



# **District Improvement Plan**

## **Richfield Public School Academy**

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## **Introduction**

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

# **Improvement Plan Stakeholder Involvement**

## **Introduction**

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

## **Improvement Planning Process**

### Improvement Planning Process

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

The district sends out facebook invitations to parents and stakeholders, we present at the Parent Organization meeting. We offer information about our SI Plan at our bi-monthly parent events and ask, by survey, for feedback. We host the meetings at both morning and evening times. Admittedly this is an area where we struggle to get involvement.

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

There were several members from the Parent Ambassador group that offered opinions and feedback.

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

The final plan is posted on our website. The plan is shared with the Board of Directors. A summary of the plan is shared with our parents in whole and is shared piece-meal at different events throughout the year.

# **Richfield Public School Academy 2019-2020 DIP**

## Overview

### Plan Name

Richfield Public School Academy 2019-2020 DIP

### Plan Description

DIP 2019



## 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: 46	Academic	\$353238
2	All students at Richfield Public School Academy will become proficient readers and writers.	Objectives: 4 Strategies: 5 Activities: 55	Academic	\$640259
3	All students will increase their science proficiency.	Objectives: 4 Strategies: 4 Activities: 49	Academic	\$405595
4	All students will increase their social studies performance.	Objectives: 4 Strategies: 4 Activities: 42	Academic	\$419343
5	All buildings will implement a new schoolwide reform strategy of supplemental student support; "The Leader in Me" and "7 Habits of Highly Effective Students" program and Ron Clark's Essential 55 and Restorative Justice.	Objectives: 1 Strategies: 1 Activities: 9	Organizational	\$24700
6	All students will receive age appropriate Career Information, Exposure and Experiences	Objectives: 1 Strategies: 1 Activities: 5	Academic	\$9500

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

### Measurable Objective 1:

35% of Pre-K, Kindergarten, First, Second, Third, Fourth, Fifth, Sixth, Seventh, Eighth, Ninth, Tenth, Eleventh, Twelfth, Postsecondary, Adult and Ungraded grade Black or African-American, Asian, White, Economically Disadvantaged, Gifted and Talented, Hispanic or Latino, Students with Disabilities, English Learners, Two or More Races, American Indian or Alaska Native and Native Hawaiian or Other Pacific Islander students will demonstrate a proficiency in year one by growing 1.33 academic years on NWEA and increasing proficiency level in Mathematics by 06/30/2019 as measured by district and state assessments..

### Strategy 1:

Research-based math strategies - District staff will implement effective research-based math strategies that will incorporate daily academic vocabulary and intentional lessons which are differentiated to meet individual student academic support to increase over-all student comprehension and to increase student academic performance and growth in math concepts.

Category:

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

Tier:

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.  Schools: All Schools	Field Trip			07/01/2019	06/30/2021	\$7000	Title I Part A	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers

Activity - Common Grade Level Assessments	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Teachers will use common grade level chapter assessments throughout the year incorporating vocabulary, number sense, and 2D and 3D shapes where appropriate to measure student proficiency with the use of math manipulatives when needed.  Schools: All Schools	Other			09/03/2013	06/24/2016	\$0	Title I Schoolwide	Principal, Curriculum Director, Instructional 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.  Schools: All Schools	Other			07/01/2019	06/30/2021	\$0	General Fund	Principal, 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.  Schools: All Schools	Teacher Collaboration			07/01/2019	06/30/2021	\$0	General Fund	Principal, 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

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Teachers will receive merit pay based on bonus criteria. Schools: All Schools	Recruitment and Retention			07/01/2019	06/30/2021	\$0	General Fund	Administrative Leadership Team, Teachers
<b>Activity - Bi-Monthly Parent Education Activities</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>
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.  Schools: All Schools	Parent Involvement			07/01/2019	06/30/2021	\$0	Title I Schoolwide	Parent Liaison, Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers; Parent Ambassadors
<b>Activity - Conceptual Lessons</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Teachers will 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 conceptual.  Schools: All Schools	Other			07/01/2019	06/30/2021	\$0	Title I Schoolwide	Principal, Curriculum Director, Classroom Teachers, Intervention Teachers, Special Education Teachers
<b>Activity - Student Learning Objectives</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>

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Teachers will discuss learning objectives with students in grades Kindergarten through eighth grade to increase student understanding of Common Core Standards  Schools: All Schools	Academic Support Program			07/01/2019	06/30/2021	\$0	General Fund	Principal, Curriculum Director, Classroom Teachers, Intervention Teachers, Special Education Teachers
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Activity - Professional Learning Communities	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will participate in Professional Learning Community meetings every Wednesday morning during late start time to review math objectives to improve student academic growth.  Schools: All Schools	Professional Learning			09/03/2013	06/24/2016	\$16983	Title II Part A	Principal, Assistant Principals, Curriculum Director, Instructional Coach, 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, 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>Schools: All Schools</p>	Academic Support Program			07/01/2019	06/30/2021	\$16983	Section 31a, Title I Schoolwide	Principal, Curriculum Director, Instructional Support Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers, Social Workers
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Activity - Use of Warm-ups	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Teachers will use warm-ups daily and include math vocabulary, math formulas, number sense, and 2D/3D shapes at least three times per week in these warm-ups to increase student retention and mastery of essential math concepts.</p> <p>Schools: All Schools</p>	Academic Support Program			09/03/2013	06/24/2016	\$0	General Fund	Principal, Assistant Principals, Curriculum Director, Instructional Coach, 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.  Schools: All Schools	Professional Learning			07/01/2019	06/30/2021	\$0	General Fund	Principal, Curriculum Director, Instructional Support Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers
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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.  Schools: All Schools	Other	Tier 1		07/01/2019	06/30/2021	\$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 - 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 math gaps.  Schools: All Schools	Professional Learning	Tier 1		07/01/2019	06/30/2021	\$16983	Title II Part A	Principal, Curriculum Director, Instructional Coaching Staff, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers
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Activity - After School Theater	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.  Schools: All Schools	Materials, Extra Curricular, Academic Support Program	Tier 1	Implement	07/01/2019	06/30/2021	\$14547	Title I Part A	Classroom Teachers, Intervention Director

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.  Schools: All Schools	Professional Learning	Tier 1	Implement	07/01/2019	06/30/2021	\$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.  Schools: All Schools	Professional Learning, Recruitment and Retention, Teacher Collaboration	Tier 1	Implement	07/01/2019	06/30/2021	\$5507	Title II Part A	Title 1 Director, Teacher Mentors

Activity - Homeless Students	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible



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<p>The district will use resources to support homeless students in all activities and academic areas to improve their success at school.</p> <p>Schools: All Schools</p>	<p>Academic Support Program</p>	<p>Tier 2</p>		<p>07/01/2019</p>	<p>06/30/2021</p>	<p>\$0</p>	<p>Title I Part A</p>	<p>Superintendent, Principals, Teachers, Intervention Teachers, Social Workers, Parent Liaison</p>
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Activity - Trauma	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Trauma</p> <p>Recognize the impact of violence and victimization on coping skills</p> <p>Establish recovery from trauma as a primary goal</p> <p>Employ an empowerment model to elicit and build on strengths</p> <p>Partner with the individual/client (relational collaboration)</p> <p>Design the meeting environment to ensure safety, respect, and acceptance</p> <p>Highlight strengths and resiliency</p> <p>Be culturally competent by understanding the individual/client</p> <p>Activity - Safe &amp; Healthy Students</p> <p>Provide healthy foods above and beyond school breakfast and lunch to all school families.</p> <p>Schools: All Schools</p>	<p>Professional Learning</p>	<p>Tier 1</p>	<p>Getting Ready</p>	<p>07/01/2019</p>	<p>06/30/2021</p>	<p>\$0</p>	<p>Title II Part A</p>	<p>Leadership Team, Curriculum Director, Teachers</p>

Activity - Sensory Room	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Create a safe room for students to go in when needed to calm; regroup; students can de-escalate from classroom triggers in this room.  Schools: All Schools	Behavioral Support Program, Academic Support Program	Tier 2	Getting Ready	07/01/2019	06/30/2021	\$0	Title I Part A	Classroom teacher, leadership team, classroom Aide, special education case manager; school counselor
<b>Activity - Parent Ambassador</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>
Parent Ambassador Group will work with Parent Liaison and instructional staff to increase parent involvement in school activities to support student academic growth.  Schools: All Schools	Parent Involvement	Tier 1	Implement	07/01/2019	06/30/2021	\$8000	Title I Part A	Principals, Title I Director, Parent Liaison and instructional staff.
<b>Activity - ESL Support</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>
ESL Students will receive vocabulary instruction with additional support from ESL Tutors, Classroom Teachers to bridge gap between understanding of primary language and English 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.  Schools: All Schools	Academic Support Program	Tier 1		07/01/2019	06/30/2021	\$0	No Funding Required	Teachers, ESL tutors, ESL coordinator

### 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 06/30/2021 as measured by district and state assessments..

### Strategy 1:

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

Category:

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

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Marzano

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 to become more adept at incorporating strategies for ESL learners;  Schools: All Schools	Professional Learning			07/01/2019	06/30/2021	\$0	Title III	Principal, Curriculum Director, ELL Teacher-Coach, GISD ELL Supervisor, Classroom Teacher, Intervention Teacher, Special Education Teacher

Activity - ELL Teacher-Coach	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
ELL teacher-coach will work with classroom, intervention, and special education teachers to provide effective strategies to support instructional practices for ESL students.  Schools: All Schools	Professional Learning			07/01/2019	06/30/2021	\$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
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<p>ELD Teacher and general classroom teachers will meet to discuss student academic progress and monitor strategies at district wide data review sessions.</p> <p>Schools: All Schools</p>	Teacher Collaboration			07/01/2019	06/30/2021	\$0	Title III	Principal, Curriculum Director, ELL teacher-coach, ELL tutor, Classroom 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
<p>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.</p> <p>Schools: All Schools</p>	Parent Involvement, Community Engagement	Tier 2		07/01/2019	06/30/2021	\$0	General Fund	ELL Teacher, ELL Coach, Parent Liaison

Activity - Trauma Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Recognize the impact of violence and victimization on coping skills Establish recovery from trauma as a primary goal Employ an empowerment model to elicit and build on strengths Partner with the individual/client (relational collaboration)</p> <p>Design the meeting environment to ensure safety, respect, and acceptance Highlight strengths and resiliency Be culturally competent by understanding the individual/client Activity - Safe &amp; Healthy Students Provide healthy foods above and beyond school breakfast and lunch to all school families.</p> <p>Schools: All Schools</p>	Parent Involvement, Behavioral Support Program, Academic Support Program, Teacher Collaboration	Tier 1		07/01/2019	06/30/2021	\$0	Title II Part A	Teachers, Leadership Team, Curriculum Director, Parent Liaison

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Activity - Trauma	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Recognize the impact of violence and victimization on coping skills                      Establish recovery from trauma as a primary goal                      Employ an empowerment model to elicit and build on strengths                      Partner with the individual/client (relational collaboration)</p> <p>Design the meeting environment to ensure safety, respect, and acceptance                      Highlight strengths and resiliency                      Be culturally competent by understanding the individual/client                      Activity - Safe &amp; Healthy Students                      Provide healthy foods above and beyond school breakfast and lunch to all school families.</p> <p>Schools: All Schools</p>	Parent Involvement, Professional Learning, Behavioral Support Program, Academic Support Program	Tier 1		07/01/2019	06/30/2021	\$0	Title II Part A	Teachers, Leadership team, curriculum director, classroom aides, parent liaison
<p>Recognize the impact of violence and victimization on coping skills                      Establish recovery from trauma as a primary goal                      Employ an empowerment model to elicit and build on strengths                      Partner with the individual/client (relational collaboration)</p> <p>Design the meeting environment to ensure safety, respect, and acceptance                      Highlight strengths and resiliency                      Be culturally competent by understanding the individual/client                      Activity - Safe &amp; Healthy Students                      Provide healthy foods above and beyond school breakfast and lunch to all school families.</p> <p>Schools: All Schools</p>	Parent Involvement, Professional Learning, Behavioral Support Program, Academic Support Program, Teacher Collaboration	Tier 1		07/01/2019	06/30/2021	\$0	Title II Part A	Teachers, Leadership team, school counselors, parent liaison, curriculum director
Activity - Sensory Room	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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Create a safe room for students to go in when needed to calm; regroup; students can de-escalate from classroom triggers in this room.  Schools: All Schools	Behavioral Support Program, Academic Support Program	Tier 2		07/01/2018	06/30/2019	\$0	Title I Schoolwide	Support Staff, special education staff
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### Measurable Objective 3:

100% of Pre-K, Kindergarten, First, Second, Third, Fourth, Fifth, Sixth, Seventh, Eighth, Ninth, Tenth, Eleventh, Twelfth, Postsecondary, Adult and Ungraded grade Black or African-American, Asian, 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 Mathematics by 06/30/2021 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 Instructional Technology Coach to enhance and improve student learning through the use of technology resources in the classroom.

Category:

Tier: Tier 1

Activity - Technology Support	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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.  Schools: All Schools	Professional Learning, Technology	Tier 1	Implement	07/01/2019	06/30/2021	\$0	General Fund	Principal, Curriculum Director, 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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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.  Schools: All Schools	Academic Support Program, Technology	Tier 1	Implement	07/01/2019	06/30/2021	\$0	General Fund	Principal, Curriculum Director, Instructional Coaching Staff, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers
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Activity - trauma	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Recognize the impact of violence and victimization on coping skills Establish recovery from trauma as a primary goal Employ an empowerment model to elicit and build on strengths Partner with the individual/client (relational collaboration)  Design the meeting environment to ensure safety, respect, and acceptance Highlight strengths and resiliency Be culturally competent by understanding the individual/client Activity - Safe & Healthy Students Provide healthy foods above and beyond school breakfast and lunch to all school families.  Schools: All Schools	Parent Involvement, Professional Learning, Behavioral Support Program, Academic Support Program, Teacher Collaboration	Tier 1		07/01/2019	06/30/2021	\$0	Title II Part A	Teachers, leadership team, counselors, classroom aides, curriculum director

**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 06/30/2021 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:

Tier: Tier 3

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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.  Schools: All Schools	Recruitment and Retention	Tier 3	Implement	07/01/2019	06/30/2021	\$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. - 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.  Schools: All Schools	Academic Support Program	Tier 3	Implement	07/01/2019	06/30/2021	\$104354	Title I Part A	Principal, Curriculum Director, Instructional Support Staff, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers
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.  Schools: All Schools	Academic Support Program	Tier 3	Implement	07/01/2019	06/30/2021	\$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



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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.  Schools: All Schools	Parent Involvement	Tier 1	Implement	07/01/2019	06/30/2021	\$5458	Title I Part A	Principals, Instructional Staff, Intervention Staff
<b>Activity - Summer Outreach Coordinator</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>
Staff member to attend community events; outreach to parents and students to offer summer support and to prepare students for the return to school.  Schools: All Schools	Parent Involvement	Tier 1	Implement	07/01/2019	06/30/2021	\$1965	Title I Part A	Outreach Coordinator
<b>Activity - Dine and Discover</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>
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.  Schools: All Schools	Parent Involvement, Other - Parent Education	Tier 1	Implement	07/01/2019	06/30/2021	\$4000	Title I Part A	Leadership Team, Behavior Support Team, Social Work Team
<b>Activity - Parent Liason</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>
To work with parents of students K-8 to improve student attendance and achievement.  Schools: All Schools	Parent Involvement, Behavioral Support Program, Academic Support Program	Tier 1	Implement	07/01/2019	06/30/2021	\$25718	Title I Part A	Parent Liason
<b>Activity - Coffee With Partners</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>

## District Improvement Plan

Richfield Public School Academy

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	Implement	07/01/2019	06/30/2021	\$1000	Title I Part A	Leadership Team, Support Staff
<b>Activity - Wash Day Wednesday</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>
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.  Schools: All Schools	Parent Involvement, Academic Support Program	Tier 3	Implement	07/01/2019	06/30/2021	\$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.  Schools: All Schools	Behavioral Support Program, Academic Support Program	Tier 1	Implement	07/01/2019	06/30/2021	\$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.  Schools: All Schools	Materials, Academic Support Program	Tier 2	Implement	07/01/2019	06/30/2021	\$36261	Title I Part A	Title 1 Director, Instructional Aides
<b>Activity - Trauma Training</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>

**District Improvement Plan**

Richfield Public School Academy

<p>Recognize the impact of violence and victimization on coping skills                  Establish recovery from trauma as a primary goal                  Employ an empowerment model to elicit and build on strengths                  Partner with the individual/client (relational collaboration)</p> <p>Design the meeting environment to ensure safety, respect, and acceptance                  Highlight strengths and resiliency                  Be culturally competent by understanding the individual/client                  Activity - Safe &amp; Healthy Students                  Provide healthy foods above and beyond school breakfast and lunch to all school families.</p> <p>Schools: All Schools</p>	<p>Parent Involvement, Professional Learning, Behavioral Support Program, Academic Support Program, Teacher Collaboration</p>	<p>Tier 1</p>		<p>07/01/2019</p>	<p>06/30/2021</p>	<p>\$0</p>	<p>Title II Part A</p>	<p>Teachers, leadership team, school counselors, classroom aides and parent liaison</p>
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Activity - Sensory Room	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Create a safe room for students to go in when needed to calm; regroup; students can de-escalate from classroom triggers in this room.</p> <p>Schools: All Schools</p>	<p>Behavioral Support Program, Academic Support Program</p>	<p>Tier 2</p>	<p>Getting Ready</p>	<p>07/01/2019</p>	<p>06/30/2021</p>	<p>\$0</p>	<p>Title I Part A</p>	<p>support staff, special education staff</p>

**Goal 2: All students at Richfield Public School Academy will become proficient readers and writers.**

**Measurable Objective 1:**

35% of Pre-K, Kindergarten, First, Second, Third, Fourth, Fifth, Sixth, Seventh, Eighth, Ninth, Tenth, Eleventh, Twelfth, Postsecondary, Adult and Ungraded grade Black or African-American, Asian, White, Economically Disadvantaged, Gifted and Talented, Hispanic or Latino, Students with Disabilities, English Learners, Two or More Races, American Indian or Alaska Native and Native Hawaiian or Other Pacific Islander students will demonstrate a proficiency in year one by growing 1.33 academic years on NWEA and increasing proficiency level in English Language Arts by 06/30/2021 as measured by district and state assessments..

