growing 1.33 academic years on NWEA and increasing proficiency level in English Language Arts by 06/30/2017 as measured by district and state assessments..

**Plan for School Improvement Plan 2016-2017**

Richfield Public School Academy

**Strategy 1:**

Research-based ELL reading and vocabulary instruction - District staff will implement effective (EL Specific) reading instruction/intervention staff professional development and/or coaching.

Reading instruction/intervention staff will increase the use/role of oral language development with EL during direct literacy instruction/intervention.

Category: English/Language Arts

Research Cited: Cloud, Nancy, Fred Genesee & Else Hamayan (2009). Literacy Instruction for English Language Learners: A Teacher;s Guide to Research-Based Practices. Portsmouth, NH: Heinemann

Tier:

Activity - ELL Professional Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will participate in professional development sessions to develop more effective strategies for working with ELL students.	Professional Learning			07/01/2016	06/30/2017	\$0	Title III	Principal, Assistant Principals, Curriculum Director, ELL Instructional Support Staff, Classroom teachers, Intervention teachers, Special Education teachers

Activity - ELL Teacher Coach	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
ELL teacher will work with ESL students to support classroom academics and deliver language development instruction. ELL teacher will work collaboratively with classroom teachers and coach them how to be more effective in meeting the academic needs of ESL students.	Professional Learning		Monitor	07/01/2016	06/30/2017	\$0	Title III	Principal, Assistant Principals, Curriculum Director, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers

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Activity - Quarterly ELL Meetings	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
ELL supervisor, and general classroom teacher will meet bi annually to discuss student academic progress and monitor strategies implemented.	Other			07/01/2016	06/30/2017	\$0	Title III	Principal, Curriculum Director, ELL supervisor, ELL Tutors, Classroom Teachers

Activity - Parent Outreach and Events	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
ESL Family Night will be held annually to familiarize parents and the community about services the school district can provide for their families including Title 1 services, bussing, and to promote social. Bilingual ELL Facilitator and/or the Language Line will be utilized during Parent Conferences, ESL Family Night, and other school-wide events. Bilingual ELL Facilitator and/or the Language Line will be utilized to facilitate translation to ensure equitable access to important communications to families of ELL students.	Community Engagement, Parent Involvement	Tier 2	Implement	07/01/2016	06/30/2017	\$0	General Fund	ELL Teacher, ELL Coach, Parent Liaison

**Measurable Objective 3:**

100% of All Students will demonstrate a proficiency in utilizing technology resources in the classroom in English Language Arts by 06/30/2017 as measured by the completion of a technology-based portfolio, digital project or performance task.

**Strategy 1:**

Research Based Technology Strategies - Staff and students will differentiate their instruction through/using technology. Students will use technology to enhance their work and create projects. This will enhance and improve student learning through the use of technology resources in the classroom.

Category: English/Language Arts

Tier:

Activity - Technology Support	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Richfield Public School Academy

Staff and students will collaborate with the principals to enhance and improve the use of technology resources in the classroom. Staff will participate in sessions that include modeling, observation and reflection on technology-based lessons and activities	Technology , Professional Learning	Tier 1	Implement	07/01/2016	06/30/2017	\$0	General Fund	Principal, Assistant Principals, Curriculum Director, Instructional Technology Coach, Instructional Coaching Staff, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers
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Activity - Use of Technology Resources	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Staff and students will use a variety of technology resources to enhance and increase student achievement, including tools for formative and summative assessment, increasing student engagement, and widening student experiences and products created.	Technology , Academic Support Program	Tier 1	Implement	07/01/2016	06/30/2017	\$0	General Fund	Principal, Assistant Principals, Curriculum Director, Instructional Technology Coach, Instructional Coaching Staff, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers

**Measurable Objective 4:**

35% of Bottom 30% students will demonstrate a proficiency in year one by growing 1.00 academic years on NWEA and increasing proficiency level in English Language Arts by 06/30/2017 as measured by district and state assessments..

**Plan for School Improvement Plan 2016-2017**

Richfield Public School Academy

**Strategy 1:**

Targeted Academic Assistance to bottom 30% - Intensive intervention will be provided to bottom 30% of students.

Category: English/Language Arts

Tier: Tier 3

Activity - Merit Pay	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Merit pay will be based on a ratio of academic growth between bottom 30% of students and top 30% of students.	Recruitment and Retention	Tier 3	Implement	07/01/2016	06/30/2017	\$0	General Fund	Administrative Leadership Team, Teachers

Activity - Timely Additional Assistance	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers and other staff will offer several types of assistance to students in need: - Classroom teachers will provide differentiated instruction for students not mastering grade level expectations including use of manipulative, reteaching, modified assignments, small group instruction, additional guided practice, on-going assessment with task adjusted based on assessment data, cooperative learning groups, flexible grouping, reading buddies, compacting, and multi-level learning tasks. - Teachers will provide additional individual and small group - The Social Workers will offer services for students needing additional social emotional support, individually and in small groups. - The principal will work with behaviorally challenged students in small groups and/or individually. in reading, writing and math. - School Family Social Worker will bridge the gap between home and school. She/he will help families with mental, physical, and academic needs -Classroom teachers will offer after school enrichment opportunities that focus on Project Based Learning.	Academic Support Program	Tier 3	Implement	07/01/2016	06/30/2017	\$104354	Title I Part A	Principal, Curriculum Director, Instructional Support Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers

Activity - Home Visits	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will make home visits prior to the start of school and mid-way through the year to connect with parents and families who are unable or unwilling to attend parent education events and parent-teacher conferences.	Parent Involvement	Tier 1	Implement	07/01/2016	06/30/2017	\$5458	Title I Part A	Principals, Instructional Staff, Intervention Staff



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Activity - Summer Outreach Coordinator	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Staff member to attend community events; outreach to parents and students to offer summer support and to prepare students for the return to school.	Parent Involvement	Tier 1	Implement	07/01/2016	06/30/2017	\$1965	Title I Part A	Outreach Coordinator
Activity - Dine and Discover	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Meal costs for parent meetings for academic support education, drug/alcohol abuse, human trafficking education, social media laws. To meet off site with parents to provide support for critical areas that effect poverty level students and which are a barrier to their academic growth.	Other - Parent Education Involvement, Parent Involvement	Tier 1	Implement	07/01/2016	06/30/2017	\$4000	Title I Part A	Leadership Team, Behavior Support Team, Social Work Team
Activity - Parent Liason	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
To work with parents of students K-8 to improve student attendance and achievement.	Behavioral Support Program, Parent Involvement, Academic Support Program	Tier 1	Implement	07/01/2016	06/30/2017	\$25718	Title I Part A	Parent Liason
Activity - Coffee with Partners	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Monthly meetings with parents at coffee shops to share school improvement process goals and evaluations, LIM updates, program services for academic and non-academic areas and feedback.	Parent Involvement, Policy and Process, Academic Support Program	Tier 1	Implement	07/01/2016	06/30/2017	\$1000	Title I Part A	Leadership Team, Support Staff
Activity - After School and Intersession Tutoring	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
After school tutoring for students in all subject areas to offer additional academic support to close the achievement gap.	Academic Support Program	Tier 3	Implement	07/01/2016	06/30/2017	\$3684	Title I Part A	Classroom Teachers and Title 1 Director

## Plan for School Improvement Plan 2016-2017

Richfield Public School Academy

Activity - Wash Day Wednesday	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Staff member to conduct meetings with parents at laundromat to provide activities for additional reading support at home and to improve student outcomes in all subject areas and to cover laundry supplies and service costs.	Parent Involvement, Academic Support Program	Tier 3	Implement	07/01/2016	06/30/2017	\$5350	Title I Part A	Title 1 Director, Intervention Staff
Activity - Student Wellness Coach	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Two part-time staff members to provide students with research based stress reduction techniques, designed to help students identified with stress disorder symptoms; improve classroom behavior, improve attendance and academic progress.	Behavioral Support Program, Academic Support Program		Implement	07/01/2016	06/30/2017	\$52398	Title I Part A	Title 1 Director, Wellness Coaches
Activity - LLI Instruction	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Instructional Aides to provide additional reading instruction to improve student performance in all content areas.	Materials, Academic Support Program	Tier 2	Implement	07/01/2016	06/30/2017	\$36261	Title I Part A	Title 1 Director, Instructional Aides

## Goal 5: All students will increase their science proficiency.

### Measurable Objective 1:

A 35% increase of Pre-K, Third, Fourth, Fifth, Sixth, Seventh and Eighth grade Black or African-American, Asian, White, Economically Disadvantaged, Gifted and Talented, Hispanic or Latino, Students with Disabilities, English Learners, Two or More Races, American Indian or Alaska Native and Native Hawaiian or Other Pacific Islander students will demonstrate a proficiency in year one by growing 1.33 academic years on NWEA and increasing proficiency level in Science by 06/30/2017 as measured by district and state assessments..

### Strategy 1:

Research-based Science Strategies - District staff will implement effective, research-based science strategies. All teachers of ELL students will provide vocabulary instruction and strategies to scaffold new knowledge and concepts.