**Strategy 1:**

Research-based reading and vocabulary instruction - District 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: English/Language Arts

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

Tier:

SY 2018-2019

## District Improvement Plan

Richfield Public School Academy

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.  Schools: All Schools	Field Trip			07/01/2019	06/30/2021	\$7000	Title I Part A	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom teachers, Intervention teachers, Special Education teachers.
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.  Schools: All Schools	Other		Implement	07/01/2019	06/30/2021	\$0	Title I Schoolwide	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom teachers, Special Education teachers
Activity - Collaborative Planning Time	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

## District Improvement Plan

Richfield Public School Academy

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.  Schools: All Schools	Other			07/01/2019	06/30/2021	\$0	Special Education	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom teachers, Intervention teachers, Special Education teachers.
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Activity - Explicit Reading comprehension strategies instruction	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will explicitly teach reading comprehension strategies (for example: making connections, questioning, visualizing, inferring, determining importance, and synthesizing) to improve student comprehension.  Schools: All Schools	Direct Instruction			07/01/2019	06/30/2021	\$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.  Schools: All Schools	Recruitment and Retention			07/01/2019	06/30/2021	\$0	General Fund	Administrative Support Staff, Teachers

Activity - Bi-Monthly Parent Education Events	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

**District Improvement Plan**

Richfield Public School Academy

<p>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.</p> <p>Schools: All Schools</p>	<p>Parent Involvement</p>			<p>07/01/2019</p>	<p>06/30/2021</p>	<p>\$0</p>	<p>Title I Schoolwide</p>	<p>Principal, Assistant Principals, Curriculum Director, Parent Liaison, Instructional Support Staff, Classroom teachers, Intervention teachers, Special Education teachers.</p>
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Activity - Student Learning Objectives	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Teachers will discuss learning objectives with students in grades Kindergarten through eighth grade to increase student understanding of Common Core Standards</p> <p>Schools: All Schools</p>	<p>Other</p>			<p>07/01/2019</p>	<p>06/30/2021</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>

Activity - Literacy Coaching	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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**District Improvement Plan**

Richfield Public School Academy

Teachers will incorporate Visual Learning Strategies introduced in Literacy Instruction Training to enhance student reading and writing proficiency.  Schools: All Schools	Professional Learning, Supplemental Materials		Implement	07/01/2015	06/30/2016	\$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
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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. - 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.  Schools: All Schools	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

## District Improvement Plan

Richfield Public School Academy

Activity - Reading Instruction Professional Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>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.</p> <p>Schools: All Schools</p>	Professional Learning			07/01/2019	06/30/2021	\$16983	Title II 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
<p>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.</p> <p>Schools: All Schools</p>	Direct Instruction			07/01/2019	06/30/2021	\$0	Title I Schoolwide	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, 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



**District Improvement Plan**

Richfield Public School Academy

Teachers will participate in collaborative action teams at least twice a month to collaborate vertically and horizontally to close reading gaps.  Schools: All Schools	Professional Learning			07/01/2019	06/30/2021	\$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 - 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 assessments to monitor student progress.  Schools: All Schools	Other	Tier 1		07/01/2019	06/30/2021	\$0	General Fund	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers

Activity - After School Theater	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.  Schools: All Schools	Materials, Extra Curricular, Academic Support Program	Tier 1	Implement	07/01/2019	06/30/2021	\$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

## District Improvement Plan

Richfield Public School Academy

After school tutoring for students in all subject areas to offer additional academic support to close the achievement gap.  Schools: All Schools	Academic Support Program	Tier 3	Implement	07/01/2019	06/30/2021	\$19255	Title I Part A	Classroom teachers, Title 1 Director
<b>Activity - Teacher Mentors</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>
Teacher mentors for new teachers to support them in improving instruction, classroom management and district initiatives to improve quality of instruction.  Schools: All Schools	Professional Learning, Recruitment and Retention, Teacher Collaboration	Tier 1	Implement	07/01/2019	06/30/2021	\$5507	Title II Part A	Title 1 Director, Teacher Mentors
<b>Activity - Teacher Release Time</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>
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.  Schools: All Schools	Professional Learning	Tier 1	Implement	07/01/2019	06/01/2021	\$11476	Title II Part A	Title 1 Director, Substitute Coordinator
<b>Activity - Homeless Students</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>
The district will use resources to support homeless students in all activities, academic areas to improve their success at school.  Schools: All Schools	Academic Support Program	Tier 2		07/01/2019	06/30/2021	\$0	Title I Part A	Superintendent, Principals, Teachers, Intervention Teachers, Social Workers, Parent Liaison
<b>Activity - Trauma</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>

**District Improvement Plan**

Richfield Public School Academy

<p>Recognize the impact of violence and victimization on coping skills                      Establish recovery from trauma as a primary goal                      Employ an empowerment model to elicit and build on strengths                      Partner with the individual/client (relational collaboration)</p> <p>Design the meeting environment to ensure safety, respect, and acceptance                      Highlight strengths and resiliency                      Be culturally competent by understanding the individual/client                      Activity - Safe &amp; Healthy Students                      Provide healthy foods above and beyond school breakfast and lunch to all school families.</p> <p>Schools: All Schools</p>	<p>Parent Involvement, Professional Learning, Behavioral Support Program, Academic Support Program, Teacher Collaboration</p>	<p>Tier 1</p>		<p>07/01/2019</p>	<p>06/30/2021</p>	<p>\$0</p>	<p>Title II Part A</p>	<p>Teachers, leadership team, school counselors, classroom aides and curriculum director</p>
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Activity - Sensory Room	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Create a safe room for students to go in when needed to calm; regroup; students can de-escalate from classroom triggers in this room.</p> <p>Schools: All Schools</p>	<p>Behavioral Support Program, Academic Support Program</p>	<p>Tier 2</p>	<p>Getting Ready</p>	<p>07/01/2019</p>	<p>06/30/2021</p>	<p>\$0</p>	<p>Title I Part A</p>	<p>support staff, special education staff</p>

Activity - Parent Ambassador	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Parent Ambassador Group will work with Parent Liaison and instructional staff to increase parent involvement in school activities to support student academic growth.</p> <p>Schools: All Schools</p>	<p>Parent Involvement, Academic Support Program</p>	<p>Tier 1</p>		<p>07/01/2019</p>	<p>06/30/2021</p>	<p>\$8000</p>	<p>Title I Part A</p>	<p>Title I Director, Principals, Parent Liaison, Parent Ambassador Group and instructional staff</p>

Activity - Testing Environment	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

## District Improvement Plan

Richfield Public School Academy

Strict Adherence to MStep and MIAccess testing protocols will be followed to ensure that at least 95% or more of students in every sub-group are tested in all content areas assigned to their grade level in a timely manner.  Schools: All Schools	Policy and Process	Tier 1	Implement	07/01/2019	06/30/2021	\$0	No Funding Required	Superintendent, Testing Coordinator, Principals and Curriculum Director.
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### Strategy 2:

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

Category:

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 - 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.  Schools: All Schools	Field Trip			07/01/2019	06/30/2021	\$0	Title I Schoolwide	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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**District Improvement Plan**

Richfield Public School Academy

Teachers will participate in collaborative action teams at least twice a month to collaborate vertically and horizontally to close writing gaps.  Schools: All Schools	Other			07/01/2019	06/30/2021	\$0	Special Education	Principal, Assistant Principals, Curriculum Director, Special Education Teacher Coach, Classroom Teachers, Special Education teachers
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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 Kindergarten and first grade will schedule daily writing instruction/workshop to increase student writing proficiency. Writing teachers in second through eighth grade will dedicated writing instruction/workshop to increase student writing proficiency. Teachers of other content areas will incorporate writing activities into their curriculum.  Schools: All Schools	Direct Instruction			07/01/2019	06/30/2021	\$0	General Fund	Principal, Assistant Principals, Curriculum Director, Special Education Teachers, Classroom Teachers, Special Education teachers

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 student's academically.  Schools: All Schools	Parent Involvement			07/01/2019	06/30/2021	\$0	Title I Schoolwide	Principal, Assistant Principals, Curriculum Director, Special Education Teachers, Classroom Teachers, Special Education teachers, Parent Liaison

## District Improvement Plan

Richfield Public School Academy

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 to increase student understanding of Common Core Standards.  Schools: All Schools	Other			07/01/2016	06/30/2017	\$0	General Fund	Special Education Teachers, Classroom Teachers, Intervention Teachers
Activity - Writing Coach	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The writing coach will observe, meet, and plan with teachers (classroom, intervention, and special education) to improve writing instruction.  Schools: All Schools	Academic Support Program			08/05/2013	06/24/2016	\$0	Title I Schoolwide	Principal, Curriculum Director, Writing Coach Classroom Teacher, Special Education Teacher, Intervention Teachers
Activity - Collaborative Action Teams	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will participate in collaborative actions teams at least twice a month to collaborate vertically and horizontally to close writing gaps.  Schools: All Schools	Professional Learning			07/01/2019	06/30/2021	\$16983	Title II Part A	Principal, Assistant Principals, Curriculum Director, Special Education Teachers, Classroom Teachers, Intervention teachers, Instructional Support Staff
Activity - Quarterly scoring circles for schoolwide writing prompt	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

**District Improvement Plan**

Richfield Public School Academy

Teachers will participate in grade level meetings three times per year to score and disaggregate writing assessment data.  Schools: All Schools	Other			07/01/2019	06/30/2021	\$0	Title I Schoolwide	Principal, Assistant Principals, Curriculum Director, Special Education Teachers, Classroom Teachers, Intervention teachers, instructional Coach
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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. - 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.  Schools: All Schools	Academic Support Program			07/01/2019	06/30/2021	\$150000	Title I Schoolwide	Principal, Assistant Principals, Curriculum Director, Special Education Teachers, Classroom Teachers, Intervention teachers, Instructional Support Staff, Social Workers

Activity - Use of Graphic Organizers	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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**District Improvement Plan**

Richfield Public School Academy

Planning time to incorporate the use of graphic organizers to strengthen writing instruction and increase student capacity for summarizing and sequencing.  Schools: All Schools	Other			07/01/2019	06/30/2021	\$0	General Fund	Principal, Assistant Principals, Curriculum Director, Special Education Teachers, Classroom Teachers, Intervention teachers
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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.  Schools: All Schools	Professional Learning			07/01/2019	06/01/2021	\$16983	Title II Part A	Principal, Assistant Principals, Curriculum Director, Special Education Teachers, Classroom Teachers, Intervention teachers, Instructional Support Staff

**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 06/30/2021 as measured by district and state assessments..

**Strategy 1:**

Research Based Reading and Vocabulary 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:

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

Tier:

Activity - ELL Professional Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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**District Improvement Plan**

Richfield Public School Academy

Teachers will participate in professional development sessions to develop more effective strategies for working with ELL students.  Schools: All Schools	Professional Learning			07/01/2019	06/30/2021	\$0	Title III	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.  Schools: All Schools	Professional Learning			07/01/2019	06/30/2021	\$0	Title III	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
ELD Teacher and general classroom teachers will meet to discuss student academic progress and monitor strategies at district wide data review sessions.  Schools: All Schools	Other			07/01/2019	06/30/2021	\$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

**District Improvement Plan**

Richfield Public School Academy

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.	Parent Involvement, Community Engagement	Tier 2	Implement	07/01/2019	06/30/2021	\$0	General Fund	ELL Teacher, ELL Coach, Parent Liaison
Schools: All Schools								

Activity - Trauma Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Recognize the impact of violence and victimization on coping skills Establish recovery from trauma as a primary goal Employ an empowerment model to elicit and build on strengths Partner with the individual/client (relational collaboration)  Design the meeting environment to ensure safety, respect, and acceptance Highlight strengths and resiliency Be culturally competent by understanding the individual/client Activity - Safe & Healthy Students Provide healthy foods above and beyond school breakfast and lunch to all school families.	Parent Involvement, Professional Learning, Behavioral Support Program, Academic Support Program, Teacher Collaboration	Tier 1	Getting Ready	07/01/2019	06/30/2021	\$0	Title II Part A	Teachers, leadership team, school counselors, classroom aides, parent liaison and curriculum director.
Schools: All Schools								

Activity - sensory room	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Create a safe room for students to go in when needed to calm; regroup; students can de-escalate from classroom triggers in this room.	Behavioral Support Program, Academic Support Program	Tier 2	Getting Ready	07/01/2019	06/30/2021	\$0	Title I Part A	support staff, special education staff
Schools: All Schools								

**Measurable Objective 3:**

100% of Pre-K, Kindergarten, First, Second, Third, Fourth, Fifth, Sixth, Seventh, Eighth, Ninth, Tenth, Eleventh, Twelfth, Postsecondary, Adult and Ungraded grade Black or African-American, Asian, 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 English Language Arts by 06/30/2021 as measured by the completion of a technology-based portfolio or performance task.

**District Improvement Plan**

Richfield Public School Academy

**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:

Tier: Tier 1

Activity - Technology Support	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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.  Schools: All Schools	Professional Learning, Technology	Tier 1	Implement	07/01/2019	06/30/2021	\$0	General Fund	Principal, Assistant Principals, Curriculum Director, Instructional Support 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
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.  Schools: All Schools	Academic Support Program, Technology	Tier 1	Implement	07/01/2019	06/30/2021	\$0	General Fund	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers

**District Improvement Plan**

Richfield Public School Academy

**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 English Language Arts by 06/30/2021 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:

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.  Schools: All Schools	Recruitment and Retention	Tier 3	Implement	07/01/2019	06/30/2021	\$0	Other	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.  Schools: All Schools	Academic Support Program	Tier 3	Implement	07/01/2019	06/30/2021	\$104354	Title I Part A	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, ELL Teacher Coach, 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

## District Improvement Plan

Richfield Public School Academy

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.  Schools: All Schools	Parent Involvement	Tier 1	Implement	07/01/2019	06/30/2021	\$5458	Title I Part A	Principals, Instructional Staff, Intervention Staff
<b>Activity - Summer Outreach Coordinator</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>
Staff member to attend community events; outreach to parents and students to offer summer support and to prepare students for the return to school.  Schools: All Schools	Parent Involvement	Tier 1	Implement	07/01/2019	06/30/2021	\$1965	Title I Part A	Outreach Coordinator
<b>Activity - Dine and Discover</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>
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.  Schools: All Schools	Parent Involvement, Other - Parent Education	Tier 1	Implement	07/01/2019	06/30/2021	\$4000	Title I Part A	Leadership Team, Behavior Support Team, Social Work Team
<b>Activity - Parent Liason</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>
To work with parents of students K-8 to improve student attendance and achievement.  Schools: All Schools	Parent Involvement, Behavioral Support Program, Academic Support Program	Tier 1	Implement	07/01/2019	06/30/2021	\$25718	Title I Part A	Parent Liason
<b>Activity - Coffee With Partners</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>

## District Improvement Plan

Richfield Public School Academy

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	Implement	07/01/2019	06/30/2021	\$1000	Title I Part A	Leadership Team, Support Staff
<b>Activity - After School and Intersession Tutoring</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>
After school tutoring for students in all subject areas to offer additional academic support to close the achievement gap.  Schools: All Schools	Academic Support Program	Tier 3	Implement	07/01/2019	06/30/2021	\$3684	Title I Part A	Classroom Teachers and Title 1 Director
<b>Activity - Wash Day Wednesday</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>
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.  Schools: All Schools	Parent Involvement, Academic Support Program	Tier 3	Implement	07/01/2019	06/30/2021	\$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.  Schools: All Schools	Behavioral Support Program, Academic Support Program		Implement	07/01/2019	06/30/2021	\$52398	Title I Part A	Title 1 Director, Wellness Coaches
<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.  Schools: All Schools	Materials, Academic Support Program	Tier 2	Implement	07/01/2019	06/30/2021	\$36261	Title I Part A	Title 1 Director, Instructional Aides
<b>Activity - Trauma Training</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>

## District Improvement Plan

Richfield Public School Academy

<p>Recognize the impact of violence and victimization on coping skills            Establish recovery from trauma as a primary goal            Employ an empowerment model to elicit and build on strengths            Partner with the individual/client (relational collaboration)</p> <p>Design the meeting environment to ensure safety, respect, and acceptance            Highlight strengths and resiliency            Be culturally competent by understanding the individual/client            Activity - Safe &amp; Healthy Students            Provide healthy foods above and beyond school breakfast and lunch to all school families.</p> <p>Schools: All Schools</p>	<p>Parent Involvement, Professional Learning, Behavioral Support Program, Academic Support Program, Teacher Collaboration</p>	Tier 1	Getting Ready	07/01/2019	06/30/2021	\$0	Title II Part A	Teachers, leadership team, school counselors, classroom aides and curriculum director.
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Activity - sensory room	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Create a safe room for students to go in when needed to calm; regroup; students can de-escalate from classroom triggers in this room.</p> <p>Schools: All Schools</p>	Behavioral Support Program, Academic Support Program	Tier 2	Getting Ready	07/01/2019	06/30/2021	\$0	Title I Part A	Support staff, special education staff

Activity - School Nurse-Additional Support	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Additional support from school nurse to facilitate management of head lice; minor illnesses and doctor visits to reduce amount of time absent from school due to these conditions.</p> <p>Schools: All Schools</p>	Other - Physical Health Support	Tier 2		07/01/2019	06/30/2020	\$12000	Title I Part A	School Nurse, Title I Director

## Goal 3: All students will increase their science proficiency.

### Measurable Objective 1:

A 35% increase of Pre-K, Kindergarten, First, Second, Third, Fourth, Fifth, Sixth, Seventh, Eighth, Ninth, Tenth, Eleventh, Twelfth, Postsecondary, Adult and Ungraded grade Black or African-American, Asian, White, Economically Disadvantaged, Gifted and Talented, Hispanic or Latino, Students with Disabilities, English Learners, Two or More Races, American Indian or Alaska Native and Native Hawaiian or Other Pacific Islander students will demonstrate a proficiency in year one by growing 1.33 academic years on NWEA and increasing proficiency level in Science by 06/30/2021 as measured by district and state assessments..

## District Improvement Plan

Richfield Public School Academy

### Strategy 1:

Research-based Science Strategies - District staff will implement effective, research-based science strategies. District staff will attend workshops and conferences to assist them with curriculum planning and mapping with the next generation science goals. All teachers of ELL students will provide vocabulary instruction and strategies to scaffold new knowledge and concepts.

Category:

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

Tier:

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.  Schools: All Schools	Field Trip			07/01/2019	06/30/2021	\$7000	Title I Part A	Principal, Assistant Principals, Curriculum Director, Instructional Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers
Activity - Align Curriculum and Unit Assessments	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Focal teams of teachers in grades K-2 and 3-8 will participate in meetings monthly to align curriculum, create lab expectations, and rewrite unit assessments to focus on mastery of science concepts.  Schools: All Schools	Other			08/05/2013	06/24/2016	\$0	General Fund	Principal, Assistant Principals, Curriculum Director, Instructional Coach, Classroom Teachers, Intervention Teachers, Special Education Teachers



**District Improvement Plan**

Richfield Public School Academy

Activity - Data Dissaggregation	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>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.</p> <p>Schools: All Schools</p>	Other			07/01/2019	06/30/2021	\$0	General Fund	Principal, Assistant Principals, Curriculum Director, Instructional Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers
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>Schools: All Schools</p>	Academic Support Program			07/01/2019	06/30/2021	\$0	General Fund	Principal, Assistant Principals, Curriculum Director, Instructional Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers
Activity - Science Professional Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

## District Improvement Plan

Richfield Public School Academy

Teaches will participate in professional development on differentiation of science instruction/lessons and higher order thinking skills.  Schools: All Schools	Professional Learning			07/01/2019	06/01/2021	\$0	General Fund	Principal, Assistant Principals, Curriculum Director, Instructional Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers
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Activity - Explicit Instruction of Measurement Tools	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers in grades K-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.  Schools: All Schools	Academic Support Program			07/01/2019	06/30/2021	\$0	General Fund	Principal, Assistant Principals, Curriculum Director, Instructional Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers

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.  Schools: All Schools	Direct Instruction			07/01/2019	07/01/2021	\$0	General Fund	Principal, Assistant Principals, Curriculum Director, Instructional Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers

**District Improvement Plan**

Richfield Public School Academy

Activity - Lab Write Ups	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will incorporate the use of universal lab forms at each grade level to increase student's understanding of science concepts/process and the need for data to make informed scientific decisions.  Schools: All Schools	Academic Support Program			07/01/2019	06/30/2021	\$0	General Fund	Principal, Assistant Principals, Curriculum Director, Instructional 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.  Schools: All Schools	Recruitment and Retention			07/01/2019	06/30/2021	\$0	General Fund	Administrative Leadership Team
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 Kindergarten through eighth grade to increase student understanding of Common Core Standards  Schools: All Schools	Other			07/01/2019	06/30/2021	\$0	General Fund	Principal, Assistant Principals, Curriculum Director, Instructional Staff, 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

**District Improvement Plan**

Richfield Public School Academy

Teachers will participate in collaborative action teams at least twice a month to collaborate vertically and horizontally to close science gaps.  Schools: All Schools	Professional Learning			07/01/2019	06/30/2021	\$0	General Fund	Principal, Assistant Principals, Curriculum Director, Instructional Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers
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Activity - Science Instruction Professional Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teacher will participate in professional development opportunities on how to deliver effective science instruction.  Schools: All Schools	Professional Learning			08/05/2013	06/24/2016	\$16983	Title II Part A	Principal, Assistant Principals, Curriculum Director, Instructional Coach, 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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## District Improvement Plan

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>Schools: All Schools</p>	Academic Support Program			07/01/2019	06/30/2021	\$104354	Title I Part A	Principal, Assistant Principals, Curriculum Director, Instructional Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers
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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>Schools: All Schools</p>	Academic Support Program			07/01/2019	06/30/2021	\$0	General Fund	Principal, Curriculum Director, Instructional 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

**District Improvement Plan**

Richfield Public School Academy

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.  Schools: All Schools	Direct Instruction			07/01/2019	06/30/2021	\$0	General Fund	Principal, Curriculum Director, Instructional Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers
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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 and implement English Language Development strategies when working with ESL students on science content.  Schools: All Schools	Professional Learning			08/05/2013	06/24/2016	\$0	Title III	Principal, Assistant Principals, Curriculum Director, ELL Teacher-Coach, 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-coach will work with science teachers to support instructional strategies to improve the teaching and learning of academic vocabulary for ESL students with science curriculum.  Schools: All Schools	Professional Learning			08/05/2013	06/24/2016	\$0	Title III	Principal, Assistant Principals, Curriculum Director, ELL Teacher-Coach, Classroom Teachers, Intervention Teachers, Special Education Teachers

## District Improvement Plan

Richfield Public School Academy

Activity - Quarterly ELL Meetings	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>All staff will meet quarterly with the ELL Tutors to review academic growth of students, re-visit classroom support for ELL students and monitor progress on academic goals for ELL students.</p> <p>Schools: All Schools</p>	Professional Learning			08/05/2013	06/24/2016	\$0	Title III	Principal, Curriculum Director, Instructional Coach, Classroom Teachers, Intervention Teachers, Special Education Teachers
Activity - Standard Based Assessment	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Teachers will utilize diagnostic, formative and summative assessment to monitor student progress.</p> <p>Schools: All Schools</p>	Other			07/01/2019	06/30/2021	\$0	General Fund	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers
Activity - After School Theater	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Afterschool Theater for student opportunities to develop speaking skills, language skills, reading skills, self-confidence and leadership.</p> <p>Schools: All Schools</p>	Materials, Extra Curricular, Academic Support Program	Tier 1	Implement	07/01/2019	06/30/2021	\$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

## District Improvement Plan

Richfield Public School Academy

Teacher mentors to support at-risk students daily; monthly celebrations to foster relationships and improve academic performance and attendance.  Schools: All Schools	Materials, Behavioral Support Program, Academic Support Program	Tier 3	Implement	07/01/2019	06/30/2021	\$700	Title I Part A	All Instructional Staff, School Social Work Staff
<b>Activity - Teacher Mentors</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>
Teacher mentors for new teachers to support them in improving instruction, classroom management, and district initiatives to improve quality of instruction.  Schools: All Schools	Professional Learning, Recruitment and Retention, Teacher Collaboration	Tier 1	Implement	07/01/2019	06/30/2021	\$5507	Title II Part A	Title 1 Director, Teacher Mentors
<b>Activity - Homeless Students</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>
The district will use resources to support homeless students in all activities, academic areas to improve their success at school.  Schools: All Schools	Academic Support Program	Tier 2		07/01/2019	06/30/2021	\$0	Title I Part A	Superintendents, Principals, Teachers, Intervention Teachers, Social Workers, Parent Liaison
<b>Activity - Trauma Training</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>



## District Improvement Plan

Richfield Public School Academy

<p>Recognize the impact of violence and victimization on coping skills            Establish recovery from trauma as a primary goal            Employ an empowerment model to elicit and build on strengths            Partner with the individual/client (relational collaboration)</p> <p>Design the meeting environment to ensure safety, respect, and acceptance            Highlight strengths and resiliency            Be culturally competent by understanding the individual/client            Activity - Safe &amp; Healthy Students            Provide healthy foods above and beyond school breakfast and lunch to all school families.</p>	<p>Parent Involvement, Professional Learning, Behavioral Support Program, Academic Support Program, Teacher Collaboration</p>	Tier 1	Getting Ready	07/01/2019	06/30/2021	\$0	Title II Part A	Teachers, leadership team, school counselors, classroom aides, parent liaison and curriculum director.
Schools: All Schools								

Activity - Sensory Room	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Create a safe room for students to go in when needed to calm; regroup; students can de-escalate from classroom triggers in this room.</p>	Behavioral Support Program, Academic Support Program	Tier 2	Getting Ready	07/01/2019	06/30/2021	\$0	Title I Part A	Support Staff and special education staff.
Schools: All Schools								

Activity - Parent Ambassador	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Parent Ambassador Group will work with Parent Liaison and instructional staff to increase parent involvement in school activities to support student academic growth.</p>	Parent Involvement, Academic Support Program	Tier 1	Implement	07/01/2019	06/30/2021	\$8000	Title I Part A	Title I Director, Principals, Parent Liaison, Parent Ambassador Group and instructional staff
Schools: All Schools								

### Measurable Objective 2:

100% of Pre-K, Kindergarten, First, Second, Third, Fourth, Fifth, Sixth, Seventh, Eighth, Ninth, Tenth, Eleventh, Twelfth, Postsecondary, Adult and Ungraded grade Black or African-American, Asian, 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 Science by 06/30/2017 as measured by the completion of a technology-based portfolio or performance task.

## District Improvement Plan

Richfield Public School Academy

### 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:

Tier: Tier 1

Activity - Technology Support	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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.  Schools: All Schools	Professional Learning, Academic Support Program	Tier 1	Implement	07/01/2019	06/30/2021	\$0	General Fund	Principal, Assistant Principals, Curriculum Director, Instructional Support 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
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.  Schools: All Schools	Academic Support Program, Technology	Tier 1	Implement	07/01/2019	06/30/2021	\$0	General Fund	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers

**District Improvement Plan**

Richfield Public School Academy

Activity - Trauma Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Recognize the impact of violence and victimization on coping skills                      Establish recovery from trauma as a primary goal                      Employ an empowerment model to elicit and build on strengths                      Partner with the individual/client (relational collaboration)</p> <p>Design the meeting environment to ensure safety, respect, and acceptance                      Highlight strengths and resiliency                      Be culturally competent by understanding the individual/client                      Activity - Safe &amp; Healthy Students                      Provide healthy foods above and beyond school breakfast and lunch to all school families.</p> <p>Schools: All Schools</p>	Parent Involvement, Professional Learning, Behavioral Support Program, Academic Support Program, Teacher Collaboration	Tier 1	Getting Ready	07/01/2019	06/30/2021	\$0	Title II Part A	Teachers, leadership team, school counselor, classroom aides, parent liaison and curriculum director.

Activity - Sensory Room	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Create a safe room for students to go in when needed to calm; regroup; students can de-escalate from classroom triggers in this room.</p> <p>Schools: All Schools</p>	Behavioral Support Program, Academic Support Program	Tier 2	Getting Ready	07/01/2019	06/30/2021	\$0	Title I Part A	Support Staff and Special Education Staff

**Measurable Objective 3:**

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

Category:

Tier: Tier 3

Activity - Merit Pay	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

## District Improvement Plan

Richfield Public School Academy

Merit pay will be based on ratio of academic growth between bottom 30% of students and top 30% of students.	Recruitment and Retention	Tier 1	Implement	07/01/2019	06/30/2021	\$0	General Fund	Administrative Leadership Team and Teachers
Schools: All Schools								

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	07/01/2019	06/30/2021	\$104354	Title I Part A	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers
Schools: All Schools								

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	07/01/2019	06/30/2021	\$5458	Title I Part A	Principals, Instructional Staff, Intervention Staff
Schools: All Schools								

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	07/01/2019	06/30/2021	\$1965	Title I Part A	Outreach Coordinator
Schools: All Schools								

## District Improvement Plan

Richfield Public School Academy

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.  Schools: All Schools	Parent Involvement, Other - Parent Education	Tier 1	Implement	07/01/2019	06/30/2021	\$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.  Schools: All Schools	Parent Involvement, Behavioral Support Program, Academic Support Program	Tier 1		07/01/2019	06/30/2021	\$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	Implement	07/01/2019	06/30/2021	\$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.  Schools: All Schools	Parent Involvement, Academic Support Program	Tier 3	Implement	07/01/2019	06/30/2021	\$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

## District Improvement Plan

Richfield Public School Academy

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.  Schools: All Schools	Behavioral Support Program, Academic Support Program		Implement	07/01/2019	06/30/2021	\$52398	Title I Part A	Title 1 Director, Wellness Coaches
<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.  Schools: All Schools	Materials, Academic Support Program	Tier 2	Implement	07/01/2019	06/30/2021	\$36261	Title I Part A	Title 1 Director, Instructional Aides
<b>Activity - trauma training</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Recognize the impact of violence and victimization on coping skills Establish recovery from trauma as a primary goal Employ an empowerment model to elicit and build on strengths Partner with the individual/client (relational collaboration)  Design the meeting environment to ensure safety, respect, and acceptance Highlight strengths and resiliency Be culturally competent by understanding the individual/client Activity - Safe & Healthy Students Provide healthy foods above and beyond school breakfast and lunch to all school families.  Schools: All Schools	Parent Involvement, Professional Learning, Behavioral Support Program, Academic Support Program, Teacher Collaboration	Tier 1	Getting Ready	07/01/2019	06/30/2021	\$0	Title II Part A	Teachers, leadership team, school counselors, classroom aides, parent liaison and curriculum director.
<b>Activity - Sensory Room</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>
Create a safe room for students to go in when needed to calm; regroup; students can de-escalate from classroom triggers in this room.  Schools: All Schools	Behavioral Support Program, Academic Support Program	Tier 2	Getting Ready	07/01/2019	06/30/2021	\$0	Title I Part A	Support staff and special education staff
<b>Activity - School Nurse- Additional Support</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>

**District Improvement Plan**

Richfield Public School Academy

Additional support from school nurse to facilitate management of head lice; minor illnesses and doctor visits to reduce amount of time absent from school due to these conditions.  Schools: All Schools	Other - Physical Health Support	Tier 2		07/01/2019	06/30/2021	\$12000	Title I Part A	School Nurse and Title I Director
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**Measurable Objective 4:**

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 Science Strategies - All teachers of ELL students will utilize and provide vocabulary and science strategies to increase comprehensible input to improve student science performance.

Category:

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.  Schools: All Schools	Professional Learning, Curriculum Development	Tier 1		07/01/2019	06/30/2021	\$0	General Fund	Principal, Assistant Principals, Curriculum Director, ELL Teacher Coach, 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
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## District Improvement Plan

Richfield Public School Academy

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	07/01/2019	06/30/2021	\$0	General Fund	Principal, Assistant Principals, Curriculum Director, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers
Schools: All Schools								

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.	Parent Involvement, Community Engagement	Tier 2	Implement	07/01/2019	06/30/2021	\$0	General Fund	ELL Teacher, ELL Coach, Parent Liaison
Schools: All Schools								

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.	Professional Learning	Tier 1	Implement	07/01/2019	06/30/2021	\$0	General Fund	Principal, Assistant Principals, Curriculum Director, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers
Schools: All Schools								



**District Improvement Plan**

Richfield Public School Academy

Activity - Trauma Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Recognize the impact of violence and victimization on coping skills Establish recovery from trauma as a primary goal Employ an empowerment model to elicit and build on strengths Partner with the individual/client (relational collaboration)</p> <p>Design the meeting environment to ensure safety, respect, and acceptance Highlight strengths and resiliency Be culturally competent by understanding the individual/client Activity - Safe &amp; Healthy Students Provide healthy foods above and beyond school breakfast and lunch to all school families.</p> <p>Schools: All Schools</p>	Parent Involvement, Professional Learning, Behavioral Support Program, Academic Support Program, Teacher Collaboration	Tier 1	Getting Ready	07/01/2019	06/30/2021	\$0	Title II Part A	Teachers, leadership team, school counselor, classroom aides, parent liaison and curriculum director.
Activity - Sensory Room	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Create a safe room for students to go in when needed to calm; regroup; students can de-escalate from classroom triggers in this room.</p> <p>Schools: All Schools</p>	Behavioral Support Program, Academic Support Program	Tier 2	Getting Ready	07/01/2019	06/30/2021	\$0	Title I Part A	Support Staff and Special Education Staff

**Goal 4: All students will increase their social studies performance.****Measurable Objective 1:**

100% of Pre-K, Kindergarten, First, Second, Third, Fourth, Fifth, Sixth, Seventh, Eighth, Ninth, Tenth, Eleventh, Twelfth, Postsecondary, Adult and Ungraded grade Black or African-American, Asian, White, Economically Disadvantaged, Gifted and Talented, Hispanic or Latino, Students with Disabilities, English Learners, Two or More Races, American Indian or Alaska Native and Native Hawaiian or Other Pacific Islander students will demonstrate a proficiency by increasing the mean scale score by 10 points each year in Social Studies by 06/30/2021 as measured by MSTEP.

**Strategy 1:**

Research-based social studies strategies - District staff will implement effective, research-based instructional, academic vocabulary and higher order thinking skills as social studies strategies.

Category:

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

**District Improvement Plan**

Richfield Public School Academy

Schools by Marazano

Tier:

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.  Schools: All Schools	Field Trip			07/01/2019	06/30/2021	\$7000	Title I Part A	Principal, Assistant Principals, Curriculum Director, Instructional Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers

Activity - Additional Texts to Support Aligned Curriculum	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will be provided with additional expository texts to support aligned curriculum.  Schools: All Schools	Academic Support Program			07/01/2019	06/30/2021	\$0	General Fund	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers

Activity - Alignment of Curriculum and Unit Assessments	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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## District Improvement Plan

Richfield Public School Academy

Teacher will implement the Michigan Citizenship Collaborative Curriculum. Teachers will participate in grade level meetings to discuss alignment of social studies units to the Michigan GLCEs. Social Studies teachers will collaborate with ELA teachers to develop and implement cross-curricular lessons to provide additional ELA skill support during Social Studies lessons.	Teacher Collaboration			08/05/2013	06/24/2016	\$0	General Fund	Curriculum Director, Classroom Teachers
Schools: All Schools								

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			07/01/2019	06/30/2021	\$0	General Fund	Principal, Curriculum Director, Instructional Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers
Schools: All Schools								

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			07/01/2019	06/30/2021	\$0	General Fund	Administrative Leadership Team
Schools: All Schools								

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			07/01/2019	06/30/2021	\$0	General Fund	Principal, Curriculum Director, Classroom Teachers
Schools: All Schools								

**District Improvement Plan**

Richfield Public School Academy

Activity - Use of Note Taking	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>All Social Studies Teachers will instruct students in effective note taking to support comprehension of Social Studies concepts.</p> <p>Schools: Richfield Public School Academy</p>	Direct Instruction			07/01/2019	06/30/2021	\$0	General Fund	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, ELL Teacher Coach, 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
<p>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.</p> <p>Schools: All Schools</p>	Direct Instruction			07/01/2019	06/30/2021	\$0	General Fund	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, ELL Teacher Coach, 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

## District Improvement Plan

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>Schools: All Schools</p>	<p>Academic Support Program</p>			<p>07/01/2019</p>	<p>06/30/2021</p>	<p>\$104354</p>	<p>Title I Part A</p>	<p>Principal, Assistant Principals, Curriculum Director, Instructional Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers, Social Worker</p>
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Activity - Collaborative Action Teams	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Teachers will participate in collaborative action teams at least twice a month to collaborate vertically and horizontally to close social studies gaps.</p> <p>Schools: All Schools</p>	<p>Professional Learning</p>		<p>Implement</p>	<p>07/01/2019</p>	<p>06/30/2021</p>	<p>\$0</p>	<p>General Fund</p>	<p>Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers</p>

Activity - Curriculum Resources	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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**District Improvement Plan**

Richfield Public School Academy

Teachers use resources from the MC3 curriculum to teach social studies common core standards.  Schools: Richfield Public School Academy	Materials, Curriculum Development	Tier 1	Implement	07/01/2019	06/30/2021	\$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 Theater	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.  Schools: All Schools	Materials, Extra Curricular, Academic Support Program	Tier 1	Implement	07/01/2019	06/30/2021	\$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.  Schools: All Schools	Materials, Behavioral Support Program, Academic Support Program	Tier 3	Implement	07/01/2019	06/30/2021	\$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
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## District Improvement Plan

Richfield Public School Academy

Teacher mentors for new teachers to support them in improving instruction, classroom management, and district initiatives to improve quality of instruction.  Schools: All Schools	Professional Learning, Recruitment and Retention, Teacher Collaboration	Tier 1	Implement	07/01/2019	06/30/2021	\$5507	Title II Part A	Title 1 Director, Teacher Mentors
<b>Activity - Teacher Release Time</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>
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.  Schools: All Schools	Professional Learning	Tier 2	Implement	07/01/2019	06/30/2021	\$11476	Title II Part A	Title 1 Director, Substitute Coordinator
<b>Activity - Homeless Students</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>
The district will use resources to support homeless students in all activities, academic areas to improve their success at school.  Schools: All Schools	Academic Support Program	Tier 2		07/01/2019	06/30/2021	\$0	Title I Part A	Superintendents, Principals, Teachers, Intervention Teachers, Social Workers, Parent Liaison
<b>Activity - Trauma Training</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>

**District Improvement Plan**

Richfield Public School Academy

Recognize the impact of violence and victimization on coping skills Establish recovery from trauma as a primary goal Employ an empowerment model to elicit and build on strengths Partner with the individual/client (relational collaboration)	Parent Involvement, Professional Learning, Behavioral Support Program, Academic Support Program, Teacher Collaboration	Tier 1	Getting Ready	07/01/2019	06/30/2021	\$0	Title II Part A	Teachers, leadership team, school counselor, classroom aides, parent liaison and curriculum director.
Design the meeting environment to ensure safety, respect, and acceptance Highlight strengths and resiliency Be culturally competent by understanding the individual/client Activity - Safe & Healthy Students Provide healthy foods above and beyond school breakfast and lunch to all school families.								
Schools: All Schools								

Activity - sensory room	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Create a safe room for students to go in when needed to calm; regroup; students can de-escalate from classroom triggers in this room.	Behavioral Support Program, Academic Support Program	Tier 2	Getting Ready	07/01/2019	06/30/2021	\$0	Title I Part A	Support staff and special education staff
Schools: All Schools								

Activity - Parent Ambassador	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Parent Ambassador Group will work with Parent Liaison and instructional staff to increase parent involvement in school activities to support student academic growth.	Parent Involvement, Academic Support Program	Tier 1	Implement	07/01/2019	06/30/2021	\$8000	Title I Part A	Title I Director, Principals, Parent Liaison, Parent Ambassador Group and instructional staff
Schools: All Schools								

**Measurable Objective 2:**

35% of Fifth and Eighth grade English Learners students will demonstrate a proficiency in year one in Social Studies by 06/30/2019 as measured by state assessments..