Category: Science

Research Cited: Best Practice (Third Edition) by Zemelman, Daniels, and Hyde; Building Academic Vocabulary by Marzano; Visible Learning by John Hattie; What Works in Schools by Marzano, Where Great Teaching Begins by Anne R Reeves, Integrating Interactive Notebooks by Cheryl Waldman and Kent J. Crippen from The Science Teacher, January 2009. Improving Student Achievement in Science with the Interactive Student Notebook by W. Jeanine Wilkins

**Plan for School Improvement Plan 2016-2017**

Richfield Public School Academy

Tier: Tier 1

Activity - Vocabulary Instruction	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Vocabulary will be taught through strategies that focus on using context clues to form definitions in student-selected and teacher-selected texts. Teachers will incorporate graphic organizers, vocabulary notebooks, and/or interactive strategies to effectively implement classroom vocabulary instruction to increase student comprehension of scientific text.	Direct Instruction		Implement	07/01/2016	06/30/2017	\$0	General Fund	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers

Activity - Explicit Instruction of Measurement Tools	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers in grades 3-8 will create lessons that explicitly teach appropriate measurement tools and their associated units of measurement when conducting lab activities. Students will do project based learning activities to reinforce these skills.	Other		Implement	07/01/2016	06/30/2017	\$0	General Fund	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers

Activity - Student Learning Objectives	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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**Plan for School Improvement Plan 2016-2017**

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<p>Teachers will discuss learning objectives with students in grades Kindergarten through eighth grade to increase student understanding of Common Core Standards.</p>	Other			07/01/2016	06/30/2017	\$0	General Fund	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers
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Activity - Data Management System	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Teachers and administrators will use a data management system to determine At-Risk and Intervention students, archive student data, and analyze specific student needs.</p>	Other		Implement	07/01/2016	06/30/2017	\$0	General Fund	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers

Activity - Timely Additional Assistance	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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**Plan for School Improvement Plan 2016-2017**

Richfield Public School Academy

<p>Teachers and other staff will offer several types of assistance to students in need:                  - Classroom teachers will provide differentiated instruction for students not mastering grade level expectations including use of manipulative, reteaching, modified assignments, small group instruction, additional guided practice, on-going assessment with task adjusted based on assessment data, cooperative learning groups, flexible grouping, reading buddies, compacting, and multi-level learning tasks.                  - Teachers will provide additional individual and small group                  - The Social Workers will offer services for students needing additional social emotional support, individually and in small groups.                  - The principal will work with behaviorally challenged students in small groups and/or individually. in reading, writing and math.                  - School Family Social Worker will bridge the gap between home and school. She/he will help families with mental, physical, and academic needs                  -Classroom teachers will offer after school enrichment opportunities that focus on Project Based Learning.</p>	<p>Academic Support Program</p>		<p>Monitor</p>	<p>07/01/2016</p>	<p>06/30/2017</p>	<p>\$104354</p>	<p>Title I Part A</p>	<p>Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers</p>
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Activity - Use of Note Taking	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Teacher will incorporate explicit note-taking strategies to increase student understanding of science topics.</p>	<p>Other</p>		<p>Monitor</p>	<p>07/01/2016</p>	<p>06/30/2017</p>	<p>\$0</p>	<p>General Fund</p>	<p>Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers</p>

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Activity - Lab Materials	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will be provided with appropriate materials to support lab activities within each classroom and across all grade levels	Other, Direct Instruction			07/01/2016	06/30/2017	\$0	General Fund	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers

Activity - Merit Pay	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will receive merit pay based on bonus criteria.	Recruitment and Retention			07/01/2016	06/30/2017	\$0	General Fund	Administrative Leadership Team

Activity - Data Dissaggregation	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will review data after each assessment (quizzes, unit assessment, district assessments, state assessments) to adjust instruction, plan for reteaching, and share data with students.	Other		Implement	07/01/2016	06/30/2017	\$0	General Fund	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers

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Activity - Collaborative Action Teams	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will participate in collaborative action teams at least twice a month to collaborate vertically and horizontally to close science gaps.	Professional Learning		Getting Ready	07/01/2016	06/30/2017	\$0	General Fund	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers
Activity - Standard Based Assessments	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will utilize diagnostic, formative and summative assessments to monitor student progress.	Other		Implement	07/01/2016	06/30/2017	\$0	General Fund	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers
Activity - Lab Write Ups	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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<p>Teachers will incorporate the use of a universal lab form at each grade level to increase student's understanding of science concepts/process and the need for data to make informed scientific decisions.</p>	<p>Academic Support Program</p>			<p>07/01/2016</p>	<p>06/30/2017</p>	<p>\$0</p>	<p>General Fund</p>	<p>Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers</p>
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Activity - Activities to Increase Academic Background Knowledge	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Teachers will incorporate multi-cultural field trips for all students 1-2 times each school year. Teachers will provide after-school enrichment classes that are project-based. The school counselor will incorporate a variety of programs to meet student needs.</p>	<p>Field Trip</p>			<p>07/01/2016</p>	<p>06/30/2017</p>	<p>\$7000</p>	<p>Title I Part A</p>	<p>Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers</p>

Activity - Science Professional Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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**Plan for School Improvement Plan 2016-2017**

Richfield Public School Academy

Teachers will participate in professional development on science instruction/lessons and higher order thinking.	Professional Learning			07/01/2016	06/30/2017	\$0	General Fund	Principal, Assistant Principals, Curriculum Director, Instructional Technology Coach, Instructional Support Staff, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers
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Activity - After School Theatre	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Afterschool Theater for student opportunities to develop speaking skills, language skills, reading skills, self-confidence and leadership.	Extra Curricular, Materials, Academic Support Program	Tier 1	Implement	07/01/2016	06/30/2017	\$14547	Title I Part A	Classroom Teachers, Intervention Director

Activity - After School Colorful Connections	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teacher mentors to support at-risk students daily; monthly celebrations to foster relationships and improve academic performance and attendance.	Behavioral Support Program, Materials, Academic Support Program	Tier 3	Implement	07/01/2016	06/30/2017	\$700	Title I Part A	All Instructional Staff, School Social Work Staff

Activity - Teacher Release Time	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Richfield Public School Academy

Provide substitute teachers to release classroom and intervention teachers for purposes of professional development in all content areas. Provide funding for registration for instructional staff and workshops aligned to school improvement plan.	Professional Learning	Tier 1	Implement	07/01/2016	06/30/2017	\$11476	Title II Part A	Title 1 Director, Substitute Coordinator
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Activity - Teacher Mentors	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teacher mentors for new teachers to support them in improving instruction, classroom management, and district initiatives to improve quality of instruction.	Recruitment and Retention, Professional Learning	Tier 1	Implement	07/01/2016	06/30/2017	\$5507	Title II Part A	Title 1 Director, Teacher Mentors

**Measurable Objective 2:**

35% of English Learners students will demonstrate a proficiency in year one by growing 1.33 academic years on NWEA and increasing proficiency level in Science by 06/30/2017 as measured by district and state assessments..

**Strategy 1:**

Research Based ELL Science Instruction - District staff will implement effective, research-based reading and vocabulary instruction that will utilize and provide reading strategies in increase comprehensible input to improve ELL students' academic vocabulary.

Category: Science

Research Cited: Best Practice by Zeleman, Daniels, and Hyde. Building Academic Vocabulary by Marzaono and Pickering.

Tier: Tier 2

Activity - ELL Professional Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
ELL/ELD Professional Development at the beginning of the school year.	Professional Learning	Tier 1	Implement	07/01/2016	06/30/2017	\$0	General Fund	Principal, Assistant Principals, Curriculum Director, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers

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Activity - ELL Teacher Coach	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
ELL teacher will work with ESL students to support classroom academics and deliver language development instruction. ELL teacher will work collaboratively with classroom teachers and coach them how to be more effective in meeting the academic needs of ESL students.	Professional Learning	Tier 1	Implement	07/01/2016	06/30/2017	\$0	General Fund	Principal, Assistant Principals, Curriculum Director, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers

Activity - Quarterly ELL Meetings	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
ELL/ELD instructional coach/facilitator and general classroom teachers will meet quarterly to discuss student academic progress and monitor strategies implemented.	Professional Learning		Implement	07/01/2016	06/30/2017	\$0	General Fund	Principal, Assistant Principals, Curriculum Director, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers

Activity - Parent Outreach and Events	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
ESL Family/Multi-Cultural Night will be held annually to familiarize parents and the community about services the school district can provide for their families including Title 1 services, bussing, and to promote social. Bilingual ELL Facilitator and/or the Language Line will be utilized during Parent Conferences, ESL Family Night, and other school-wide events. Bilingual ELL Facilitator and/or the Language Line will be utilized to facilitate translation to ensure equitable access to important communications to families of ELL students.	Community Engagement, Parent Involvement	Tier 2	Implement	07/01/2016	06/30/2017	\$0	General Fund	ELL Teacher, ELL Coach, Parent Liason

**Plan for School Improvement Plan 2016-2017**

Richfield Public School Academy

**Measurable Objective 3:**

100% of All Students will demonstrate a proficiency in utilizing technology resources in the classroom in Science by 06/30/2017 as measured by the completion of a technology-based portfolio, project or performance task.

**Strategy 1:**

Research Based Technology Strategies - Staff and students will implement technology related tools to enhance and improve student learning through the use of technology resources in the classroom.