**Strategy 1:**

research based social studies strategies - Teachers of ELL students will provide additional vocabulary instruction based on ELD strategies to provide additional



## District Improvement Plan

Richfield Public School Academy

classroom support in understanding social studies academic vocabulary and to ensure that ELL students are making measurable academic growth of social studies concepts.

Category:

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 - 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.  Schools: All Schools	Professional Learning			07/01/2019	06/30/2021	\$0	Title III	Principal, GISD ELL Coordinator, ELL Teacher-Coach, 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.  Schools: All Schools	Professional Learning	Tier 1		07/01/2019	06/30/2021	\$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
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## District Improvement Plan

Richfield Public School Academy

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			07/01/2019	06/30/2021	\$0	Title III	Principal, Curriculum Director, ELL Teacher Coach, ELL Tutor, Classroom Teacher
Schools: All Schools								

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.	Parent Involvement, Community Engagement	Tier 2	Implement	07/01/2019	06/30/2021	\$0	General Fund	ELL Teacher, ELL Coach, Parent Liaison
Schools: All Schools								

Activity - Trauma Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Recognize the impact of violence and victimization on coping skills Establish recovery from trauma as a primary goal Employ an empowerment model to elicit and build on strengths Partner with the individual/client (relational collaboration)  Design the meeting environment to ensure safety, respect, and acceptance Highlight strengths and resiliency Be culturally competent by understanding the individual/client Activity - Safe & Healthy Students Provide healthy foods above and beyond school breakfast and lunch to all school families.	Parent Involvement, Professional Learning, Behavioral Support Program, Academic Support Program, Teacher Collaboration	Tier 1	Getting Ready	07/01/2019	06/30/2021	\$0	Title II Part A	Teachers, leadership team, school counselors, classroom aides, parent liaison and curriculum director.T
Schools: All Schools								

## District Improvement Plan

Richfield Public School Academy

Activity - Sensory room	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Create a safe room for students to go in when needed to calm; regroup; students can de-escalate from classroom triggers in this room.  Schools: All Schools	Behavioral Support Program, Academic Support Program	Tier 2	Getting Ready	07/01/2019	06/30/2021	\$0	Title I Part A	Support Staff and special education staff.

### Measurable Objective 3:

100% of Pre-K, Kindergarten, First, Second, Third, Fourth, Fifth, Sixth, Seventh, Eighth, Ninth, Tenth, Eleventh, Twelfth, Postsecondary, Adult and Ungraded grade Black or African-American, Asian, 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 06/30/2019 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 Instructional Technology Coach to enhance and improve student learning through the use of technology resources in the classroom.

Category:

Tier: Tier 1

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.  Schools: All Schools	Professional Learning, Technology	Tier 1		07/01/2019	06/30/2021	\$0	General Fund	Principal, Assistant Principals, Curriculum Director, Instructional Support 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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**District Improvement Plan**

Richfield Public School Academy

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.  Schools: All Schools	Professional Learning, Technology	Tier 1		07/01/2019	06/30/2021	\$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 - Trauma Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Recognize the impact of violence and victimization on coping skills Establish recovery from trauma as a primary goal Employ an empowerment model to elicit and build on strengths Partner with the individual/client (relational collaboration) Design the meeting environment to ensure safety, respect, and acceptance Highlight strengths and resiliency Be culturally competent by understanding the individual/client Activity - Safe & Healthy Students Provide healthy foods above and beyond school breakfast and lunch to all school families.  Schools: All Schools	Parent Involvement, Professional Learning, Behavioral Support Program, Academic Support Program, Teacher Collaboration	Tier 1		07/01/2019	06/30/2021	\$0	Title II Part A	Teachers, leadership team, school counselors, classroom aides, parent liaison and curriculum director.

**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 06/30/2019 as measured by district and state assessments..

**Strategy 1:**

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

Category:

Tier: Tier 3

Activity - Merit Pay	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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## District Improvement Plan

Richfield Public School Academy

Merit pay will be based on a ratio of academic growth between bottom 30% of students and top 30% of students.  Schools: All Schools	Recruitment and Retention	Tier 3		07/01/2019	06/30/2021	\$0	General Fund	Administrative Leadership Team and Teachers.
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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. - 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.  Schools: All Schools	Academic Support Program	Tier 3	Implement	07/01/2019	06/30/2021	\$104354	Title I Part A	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, ELL Teacher Coach, 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.  Schools: All Schools	Parent Involvement	Tier 1	Implement	07/01/2019	06/30/2021	\$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.  Schools: All Schools	Parent Involvement	Tier 1	Implement	07/01/2019	06/30/2021	\$1965	Title I Part A	Outreach Coordinator

## District Improvement Plan

Richfield Public School Academy

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.  Schools: All Schools	Parent Involvement, Other - Parent Education	Tier 1	Implement	07/01/2019	06/30/2021	\$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.  Schools: All Schools	Parent Involvement, Behavioral Support Program, Academic Support Program	Tier 1	Implement	07/01/2019	06/30/2021	\$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 ships 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	Implement	07/01/2019	06/30/2021	\$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.  Schools: All Schools	Academic Support Program	Tier 3	Implement	07/01/2019	06/30/2021	\$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

## District Improvement Plan

Richfield Public School Academy

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.  Schools: All Schools	Parent Involvement, Academic Support Program	Tier 3	Implement	07/01/2019	06/30/2021	\$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.  Schools: All Schools	Materials, Academic Support Program	Tier 2	Implement	07/01/2019	06/30/2021	\$36261	Title I Part A	Title 1 Director, Instructional Aides
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.  Schools: All Schools	Behavioral Support Program, Academic Support Program		Implement	07/01/2019	06/30/2021	\$52398	Title I Part A	Title 1 Director, Wellness Coaches
Activity - Trauma Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Recognize the impact of violence and victimization on coping skills Establish recovery from trauma as a primary goal Employ an empowerment model to elicit and build on strengths Partner with the individual/client (relational collaboration) Design the meeting environment to ensure safety, respect, and acceptance Highlight strengths and resiliency Be culturally competent by understanding the individual/client Activity - Safe & Healthy Students Provide healthy foods above and beyond school breakfast and lunch to all school families.  Schools: All Schools	Parent Involvement, Professional Learning, Behavioral Support Program, Academic Support Program, Teacher Collaboration	Tier 1		07/01/2019	06/30/2021	\$0	Title II Part A	Teachers, leadership team, school counselors, classroom aides, parent liaison and curriculum director.
Activity - sensory room	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

**District Improvement Plan**

Richfield Public School Academy

Create a safe room for students to go in when needed to calm; regroup; students can de-escalate from classroom triggers in this room.  Schools: All Schools	Behavioral Support Program, Academic Support Program	Tier 2	Getting Ready	07/01/2019	06/30/2021	\$0	Title I Part A	Support. Staff and special education staff
<b>Activity - School Nurse- Additional Support</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>
Additional support from school nurse to facilitate management of head lice; minor illnesses and doctor visits to reduce amount of time absent from school due to these conditions.  Schools: All Schools	Other - Physical Health Support	Tier 2	Implement	07/01/2019	06/30/2021	\$12000	Title I Part A	School Nurse and Title I Director

## Goal 5: All buildings will implement a new schoolwide reform strategy of supplemental student support; "The Leader in Me" and "7 Habits of Highly Effective Students" program and Ron Clark's Essential 55 and Restorative Justice.

**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 high school and college by 06/30/2021 as measured by staff, student, 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:

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:

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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**District Improvement Plan**

Richfield Public School Academy

<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>Schools: All Schools</p>	<p>Professional Learning</p>			<p>07/01/2019</p>	<p>06/30/2021</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>
Activity - Activities to Implement Leader in Me	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

**District Improvement Plan**

Richfield Public School Academy

<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>Schools: All Schools</p>	Behavioral Support Program			07/01/2019	06/30/2021	\$1000	Title I Part A	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
Activity - Program Monitoring	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>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.</p> <p>Schools: All Schools</p>	Behavioral Support Program			07/01/2019	06/30/2021	\$0	General Fund	Leadership Team
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>Schools: All Schools</p>	Parent Involvement			07/01/2019	06/30/2021	\$0	General Fund	Parent Liaison, The Lighthouse Team, Leadership Team
Activity - Homeless Students	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

## District Improvement Plan

Richfield Public School Academy

The district will use resources to support homeless students in all activities, academic areas to improve their success at school.  Schools: All Schools	Academic Support Program	Tier 2		07/01/2019	06/30/2021	\$0	Title I Part A	Superintendents, Principals, Teachers, Intervention Teachers, Social Workers, Parent Liaison
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Activity - trauma training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Recognize the impact of violence and victimization on coping skills Establish recovery from trauma as a primary goal Employ an empowerment model to elicit and build on strengths Partner with the individual/client (relational collaboration) Design the meeting environment to ensure safety, respect, and acceptance Highlight strengths and resiliency Be culturally competent by understanding the individual/client Activity - Safe & Healthy Students Provide healthy foods above and beyond school breakfast and lunch to all school families.  Schools: All Schools	Parent Involvement, Professional Learning, Behavioral Support Program, Academic Support Program, Teacher Collaboration	Tier 1	Getting Ready	07/01/2019	06/30/2021	\$0	Title II Part A	Teachers, leadership team, school counselors, classroom aides, parent liaison and curriculum director.

Activity - Sensory Room	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Create a safe room for students to go in when needed to calm; regroup; students can de-escalate from classroom triggers in this room.  Schools: All Schools	Behavioral Support Program, Academic Support Program	Tier 2	Getting Ready	07/01/2019	06/30/2021	\$0	Title I Part A	Support staff and special education staff

Activity - Parent Ambassador	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

**District Improvement Plan**

Richfield Public School Academy

Parent Ambassador Group will work with Parent Liaison and instructional staff to increase parent involvement in school activities to support student academic growth.  Schools: All Schools	Parent Involvement, Behavioral Support Program, Academic Support Program	Tier 1	Implement	07/01/2019	06/30/2021	\$8000	Title I Part A	Title I Director, Principals, Parent Liaison, Parent Ambassador Group and instructional staff
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Activity - School Nurse-Additional Support	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Additional support from school nurse to facilitate management of head lice; minor illnesses and doctor visits to reduce amount of time absent from school due to these conditions.  Schools: All Schools	Other - physical Health Support	Tier 2		07/01/2019	06/30/2021	\$12000	Title I Part A	School Nurse and Title I Director

**Goal 6: All students will receive age appropriate Career Information, Exposure and Experiences**

**Measurable Objective 1:**

100% of All Students will achieve college and career readiness by preparing students in grade K-8 to reflect on their aptitudes, interests, and skills. in Social Studies by 06/30/2021 as measured by their completion of a preliminary career interest plan or portfolio..

**Strategy 1:**

Career Awareness - Staff will provide a variety of age appropriate career awareness opportunities and activities to ensure students make connections to the world of work, considering their interests and aptitudes.

Category: Career and College Ready

Research Cited: Predictors of Post Secondary Success, College and Career Readiness Success Center at the AIR by Vanessa Hein and Becky Smerdon, Quill

Associates LLC and Megan Sambolt, AIR and Michigan Revised School Code 380.1277.

Tier: Tier 1

Activity - Speakers/Career Fairs	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Staff will provide all students with opportunities to meet with individuals or experts in a variety of career fields; through classroom presentations, career fairs and field trips.  Schools: All Schools	Career Preparation /Orientation	Tier 1	Implement	07/01/2019	06/30/2021	\$1500	General Fund	School Principals, teachers and counselor.

## District Improvement Plan

Richfield Public School Academy

Activity - Employability Skills	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Students will be instructed regularly on the importance of problem solving, teamwork, punctuality/attendance, communication and ELA/Math/Science/Technology skills needed for success in career and life.</p> <p>Schools: All Schools</p>	Career Preparation /Orientation	Tier 1	Implement	07/01/2019	06/30/2021	\$0	No Funding Required	Principals, teachers and counselors.
Activity - Professional Learning	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Teachers will be provided professional learning in Basic Employability Skills and the Michigan Career Development Model in order to deliver appropriate activities and experiences to students.</p> <p>Schools: All Schools</p>	Career Preparation /Orientation	Tier 1		07/01/2019	06/30/2021	\$0	Title II Part A	Principals, Teachers and Counselors
Activity - Parent and Family Engagement	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Staff will provide opportunities for parents and families to participate in student career awareness activities and their purpose. This could include: Student lead conferences, Career Night, speakers on career paths and preparation, employability and skill building.</p> <p>Schools: All Schools</p>	Career Preparation /Orientation	Tier 1		07/01/2019	06/30/2021	\$0	Title I Part A	Principals, teachers counselors and Title I Director/Staff.
Activity - Parent Ambassador	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Parent Ambassador Group will work with Parent Liaison and instructional staff to increase parent involvement in school activities to support student academic growth in areas of career and college readiness.</p> <p>Schools: All Schools</p>	Parent Involvement, Academic Support Program	Tier 1	Implement	07/01/2019	06/30/2021	\$8000	Title I Part A	Title I Director, Principals, Parent Liaison, Parent Ambassador Group and instructional staff

## Activity Summary by Funding Source

Below is a breakdown of your activities by funding source

### Section 31a

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
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. - 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			07/01/2019	06/30/2021	\$16983	Principal, Curriculum Director, Instructional Support Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers, Social Workers

### General Fund

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
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## District Improvement Plan

Richfield Public School Academy

Alignment of Curriculum and Unit Assessments	Teacher will implement the Michigan Citizenship Collaborative Curriculum. Teachers will participate in grade level meetings to discuss alignment of social studies units to the Michigan GLCEs. Social Studies teachers will collaborate with ELA teachers to develop and implement cross-curricular lessons to provide additional ELA skill support during Social Studies lessons.	Teacher Collaboration			08/05/2013	06/24/2016	\$0	Curriculum Director, Classroom 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.	Professional Learning	Tier 1	Implement	07/01/2019	06/30/2021	\$0	Principal, Assistant Principals, Curriculum Director, 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.	Parent Involvement, Community Engagement	Tier 2		07/01/2019	06/30/2021	\$0	ELL Teacher, ELL Coach, Parent Liason
Standard Based Assessment	Teachers will utilize diagnostic, formative and summative assessment to monitor student progress.	Other			07/01/2019	06/30/2021	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers

## District Improvement Plan

Richfield Public School Academy

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.	Parent Involvement, Community Engagement	Tier 2	Implement	07/01/2019	06/30/2021	\$0	ELL Teacher, ELL Coach, Parent Liason
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.	Parent Involvement, Community Engagement	Tier 2	Implement	07/01/2019	06/30/2021	\$0	ELL Teacher, ELL Coach, Parent Liason
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.	Parent Involvement, Community Engagement	Tier 2	Implement	07/01/2019	06/30/2021	\$0	ELL Teacher, ELL Coach, Parent Liason
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			07/01/2019	06/30/2021	\$0	Principal, Curriculum Director, Instructional Support Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers



## District Improvement Plan

Richfield Public School Academy

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	07/01/2019	06/30/2021	\$0	Principal, Assistant Principals, Curriculum Director, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers
Merit Pay	Teachers will receive merit pay based on bonus criteria.	Recruitment and Retention			07/01/2019	06/30/2021	\$0	Administrative Support Staff, 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			07/01/2019	06/30/2021	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, ELL Teacher Coach, 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		07/01/2019	06/30/2021	\$0	Administrative Leadership Team and Teachers.

**District Improvement Plan**

Richfield Public School Academy

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.	Professional Learning, Technology	Tier 1		07/01/2019	06/30/2021	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers
Dedicated Writing Instruction	Writing teachers in Kindergarten and first grade will schedule daily writing instruction/workshop to increase student writing proficiency. Writing teachers in second through eighth grade will dedicate writing instruction/workshop to increase student writing proficiency. Teachers of other content areas will incorporate writing activities into their curriculum.	Direct Instruction			07/01/2019	06/30/2021	\$0	Principal, Assistant Principals, Curriculum Director, Special Education Teachers, Classroom Teachers, Special Education teachers
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.	Academic Support Program, Technology	Tier 1	Implement	07/01/2019	06/30/2021	\$0	Principal, Curriculum Director, 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			07/01/2019	06/30/2021	\$0	Administrative Leadership Team

**District Improvement Plan**

Richfield Public School Academy

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			07/01/2019	06/30/2021	\$0	Principal, Assistant Principals, Curriculum Director, Instructional 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			07/01/2019	06/30/2021	\$0	Leadership Team
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			07/01/2019	06/30/2021	\$0	Parent Liaison, The Lighthouse Team, Leadership Team
Lab Materials	Teachers will be provided with appropriate materials to support lab activities within each classroom and across all grade levels.	Direct Instruction			07/01/2019	07/01/2021	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers

**District Improvement Plan**

Richfield Public School Academy

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			07/01/2019	06/30/2021	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers
Student Learning Objectives	Teachers will discuss learning objectives with students to increase student understanding of Common Core Standards.	Other			07/01/2016	06/30/2017	\$0	Special Education Teachers, Classroom Teachers, Intervention Teachers
Science Professional Development	Teachers will participate in professional development on differentiation of science instruction/lessons and higher order thinking skills.	Professional Learning			07/01/2019	06/01/2021	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers

**District Improvement Plan**

Richfield Public School Academy

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 activ	Professiona l Learning, Technology	Tier 1	Implement	07/01/2019	06/30/2021	\$0	Principal, Assistant Principals, Curriculum Director, Instructiona l Support Staff, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers
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.	Professiona l Learning			07/01/2019	06/30/2021	\$0	Principal, Curriculum Director, Classroom Teachers
ELL Professional Development	ELL/ELD Professional Development at the beginning of the school year.	Professiona l Learning, Curriculum Developme nt	Tier 1		07/01/2019	06/30/2021	\$0	Principal, Assistant Principals, Curriculum Director, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers
Merit Pay	Teachers will receive merit pay based on bonus criteria.	Recruitmen t and Retention			07/01/2019	06/30/2021	\$0	Administrati ve Leadership Team

## District Improvement Plan

Richfield Public School Academy

Explicit Instruction of Measurement Tools	Teachers in grades K-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.	Academic Support Program			07/01/2019	06/30/2021	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers
Merit Pay	Teachers will receive merit pay based on bonus criteria.	Recruitment and Retention			07/01/2019	06/30/2021	\$0	Administrative Leadership Team, Teachers
Lab Write Ups	Teachers will incorporate the use of universal lab forms 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			07/01/2019	06/30/2021	\$0	Principal, Assistant Principals, Curriculum Director, Instructional 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		Implement	07/01/2019	06/30/2021	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers

**District Improvement Plan**

Richfield Public School Academy

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.	Teacher Collaboration			07/01/2019	06/30/2021	\$0	Principal, 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			07/01/2019	06/30/2021	\$0	Principal, Curriculum Director, Instructional Support Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers
Additional Texts to Support Aligned Curriculum	Teachers will be provided with additional expository texts to support aligned curriculum.	Academic Support Program			07/01/2019	06/30/2021	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers

## District Improvement Plan

Richfield Public School Academy

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.	Academic Support Program			07/01/2019	06/30/2021	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers
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.	Academic Support Program, Technology	Tier 1	Implement	07/01/2019	06/30/2021	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, ELL Teacher Coach, 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			07/01/2019	06/30/2021	\$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.	Professional Learning, Academic Support Program	Tier 1	Implement	07/01/2019	06/30/2021	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers
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.	Academic Support Program, Technology	Tier 1	Implement	07/01/2019	06/30/2021	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers
Curriculum Resources	Teachers use resources from the MC3 curriculum to teach social studies common core standards.	Materials, Curriculum Development	Tier 1	Implement	07/01/2019	06/30/2021	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers

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Use of Warm-ups	Teachers will use warm-ups daily and include math vocabulary, math formulas, number sense, and 2D/3D shapes at least three times per week in these warm-ups to increase student retention and mastery of essential math concepts.	Academic Support Program			09/03/2013	06/24/2016	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Coach, Classroom Teachers, Intervention Teachers, Special Education Teachers
Standard Based Assessment	Teachers will utilize diagnostic, formative, and summative assessments to monitor student progress.	Other	Tier 1		07/01/2019	06/30/2021	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers
Student Learning Objectives	Teachers will discuss learning objectives with students in grades Kindergarten through eighth grade to increase student understanding of Common Core Standards	Academic Support Program			07/01/2019	06/30/2021	\$0	Principal, Curriculum Director, Classroom Teachers, Intervention Teachers, Special Education Teachers

## District Improvement Plan

Richfield Public School Academy

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			07/01/2019	06/30/2021	\$0	Principal, Curriculum Director, Instructional Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers
Speakers/Career Fairs	Staff will provide all students with opportunities to meet with individuals or experts in a variety of career fields; through classroom presentations, career fairs and field trips.	Career Preparation /Orientation	Tier 1	Implement	07/01/2019	06/30/2021	\$1500	School Principals, teachers and counselor.
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.	Direct Instruction			07/01/2019	06/30/2021	\$0	Principal, Curriculum Director, Instructional Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers
Align Curriculum and Unit Assessments	Focal teams of teachers in grades K-2 and 3-8 will participate in meetings monthly to align curriculum, create lab expectations, and rewrite unit assessments to focus on mastery of science concepts.	Other			08/05/2013	06/24/2016	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Coach, Classroom Teachers, Intervention Teachers, Special Education Teachers

## District Improvement Plan

Richfield Public School Academy

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.	Professional Learning, Technology	Tier 1		07/01/2019	06/30/2021	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers
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.	Professional Learning, Technology	Tier 1	Implement	07/01/2019	06/30/2021	\$0	Principal, Curriculum Director, Instructional Coaching Staff, 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	07/01/2019	06/30/2021	\$0	Administrative Leadership Team, Teachers
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			07/01/2019	06/30/2021	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers

## District Improvement Plan

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Use of Note Taking	Teacher will incorporate explicit note-taking strategies to increase student understanding of science topics.	Academic Support Program			07/01/2019	06/30/2021	\$0	Principal, Curriculum Director, Instructional Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers
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			07/01/2019	06/30/2021	\$0	Principal, Assistant Principals, Curriculum Director, Special Education Teachers, Classroom Teachers, Intervention teachers
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			07/01/2019	06/30/2021	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Staff, 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 1	Implement	07/01/2019	06/30/2021	\$0	Administrative Leadership Team and Teachers

**District Improvement Plan**

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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			07/01/2019	06/30/2021	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom teachers, Intervention teachers, Special Education teachers.
Standard Based Assessment	Teachers will utilize diagnostic formative and summative assessment to monitor student progress.	Other	Tier 1		07/01/2019	06/30/2021	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Technology Coach, Instructional Coaching Staff, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers

**Title II Part A**

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
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**District Improvement Plan**

Richfield Public School Academy

Writing professional development for teachers	Professional development for teachers to strengthen their understanding and implementation writing curriculum.	Professional Learning			07/01/2019	06/01/2021	\$16983	Principal, Assistant Principals, Curriculum Director, Special Education Teachers, Classroom Teachers, Intervention teachers, Instructional Support Staff
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	Tier 1		07/01/2019	06/30/2021	\$16983	Principal, Curriculum Director, Instructional Coaching Staff, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers
trauma training	<p>Recognize the impact of violence and victimization on coping skills                      Establish recovery from trauma as a primary goal                      Employ an empowerment model to elicit and build on strengths                      Partner with the individual/client (relational collaboration)</p> <p>Design the meeting environment to ensure safety, respect, and acceptance                      Highlight strengths and resiliency                      Be culturally competent by understanding the individual/client                      Activity - Safe &amp; Healthy Students                      Provide healthy foods above and beyond school breakfast and lunch to all school families.</p>	Parent Involvement, Professional Learning, Behavioral Support Program, Academic Support Program, Teacher Collaboration	Tier 1	Getting Ready	07/01/2019	06/30/2021	\$0	Teachers, leadership team, school counselors, classroom aides, parent liaison and curriculum director.

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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	07/01/2019	06/01/2021	\$11476	Title 1 Director, Substitute Coordinator
Teacher Mentors	Teacher mentors for new teachers to support them in improving instruction, classroom management, and district initiatives to improve quality of instruction.	Professional Learning, Recruitment and Retention, Teacher Collaboration	Tier 1	Implement	07/01/2019	06/30/2021	\$5507	Title 1 Director, Teacher Mentors
Science Instruction Professional Development	Teacher will participate in professional development opportunities on how to deliver effective science instruction.	Professional Learning			08/05/2013	06/24/2016	\$16983	Principal, Assistant Principals, Curriculum Director, Instructional Coach, Classroom Teachers, Intervention Teachers, Special Education Teachers
Trauma Training	Recognize the impact of violence and victimization on coping skills Establish recovery from trauma as a primary goal Employ an empowerment model to elicit and build on strengths Partner with the individual/client (relational collaboration) Design the meeting environment to ensure safety, respect, and acceptance Highlight strengths and resiliency Be culturally competent by understanding the individual/client Activity - Safe & Healthy Students Provide healthy foods above and beyond school breakfast and lunch to all school families.	Parent Involvement, Professional Learning, Behavioral Support Program, Academic Support Program, Teacher Collaboration	Tier 1		07/01/2019	06/30/2021	\$0	Teachers, leadership team, school counselors, classroom aides, parent liaison and curriculum director.
Teacher Mentors	Teacher mentors for new teachers to support them in improving instruction, classroom management and district initiatives to improve quality of instruction.	Professional Learning, Recruitment and Retention, Teacher Collaboration	Tier 1	Implement	07/01/2019	06/30/2021	\$5507	Title 1 Director, Teacher Mentors



**District Improvement Plan**

Richfield Public School Academy

<p>Trauma Training</p>	<p>Recognize the impact of violence and victimization on coping skills          Establish recovery from trauma as a primary goal          Employ an empowerment model to elicit and build on strengths          Partner with the individual/client (relational collaboration)</p> <p>Design the meeting environment to ensure safety, respect, and acceptance          Highlight strengths and resiliency          Be culturally competent by understanding the individual/client          Activity - Safe &amp; Healthy Students          Provide healthy foods above and beyond school breakfast and lunch to all school families.</p>	<p>Parent Involvement, Professional Learning, Behavioral Support Program, Academic Support Program, Teacher Collaboration</p>	<p>Tier 1</p>	<p>Getting Ready</p>	<p>07/01/2019</p>	<p>06/30/2021</p>	<p>\$0</p>	<p>Teachers, leadership team, school counselors, classroom aides, parent liaison and curriculum director.T</p>
<p>Trauma Training</p>	<p>Recognize the impact of violence and victimization on coping skills          Establish recovery from trauma as a primary goal          Employ an empowerment model to elicit and build on strengths          Partner with the individual/client (relational collaboration)</p> <p>Design the meeting environment to ensure safety, respect, and acceptance          Highlight strengths and resiliency          Be culturally competent by understanding the individual/client          Activity - Safe &amp; Healthy Students          Provide healthy foods above and beyond school breakfast and lunch to all school families.</p>	<p>Parent Involvement, Professional Learning, Behavioral Support Program, Academic Support Program, Teacher Collaboration</p>	<p>Tier 1</p>		<p>07/01/2019</p>	<p>06/30/2021</p>	<p>\$0</p>	<p>Teachers, leadership team, school counselors, classroom aides and parent liaison</p>

**District Improvement Plan**

Richfield Public School Academy

<p>Trauma</p>	<p>Trauma</p> <p>Recognize the impact of violence and victimization on coping skills</p> <p>Establish recovery from trauma as a primary goal</p> <p>Employ an empowerment model to elicit and build on strengths</p> <p>Partner with the individual/client (relational collaboration)</p> <p>Design the meeting environment to ensure safety, respect, and acceptance</p> <p>Highlight strengths and resiliency</p> <p>Be culturally competent by understanding the individual/client</p> <p>Activity - Safe &amp; Healthy Students</p> <p>Provide healthy foods above and beyond school breakfast and lunch to all school families.</p>	<p>Professional Learning</p>	<p>Tier 1</p>	<p>Getting Ready</p>	<p>07/01/2019</p>	<p>06/30/2021</p>	<p>\$0</p>	<p>Leadership Team, Curriculum Director, Teachers</p>
<p>Teacher Release Time</p>	<p>Provide substitute teachers to release classroom and intervention teachers for purposes of professional development in all content areas.</p>	<p>Professional Learning</p>	<p>Tier 1</p>	<p>Implement</p>	<p>07/01/2019</p>	<p>06/30/2021</p>	<p>\$11476</p>	<p>Title 1 Director, Substitute Coordinator</p>

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Richfield Public School Academy

<p>Trauma Training</p>	<p>Recognize the impact of violence and victimization on coping skills          Establish recovery from trauma as a primary goal          Employ an empowerment model to elicit and build on strengths          Partner with the individual/client (relational collaboration)</p> <p>Design the meeting environment to ensure safety, respect, and acceptance          Highlight strengths and resiliency          Be culturally competent by understanding the individual/client          Activity - Safe &amp; Healthy Students          Provide healthy foods above and beyond school breakfast and lunch to all school families.</p>	<p>Parent Involvement, Professional Learning, Behavioral Support Program, Academic Support Program, Teacher Collaboration</p>	<p>Tier 1</p>	<p>Getting Ready</p>	<p>07/01/2019</p>	<p>06/30/2021</p>	<p>\$0</p>	<p>Teachers, leadership team, school counselor, classroom aides, parent liaison and curriculum director.</p>
<p>Trauma Training</p>	<p>Recognize the impact of violence and victimization on coping skills          Establish recovery from trauma as a primary goal          Employ an empowerment model to elicit and build on strengths          Partner with the individual/client (relational collaboration)</p> <p>Design the meeting environment to ensure safety, respect, and acceptance          Highlight strengths and resiliency          Be culturally competent by understanding the individual/client          Activity - Safe &amp; Healthy Students          Provide healthy foods above and beyond school breakfast and lunch to all school families.</p>	<p>Parent Involvement, Professional Learning, Behavioral Support Program, Academic Support Program, Teacher Collaboration</p>	<p>Tier 1</p>	<p>Getting Ready</p>	<p>07/01/2019</p>	<p>06/30/2021</p>	<p>\$0</p>	<p>Teachers, leadership team, school counselors, classroom aides and curriculum director.</p>

**District Improvement Plan**

Richfield Public School Academy

<p>Trauma Training</p>	<p>Recognize the impact of violence and victimization on coping skills          Establish recovery from trauma as a primary goal          Employ an empowerment model to elicit and build on strengths          Partner with the individual/client (relational collaboration)</p> <p>Design the meeting environment to ensure safety, respect, and acceptance          Highlight strengths and resiliency          Be culturally competent by understanding the individual/client          Activity - Safe &amp; Healthy Students          Provide healthy foods above and beyond school breakfast and lunch to all school families.</p>	<p>Parent Involvement, Professional Learning, Behavioral Support Program, Academic Support Program, Teacher Collaboration</p>	<p>Tier 1</p>	<p>Getting Ready</p>	<p>07/01/2019</p>	<p>06/30/2021</p>	<p>\$0</p>	<p>Teachers, leadership team, school counselors, classroom aides, parent liaison and curriculum director.</p>
<p>Professional Learning Communities</p>	<p>Teachers will participate in Professional Learning Community meetings every Wednesday morning during late start time to review math objectives to improve student academic growth.</p>	<p>Professional Learning</p>			<p>09/03/2013</p>	<p>06/24/2016</p>	<p>\$16983</p>	<p>Principal, Assistant Principals, Curriculum Director, Instructional Coach, Classroom Teachers, Intervention Teachers, Special Education Teachers</p>
<p>Trauma Training</p>	<p>Recognize the impact of violence and victimization on coping skills          Establish recovery from trauma as a primary goal          Employ an empowerment model to elicit and build on strengths          Partner with the individual/client (relational collaboration)</p> <p>Design the meeting environment to ensure safety, respect, and acceptance          Highlight strengths and resiliency          Be culturally competent by understanding the individual/client          Activity - Safe &amp; Healthy Students          Provide healthy foods above and beyond school breakfast and lunch to all school families.</p>	<p>Parent Involvement, Professional Learning, Behavioral Support Program, Academic Support Program, Teacher Collaboration</p>	<p>Tier 1</p>	<p>Getting Ready</p>	<p>07/01/2019</p>	<p>06/30/2021</p>	<p>\$0</p>	<p>Teachers, leadership team, school counselor, classroom aides, parent liaison and curriculum director.</p>

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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 reading gaps.	Professional Learning			07/01/2019	06/30/2021	\$16983	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom teachers, Intervention teachers, Special Education teachers
trauma training	Recognize the impact of violence and victimization on coping skills Establish recovery from trauma as a primary goal Employ an empowerment model to elicit and build on strengths Partner with the individual/client (relational collaboration) Design the meeting environment to ensure safety, respect, and acceptance Highlight strengths and resiliency Be culturally competent by understanding the individual/client Activity - Safe & Healthy Students Provide healthy foods above and beyond school breakfast and lunch to all school families.	Parent Involvement, Professional Learning, Behavioral Support Program, Academic Support Program, Teacher Collaboration	Tier 1	Getting Ready	07/01/2019	06/30/2021	\$0	Teachers, leadership team, school counselors, classroom aides, parent liaison and curriculum director.
Trauma Training	Recognize the impact of violence and victimization on coping skills Establish recovery from trauma as a primary goal Employ an empowerment model to elicit and build on strengths Partner with the individual/client (relational collaboration) Design the meeting environment to ensure safety, respect, and acceptance Highlight strengths and resiliency Be culturally competent by understanding the individual/client Activity - Safe & Healthy Students Provide healthy foods above and beyond school breakfast and lunch to all school families.	Parent Involvement, Professional Learning, Behavioral Support Program, Academic Support Program, Teacher Collaboration	Tier 1		07/01/2019	06/30/2021	\$0	Teachers, leadership team, school counselors, classroom aides, parent liaison and curriculum director.