Category: Science

Tier: Tier 1

Activity - Use of Technology Resources	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Staff and students will use a variety of technology resources to enhance and increase student achievement, including tools for formative and summative assessment, increasing student engagement, and widening student experiences and products created.	Technology , Academic Support Program	Tier 1	Implement	07/01/2016	06/30/2017	\$0	General Fund	Principal, Assistant Principals, Curriculum Director, Instructional Technology Coach, Instructional Coaching Staff, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers
Activity - Technology Support	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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Richfield Public School Academy

Staff and students will collaborate with the principal to enhance and improve the use of technology resources in the classroom. Staff will participate in sessions that include modeling, observation and reflection on technology-based lessons and activities.	Academic Support Program, Professional Learning	Tier 1	Implement	07/01/2016	06/30/2017	\$0	General Fund	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers
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**Measurable Objective 4:**

35% of Bottom 30% students will demonstrate a proficiency in year one by growing 1.33 academic years on NWEA and increasing proficiency level in Science by 06/30/2017 as measured by district and state assessments..

**Strategy 1:**

Targeted Academic Assistance to bottom 30% - Intensive intervention will be provided to bottom 30% of students.

Category: Science

Tier: Tier 3

Activity - Merit Pay	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Merit pay will be based on ratio of academic growth between bottom 30% of students and the top 30% of students.	Recruitment and Retention	Tier 1	Implement	07/01/2016	06/30/2017	\$0	General Fund	Administrative Leadership Team, Teachers
Activity - Timely Additional Assistance	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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Teachers and other staff will offer several types of assistance to students in need: - Classroom teachers will provide differentiated instruction for students not mastering grade level expectations including use of manipulative, reteaching, modified assignments, small group instruction, additional guided practice, on-going assessment with task adjusted based on assessment data, cooperative learning groups, flexible grouping, reading buddies, compacting, and multi-level learning tasks. - Teachers will provide additional individual and small group - The Social Workers will offer services for students needing additional social emotional support, individually and in small groups. - The principal will work with behaviorally challenged students in small groups and/or individually. in reading, writing and math. - School Family Social Worker will bridge the gap between home and school. She/he will help families with mental, physical, and academic needs -Classroom teachers will offer after school enrichment opportunities that focus on Project Based Learning.	Academic Support Program	Tier 3	Monitor	07/01/2016	06/30/2017	\$104354	Title I Part A	Principal, Assistant Principals, Curriculum Director, Instructional Technology Coach, Instructional Support Staff, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers
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Activity - Home Visits	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will make home visits prior to the start of school and mid-way through the year to connect with parents and families who are unable or unwilling to attend parent education events and parent-teacher conferences.	Parent Involvement	Tier 1	Implement	07/01/2016	06/30/2017	\$5458	Title I Part A	Principals, Instructional Staff, Intervention Staff

Activity - Summer Outreach Coordinator	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Staff member to attend community events; outreach to parents and students to offer summer support and to prepare students for the return to school.	Parent Involvement	Tier 1	Implement	07/01/2016	06/30/2017	\$1965	Title I Part A	Outreach Coordinator

Activity - Dine and Discover	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Meal costs for parent meetings for academic support education, drug/alcohol abuse, human trafficking education, social media laws. To meet off site with parents to provide support for critical areas that effect poverty level students and which are a barrier to their academic growth.	Other - Parent Education Involvement, Parent Involvement	Tier 1	Implement	07/01/2016	06/30/2017	\$4000	Title I Part A	Leadership Team, Behavior Support Team, Social Work Team

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Activity - Parent Liason	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
To work with parents of students K-8 to improve student attendance and achievement.	Behavioral Support Program, Parent Involvement, Academic Support Program	Tier 1		07/01/2016	06/30/2017	\$25718	Title I Part A	Parent Liason
Activity - Coffee with Partners	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Monthly meetings with parents at coffee shops to share school improvement process goals and evaluations, LIM updates, program services for academic and non-academic areas, and feedback.	Parent Involvement, Policy and Process, Academic Support Program	Tier 1	Implement	07/01/2016	06/30/2017	\$1000	Title I Part A	Leadership Team, Support Staff
Activity - Wash Day Wednesday	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Staff member to conduct meetings with parents at laundromat to provide activities for additional reading support at home and to improve student outcomes in all content areas.	Parent Involvement, Academic Support Program	Tier 3	Implement	07/01/2016	06/30/2017	\$5350	Title I Part A	Title 1 Director Intervention Staff
Activity - Student Wellness Coach	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Two part-time staff members to provide students with research based stress reduction techniques, designed to help students identified with stress disorder symptoms; improve classroom behavior, improve attendance and academic progress.	Behavioral Support Program, Academic Support Program		Implement	07/01/2016	06/30/2017	\$52398	Title I Part A	Title 1 Director, Wellness Coaches
Activity - LLI Instruction	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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Instructional Aides to provide additional reading instruction to improve student performance in all content areas.	Materials, Academic Support Program	Tier 2	Implement	07/01/2016	06/30/2017	\$36261	Title I Part A	Title 1 Director, Instructional Aides
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## Activity Summary by Funding Source

Below is a breakdown of your activities by funding source

### General Fund

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Use of Note Taking	Teacher will incorporate explicit note-taking strategies to increase student understanding of science topics.	Other		Monitor	07/01/2016	06/30/2017	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers
Explicit Reading Comprehension Strategies Instruction	Teachers will explicitly teach reading comprehension strategies (for example: making connections, questioning, visualizing, inferring, determining importance, and synthesizing) to improve student comprehension.	Direct Instruction			07/01/2016	06/30/2017	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom teachers, Intervention teachers, Special Education teachers.

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Technology Support	Staff and students will collaborate with the principal to enhance and improve the use of technology resources in the classroom. Staff will participate in sessions that include modeling, observation and reflection on technology-based lessons and activities.	Technology, Professional Learning	Tier 1		07/01/2016	06/30/2017	\$0	Principal, Curriculum Director, Instructional Coaching Staff, ELL Teacher Coach, Classroom Teachers, Intervention Teachers, Special Education Teachers.
Parent Outreach and Events	ESL Family Night will be held annually to familiarize parents and the community about services the school district can provide for their families including Title 1 services, busing, and to promote social. Bilingual ELL Facilitator and/or the Language Line will be utilized during Parent Conferences, ESL Family Night, and other school-wide events. Bilingual ELL Facilitator and/or the Language Line will be utilized to facilitate translation to ensure equitable access to important communications to families of ELL students.	Community Engagement, Parent Involvement	Tier 2	Implement	07/01/2016	06/30/2017	\$0	ELL Teacher, ELL Coach, Parent Liason
Standard Based Assessment	Teachers will utilize diagnostic formative and summative assessment to monitor student progress.	Other			07/01/2016	06/30/2017	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers

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Use of Graphic Organizers	Planning time to incorporate the use of graphic organizers to strengthen writing instruction and increase student capacity for summarizing and sequencing.	Other			07/01/2016	06/30/2017	\$0	Principal, Assistant Curriculum Director, Special Education Teachers, Classroom Teachers, Intervention
Parent Outreach and Events	ESL Family Night will be held annually to familiarize parents and the community about services the school district can provide for their families including Title 1 services, busing, and to promote social. Bilingual ELL Facilitator and/or the Language Line will be utilized during Parent Conferences, ESL Family Night, and other school-wide events. Bilingual ELL Facilitator and/or the Language Line will be utilized to facilitate translation to ensure equitable access to important communications to families of ELL students.	Community Engagement, Parent Involvement	Tier 2		07/01/2016	06/30/2017	\$0	ELL Teacher, ELL Coach, Parent Liason
Lab Write Ups	Teachers will incorporate the use of a universal lab form at each grade level to increase student's understanding of science concepts/process and the need for data to make informed scientific decisions.	Academic Support Program			07/01/2016	06/30/2017	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers

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<p>Explicit Instruction of Measurement Tools</p>	<p>Teachers in grades 3-8 will create lessons that explicitly teach appropriate measurement tools and their associated units of measurement when conducting lab activities. Students will do project based learning activities to reinforce these skills.</p>	<p>Other</p>		<p>Implement</p>	<p>07/01/2016</p>	<p>06/30/2017</p>	<p>\$0</p>	<p>Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers</p>
<p>Use of Technology Resources</p>	<p>Staff and students will use a variety of technology resources to enhance and increase student achievement, including tools for formative and summative assessment, increasing student engagement, and widening student experiences and products created.</p>	<p>Technology , Academic Support Program</p>	<p>Tier 1</p>	<p>Implement</p>	<p>07/01/2016</p>	<p>06/30/2017</p>	<p>\$0</p>	<p>Principal, Assistant Principals, Curriculum Director, Instructional Technology Coach, Instructional Coaching Staff, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers</p>
<p>Student Learning Objectives</p>	<p>Teachers will discuss learning objectives with students in grades third through eighth grade to increase student understanding of Common Core Standards.</p>	<p>Other</p>			<p>07/01/2016</p>	<p>06/30/2017</p>	<p>\$0</p>	<p>Special Education Teachers, Classroom Teachers, Intervention Teachers</p>

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Technology Support	Staff and students will collaborate with the principal to enhance and improve the use of technology resources in the classroom. Staff will participate in sessions that include modeling, observation and reflection on technology-based lessons and activities.	Academic Support Program, Professional Learning	Tier 1	Implement	07/01/2016	06/30/2017	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers
Standard Based Assessments	Teachers will utilize diagnostic, formative and summative assessments to monitor student progress.	Other		Implement	07/01/2016	06/30/2017	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers
Data Management System	Teachers and administrators will use a data management system to determine At-Risk and Intervention students, archive student data, and analyze specific student needs.	Other		Implement	07/01/2016	06/30/2017	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers

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ELL Professional Development	ELL/ELD Professional Development at the beginning of the school year.	Professional Learning	Tier 1	Implement	07/01/2016	06/30/2017	\$0	Principal, Assistant Principals, Curriculum Director, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers
Merit Pay	Merit pay will be based on ratio of academic growth between bottom 30% of students and top 30% of students.	Recruitment and Retention	Tier 3	Implement	07/01/2016	06/30/2017	\$0	Administrative Leadership Team, Teachers
Student Learning Objectives	Teachers will discuss learning objectives with students in grades third through eighth grade to increase student understanding of Common Core Standards.	Other			07/01/2016	06/30/2017	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers
Merit Pay	Teachers will receive merit pay based on bonus criteria.	Recruitment and Retention			07/01/2016	06/30/2017	\$0	Administrative Leadership Team
Merit Pay	Merit pay will be based on a ratio of academic growth between bottom 30% of students and top 30% of students.	Recruitment and Retention	Tier 3	Implement	07/01/2016	06/30/2017	\$0	Administrative Leadership Team, Teachers

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ELL Teacher Coach	ELL teacher will work with ESL students to support classroom academics and deliver language development instruction. ELL teacher will work collaboratively with classroom teachers and coach them how to be more effective in meeting the academic needs of ESL students.	Professional Learning	Tier 1	Implement	07/01/2016	06/30/2017	\$0	Principal, Assistant Principals, Curriculum Director, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers
Parent Training	Parents will be educated in the 7 Habits and will have quarterly opportunities to reflect with their child about implementing the 7 Habits in their life.	Parent Involvement			07/01/2016	06/30/2017	\$0	Parent Liaison, Lighthouse Team Leadership Team
Use of Technology Resources	Staff and students will use a variety of technology resources to enhance and increase student achievement, including tools for formative and summative assessment, increasing student engagement, and widening student experiences and products created.	Technology, Academic Support Program	Tier 1	Implement	07/01/2016	06/30/2017	\$0	Staff and students will use a variety of technology resources to enhance and increase student achievement, including tools for formative and summative assessment, increasing student engagement, and widening student experiences and products created.

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Dedicated Writing Instruction	Writing teachers in third through eighth grade will include dedicated writing instruction/workshop to increase student writing proficiency. Teachers of other content areas will incorporate writing activities into their curriculum.	Direct Instruction			07/01/2016	06/30/2017	\$0	Principal, Assistant Principals, Curriculum Director, Special Education Teachers, Classroom Teachers, Special Education teachers, Instructional Support Staff
Student Learning Objectives	Teachers will discuss learning objectives with students in grades Kindergarten through eighth grade to increase student understanding of Common Core Standards.	Other			07/01/2016	06/30/2017	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers
Program Monitoring	The Leadership Team will meet quarterly to review data on office referrals and student work completion rates, to monitor and assess the effectiveness of the program. The committee will report findings to staff.	Behavioral Support Program			07/01/2016	06/30/2017	\$0	Leadership Team



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Data Dissaggregation	Teachers will review data after each assessment (quizzes, unit assessment, district assessments, state assessments) to adjust instruction, plan for reteaching, and share data with students.	Other		Implement	07/01/2016	06/30/2017	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers
Dissaggregating Math Data	Teachers will review data after each assessment (quizzes, unit assessment, district assessments, state assessments) to adjust instruction, plan for reteaching, and share data with students.	Other			07/01/2016	06/30/2017	\$0	Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers
Collaborative Action Teams	Teachers will participate in collaborative action teams at least twice a month to collaborate vertically and horizontally to close social studies gaps.	Professional Learning			07/01/2016	06/30/2017	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers

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Quarterly ELL Meetings	ELL/ELD instructional coach/facilitator and general classroom teachers will meet quarterly to discuss student academic progress and monitor strategies implemented.	Professional Learning		Implement	07/01/2016	06/30/2017	\$0	Principal, Assistant Principals, Curriculum Director, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers
Parent Outreach and Events	ESL Family/Multi-Cultural Night will be held annually to familiarize parents and the community about services the school district can provide for their families including Title 1 services, bussing, and to promote social. Bilingual ELL Facilitator and/or the Language Line will be utilized during Parent Conferences, ESL Family Night, and other school-wide events. Bilingual ELL Facilitator and/or the Language Line will be utilized to facilitate translation to ensure equitable access to important communications to families of ELL students.	Community Engagement, Parent Involvement	Tier 2	Implement	07/01/2016	06/30/2017	\$0	ELL Teacher, ELL Coach, Parent Liason
Collaborative Action Teams	Teachers will participate in collaborative action teams at least twice a month to collaborate vertically and horizontally to close science gaps.	Professional Learning		Getting Ready	07/01/2016	06/30/2017	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers

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Vocabulary Instruction	Vocabulary will be taught through strategies that focus on using context clues to form definitions in student-selected and teacher-selected texts. Teachers will incorporate graphic organizers, vocabulary notebooks, and/or interactive strategies to effectively implement classroom vocabulary instruction to increase student comprehension of texts.	Direct Instruction			07/01/2016	06/30/2017	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers
Parent Outreach and Events	ESL Family Night will be held annually to familiarize parents and the community about services the school district can provide for their families including Title 1 services, bussing, and to promote social. Bilingual ELL Facilitator and/or the Language Line will be utilized during Parent Conferences, ESL Family Night, and other school-wide events. Bilingual ELL Facilitator and/or the Language Line will be utilized to facilitate translation to ensure equitable access to important communications to families of ELL students.	Community Engagement, Parent Involvement	Tier 2	Implement	07/01/2016	06/30/2017	\$0	ELL Teacher, ELL Coach, Parent Liaison
Vocabulary Instruction	Vocabulary will be taught through strategies that focus on using context clues to form definitions in student-selected and teacher-selected texts. Teachers will incorporate graphic organizers, vocabulary notebooks, and/or interactive strategies to effectively implement classroom vocabulary instruction to increase student comprehension of mathematical terms.	Professional Learning			07/01/2016	06/30/2017	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers

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Standards Based Assessments	Teachers will utilize diagnostic, formative, and summative assessments to monitor student progress.	Other			07/01/2016	06/30/2017	\$0	Principal, Assistant Principal, Curriculum Director, Instructional Support Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers
Vocabulary Instruction	Vocabulary will be taught through strategies that focus on using context clues to form definitions in student-selected and teacher-selected texts. Teachers will incorporate graphic organizers, vocabulary notebooks, and/or interactive strategies to effectively implement classroom vocabulary instruction to increase student comprehension of scientific text.	Direct Instruction		Implement	07/01/2016	06/30/2017	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers
Curriculum Resources	Teachers will use resources from the MC3 curriculum to teach Social Studies Common Core Standards.	Curriculum Development, Materials	Tier 1	Implement	07/01/2016	06/30/2017	\$0	Administrative Support Staff, Curriculum Director, Classroom Teachers, Special Education Teachers

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Data Management System	Teachers and administrators will use a data management system to determine At-Risk and Intervention students, archive student data, and analyze specific student needs.	Other			07/01/2016	06/30/2017	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers
Merit Pay	Teachers will receive merit pay based on bonus criteria.	Recruitment and Retention			07/01/2016	06/30/2017	\$0	Administrative Leadership Team, Teachers
Merit Pay	Teachers will receive merit pay based on bonus criteria.	Recruitment and Retention			07/01/2016	06/30/2017	\$0	Administrative Leadership Team
Social Studies Professional Development	Teachers will participate in professional development on the implementation of the Michigan Citizenship Collaborative Curriculum, preparation of Social Studies Assessments, teacher instruction on how to implement instructional strategies that require Higher Order Thinking Skills and development of student activities, monitoring and implementing extended response time as a part of effective instructional practices and creating assessments which address multiple learning styles.	Professional Learning			07/01/2016	06/30/2017	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom Teachers

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Technology Enrichment	Staff and students will collaborate with their principals to enhance and improve the use of technology resources in the classroom. Staff will participate in sessions that include modeling, observation and reflection on technology-based lessons and activities.	Technology Professional Learning	Tier 1	Implement	07/01/2016	06/30/2017	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Technology Coach, Instructional Coaching Staff, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers
Use of Note Taking	All Social Studies Teachers will instruct students in effective note taking to support comprehension of Social Studies concepts.	Direct Instruction			07/01/2016	06/30/2017	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Technology Coach, Instructional Support Staff, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers

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Technology Support	Staff and students will collaborate with the principals to enhance and improve the use of technology resources in the classroom. Staff will participate in sessions that include modeling, observation and reflection on technology-based lessons and activities	Technology Professional Learning	Tier 1	Implement	07/01/2016	06/30/2017	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Technology Coach, Instructional Coaching Staff, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers
Additional Text to Support Aligned Curriculum	Teachers will be provided with additional expository texts to support aligned curriculum.	Academic Support Program			07/01/2016	06/30/2017	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers

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Lab Materials	Teachers will be provided with appropriate materials to support lab activities within each classroom and across all grade levels	Other, Direct Instruction			07/01/2016	06/30/2017	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers
Merit Pay	Merit pay will be based on a ratio of academic growth between bottom 30% of students and top 30% of students.	Recruitment and Retention	Tier 3	Monitor	07/01/2016	06/30/2017	\$0	Superintendent, Principal, Curriculum Director, Teachers
Merit Pay	Merit pay will be based on ratio of academic growth between bottom 30% of students and the top 30% of students.	Recruitment and Retention	Tier 1	Implement	07/01/2016	06/30/2017	\$0	Administrative Leadership Team, Teachers
Student Learning Objectives	Teachers will discuss learning objectives & learning targets with students in grades Kindergarten through eighth grade to increase student understanding of Common Core Standards.	Other			07/01/2016	06/30/2017	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom teachers, Intervention teachers, Special Education teachers.