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Richfield Public School Academy

<p>Trauma Training</p>	<p>Recognize the impact of violence and victimization on coping skills          Establish recovery from trauma as a primary goal          Employ an empowerment model to elicit and build on strengths          Partner with the individual/client (relational collaboration)</p> <p>Design the meeting environment to ensure safety, respect, and acceptance          Highlight strengths and resiliency          Be culturally competent by understanding the individual/client          Activity - Safe &amp; Healthy Students          Provide healthy foods above and beyond school breakfast and lunch to all school families.</p>	<p>Parent Involvement, Behavioral Support Program, Academic Support Program, Teacher Collaboration</p>	<p>Tier 1</p>		<p>07/01/2019</p>	<p>06/30/2021</p>	<p>\$0</p>	<p>Teachers, Leadership Team, Curriculum Director, Parent Liaison</p>
<p>Trauma Training</p>	<p>Recognize the impact of violence and victimization on coping skills          Establish recovery from trauma as a primary goal          Employ an empowerment model to elicit and build on strengths          Partner with the individual/client (relational collaboration)</p> <p>Design the meeting environment to ensure safety, respect, and acceptance          Highlight strengths and resiliency          Be culturally competent by understanding the individual/client          Activity - Safe &amp; Healthy Students          Provide healthy foods above and beyond school breakfast and lunch to all school families.</p>	<p>Parent Involvement, Professional Learning, Behavioral Support Program, Academic Support Program, Teacher Collaboration</p>	<p>Tier 1</p>	<p>Getting Ready</p>	<p>07/01/2019</p>	<p>06/30/2021</p>	<p>\$0</p>	<p>Teachers, leadership team, school counselor, classroom aides, parent liaison and curriculum director.</p>

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trauma	<p>Recognize the impact of violence and victimization on coping skills          Establish recovery from trauma as a primary goal          Employ an empowerment model to elicit and build on strengths          Partner with the individual/client (relational collaboration)</p> <p>Design the meeting environment to ensure safety, respect, and acceptance          Highlight strengths and resiliency          Be culturally competent by understanding the individual/client          Activity - Safe &amp; Healthy Students          Provide healthy foods above and beyond school breakfast and lunch to all school families.</p>	Parent Involvement, Professional Learning, Behavioral Support Program, Academic Support Program, Teacher Collaboration	Tier 1		07/01/2019	06/30/2021	\$0	Teachers, leadership team, counselors, classroom aides, curriculum director
Collaborative Action Teams	Teachers will participate in collaborative actions teams at least twice a month to collaborate vertically and horizontally to close writing gaps.	Professional Learning			07/01/2019	06/30/2021	\$16983	Principal, Assistant Principals, Curriculum Director, Special Education Teachers, Classroom Teachers, Intervention teachers, Instructional Support Staff
Professional Learning	Teachers will be provided professional learning in Basic Employability Skills and the Michigan Career Development Model in order to deliver appropriate activities and experiences to students.	Career Preparation /Orientation	Tier 1		07/01/2019	06/30/2021	\$0	Principals, Teachers and Counselors

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Trauma Training	<p>Recognize the impact of violence and victimization on coping skills            Establish recovery from trauma as a primary goal            Employ an empowerment model to elicit and build on strengths            Partner with the individual/client (relational collaboration)</p> <p>Design the meeting environment to ensure safety, respect, and acceptance            Highlight strengths and resiliency            Be culturally competent by understanding the individual/client            Activity - Safe &amp; Healthy Students            Provide healthy foods above and beyond school breakfast and lunch to all school families.</p>	<p>Parent Involvement, Professional Learning, Behavioral Support Program, Academic Support Program, Teacher Collaboration</p>	Tier 1	Getting Ready	07/01/2019	06/30/2021	\$0	Teachers, leadership team, school counselors, classroom aides, parent liaison and curriculum director.
Trauma	<p>Recognize the impact of violence and victimization on coping skills            Establish recovery from trauma as a primary goal            Employ an empowerment model to elicit and build on strengths            Partner with the individual/client (relational collaboration)</p> <p>Design the meeting environment to ensure safety, respect, and acceptance            Highlight strengths and resiliency            Be culturally competent by understanding the individual/client            Activity - Safe &amp; Healthy Students            Provide healthy foods above and beyond school breakfast and lunch to all school families.</p>	<p>Parent Involvement, Professional Learning, Behavioral Support Program, Academic Support Program, Teacher Collaboration</p>	Tier 1		07/01/2019	06/30/2021	\$0	Teachers, Leadership team, school counselors, parent liaison, curriculum director
Teacher Mentors	<p>Teacher mentors for new teachers to support them in improving instruction, classroom management, and district initiatives to improve quality of instruction.</p>	<p>Professional Learning, Recruitment and Retention, Teacher Collaboration</p>	Tier 1	Implement	07/01/2019	06/30/2021	\$5507	Title 1 Director, Teacher Mentors



**District Improvement Plan**

Richfield Public School Academy

<p>Trauma</p>	<p>Recognize the impact of violence and victimization on coping skills            Establish recovery from trauma as a primary goal            Employ an empowerment model to elicit and build on strengths            Partner with the individual/client (relational collaboration)</p> <p>Design the meeting environment to ensure safety, respect, and acceptance            Highlight strengths and resiliency            Be culturally competent by understanding the individual/client            Activity - Safe &amp; Healthy Students            Provide healthy foods above and beyond school breakfast and lunch to all school families.</p>	<p>Parent Involvement, Professional Learning, Behavioral Support Program, Academic Support Program</p>	<p>Tier 1</p>		<p>07/01/2019</p>	<p>06/30/2021</p>	<p>\$0</p>	<p>Teachers, Leadership team, curriculum director, classroom aides, parent liaison</p>
<p>Trauma</p>	<p>Recognize the impact of violence and victimization on coping skills            Establish recovery from trauma as a primary goal            Employ an empowerment model to elicit and build on strengths            Partner with the individual/client (relational collaboration)</p> <p>Design the meeting environment to ensure safety, respect, and acceptance            Highlight strengths and resiliency            Be culturally competent by understanding the individual/client            Activity - Safe &amp; Healthy Students            Provide healthy foods above and beyond school breakfast and lunch to all school families.</p>	<p>Parent Involvement, Professional Learning, Behavioral Support Program, Academic Support Program, Teacher Collaboration</p>	<p>Tier 1</p>		<p>07/01/2019</p>	<p>06/30/2021</p>	<p>\$0</p>	<p>Teachers, leadership team, school counselors, classroom aides and curriculum director</p>
<p>Teacher Release Time</p>	<p>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.</p>	<p>Professional Learning</p>	<p>Tier 2</p>	<p>Implement</p>	<p>07/01/2019</p>	<p>06/30/2021</p>	<p>\$11476</p>	<p>Title 1 Director, Substitute Coordinator</p>

## District Improvement Plan

Richfield Public School Academy

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			07/01/2019	06/30/2021	\$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.	Professional Learning, Recruitment and Retention, Teacher Collaboration	Tier 1	Implement	07/01/2019	06/30/2021	\$5507	Title 1 Director, Teacher Mentors

### No Funding Required

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
ESL Support	ESL Students will receive vocabulary instruction with additional support from ESL Tutors, Classroom Teachers to bridge gap between understanding of primary language and English-- 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.	Academic Support Program	Tier 1		07/01/2019	06/30/2021	\$0	Teachers, ESL tutors, ESL coordinator
Employability Skills	Students will be instructed regularly on the importance of problem solving, teamwork, punctuality/attendance, communication and ELA/Math/Science/Technology skills needed for success in career and life.	Career Preparation /Orientation	Tier 1	Implement	07/01/2019	06/30/2021	\$0	Principals, teachers and counselors.

**District Improvement Plan**

Richfield Public School Academy

Testing Environment	Strict Adherence to MStep and MIAccess testing protocols will be followed to ensure that at least 95% or more of students in every sub-group are tested in all content areas assigned to their grade level in a timely manner.	Policy and Process	Tier 1	Implement	07/01/2019	06/30/2021	\$0	Superintendent, Testing Coordinator, Principals and Curriculum Director.
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**Title III**

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
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		07/01/2019	06/30/2021	\$0	Principal, Curriculum Director, ELL Teacher-Coach, Classroom Teachers, Intervention Teachers, Special Education Teachers
ELL Professional Development	Teachers will participate in professional development and implement English Language Development strategies when working with ESL students on science content.	Professional Learning			08/05/2013	06/24/2016	\$0	Principal, Assistant Principals, Curriculum Director, ELL Teacher-Coach, Classroom Teachers, Intervention Teachers, Special Education Teachers

**District Improvement Plan**

Richfield Public School Academy

Quarterly ELL Meetings	All staff will meet quarterly with the ELL Tutors to review academic growth of students, re-visit classroom support for ELL students and monitor progress on academic goals for ELL students.	Professional Learning			08/05/2013	06/24/2016	\$0	Principal, Curriculum Director, Instructional Coach, 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			07/01/2019	06/30/2021	\$0	Principal, Curriculum Director, ELL Teacher Coach, ELL Tutor, Classroom Teacher
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.	Teacher Collaboration			07/01/2019	06/30/2021	\$0	Principal, Curriculum Director, ELL teacher-coach, ELL tutor, Classroom Teacher
ELL Teacher-Coach	ELL teacher-coach will work with science teachers to support instructional strategies to improve the teaching and learning of academic vocabulary for ESL students with science curriculum.	Professional Learning			08/05/2013	06/24/2016	\$0	Principal, Assistant Principals, Curriculum Director, ELL Teacher-Coach, Classroom Teachers, Intervention Teachers, Special Education Teachers

## District Improvement Plan

Richfield Public School Academy

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.	Other			07/01/2019	06/30/2021	\$0	Principal, Curriculum Director, ELL supervisor, ELL Tutors, Classroom Teachers
ELL Professional Development	Teachers will participate in professional development sessions to develop more effective strategies for working with ELL students.	Professional Learning			07/01/2019	06/30/2021	\$0	Principal, Assistant Principals, 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			07/01/2019	06/30/2021	\$0	Principal, Assistant Principals, Curriculum Director, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers
ELL Professional Development	ELL/ELD Professional Development at the beginning of the school year.	Professional Learning			07/01/2019	06/30/2021	\$0	Principal, GISD ELL Coordinator, ELL Teacher-Coach, Classroom Teachers, Intervention Teachers, Special Education Teachers

**District Improvement Plan**

Richfield Public School Academy

ELL Teacher-Coach	ELL teacher-coach will work with classroom, intervention, and special education teachers to provide effective strategies to support instructional practices for ESL students.	Professional Learning			07/01/2019	06/30/2021	\$0	Principal, Curriculum Director, ELL Teacher-Coach, Classroom Teachers, Intervention Teachers, Special Education Teachers
ELL Professional Development	Teachers will participate in professional development to become more adept at incorporating strategies for ESL learners;	Professional Learning			07/01/2019	06/30/2021	\$0	Principal, Curriculum Director, ELL Teacher-Coach, GISD ELL Supervisor, Classroom Teacher, Intervention Teacher, Special Education Teacher

**Title I Schoolwide**

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Writing Coach	The writing coach will observe, meet, and plan with teachers (classroom, intervention, and special education) to improve writing instruction.	Academic Support Program			08/05/2013	06/24/2016	\$0	Principal, Curriculum Director, Writing Coach Classroom Teacher, Special Education Teacher, Intervention Teachers

**District Improvement Plan**

Richfield Public School Academy

<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. - 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>07/01/2019</p>	<p>06/30/2021</p>	<p>\$0</p>	<p>Principal, Curriculum Director, Instructional Support Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers, Social Workers</p>
<p>Bi-Monthly Parent Education Events</p>	<p>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 student's academically.</p>	<p>Parent Involvement</p>			<p>07/01/2019</p>	<p>06/30/2021</p>	<p>\$0</p>	<p>Principal, Assistant Principals, Curriculum Director, Special Education Teachers, Classroom Teachers, Special Education teachers, Parent Liaison</p>

**District Improvement Plan**

Richfield Public School Academy

<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. - 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>07/01/2019</p>	<p>06/30/2021</p>	<p>\$150000</p>	<p>Principal, Assistant Principals, Curriculum Director, Special Education Teachers, Classroom Teachers, Intervention teachers, Instructional Support Staff, Social Workers</p>
<p>Bi-Monthly Parent Education Activities</p>	<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>07/01/2019</p>	<p>06/30/2021</p>	<p>\$0</p>	<p>Parent Liaison, Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers; Parent Ambassadors</p>



**District Improvement Plan**

Richfield Public School Academy

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			07/01/2019	06/30/2021	\$0	Principal, 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			07/01/2019	06/30/2021	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, 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 conceptual.	Other			07/01/2019	06/30/2021	\$0	Principal, Curriculum Director, Classroom Teachers, Intervention Teachers, Special Education Teachers

**District Improvement Plan**

Richfield Public School Academy

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			07/01/2019	06/30/2021	\$0	Principal, Assistant Principals, Curriculum Director, Parent Liaison, 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	07/01/2019	06/30/2021	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom teachers, Special Education teachers
Common Grade Level Assessments	Teachers will use common grade level chapter assessments throughout the year incorporating vocabulary, number sense, and 2D and 3D shapes where appropriate to measure student proficiency with the use of math manipulatives when needed.	Other			09/03/2013	06/24/2016	\$0	Principal, Curriculum Director, Instructional Coach, Classroom Teachers, Intervention Teachers, Special Education Teachers

**District Improvement Plan**

Richfield Public School Academy

Quarterly scoring circles for schoolwide writing prompt	Teachers will participate in grade level meetings three times per year to score and disaggregate writing assessment data.	Other			07/01/2019	06/30/2021	\$0	Principal, Assistant Principals, Curriculum Director, Special Education Teachers, Classroom Teachers, Intervention teachers, instructional Coach
Sensory Room	Create a safe room for students to go in when needed to calm; regroup; students can de-escalate from classroom triggers in this room.	Behavioral Support Program, Academic Support Program	Tier 2		07/01/2018	06/30/2019	\$0	Suport Staff, special education staff
Literacy Coaching	Teachers will incorporate Visual Learning Strategies introduced in Literacy Instruction Training to enhance student reading and writing proficiency.	Professional Learning, Supplemental Materials		Implement	07/01/2015	06/30/2016	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Technology Coach, Instructional Support Staff, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers

**Special Education**

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
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**District Improvement Plan**

Richfield Public School Academy

Collaborative Planning Time	Teachers will participate in collaborative action teams at least twice a month to collaborate vertically and horizontally to close writing gaps.	Other			07/01/2019	06/30/2021	\$0	Principal, Assistant Principals, Curriculum Director, Special Education Teacher Coach, Classroom 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 Language Arts.	Other			07/01/2019	06/30/2021	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom teachers, Intervention teachers, Special Education teachers.

**Other**

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
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	07/01/2019	06/30/2021	\$0	Administrative Leadership Team, 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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## District Improvement Plan

Richfield Public School Academy

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	07/01/2019	06/30/2021	\$1965	Outreach Coordinator
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	07/01/2019	06/30/2021	\$5458	Principals, Instructional Staff, Intervention Staff
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	07/01/2019	06/30/2021	\$104354	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers
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			07/01/2019	06/30/2021	\$7000	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers

## District Improvement Plan

Richfield Public School Academy

sensory room	Create a safe room for students to go in when needed to calm; regroup; students can de-escalate from classroom triggers in this room.	Behavioral Support Program, Academic Support Program	Tier 2	Getting Ready	07/01/2019	06/30/2021	\$0	support staff, special education staff
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			07/01/2019	06/30/2021	\$7000	Principal, Assistant Principals, Curriculum Director, Instructional Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers
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			07/01/2019	06/30/2021	\$7000	Principal, Assistant Principals, Curriculum Director, Instructional 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	07/01/2019	06/30/2021	\$1965	Outreach Coordinator
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	07/01/2019	06/30/2021	\$52398	Title 1 Director, Wellness Coach

## District Improvement Plan

Richfield Public School Academy

Homeless Students	The district will use resources to support homeless students in all activities, academic areas to improve their success at school.	Academic Support Program	Tier 2		07/01/2019	06/30/2021	\$0	Superintendent, Principals, Teachers, Intervention Teachers, Social Workers, Parent Liaison
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	07/01/2019	06/30/2021	\$5350	Title 1 Director, Intervention Staff
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.	Parent Involvement, Other - Parent Education	Tier 1	Implement	07/01/2019	06/30/2021	\$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		Implement	07/01/2019	06/30/2021	\$52398	Title 1 Director, Wellness Coaches
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			07/01/2019	06/30/2021	\$7000	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom teachers, Intervention teachers, Special Education teachers.

## District Improvement Plan

Richfield Public School Academy

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	07/01/2019	06/30/2021	\$1000	Leadership Team, Support 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	07/01/2019	06/30/2021	\$52398	Title 1 Director, Wellness Coaches
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	07/01/2019	06/30/2021	\$104354	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers
Sensory Room	Create a safe room for students to go in when needed to calm; regroup; students can de-escalate from classroom triggers in this room.	Behavioral Support Program, Academic Support Program	Tier 2	Getting Ready	07/01/2019	06/30/2021	\$0	Support staff and special education staff
Sensory Room	Create a safe room for students to go in when needed to calm; regroup; students can de-escalate from classroom triggers in this room.	Behavioral Support Program, Academic Support Program	Tier 2	Getting Ready	07/01/2019	06/30/2021	\$0	Support Staff and special education staff.



## District Improvement Plan

Richfield Public School Academy

After School Colorful Connections	Teacher mentors to support at-risk students daily; monthly celebrations to foster relationships and improve academic performance and attendance.	Materials, Behavioral Support Program, Academic Support Program	Tier 3	Implement	07/01/2019	06/30/2021	\$700	All Instructional Staff, School Social Work Staff
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	07/01/2019	06/30/2021	\$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	07/01/2019	06/30/2021	\$5458	Principals, Instructional Staff, Intervention Staff
Homeless Students	The district will use resources to support homeless students in all activities, academic areas to improve their success at school.	Academic Support Program	Tier 2		07/01/2019	06/30/2021	\$0	Superintendents, Principals, Teachers, Intervention Teachers, Social Workers, Parent Liaison
Sensory Room	Create a safe room for students to go in when needed to calm; regroup; students can de-escalate from classroom triggers in this room.	Behavioral Support Program, Academic Support Program	Tier 2	Getting Ready	07/01/2019	06/30/2021	\$0	Support Staff and Special Education 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	07/01/2019	06/30/2021	\$19255	Classroom teachers, Title 1 Director

**District Improvement Plan**

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. - 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			07/01/2019	06/30/2021	\$104354	Principal, Assistant Principals, Curriculum Director, Instructional Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers, Social Worker
School Nurse-Additional Support	Additional support from school nurse to facilitate management of head lice; minor illnesses and doctor visits to reduce amount of time absent from school due to these conditions.	Other - physical Health Support	Tier 2		07/01/2019	06/30/2021	\$12000	School Nurse and Title I Director

## District Improvement Plan

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. - 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			07/01/2016	06/30/2017	\$104354	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	07/01/2019	06/30/2021	\$1965	Outreach Coordinator
Homeless Students	The district will use resources to support homeless students in all activities and academic areas to improve their success at school.	Academic Support Program	Tier 2		07/01/2019	06/30/2021	\$0	Superintendent, Principals, Teachers, Intervention Teachers, Social Workers, Parent Liaison

## District Improvement Plan

Richfield Public School Academy

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			07/01/2019	06/30/2021	\$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
sensory room	Create a safe room for students to go in when needed to calm; regroup; students can de-escalate from classroom triggers in this room.	Behavioral Support Program, Academic Support Program	Tier 2	Getting Ready	07/01/2019	06/30/2021	\$0	Support staff, special education 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	07/01/2019	06/30/2021	\$3684	Classroom Teachers and Title 1 Director
LLI Instruction	Instructional Aides to provide additional reading instruction to improve student performance in all content areas.	Materials, Academic Support Program	Tier 2	Implement	07/01/2019	06/30/2021	\$36261	Title 1 Director, Instructional Aides
After School Colorful Connections	Teacher mentors to support at-risk students daily; monthly celebrations to foster relationships and improve academic performance and attendance.	Materials, Behavioral Support Program, Academic Support Program	Tier 3	Implement	07/01/2019	06/30/2021	\$700	All instructional staff, school social work staff

## District Improvement Plan

Richfield Public School Academy

Sensory Room	Create a safe room for students to go in when needed to calm; regroup; students can de-escalate from classroom triggers in this room.	Behavioral Support Program, Academic Support Program	Tier 2	Getting Ready	07/01/2019	06/30/2021	\$0	Support staff and special education staff
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. - 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	07/01/2019	06/30/2021	\$104354	Principal, Assistant Principals, Curriculum Director, 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	07/01/2019	06/30/2021	\$5458	Principals, Instructional Staff, Intervention Staff
School Nurse- Additional Support	Additional support from school nurse to facilitate management of head lice; minor illnesses and doctor visits to reduce amount of time absent from school due to these conditions.	Other - Physical Health Support	Tier 2	Implement	07/01/2019	06/30/2021	\$12000	School Nurse and Title I Director
LLI Instruction	Instructional Aides to provide additional reading instruction to improve student performance in all content areas.	Materials, Academic Support Program	Tier 2	Implement	07/01/2019	06/30/2021	\$36261	Title 1 Director, Instructional Aides

## District Improvement Plan

Richfield Public School Academy

Parent Ambassador	Parent Ambassador Group will work with Parent Liaison and instructional staff to increase parent involvement in school activities to support student academic growth.	Parent Involvement, Academic Support Program	Tier 1	Implement	07/01/2019	06/30/2021	\$8000	Title I Director, Principals, Parent Liaison, Parent Ambassador Group and instructional staff
Sensory Room	Create a safe room for students to go in when needed to calm; regroup; students can de-escalate from classroom triggers in this room.	Behavioral Support Program, Academic Support Program	Tier 2	Getting Ready	07/01/2019	06/30/2021	\$0	support staff, special education staff
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.	Parent Involvement, Other - Parent Education	Tier 1	Implement	07/01/2019	06/30/2021	\$4000	Leadership Team, Behavior Support Team, Social Work Team
Parent Ambassador	Parent Ambassador Group will work with Parent Liaison and instructional staff to increase parent involvement in school activities to support student academic growth.	Parent Involvement, Behavioral Support Program, Academic Support Program	Tier 1	Implement	07/01/2019	06/30/2021	\$8000	Title I Director, Principals, Parent Liaison, Parent Ambassador Group and instructional staff
After School Theater	Afterschool theater for student opportunities to develop speaking skills, language skills, reading skills, self-confidence and leadership.	Materials, Extra Curricular, Academic Support Program	Tier 1	Implement	07/01/2019	06/30/2021	\$14547	Classroom teachers, intervention director
Sensory Room	Create a safe room for students to go in when needed to calm; regroup; students can de-escalate from classroom triggers in this room.	Behavioral Support Program, Academic Support Program	Tier 2	Getting Ready	07/01/2019	06/30/2021	\$0	support staff, special education staff

## District Improvement Plan

Richfield Public School Academy

School Nurse-Additional Support	Additional support from school nurse to facilitate management of head lice; minor illnesses and doctor visits to reduce amount of time absent from school due to these conditions.	Other - Physical Health Support	Tier 2		07/01/2019	06/30/2020	\$12000	School Nurse, Title I 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			07/01/2019	06/30/2021	\$104354	Principal, Assistant Principals, Curriculum Director, Instructional Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers
Sensory Room	Create a safe room for students to go in when needed to calm; regroup; students can de-escalate from classroom triggers in this room.	Behavioral Support Program, Academic Support Program	Tier 2	Getting Ready	07/01/2019	06/30/2021	\$0	Support Staff and Special Education Staff
Parent Liason	To work with parents of students K-8 to improve student attendance and achievement.	Parent Involvement, Behavioral Support Program, Academic Support Program	Tier 1	Implement	07/01/2019	06/30/2021	\$25718	Parent Liason
Sensory room	Create a safe room for students to go in when needed to calm; regroup; students can de-escalate from classroom triggers in this room.	Behavioral Support Program, Academic Support Program	Tier 2	Getting Ready	07/01/2019	06/30/2021	\$0	Support Staff and special education staff.