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Use of Technology Resources	Staff and students will use a variety of technology resources to enhance and increase student achievement, including tools for formative and summative assessment, increasing student engagement, and widening student experiences and products created.	Technology , Academic Support Program, Professional Learning	Tier 1	Monitor	07/01/2016	06/30/2017	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Technology Coach, Instructional Coaching Staff, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers
Merit Pay	Teachers will receive merit pay based on bonus criteria.	Recruitment and Retention			07/01/2016	06/30/2017	\$0	Administrative Leadership Team, Teachers
Science Professional Development	Teachers will participate in professional development on science instruction/lessons and higher order thinking.	Professional Learning			07/01/2016	06/30/2017	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Technology Coach, Instructional Support Staff, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers

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Use of Technology Resources	Staff and students will use a variety of technology resources to enhance and increase student achievement, including tools for formative and summative assessment, increasing student engagement, and widening student experiences and products created.	Technology , Academic Support Program	Tier 1	Implement	07/01/2016	06/30/2017	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Technology Coach, Instructional Coaching Staff, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers
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**Title III**

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
ELL Professional Development	ELL/ELD Professional Development at the beginning of the school year.	Professional Learning			07/01/2016	06/30/2017	\$0	Principal, Curriculum Director, ELL Teacher-Coach, GISD ELL Supervisor, Classroom Teacher, Intervention Teacher, Special Education Teacher

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Quarterly ELL Meetings	ELL teacher-coach will meet quarterly with ELL tutor, ELL supervisor, and general classroom teacher(s) to discuss student academic progress and monitor strategies being implemented.	Teacher Collaboration			07/01/2016	06/30/2017	\$0	Principal, Curriculum Director, ELL teachercoach, ELL tutor, Classroom Teacher
ELL Professional Development	ELL/ELD Professional Development at the beginning of the school year.	Professional Learning			07/01/2016	06/30/2017	\$0	Principal, Curriculum Director, GISD ELL Coordinator, ELL Teacher-Coach, Classroom Teachers, Intervention Teachers, Special Education Teachers
ELL Professional Development	Teachers will participate in professional development sessions to develop more effective strategies for working with ELL students.	Professional Learning			07/01/2016	06/30/2017	\$0	Principal, Assistant Principals, Curriculum Director, ELL Instructional Support Staff, Classroom teachers, Intervention teachers, Special Education teachers
Quarterly ELL Meetings	ELD Teacher and general classroom teachers will meet to discuss student academic progress and monitor strategies at district wide data review sessions. implemented.	Professional Learning			07/01/2016	06/30/2017	\$0	Principal, Curriculum Director, ELL Tutor, ELL Supervisor, Classroom Teacher

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ELL Teacher-Coach	ELL teacher will work with ESL students to support classroom academics and deliver language development instruction. ELL teacher will work collaboratively with classroom teachers and coach them how to be more effective in meeting the academic needs of ESL students.	Professional Learning	Tier 1		07/01/2016	06/30/2017	\$0	Principal, Curriculum Director, ELL Teacher-Coach, Classroom Teachers, Intervention Teachers, Special Education Teachers
Quarterly ELL Meetings	ELL supervisor, and general classroom teacher will meet bi annually to discuss student academic progress and monitor strategies implemented.	Other			07/01/2016	06/30/2017	\$0	Principal, Curriculum Director, ELL supervisor, ELL Tutors, Classroom Teachers
ELL Teacher-Coach	ELL teacher will work with ESL students to support classroom academics and deliver language development instruction. ELL teacher will work collaboratively with classroom teachers and coach them how to be more effective in meeting the academic needs of ESL students.	Professional Learning	Tier 1		07/01/2016	06/30/2017	\$0	Principal, Curriculum Director, ELL Teacher-Coach, Classroom Teachers, Intervention Teachers, Special Education Teachers
ELL Teacher Coach	ELL teacher will work with ESL students to support classroom academics and deliver language development instruction. ELL teacher will work collaboratively with classroom teachers and coach them how to be more effective in meeting the academic needs of ESL students.	Professional Learning		Monitor	07/01/2016	06/30/2017	\$0	Principal, Assistant Principals, Curriculum Director, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers

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**Special Education**

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Collaborative Planning Time	Special Education teachers will be held accountable for collaborating with the general education teachers weekly to differentiate instruction and to meet the needs of their students in Language Arts.	Other			07/01/2016	06/30/2017	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Technology Coach, Instructional Support Staff, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers
Collaborative Planning Time	Special Education teachers will be held accountable for collaborating with the general education teachers weekly to differentiate instruction and to meet the needs of their students in Writing.	Other			07/01/2016	06/30/2017	\$0	Principal, Assistant Principals, Curriculum Director, Special Education Teacher Coach, Classroom Teachers, Special Education teachers

**Title I Part A**

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
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Student Wellness Coach	Two part-time staff members to provide students with research based stress reduction techniques, designed to help students identified with stress disorder symptoms; improve classroom behavior, improve attendance and academic progress.	Behavioral Support Program, Academic Support Program		Implement	07/01/2016	06/30/2017	\$52398	Title 1 Director, Wellness Coaches
Coffee with Partners	Monthly meetings with parents at coffee shops to share school improvement process goals and evaluations, LIM updates, program services for academic and non-academic areas, and feedback. Schools: All Schools	Parent Involvement, Policy and Process, Academic Support Program	Tier 1		07/01/2016	06/30/2017	\$1000	Leadership Team Support staff
Wash Day Wednesday	Staff member to conduct meetings with parents at laundromat to provide activities for additional reading support at home and to improve student outcomes in all content areas.	Parent Involvement, Academic Support Program	Tier 3	Implement	07/01/2016	06/30/2017	\$5350	Title 1 Director Intervention Staff
Student Wellness Coach	Two part-time staff members to provide students with research based stress reduction techniques, designed to help students identified with stress disorder symptoms; improve classroom behavior, improve attendance and academic progress.	Behavioral Support Program, Academic Support Program		Implement	07/01/2016	06/30/2017	\$52398	Title 1 Director, Wellness Coaches
Parent Liason	To work with parents of students K-8 to improve student attendance and achievement.	Behavioral Support Program, Parent Involvement, Academic Support Program	Tier 1		07/01/2016	06/30/2017	\$25718	Parent Liason
After School and Intersession Tutoring	After school tutoring for students in all subject areas to offer additional academic support to close the achievement gap.	Academic Support Program	Tier 3	Implement	07/01/2016	06/30/2017	\$19255	Classroom teacher, Title 1 Director

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Richfield Public School Academy

Timely Additional Assistance	Teachers and other staff will offer several types of assistance to students in need: - Classroom teachers will provide differentiated instruction for students not mastering grade level expectations including use of manipulative, reteaching, modified assignments, small group instruction, additional guided practice, on-going assessment with task adjusted based on assessment data, cooperative learning groups, flexible grouping, reading buddies, compacting, and multi-level learning tasks. - Teachers will provide additional individual and small group - The Social Workers will offer services for students needing additional social emotional support, individually and in small groups. - The principal will work with behaviorally challenged students in small groups and/or individually. in reading, writing and math. - School Family Social Worker will bridge the gap between home and school. She/he will help families with mental, physical, and academic needs -Classroom teachers will offer after school enrichment opportunities that focus on Project Based Learning.	Academic Support Program	Tier 3	Monitor	07/01/2016	06/30/2017	\$104354	Principal, Assistant Principals, Curriculum Director, Instructional Technology Coach, Instructional Support Staff, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers
Home Visits	Teachers will make home visits prior to the start of school and mid-way through the year to connect with parents and families who are unable or unwilling to attend parent education events and parent-teacher conferences.	Parent Involvement	Tier 1	Implement	07/01/2016	06/30/2017	\$5458	Principals, Instructional Staff, Intervention Staff
After School Theatre	After school theater for student opportunities to develop speaking skills, language skills, reading skills, self-confidence and leadership.	Extra Curricular, Materials, Academic Support Program	Tier 1	Implement	07/01/2016	06/30/2017	\$14547	Classroom teachers, intervention director

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Leader in Me Professional Development	Staff will participate in professional development on the implementation of The Leader In Me and the Seven Habits of Highly Effective People. Provide specific PD on educating poverty level children and redesigning discipline policy for struggling students.	Professional Learning		Monitor	07/01/2016	06/30/2017	\$3700	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom Teachers, Intervention Teachers, Special Education Department, Social Workers, Instructional Aides, Custodians, Kitchen Staff, Office Staff, Parent Liaison
Parent Liason	To work with parents of students K-8 to improve student attendance and achievement.	Behavioral Support Program, Parent Involvement, Academic Support Program	Tier 1	Implement	07/01/2016	06/30/2017	\$25718	Parent Liason
Wash Day Wednesday	Staff member to conduct meetings with parents at laundromat to provide activities for additional reading support at home and to improve student outcomes in all subject areas and to cover laundry supplies and service costs.	Parent Involvement, Academic Support Program	Tier 3	Implement	07/01/2016	06/30/2017	\$5350	Title 1 Director, Intervention Staff
After School Colorful Connections	Teacher mentors to support at-risk students daily; monthly celebrations to foster relationships and improve academic performance and attendance.	Behavioral Support Program, Materials, Academic Support Program	Tier 3	Implement	07/01/2016	06/30/2017	\$700	All Instructional Staff, School Social Work Staff