**District Improvement Plan**

Richfield Public School Academy

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			07/01/2019	06/30/2021	\$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
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.	Parent Involvement, Other - Parent Education	Tier 1	Implement	07/01/2019	06/30/2021	\$4000	Leadership Team, Behavior Support Team, Social Work Team
Homeless Students	The district will use resources to support homeless students in all activities, academic areas to improve their success at school.	Academic Support Program	Tier 2		07/01/2019	06/30/2021	\$0	Superintendents, Principals, Teachers, Intervention Teachers, Social Workers, Parent Liaison
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.	Parent Involvement, Other - Parent Education	Tier 1	Implement	07/01/2019	06/30/2021	\$4000	Leadership Team, Behavior Support Team, Social Work Team



## District Improvement Plan

Richfield Public School Academy

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	07/01/2019	06/30/2021	\$1000	Leadership Team, Support Staff
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. - 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	07/01/2019	06/30/2021	\$104354	Principal, Curriculum Director, Instructional Support Staff, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers
sensory room	Create a safe room for students to go in when needed to calm; regroup; students can de-escalate from classroom triggers in this room.	Behavioral Support Program, Academic Support Program	Tier 2	Getting Ready	07/01/2019	06/30/2021	\$0	Support staff and special education staff
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	07/01/2019	06/30/2021	\$1000	Leadership Team, Support Staff

## District Improvement Plan

Richfield Public School Academy

Parent Liason	To work with parents of students K-8 to improve student attendance and achievement.	Parent Involvement, Behavioral Support Program, Academic Support Program	Tier 1	Implement	07/01/2019	06/30/2021	\$25718	Parent Liason
LLI Instruction	Instructional Aides to provide additional reading instruction to improve student performance in all content areas.	Materials, Academic Support Program	Tier 2	Implement	07/01/2019	06/30/2021	\$36261	Title 1 Director, Instructional Aides
Parent Liason	To work with parents of students K-8 to improve student attendance and achievement.	Parent Involvement, Behavioral Support Program, Academic Support Program	Tier 1		07/01/2019	06/30/2021	\$25718	Parent Liason
After School Theater	Afterschool theater for student opportunities to develop speaking skills, language skills, reading skills, self-confidence and leadership.	Materials, Extra Curricular, Academic Support Program	Tier 1	Implement	07/01/2019	06/30/2021	\$14547	Classroom teachers, intervention director
Parent Ambassador	Parent Ambassador Group will work with Parent Liaison and instructional staff to increase parent involvement in school activities to support student academic growth.	Parent Involvement, Academic Support Program	Tier 1	Implement	07/01/2019	06/30/2021	\$8000	Title I Director, Principals, Parent Liaison, Parent Ambassador Group and instructional staff
Parent Ambassador	Parent Ambassador Group will work with Parent Liaison and instructional staff to increase parent involvement in school activities to support student academic growth.	Parent Involvement, Academic Support Program	Tier 1		07/01/2019	06/30/2021	\$8000	Title I Director, Principals, Parent Liaison, Parent Ambassador Group and instructional staff

## District Improvement Plan

Richfield Public School Academy

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	07/01/2019	06/30/2021	\$52398	Title 1 Director, Wellness Coaches
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	07/01/2019	06/30/2021	\$1965	Outreach Coordinator
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	07/01/2019	06/30/2021	\$5458	Principals, Instructional Staff, Intervention 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 subject areas and laundry supplies and service costs.	Parent Involvement, Academic Support Program	Tier 3	Implement	07/01/2019	06/30/2021	\$5350	Title 1 Director, Intervention Staff
Homeless Students	The district will use resources to support homeless students in all activities, academic areas to improve their success at school.	Academic Support Program	Tier 2		07/01/2019	06/30/2021	\$0	Superintendents, Principals, Teachers, Intervention Teachers, Social Workers, Parent Liaison
Parent Ambassador	Parent Ambassador Group will work with Parent Liaison and instructional staff to increase parent involvement in school activities to support student academic growth.	Parent Involvement	Tier 1	Implement	07/01/2019	06/30/2021	\$8000	Principals, Title I Director, Parent Liaison and instructional 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	07/01/2019	06/30/2021	\$5350	Title 1 Director, Intervention Staff

## District Improvement Plan

Richfield Public School Academy

Parent Ambassador	Parent Ambassador Group will work with Parent Liaison and instructional staff to increase parent involvement in school activities to support student academic growth in areas of career and college readiness.	Parent Involvement, Academic Support Program	Tier 1	Implement	07/01/2019	06/30/2021	\$8000	Title I Director, Principals, Parent Liaison, Parent Ambassador Group and instructional staff
Parent Liason	To work with parents of students K-8 to improve student attendance and achievement.	Parent Involvement, Behavioral Support Program, Academic Support Program	Tier 1	Implement	07/01/2019	06/30/2021	\$25718	Parent Liason
School Nurse- Additional Support	Additional support from school nurse to facilitate management of head lice; minor illnesses and doctor visits to reduce amount of time absent from school due to these conditions.	Other - Physical Health Support	Tier 2		07/01/2019	06/30/2021	\$12000	School Nurse and Title I Director
LLI Instruction	Instructional Aides to provide additional reading instruction to improve student performance in all content areas.	Materials, Academic Support Program	Tier 2	Implement	07/01/2019	06/30/2021	\$36261	Title 1 Director, Instructional Aides
sensory room	Create a safe room for students to go in when needed to calm; regroup; students can de-escalate from classroom triggers in this room.	Behavioral Support Program, Academic Support Program	Tier 2	Getting Ready	07/01/2019	06/30/2021	\$0	Support. Staff and special education 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 and laundry supplies and services.	Parent Involvement, Academic Support Program	Tier 3	Implement	07/01/2019	06/30/2021	\$5350	Title 1 Director, Intervention Staff
Parent and Family Engagement	Staff will provide opportunities for parents and families to participate in student career awareness activities and their purpose. This could include: Student lead conferences, Career Night, speakers on career paths and preparation, employability and skill building.	Career Preparation /Orientation	Tier 1		07/01/2019	06/30/2021	\$0	Principals, teachers counselors and Title I Director/Staff.

**District Improvement Plan**

Richfield Public School Academy

Sensory Room	Create a safe room for students to go in when needed to calm; regroup; students can de-escalate from classroom triggers in this room.	Behavioral Support Program, Academic Support Program	Tier 2	Getting Ready	07/01/2019	06/30/2021	\$0	Classroom teacher, leadership team, classroom Aide, special education case manager; school counselor
After School Theater	Afterschool Theater for student opportunities to develop speaking skills, language skills, reading skills, self-confidence and leadership.	Materials, Extra Curricular, Academic Support Program	Tier 1	Implement	07/01/2019	06/30/2021	\$14547	Classroom Teachers, Intervention Director
After School Theater	Afterschool theater for student opportunities to develop speaking skills, language skills, reading skills, self-confidence and leadership.	Materials, Extra Curricular, Academic Support Program	Tier 1	Implement	07/01/2019	06/30/2021	\$14547	Classroom Teachers, Intervention Director
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	07/01/2019	06/30/2021	\$19255	Classroom Teachers and Title 1 Director
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	07/01/2019	06/30/2021	\$19255	Classroom teachers and Title 1 Director

## Activity Summary by School

Below is a breakdown of activity by school.

### All Schools

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
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			07/01/2019	06/30/2021	\$7000	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers
Common Grade Level Assessments	Teachers will use common grade level chapter assessments throughout the year incorporating vocabulary, number sense, and 2D and 3D shapes where appropriate to measure student proficiency with the use of math manipulatives when needed.	Other			09/03/2013	06/24/2016	\$0	Principal, Curriculum Director, Instructional Coach, Classroom Teachers, Intervention Teachers, Special Education Teachers

**District Improvement Plan**

Richfield Public School Academy

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			07/01/2019	06/30/2021	\$0	Principal, 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.	Teacher Collaboration			07/01/2019	06/30/2021	\$0	Principal, 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			07/01/2019	06/30/2021	\$0	Administrative Leadership Team, Teachers
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			07/01/2019	06/30/2021	\$0	Parent Liaison, Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers; Parent Ambassadors

## District Improvement Plan

Richfield Public School Academy

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			07/01/2019	06/30/2021	\$7000	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, 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 conceptual.	Other			07/01/2019	06/30/2021	\$0	Principal, Curriculum Director, Classroom Teachers, Intervention Teachers, Special Education Teachers
Student Learning Objectives	Teachers will discuss learning objectives with students in grades Kindergarten through eighth grade to increase student understanding of Common Core Standards	Academic Support Program			07/01/2019	06/30/2021	\$0	Principal, Curriculum Director, 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	07/01/2019	06/30/2021	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom teachers, Special Education teachers



**District Improvement Plan**

Richfield Public School Academy

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			07/01/2019	06/30/2021	\$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			07/01/2019	06/30/2021	\$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			07/01/2019	06/30/2021	\$0	Administrative Support Staff, Teachers
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			07/01/2019	06/30/2021	\$0	Principal, Assistant Principals, Curriculum Director, Parent Liaison, Instructional Support Staff, Classroom teachers, Intervention teachers, Special Education teachers.

**District Improvement Plan**

Richfield Public School Academy

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			07/01/2019	06/30/2021	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom teachers, Intervention teachers, Special Education teachers.
Professional Learning Communities	Teachers will participate in Professional Learning Community meetings every Wednesday morning during late start time to review math objectives to improve student academic growth.	Professional Learning			09/03/2013	06/24/2016	\$16983	Principal, Assistant Principals, Curriculum Director, Instructional Coach, Classroom Teachers, Intervention Teachers, Special Education Teachers
Literacy Coaching	Teachers will incorporate Visual Learning Strategies introduced in Literacy Instruction Training to enhance student reading and writing proficiency.	Professional Learning, Supplemental Materials		Implement	07/01/2015	06/30/2016	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Technology Coach, Instructional Support Staff, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers

**District Improvement Plan**

Richfield Public School Academy

<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. - 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>\$104354</p>	<p>Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom teachers, Intervention teachers, Special Education teachers</p>
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**District Improvement Plan**

Richfield Public School Academy

<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. - 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>07/01/2019</p>	<p>06/30/2021</p>	<p>\$16983</p>	<p>Principal, Curriculum Director, Instructional Support Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers, Social Workers</p>
<p>Reading Instruction Professional Development</p>	<p>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.</p>	<p>Professional Learning</p>			<p>07/01/2019</p>	<p>06/30/2021</p>	<p>\$16983</p>	<p>Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom teachers, Intervention teachers, Special Education teachers</p>

**District Improvement Plan**

Richfield Public School Academy

Use of Warm-ups	Teachers will use warm-ups daily and include math vocabulary, math formulas, number sense, and 2D/3D shapes at least three times per week in these warm-ups to increase student retention and mastery of essential math concepts.	Academic Support Program			09/03/2013	06/24/2016	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Coach, 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			07/01/2019	06/30/2021	\$0	Principal, 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 reading gaps.	Professional Learning			07/01/2019	06/30/2021	\$16983	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom teachers, Intervention teachers, Special Education teachers

**District Improvement Plan**

Richfield Public School Academy

ELL Professional Development	Teachers will participate in professional development sessions to develop more effective strategies for working with ELL students.	Professiona l Learning			07/01/2019	06/30/2021	\$0	Principal, Assistant Principals, Curriculum Director, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers
ELL Professional Development	Teachers will participate in professional development to become more adept at incorporating strategies for ESL learners;	Professiona l Learning			07/01/2019	06/30/2021	\$0	Principal, Curriculum Director, ELL Teacher- Coach, GISD ELL Supervisor, Classroom Teacher, Intervention Teacher, Special Education Teacher
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.	Professiona l Learning			07/01/2019	06/30/2021	\$0	Principal, Assistant Principals, Curriculum Director, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers

**District Improvement Plan**

Richfield Public School Academy

ELL Teacher-Coach	ELL teacher-coach will work with classroom, intervention, and special education teachers to provide effective strategies to support instructional practices for ESL students.	Professional Learning			07/01/2019	06/30/2021	\$0	Principal, Curriculum Director, ELL Teacher-Coach, 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.	Other			07/01/2019	06/30/2021	\$0	Principal, Curriculum Director, ELL supervisor, ELL Tutors, Classroom 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.	Teacher Collaboration			07/01/2019	06/30/2021	\$0	Principal, Curriculum Director, ELL teacher-coach, ELL tutor, Classroom Teacher
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			07/01/2019	06/30/2021	\$0	Principal, Curriculum Director, Instructional Support Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers

**District Improvement Plan**

Richfield Public School Academy

<p>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>07/01/2019</p>	<p>06/30/2021</p>	<p>\$0</p>	<p>Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, Classroom teachers, Intervention teachers, Special Education teachers</p>
<p>Collaborative Planning Time</p>	<p>Teachers will participate in collaborative action teams at least twice a month to collaborate vertically and horizontally to close writing gaps.</p>	<p>Other</p>			<p>07/01/2019</p>	<p>06/30/2021</p>	<p>\$0</p>	<p>Principal, Assistant Principals, Curriculum Director, Special Education Teacher Coach, Classroom Teachers, Special Education teachers</p>
<p>Dedicated Writing Instruction</p>	<p>Writing teachers in Kindergarten and first grade will schedule daily writing instruction/workshop to increase student writing proficiency. Writing teachers in second through eighth grade will dedicated writing instruction/workshop to increase student writing proficiency. Teachers of other content areas will incorporate writing activities into their curriculum.</p>	<p>Direct Instruction</p>			<p>07/01/2019</p>	<p>06/30/2021</p>	<p>\$0</p>	<p>Principal, Assistant Principals, Curriculum Director, Special Education Teachers, Classroom Teachers, Special Education teachers</p>



## District Improvement Plan

Richfield Public School Academy

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 student's academically.	Parent Involvement			07/01/2019	06/30/2021	\$0	Principal, Assistant Principals, Curriculum Director, Special Education Teachers, Classroom Teachers, Special Education teachers, Parent Liaison
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			07/01/2019	06/30/2021	\$7000	Principal, Assistant Principals, Curriculum Director, Instructional Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers
Student Learning Objectives	Teachers will discuss learning objectives with students to increase student understanding of Common Core Standards.	Other			07/01/2016	06/30/2017	\$0	Special Education Teachers, Classroom Teachers, Intervention Teachers
Align Curriculum and Unit Assessments	Focal teams of teachers in grades K-2 and 3-8 will participate in meetings monthly to align curriculum, create lab expectations, and rewrite unit assessments to focus on mastery of science concepts.	Other			08/05/2013	06/24/2016	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Coach, Classroom Teachers, Intervention Teachers, Special Education Teachers

## District Improvement Plan

Richfield Public School Academy

Writing Coach	The writing coach will observe, meet, and plan with teachers (classroom, intervention, and special education) to improve writing instruction.	Academic Support Program			08/05/2013	06/24/2016	\$0	Principal, Curriculum Director, Writing Coach Classroom Teacher, Special Education Teacher, Intervention Teachers
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			07/01/2019	06/30/2021	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers
Collaborative Action Teams	Teachers will participate in collaborative actions teams at least twice a month to collaborate vertically and horizontally to close writing gaps.	Professional Learning			07/01/2019	06/30/2021	\$16983	Principal, Assistant Principals, Curriculum Director, Special Education Teachers, Classroom Teachers, Intervention teachers, Instructional Support Staff

**District Improvement Plan**

Richfield Public School Academy

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.	Academic Support Program			07/01/2019	06/30/2021	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers
Science Professional Development	Teachers will participate in professional development on differentiation of science instruction/lessons and higher order thinking skills.	Professional Learning			07/01/2019	06/01/2021	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers
Explicit Instruction of Measurement Tools	Teachers in grades K-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.	Academic Support Program			07/01/2019	06/30/2021	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers

**District Improvement Plan**

Richfield Public School Academy

Lab Materials	Teachers will be provided with appropriate materials to support lab activities within each classroom and across all grade levels.	Direct Instruction			07/01/2019	07/01/2021	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers
Quarterly scoring circles for schoolwide writing prompt	Teachers will participate in grade level meetings three times per year to score and disaggregate writing assessment data.	Other			07/01/2019	06/30/2021	\$0	Principal, Assistant Principals, Curriculum Director, Special Education Teachers, Classroom Teachers, Intervention teachers, instructional Coach
Lab Write Ups	Teachers will incorporate the use of universal lab forms 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			07/01/2019	06/30/2021	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers