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Wash Day Wednesday	Staff member to conduct meetings with parents at laundromat to provide activities for additional reading support at home and to improve student outcomes in all subject areas and laundry supplies and service costs.	Parent Involvement, Academic Support Program	Tier 3	Implement	07/01/2016	06/30/2017	\$5350	Title 1 Director, Intervention Staff
After School Colorful Connections	Teacher mentors to support at-risk students daily; monthly celebrations to foster relationships and improve academic performance and attendance.	Behavioral Support Program, Materials, Academic Support Program	Tier 3		07/01/2016	06/30/2017	\$700	All instructional staff, school social worker staff
Activities to Implement Leader in Me	Staff will provide explicit instruction on The 7 Habits to students through use of LIM books. These habits will guide students in becoming independent, responsible, and successful individuals. The staff will become facilitators in cultivating this culture within the school building.	Behavioral Support Program			07/01/2016	06/30/2017	\$1000	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom Teachers, Intervention Teachers, Special Education Department, Social Workers, Office Staff, Kitchen Staff, Custodians. Instructional Aides, Parent Liaison
Student Wellness Coach	Two part-time staff members to provide students with research based stress reduction techniques, designed to help students identified with stress disorder symptoms; improve classroom behavior, improve attendance and academic progress.	Behavioral Support Program, Academic Support Program		Implement	07/01/2016	06/30/2017	\$52398	Title 1 Director, Wellness Coaches

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Coffee with Partners	Monthly meetings with parents at coffee shops to share school improvement process goals and evaluations, LIM updates, program services for academic and non-academic areas and feedback.	Parent Involvement, Policy and Process, Academic Support Program	Tier 1	Implement	07/01/2016	06/30/2017	\$1000	Leadership Team, Support Staff
After School Colorful Connections	Teacher mentors to support at-risk students daily; monthly celebrations to foster relationships and improve academic performance and attendance.	Behavioral Support Program, Materials, Academic Support Program	Tier 3		07/01/2016	06/30/2017	\$700	All instructional staff, school social work staff
After School Colorful Connections	Teacher mentors to support at-risk students daily; monthly celebrations to foster relationships and improve academic performance and attendance.	Behavioral Support Program, Materials, Academic Support Program	Tier 3	Implement	07/01/2016	06/30/2017	\$700	All Instructional Staff, School Social Work Staff
Parent Liason	To work with parents of students K-8 to improve student attendance and achievement.	Behavioral Support Program, Parent Involvement, Academic Support Program	Tier 1	Implement	07/01/2016	06/30/2017	\$25718	Parent Liason
Activities to Increase Academic Background Knowledge	iTeachers will incorporate multi-cultural field trips for all students 1-2 times each school year. Teachers will provide after-school enrichment classes that are project-based. The school counselor will incorporate a variety of programs to meet student needs.	Field Trip			07/01/2016	06/30/2017	\$7000	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers

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Timely Additional Assistance	Teachers and other staff will offer several types of assistance to students in need: - Classroom teachers will provide differentiated instruction for students not mastering grade level expectations including use of manipulative, reteaching, modified assignments, small group instruction, additional guided practice, on-going assessment with task adjusted based on assessment data, cooperative learning groups, flexible grouping, reading buddies, compacting, and multi-level learning tasks. - Teachers will provide additional individual and small group - The Social Workers will offer services for students needing additional social emotional support, individually and in small groups. - The principal will work with behaviorally challenged students in small groups and/or individually. in reading, writing and math. - School Family Social Worker will bridge the gap between home and school. She/he will help families with mental, physical, and academic needs -Classroom teachers will offer after school enrichment opportunities that focus on Project Based Learning.	Academic Support Program	Tier 3	Implement	07/01/2016	06/30/2017	\$104354	Principal, Assistant Principals, Curriculum Director, Instructional Technology Coach, Instructional Coaching Staff, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers
Coffee with Partners	Monthly meetings with parents at coffee ships to share school improvement process goals and evaluations, LIM updates, program services for academic and non-academic areas and feedback.	Parent Involvement, Policy and Process, Academic Support Program	Tier 1	Implement	07/01/2016	06/30/2017	\$1000	Leadership Team, Support Staff
Home Visits	Teachers will make home visits prior to the start of school and mid-way through the year to connect with parents and families who are unable or unwilling to attend parent education events and parent-teacher conferences.	Parent Involvement	Tier 1	Implement	07/01/2016	06/30/2017	\$5458	Principals, Instructional Staff, Intervention Staff
Home Visits	Teachers will make home visits prior to the start of school and mid-way through the year to connect with parents and families who are unable or unwilling to attend parent education events and parent-teacher conferences.	Parent Involvement	Tier 1	Implement	07/01/2016	06/30/2017	\$5458	Principals, Instructional Staff, Intervention Staff
After School and Intersession Tutoring	After school tutoring for students in all subject areas to offer additional academic support to close the achievement gap.	Academic Support Program	Tier 3	Implement	07/01/2016	06/30/2017	\$19255	Classroom Teachers and Title 1 Director

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Activities to Increase Academic Background Knowledge	Teachers will incorporate multi-cultural field trips for all students 1-2 times each school year. Teachers will provide after-school enrichment classes that are project-based. The school counselor will incorporate a variety of programs to meet student needs.	Field Trip			07/01/2016	06/30/2017	\$7000	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers
Summer Outreach Coordinator	Staff member to attend community events; outreach to parents and students to offer summer support and to prepare students for the return to school.	Parent Involvement	Tier 1	Implement	07/01/2016	06/30/2017	\$1965	Outreach Coordinator
Dine and Discover	Meal costs for parent meetings for academic support education, drug/alcohol abuse, human trafficking education, social media laws. To meet off site with parents to provide support for critical areas that effect poverty level students and which are a barrier to their academic growth.	Other - Parent Education Involvement, Parent Involvement	Tier 1	Implement	07/01/2016	06/30/2017	\$4000	Leadership Team, Behavior Support Team, Social Work Team
Student Wellness Coach	Two part-time staff members to provide students with research based stress reduction techniques, designed to help students identified with stress disorder symptoms; improve classroom behavior, improve attendance and academic progress.	Behavioral Support Program, Academic Support Program	Tier 1	Implement	07/01/2016	06/30/2017	\$52398	Title 1 Director, Wellness coach
LLI Instruction	Instructional Aides to provide additional reading instruction to improve student performance in all content areas.	Materials, Academic Support Program	Tier 2	Implement	07/01/2016	06/30/2017	\$36261	Title 1 Director, Instructional Aides

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<p>Activities to increase academic background knowledge</p>	<p>Teachers will incorporate multi-cultural field trips for all students 1-2 times each school year. Teachers will provide after-school enrichment classes that are project-based. The school counselor will incorporate a variety of programs to meet student needs.</p>	<p>Field Trip</p>		<p>Implement</p>	<p>07/01/2016</p>	<p>06/30/2017</p>	<p>\$7000</p>	<p>Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom teachers, Intervention teachers, Special Education teachers.</p>
<p>Timely Additional Assistance</p>	<p>Teachers and other staff will offer several types of assistance to students in need:                      - Classroom teachers will provide differentiated instruction for students not mastering grade level expectations including use of manipulative, reteaching, modified assignments, small group instruction, additional guided practice, on-going assessment with task adjusted based on assessment data, cooperative learning groups, flexible grouping, reading buddies, compacting, and multi-level learning tasks.                      - Teachers will provide additional individual and small group                      - The Social Workers will offer services for students needing additional social emotional support, individually and in small groups.                      - The principal will work with behaviorally challenged students in small groups and/or individually in reading, writing and math.                      - School Family Social Worker will bridge the gap between home and school. She/he will help families with mental, physical, and academic needs                      -Classroom teachers will offer after school enrichment opportunities that focus on Project Based Learning.</p>	<p>Academic Support Program</p>			<p>07/01/2016</p>	<p>06/30/2017</p>	<p>\$104354</p>	<p>Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers, Social Worker</p>
<p>After School and Intersession Tutoring</p>	<p>After school tutoring for students in all subject areas to offer additional academic support to close the achievement gap.</p>	<p>Academic Support Program</p>	<p>Tier 3</p>	<p>Implement</p>	<p>07/01/2016</p>	<p>06/30/2017</p>	<p>\$3684</p>	<p>Classroom Teachers and Title 1 Director</p>

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Dine and Discover	Meal costs for parent meetings for academic education, drug/alcohol abuse, human trafficking education, social media laws. To meet off site with parents to provide support for critical areas that effect poverty level students and which are a barrier to their academic growth.	Other - Parent Education Involvement	Tier 1	Implement	07/01/2016	06/30/2017	\$4000	Leadership Team, Behavior Support Team, Social Work Team
Wash Day Wednesday	Staff member to conduct meetings with parents at laundromat to provide activities for additional reading support at home and to improve student outcomes in all content areas and laundry supplies and services.	Parent Involvement, Academic Support Program	Tier 3	Implement	07/01/2016	06/30/2017	\$5350	Title 1 Director, Intervention Staff
LLI Instruction	Instructional Aides to provide additional reading instruction to improve student performance in all content areas.	Materials, Academic Support Program	Tier 2	Implement	07/01/2016	06/30/2017	\$36261	Title 1 Director, Instructional Aides
Parent Liason	To work with parents of students K-8 to improve student attendance and achievement	Behavioral Support Program, Parent Involvement, Academic Support Program	Tier 1	Implement	07/01/2016	06/30/2017	\$25718	Parent Liason
Home Visits	Teachers will make home visits prior to the start of school and mid-way through the year to connect with parents and families who are unable or unwilling to attend parent education events and parent-teacher conferences.	Parent Involvement	Tier 1	Implement	07/01/2016	06/30/2017	\$5458	Principals, Instructional Staff, Intervention Staff
FIM Reading Training	Coaching and professional development in reading for 21 staff in grades K-8.	Teacher Collaboration, Academic Support Program, Professional Learning	Tier 1	Implement	07/01/2016	06/30/2017	\$26650	Contracted Service Company

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FIM Math Training	Coaching and Professional Development in Math for 21 staff in grades K-8	Teacher Collaboration, Academic Support Program, Professional Learning	Tier 1	Implement	07/01/2016	06/30/2017	\$26650	Contracted Service Company
Activities to Increase Academic Background Knowledge	Teachers will incorporate multi-cultural field trips for all students 1-2 times each school year. Teachers will provide after-school enrichment classes and/or tutoring that are project-based. The school will incorporate a variety of programs to meet student needs.	Field Trip			07/01/2016	06/30/2017	\$7000	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers
After School and Intersession Tutoring	After school tutoring for students in all subject areas to offer additional academic support to close the achievement gap.	Academic Support Program	Tier 3	Implement	07/01/2016	06/30/2017	\$19255	Classroom Teachers and Title 1 Director
Timely Additional Assistance	Teachers and other staff will offer several types of assistance to students in need: - Classroom teachers will provide differentiated instruction for students not mastering grade level expectations including use of manipulative, reteaching, modified assignments, small group instruction, additional guided practice, on-going assessment with task adjusted based on assessment data, cooperative learning groups, flexible grouping, reading buddies, compacting, and multi-level learning tasks. - Teachers will provide additional individual and small group - The Social Workers will offer services for students needing additional social emotional support, individually and in small groups. - The principal will work with behaviorally challenged students in small groups and/or individually. in reading, writing and math. - School Family Social Worker will bridge the gap between home and school. She/he will help families with mental, physical, and academic needs -Classroom teachers will offer after school enrichment opportunities that focus on Project Based Learning.	Academic Support Program	Tier 3	Implement	07/01/2016	06/30/2017	\$104354	Principal, Curriculum Director, Instructional Support Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers

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After School Theatre	After school theater for student opportunities to develop speaking skills, language skills, reading skills, self-confidence and leadership.	Extra Curricular, Materials, Academic Support Program	Tier 1		07/01/2016	06/30/2017	\$14547	Classroom Teachers, Intervention Director
Summer Outreach Coorrinator	Staff member to attend community events; outreach to parents and students to offer summer support and to prepare students for the return to school.	Parent Involvement	Tier 1	Implement	07/01/2016	06/30/2017	\$1965	Outreach Coordinator
Summer Outreach Coorrinator	Staff member to attend community events; outreach to parents and students to offer summer support and to prepare students for the return to school.	Parent Involvement	Tier 1	Implement	07/01/2016	06/30/2017	\$1965	Outreach Coordinator
After School Theatre	Afterschool Theater for student opportunities to develop speaking skills, language skills, reading skills, self-confidence and leadership.	Extra Curricular, Materials, Academic Support Program	Tier 1	Implement	07/01/2016	06/30/2017	\$14547	Classroom Teachers, Intervention Director
Summer Outreach Coorrinator	Staff member to attend community events; outreach to parents and students to offer summer support and to prepare students for the return to school.	Parent Involvement	Tier 1	Implement	07/01/2016	06/30/2017	\$1965	Outreach Coordinator
Dine and Discover	Meal costs for parent meetings for academic support education, drug/alcohol abuse, human trafficking education, social media laws. To meet off site with parents to provide support for critical areas that effect poverty level students and which are a barrier to their academic growth.	Other - Parent Education Involvement, Parent Involvement	Tier 1	Implement	07/01/2016	06/30/2017	\$4000	Leadership Team, Behavior Support Team, Social Work Team



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Richfield Public School Academy

Timely Additional Assistance	<p>Teachers and other staff will offer several types of assistance to students in need:</p> <ul style="list-style-type: none"> <li>- Classroom teachers will provide differentiated instruction for students not mastering grade level expectations including use of manipulative, reteaching, modified assignments, small group instruction, additional guided practice, on-going assessment with task adjusted based on assessment data, cooperative learning groups, flexible grouping, reading buddies, compacting, and multi-level learning tasks.</li> <li>- Title 1 and At-Risk intervention teachers will provide, for at least 30 minutes daily, individual or small group instruction to the lowest 30%.</li> <li>- Teachers will provide additional individual and small group</li> <li>- The Social Workers will offer services for students needing additional social emotional support, individually and in small groups.</li> <li>- The principal will work with behaviorally challenged students in small groups and/or individually. in reading, writing and math.</li> <li>- School Family Social Worker will bridge the gap between home and school. She/he will help families with mental, physical, and academic needs</li> <li>-Classroom teachers will offer after school enrichment opportunities that focus on Project Based Learning.</li> </ul>	Academic Support Program			07/01/2016	06/30/2017	\$104354	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom teachers, Intervention teachers, Special Education teachers
LLI Instruction	Instructional Aides to provide additional reading instruction to improve student performance in all content areas.	Materials, Academic Support Program	Tier 2	Implement	07/01/2016	06/30/2017	\$36261	Title 1 Director, Instructional Aides
Coffee with Partners	Monthly meetings with parents at coffee shops to share school improvement process goals and evaluations, LIM updates, program services for academic and non-academic areas, and feedback.	Parent Involvement, Policy and Process, Academic Support Program	Tier 1	Implement	07/01/2016	06/30/2017	\$1000	Leadership Team, Support Staff

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Richfield Public School Academy

Timely Additional Assistance	<p>Teachers and other staff will offer several types of assistance to students in need:</p> <ul style="list-style-type: none"> <li>- Classroom teachers will provide differentiated instruction for students not mastering grade level expectations including use of manipulative, reteaching, modified assignments, small group instruction, additional guided practice, on-going assessment with task adjusted based on assessment data, cooperative learning groups, flexible grouping, reading buddies, compacting, and multi-level learning tasks.</li> <li>- Teachers will provide additional individual and small group</li> <li>- The Social Workers will offer services for students needing additional social emotional support, individually and in small groups.</li> <li>- The principal will work with behaviorally challenged students in small groups and/or individually. in reading, writing and math.</li> <li>- School Family Social Worker will bridge the gap between home and school. She/he will help families with mental, physical, and academic needs</li> <li>-Classroom teachers will offer after school enrichment opportunities that focus on Project Based Learning.</li> </ul>	Academic Support Program		Monitor	07/01/2016	06/30/2017	\$104354	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers
LLI Instruction	Instructional Aides to provide additional reading instruction to improve student performance in all content areas.	Materials, Academic Support Program	Tier 2	Implement	07/01/2016	06/30/2017	\$36261	Title 1 Director, Instructional Aides
Dine and Discover	Meal costs for parent meetings for academic support education, drug/alcohol abuse, human trafficking education, social media laws. To meet off site with parents to provide support for critical areas that effect poverty level students and which are a barrier to their academic growth.	Other - Parent Education Involvement, Parent Involvement	Tier 1	Implement	07/01/2016	06/30/2017	\$4000	Leadership Team, Behavior Support Team, Social Work Team

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Richfield Public School Academy

Timely Additional Assistance	<p>Teachers and other staff will offer several types of assistance to students in need:</p> <ul style="list-style-type: none"> <li>- Classroom teachers will provide differentiated instruction for students not mastering grade level expectations including use of manipulative, reteaching, modified assignments, small group instruction, additional guided practice, on-going assessment with task adjusted based on assessment data, cooperative learning groups, flexible grouping, reading buddies, compacting, and multi-level learning tasks.</li> <li>- Title 1 and At-Risk intervention teachers will provide, for at least 30 minutes daily, individual or small group instruction to the lowest 30% .</li> <li>- Teachers will provide additional individual and small group</li> <li>- The Social Workers will offer services for students needing additional social emotional support, individually and in small groups.</li> <li>- The principal will work with behaviorally challenged students in small groups and/or individually. in reading, writing and math.</li> <li>- School Family Social Worker will bridge the gap between home and school. She/he will help families with mental, physical, and academic needs</li> <li>-Classroom teachers will offer after school enrichment opportunities that focus on Project Based Learning.</li> </ul>	Academic Support Program	Tier 3	Implement	07/01/2016	06/30/2017	\$104354	Principal, Curriculum Director, Instructional Support Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers
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**Title I Schoolwide**

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
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Bi-Monthly Parent Education Events	The school will provide bi-monthly parent education events to increase parent involvement, parent understanding of academic programs, and increase parents ability in supporting their students academically.	Parent Involvement			07/01/2016	06/30/2017	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Technology Coach, Instructional Support Staff, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers
Conceptual Lessons	Teachers will create conceptual lessons to be used to introduce new concepts to provide students an opportunity to discover concept/algorithm and have a deeper understanding of math concepts.	Other			07/01/2015	06/30/2016	\$0	Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers
Increase Academic Background Knowledge	Teachers will incorporate multi-cultural field trips for all students 1-2 times each school year. Teachers will provide after-school enrichment classes that are project-based. The school counselor will incorporate a variety of programs to meet student needs.	Field Trip			07/01/2016	06/30/2017	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Coach, Classroom teachers, Intervention teachers, Special Education teachers

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Bi-Monthly Parent Education Events	The school will schedule bi-monthly parent education events to increase parent involvement, parent understanding of academic programs, and increase parents ability in supporting their students academically.	Parent Involvement		Getting Ready	07/01/2016	06/30/2017	\$0	Principal, Assistant Principals, Curriculum Director, Special Education Teachers, Classroom Teachers, Special Education teachers, Parent Liaison
Bi-Monthly Parent Education Activities	The parent liaison will develop, implement and evaluate bi-monthly parent education events to increase parent involvement, parent understanding of academic programs, and increase parents ability to support their children in their academic endeavors.	Parent Involvement			07/01/2016	06/30/2017	\$0	Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers
Vocabulary Instruction	Vocabulary will be taught through strategies that focus on using context clues to form definitions in student-selected and teacher-selected texts. Teachers will incorporate graphic organizers, vocabulary notebooks, and/or interactive strategies to effectively implement classroom vocabulary instruction to increase student comprehension of texts.	Direct Instruction			07/01/2016	06/30/2017	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom teachers, Intervention teachers, Special Education teachers

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Data Management System	Teachers and administrators will use a data management system to determine At-Risk and Intervention students, archive student data, and analyze specific student needs.	Other		Implement	07/01/2016	06/30/2017	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom teachers, Special Education teachers
Timely Additional Assistance	<p>Teachers and other staff will offer several types of assistance to students in need:</p> <ul style="list-style-type: none"> <li>- Classroom teachers will provide differentiated instruction for students not mastering grade level expectations including use of manipulative, reteaching, modified assignments, small group instruction, additional guided practice, on-going assessment with task adjusted based on assessment data, cooperative learning groups, flexible grouping, reading buddies, compacting, and multi-level learning tasks.</li> <li>- Title 1 and At-Risk intervention teachers will provide, for at least 30 minutes daily, individual or small group instruction to the lowest 30%.</li> <li>- Teachers will provide additional individual and small group</li> <li>- The Social Workers will offer services for students needing additional social emotional support, individually and in small groups.</li> <li>- The principal will work with behaviorally challenged students in small groups and/or individually. in reading, writing and math.</li> <li>- School Family Social Worker will bridge the gap between home and school. She/he will help families with mental, physical, and academic needs</li> <li>-Classroom teachers will offer after school enrichment opportunities that focus on Project Based Learning.</li> </ul>	Academic Support Program			07/01/2016	06/30/2017	\$150000	Principal, Assistant Principals, Curriculum Director, Special Education Teachers, Classroom Teachers, Intervention teachers, Instructional Support Staff, Social Workers

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<p>Quarterly scoring circles for schoolwide writing prompt</p>	<p>Teachers will participate in grade level meetings three times per year to score and disaggregate writing assessment data.</p>	<p>Other</p>		<p>Implement</p>	<p>07/01/2016</p>	<p>06/30/2017</p>	<p>\$0</p>	<p>Principal, Assistant Principals, Curriculum Director, Special Education Teachers, Classroom Teachers, Intervention teachers, Instructional Support Staff</p>
<p>Data Management System</p>	<p>Teachers and administrators will use a data management system to determine At-Risk and Intervention students, archive student data, and analyze specific student needs.</p>	<p>Other</p>			<p>07/01/2016</p>	<p>06/30/2017</p>	<p>\$0</p>	<p>Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers</p>

**Plan for School Improvement Plan 2016-2017**

Richfield Public School Academy

Timely Additional Assistance	<p>Teachers and other staff will offer several types of assistance to students in need:</p> <ul style="list-style-type: none"> <li>- Classroom teachers will provide differentiated instruction for students not mastering grade level expectations including use of manipulative, reteaching, modified assignments, small group instruction, standard based grading, additional guided practice, on-going assessment with task adjusted based on assessment data, cooperative learning groups, flexible grouping, reading buddies, compacting, and multi-level learning tasks.</li> <li>- Title 1 and At-Risk intervention teachers will provide, for at least 30 minutes daily, individual or small group instruction to the lowest 30% .</li> <li>- Teachers will provide additional individual and small group intervention for reading &amp; Math</li> <li>- The Social Workers will offer services for students needing additional social emotional support, individually and in small groups.</li> <li>- The principal will work with behaviorally challenged students in small groups and/or individually.</li> <li>- School Family Social Worker will bridge the gap between home and school. She/he will help families with mental, physical, and academic needs</li> <li>-Classroom teachers will offer after school enrichment opportunities that focus on Project Based Learning.</li> </ul>	Academic Support Program			07/01/2016	06/30/2017	\$16983	Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers
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**Title II Part A**

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Teacher Release Time	Provide substitute teachers to release classroom and intervention teachers for purposes of professional development in all content areas. Provide funding for registration for instructional staff and workshops aligned to school improvement plan.	Professional Learning	Tier 2	Implement	07/01/2016	06/30/2017	\$11476	Title 1 Director, Substitute Coordinator



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Math Professional Development	Teachers will participate in math professional development focusing on how to develop and implement effective conceptual lessons, effective differentiation, the use of questioning to check for understanding, and implementing the new common core standards with all students.	Professional Learning			07/01/2016	06/30/2017	\$16983	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers
Teacher Release Time	Provide substitute teachers to release classroom and intervention teachers for purposes of professional development in all content areas. Provide funding for registration for instructional staff and workshops aligned to school improvement plan.	Professional Learning	Tier 1	Implement	07/01/2016	06/30/2017	\$11476	Title 1 Director, Substitute Coordinator
Collaborative Action Teams	Teachers will participate in collaborative action teams at least twice a month to collaborate vertically and horizontally to close reading gaps.	Professional Learning			07/01/2016	06/30/2017	\$16983	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom teachers, Intervention teachers, Special Education teachers
Teacher Mentors	Teacher mentors for new teachers to support them in improving instruction, classroom management, and district initiatives to improve quality of instruction.	Teacher Collaboration, Recruitment and Retention, Professional Learning	Tier 1	Implement	07/01/2016	06/30/2017	\$5507	Title 1 Director, Teacher Mentors

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Collaborative Action Teams	Teachers will participate in collaborative action teams at least twice a month to collaborate vertically and horizontally to close math gaps.	Professional Learning			07/01/2016	06/30/2017	\$16983	Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers
Teacher Release Time	Provide substitute teachers to release classroom and intervention teachers for purposes of professional development in all content areas. Provide funding for registration for instructional staff and workshops aligned to school improvement plan.	Professional Learning	Tier 1	Implement	07/01/2016	06/30/2017	\$11476	Title 1 Director, Substitute Coordinator
Teacher Release Time	Provides substitute teachers to release classroom and intervention teachers for purposes of professional development in all content areas.	Professional Learning	Tier 1	Implement	07/01/2016	06/30/2017	\$11476	Title 1 Director, Substitute Coordinator
After School Theatre	After school theater for student opportunities to develop speaking skills, language skills, reading skills, self confidence and leadership.	Extra Curricular, Materials, Academic Support Program	Tier 1	Implement	07/01/2016	06/30/2017	\$14547	Classroom Teachers, Intervention Director
Collaborative Action Teams	Teachers will participate in collaborative action teams at least twice a month to collaborate vertically and horizontally to close writing gaps.	Professional Learning			07/01/2016	06/30/2017	\$16983	Principal, Assistant Principals, Curriculum Director, Special Education Teachers, Classroom Teachers, Intervention teachers, Instructional Support Staff

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Teacher Mentors	Teacher mentors for new teachers to support them in improving instruction, classroom management, and district initiatives to improve quality of instruction.	Recruitment and Retention, Professional Learning	Tier 1	Implement	07/01/2016	06/30/2017	\$5507	Title 1 Director, Teacher Mentors
Writing Professional Development for Teachers	Professional development for teachers to strengthen their understanding and implementation writing curriculum.	Professional Learning			07/01/2016	06/30/2017	\$16983	Principal, Assistant Principals, Curriculum Director, Special Education Teachers, Classroom Teachers, Intervention teachers, Instructional Support Staff
Reading Instruction Professional Development	Teachers, paraprofessionals, and administrators will participate in professional development on the effective implementation of guided reading, literature circles, and/or novel studies, effective questioning, effective differentiation, and effective reading instruction to improve student reading comprehension.	Professional Learning			07/01/2016	06/30/2017	\$16983	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom teachers, Intervention teachers, Special Education teachers
Teacher Mentors	Teacher mentors for new teachers to support them in improving instruction, classroom management and district initiatives to improve quality of instruction.	Teacher Collaboration, Recruitment and Retention, Professional Learning	Tier 1	Implement	07/01/2016	06/30/2017	\$5507	Title 1 Director, Teacher Mentors

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Teacher Mentors	Teacher mentors for new teachers to support them in improving instruction, classroom management, and district initiatives to improve quality of instruction.	Teacher Collaboration, Recruitment and Retention, Professional Learning	Tier 1		07/01/2016	06/30/2017	\$5507	Title 1 Director, Teacher Mentors
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