## District Improvement Plan

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. - 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			07/01/2019	06/30/2021	\$150000	Principal, Assistant Principals, Curriculum Director, Special Education Teachers, Classroom Teachers, Intervention teachers, Instructional Support Staff, Social Workers
Merit Pay	Teachers will receive merit pay based on bonus criteria.	Recruitment and Retention			07/01/2019	06/30/2021	\$0	Administrative Leadership Team
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			07/01/2019	06/30/2021	\$0	Principal, Assistant Principals, Curriculum Director, Special Education Teachers, Classroom Teachers, Intervention teachers

**District Improvement Plan**

Richfield Public School Academy

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			07/01/2019	06/30/2021	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers
Writing professional development for teachers	Professional development for teachers to strengthen their understanding and implementation writing curriculum.	Professional Learning			07/01/2019	06/01/2021	\$16983	Principal, Assistant Principals, Curriculum Director, Special Education Teachers, Classroom Teachers, Intervention teachers, Instructional Support Staff
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			07/01/2019	06/30/2021	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers

## District Improvement Plan

Richfield Public School Academy

Science Instruction Professional Development	Teacher will participate in professional development opportunities on how to deliver effective science instruction.	Professional Learning			08/05/2013	06/24/2016	\$16983	Principal, Assistant Principals, Curriculum Director, Instructional Coach, Classroom Teachers, Intervention Teachers, Special Education Teachers
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			07/01/2019	06/30/2021	\$104354	Principal, Assistant Principals, Curriculum Director, Instructional Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers
Use of Note Taking	Teacher will incorporate explicit note-taking strategies to increase student understanding of science topics.	Academic Support Program			07/01/2019	06/30/2021	\$0	Principal, Curriculum Director, Instructional Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers

**District Improvement Plan**

Richfield Public School Academy

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.	Direct Instruction			07/01/2019	06/30/2021	\$0	Principal, Curriculum Director, Instructional Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers
ELL Professional Development	Teachers will participate in professional development and implement English Language Development strategies when working with ESL students on science content.	Professional Learning			08/05/2013	06/24/2016	\$0	Principal, Assistant Principals, Curriculum Director, ELL Teacher-Coach, Classroom Teachers, Intervention Teachers, Special Education Teachers
ELL Teacher-Coach	ELL teacher-coach will work with science teachers to support instructional strategies to improve the teaching and learning of academic vocabulary for ESL students with science curriculum.	Professional Learning			08/05/2013	06/24/2016	\$0	Principal, Assistant Principals, Curriculum Director, ELL Teacher-Coach, Classroom Teachers, Intervention Teachers, Special Education Teachers



## District Improvement Plan

Richfield Public School Academy

Quarterly ELL Meetings	All staff will meet quarterly with the ELL Tutors to review academic growth of students, re-visit classroom support for ELL students and monitor progress on academic goals for ELL students.	Professional Learning			08/05/2013	06/24/2016	\$0	Principal, Curriculum Director, Instructional Coach, Classroom Teachers, Intervention Teachers, Special Education Teachers
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			07/01/2019	06/30/2021	\$7000	Principal, Assistant Principals, Curriculum Director, Instructional Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers
Additional Texts to Support Aligned Curriculum	Teachers will be provided with additional expository texts to support aligned curriculum.	Academic Support Program			07/01/2019	06/30/2021	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers
Alignment of Curriculum and Unit Assessments	Teacher will implement the Michigan Citizenship Collaborative Curriculum. Teachers will participate in grade level meetings to discuss alignment of social studies units to the Michigan GLCEs. Social Studies teachers will collaborate with ELA teachers to develop and implement cross-curricular lessons to provide additional ELA skill support during Social Studies lessons.	Teacher Collaboration			08/05/2013	06/24/2016	\$0	Curriculum Director, Classroom Teachers

## District Improvement Plan

Richfield Public School Academy

ELL Professional Development	ELL/ELD Professional Development at the beginning of the school year.	Professional Learning			07/01/2019	06/30/2021	\$0	Principal, GISD ELL Coordinator, ELL Teacher-Coach, 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			07/01/2019	06/30/2021	\$0	Principal, Curriculum Director, Instructional Staff, 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	Tier 1		07/01/2019	06/30/2021	\$0	Principal, Curriculum Director, ELL Teacher-Coach, Classroom Teachers, Intervention Teachers, Special Education Teachers
Merit Pay	Teachers will receive merit pay based on bonus criteria.	Recruitment and Retention			07/01/2019	06/30/2021	\$0	Administrative Leadership Team
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			07/01/2019	06/30/2021	\$0	Principal, Curriculum Director, ELL Teacher Coach, ELL Tutor, Classroom Teacher

**District Improvement Plan**

Richfield Public School Academy

<p>Social Studies Professional Development</p>	<p>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.</p>	<p>Professional Learning</p>			<p>07/01/2019</p>	<p>06/30/2021</p>	<p>\$0</p>	<p>Principal, Curriculum Director, Classroom Teachers</p>
<p>Vocabulary Instruction</p>	<p>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.</p>	<p>Direct Instruction</p>			<p>07/01/2019</p>	<p>06/30/2021</p>	<p>\$0</p>	<p>Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers</p>

**District Improvement Plan**

Richfield Public School Academy

<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. - 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>07/01/2019</p>	<p>06/30/2021</p>	<p>\$104354</p>	<p>Principal, Assistant Principals, Curriculum Director, Instructional Staff, Classroom Teachers, Intervention Teachers, Special Education Teachers, Social Worker</p>
<p>Leader in Me Professional Development</p>	<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>07/01/2019</p>	<p>06/30/2021</p>	<p>\$3700</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>

**District Improvement Plan**

Richfield Public School Academy

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			07/01/2019	06/30/2021	\$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
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			07/01/2019	06/30/2021	\$0	Leadership Team
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			07/01/2019	06/30/2021	\$0	Parent Liaison, The Lighthouse Team, Leadership Team

**District Improvement Plan**

Richfield Public School Academy

Standard Based Assessment	Teachers will utilize diagnostic formative and summative assessment to monitor student progress.	Other	Tier 1		07/01/2019	06/30/2021	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Technology Coach, Instructional Coaching Staff, ELL Teacher Coach, 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 math gaps.	Professional Learning	Tier 1		07/01/2019	06/30/2021	\$16983	Principal, Curriculum Director, Instructional Coaching Staff, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers
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.	Professional Learning, Technology	Tier 1	Implement	07/01/2019	06/30/2021	\$0	Principal, Curriculum Director, Instructional Coaching Staff, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers

## District Improvement Plan

Richfield Public School Academy

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.	Academic Support Program, Technology	Tier 1	Implement	07/01/2019	06/30/2021	\$0	Principal, Curriculum Director, Instructional Coaching Staff, 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	07/01/2019	06/30/2021	\$0	Administrative Leadership Team, Teachers
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. - 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	07/01/2019	06/30/2021	\$104354	Principal, Curriculum Director, Instructional Support Staff, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers

**District Improvement Plan**

Richfield Public School Academy

Standard Based Assessment	Teachers will utilize diagnostic, formative, and summative assessments to monitor student progress.	Other	Tier 1		07/01/2019	06/30/2021	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers
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.	Professional Learning, Technology	Tier 1	Implement	07/01/2019	06/30/2021	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers
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.	Academic Support Program, Technology	Tier 1	Implement	07/01/2019	06/30/2021	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers



## District Improvement Plan

Richfield Public School Academy

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	07/01/2019	06/30/2021	\$0	Administrative Leadership Team, Teachers
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	07/01/2019	06/30/2021	\$104354	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers
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.	Professional Learning, Academic Support Program	Tier 1	Implement	07/01/2019	06/30/2021	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers

**District Improvement Plan**

Richfield Public School Academy

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.	Academic Support Program, Technology	Tier 1	Implement	07/01/2019	06/30/2021	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers
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.	Professional Learning, Technology	Tier 1		07/01/2019	06/30/2021	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers
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.	Professional Learning, Technology	Tier 1		07/01/2019	06/30/2021	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers

## District Improvement Plan

Richfield Public School Academy

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 1	Implement	07/01/2019	06/30/2021	\$0	Administrative Leadership Team and Teachers
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	07/01/2019	06/30/2021	\$104354	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers
Standard Based Assessment	Teachers will utilize diagnostic, formative and summative assessment to monitor student progress.	Other			07/01/2019	06/30/2021	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, ELL Teacher Coach, 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		07/01/2019	06/30/2021	\$0	Administrative Leadership Team and Teachers.

**District Improvement Plan**

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. - 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	07/01/2019	06/30/2021	\$104354	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, ELL Teacher Coach, 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		Implement	07/01/2019	06/30/2021	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers

**District Improvement Plan**

Richfield Public School Academy

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.	Parent Involvement, Community Engagement	Tier 2	Implement	07/01/2019	06/30/2021	\$0	ELL Teacher, ELL Coach, Parent Liason
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.	Parent Involvement, Community Engagement	Tier 2		07/01/2019	06/30/2021	\$0	ELL Teacher, ELL Coach, Parent Liason
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.	Parent Involvement, Community Engagement	Tier 2	Implement	07/01/2019	06/30/2021	\$0	ELL Teacher, ELL Coach, Parent Liason
ELL Professional Development	ELL/ELD Professional Development at the beginning of the school year.	Professional Learning, Curriculum Development	Tier 1		07/01/2019	06/30/2021	\$0	Principal, Assistant Principals, Curriculum Director, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers

## District Improvement Plan

Richfield Public School Academy

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	07/01/2019	06/30/2021	\$0	Principal, Assistant Principals, Curriculum Director, 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.	Parent Involvement, Community Engagement	Tier 2	Implement	07/01/2019	06/30/2021	\$0	ELL Teacher, ELL Coach, Parent Liason
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.	Professional Learning	Tier 1	Implement	07/01/2019	06/30/2021	\$0	Principal, Assistant Principals, Curriculum Director, 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	07/01/2019	06/30/2021	\$5458	Principals, Instructional Staff, Intervention Staff
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	07/01/2019	06/30/2021	\$1965	Outreach Coordinator

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Richfield Public School Academy

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.	Parent Involvement, Other	Tier 1	Implement	07/01/2019	06/30/2021	\$4000	Leadership Team, Behavior Support Team, Social Work Team
Parent Liason	To work with parents of students K-8 to improve student attendance and achievement.	Parent Involvement, Behavioral Support Program, Academic Support Program	Tier 1		07/01/2019	06/30/2021	\$25718	Parent Liason
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	07/01/2019	06/30/2021	\$1000	Leadership Team, Support 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	07/01/2019	06/30/2021	\$19255	Classroom Teachers and Title 1 Director
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	07/01/2019	06/30/2021	\$5350	Title 1 Director, 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	07/01/2019	06/30/2021	\$5458	Principals, Instructional Staff, Intervention Staff
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	07/01/2019	06/30/2021	\$1965	Outreach Coordinator
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.	Parent Involvement, Other	Tier 1	Implement	07/01/2019	06/30/2021	\$4000	Leadership Team, Behavior Support Team, Social Work Team

## District Improvement Plan

Richfield Public School Academy

Parent Liason	To work with parents of students K-8 to improve student attendance and achievement.	Parent Involvement, Behavioral Support Program, Academic Support Program	Tier 1	Implement	07/01/2019	06/30/2021	\$25718	Parent Liason
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	07/01/2019	06/30/2021	\$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 and laundry supplies and services.	Parent Involvement, Academic Support Program	Tier 3	Implement	07/01/2019	06/30/2021	\$5350	Title 1 Director, 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	07/01/2019	06/30/2021	\$5458	Principals, Instructional Staff, Intervention Staff
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	07/01/2019	06/30/2021	\$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.	Parent Involvement, Other	Tier 1	Implement	07/01/2019	06/30/2021	\$4000	Leadership Team, Behavior Support Team, Social Work Team
Parent Liason	To work with parents of students K-8 to improve student attendance and achievement.	Parent Involvement, Behavioral Support Program, Academic Support Program	Tier 1	Implement	07/01/2019	06/30/2021	\$25718	Parent Liason



## District Improvement Plan

Richfield Public School Academy

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	07/01/2019	06/30/2021	\$1000	Leadership Team, Support 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	07/01/2019	06/30/2021	\$3684	Classroom Teachers and Title 1 Director
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	07/01/2019	06/30/2021	\$5350	Title 1 Director, 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	07/01/2019	06/30/2021	\$5458	Principals, Instructional Staff, Intervention Staff
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	07/01/2019	06/30/2021	\$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.	Parent Involvement, Other	Tier 1	Implement	07/01/2019	06/30/2021	\$4000	Leadership Team, Behavior Support Team, Social Work Team
Parent Liason	To work with parents of students K-8 to improve student attendance and achievement.	Parent Involvement, Behavioral Support Program, Academic Support Program	Tier 1	Implement	07/01/2019	06/30/2021	\$25718	Parent Liason
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	07/01/2019	06/30/2021	\$1000	Leadership Team, Support Staff

## District Improvement Plan

Richfield Public School Academy

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	07/01/2019	06/30/2021	\$19255	Classroom teachers and Title 1 Director
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	07/01/2019	06/30/2021	\$5350	Title 1 Director, Intervention Staff
After School Theater	Afterschool Theater for student opportunities to develop speaking skills, language skills, reading skills, self-confidence and leadership.	Materials, Extra Curricular, Academic Support Program	Tier 1	Implement	07/01/2019	06/30/2021	\$14547	Classroom Teachers, Intervention Director
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	07/01/2019	06/30/2021	\$52398	Title 1 Director, Wellness Coaches
After School Colorful Connections	Teacher mentors to support at-risk students daily; monthly celebrations to foster relationships and improve academic performance and attendance.	Materials, Behavioral Support Program, Academic Support Program	Tier 3	Implement	07/01/2019	06/30/2021	\$700	All Instructional Staff, School Social Work 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	07/01/2019	06/30/2021	\$36261	Title 1 Director, Instructional Aides
Teacher Mentors	Teacher mentors for new teachers to support them in improving instruction, classroom management, and district initiatives to improve quality of instruction.	Professional Learning, Recruitment and Retention, Teacher Collaboration	Tier 1	Implement	07/01/2019	06/30/2021	\$5507	Title 1 Director, Teacher Mentors
After School Theater	Afterschool theater for student opportunities to develop speaking skills, language skills, reading skills, self-confidence and leadership.	Materials, Extra Curricular, Academic Support Program	Tier 1	Implement	07/01/2019	06/30/2021	\$14547	Classroom Teachers, Intervention Director

## District Improvement Plan

Richfield Public School Academy

Teacher Release Time	Provide substitute teachers to release classroom and intervention teachers for purposes of professional development in all content areas.	Professional Learning	Tier 1	Implement	07/01/2019	06/30/2021	\$11476	Title 1 Director, Substitute Coordinator
Teacher Mentors	Teacher mentors for new teachers to support them in improving instruction, classroom management, and district initiatives to improve quality of instruction.	Professional Learning, Recruitment and Retention, Teacher Collaboration	Tier 1	Implement	07/01/2019	06/30/2021	\$5507	Title 1 Director, Teacher Mentors
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	07/01/2019	06/30/2021	\$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	07/01/2019	06/30/2021	\$36261	Title 1 Director, Instructional Aides
After School Theater	Afterschool theater for student opportunities to develop speaking skills, language skills, reading skills, self-confidence and leadership.	Materials, Extra Curricular, Academic Support Program	Tier 1	Implement	07/01/2019	06/30/2021	\$14547	Classroom teachers, intervention director
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	07/01/2019	06/30/2021	\$19255	Classroom teachers, Title 1 Director
Teacher Mentors	Teacher mentors for new teachers to support them in improving instruction, classroom management and district initiatives to improve quality of instruction.	Professional Learning, Recruitment and Retention, Teacher Collaboration	Tier 1	Implement	07/01/2019	06/30/2021	\$5507	Title 1 Director, Teacher Mentors
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	07/01/2019	06/01/2021	\$11476	Title 1 Director, Substitute Coordinator

## District Improvement Plan

Richfield Public School Academy

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	07/01/2019	06/30/2021	\$52398	Title 1 Director, Wellness Coaches
LLI Instruction	Instructional Aides to provide additional reading instruction to improve student performance in all content areas.	Materials, Academic Support Program	Tier 2	Implement	07/01/2019	06/30/2021	\$36261	Title 1 Director, Instructional Aides
LLI Instruction	Instructional Aides to provide additional reading instruction to improve student performance in all content areas.	Materials, Academic Support Program	Tier 2	Implement	07/01/2019	06/30/2021	\$36261	Title 1 Director, Instructional Aides
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	07/01/2019	06/30/2021	\$52398	Title 1 Director, Wellness Coaches
After School Theater	Afterschool theater for student opportunities to develop speaking skills, language skills, reading skills, self-confidence and leadership.	Materials, Extra Curricular, Academic Support Program	Tier 1	Implement	07/01/2019	06/30/2021	\$14547	Classroom teachers, intervention director
After School Colorful Connections	Teacher mentors to support at-risk students daily; monthly celebrations to foster relationships and improve academic performance and attendance.	Materials, Behavioral Support Program, Academic Support Program	Tier 3	Implement	07/01/2019	06/30/2021	\$700	All instructional staff, school social work staff
Teacher Mentors	Teacher mentors for new teachers to support them in improving instruction, classroom management, and district initiatives to improve quality of instruction.	Professional Learning, Recruitment and Retention, Teacher Collaboration	Tier 1	Implement	07/01/2019	06/30/2021	\$5507	Title 1 Director, Teacher Mentors
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	07/01/2019	06/30/2021	\$11476	Title 1 Director, Substitute Coordinator

**District Improvement Plan**

Richfield Public School Academy

Homeless Students	The district will use resources to support homeless students in all activities and academic areas to improve their success at school.	Academic Support Program	Tier 2		07/01/2019	06/30/2021	\$0	Superintendent, Principals, Teachers, Intervention Teachers, Social Workers, Parent Liaison
Homeless Students	The district will use resources to support homeless students in all activities, academic areas to improve their success at school.	Academic Support Program	Tier 2		07/01/2019	06/30/2021	\$0	Superintendent, Principals, Teachers, Intervention Teachers, Social Workers, Parent Liaison
Homeless Students	The district will use resources to support homeless students in all activities, academic areas to improve their success at school.	Academic Support Program	Tier 2		07/01/2019	06/30/2021	\$0	Superintendents, Principals, Teachers, Intervention Teachers, Social Workers, Parent Liaison
Homeless Students	The district will use resources to support homeless students in all activities, academic areas to improve their success at school.	Academic Support Program	Tier 2		07/01/2019	06/30/2021	\$0	Superintendents, Principals, Teachers, Intervention Teachers, Social Workers, Parent Liaison
Homeless Students	The district will use resources to support homeless students in all activities, academic areas to improve their success at school.	Academic Support Program	Tier 2		07/01/2019	06/30/2021	\$0	Superintendents, Principals, Teachers, Intervention Teachers, Social Workers, Parent Liaison

**District Improvement Plan**

Richfield Public School Academy

<p>Trauma</p>	<p>Trauma</p> <p>Recognize the impact of violence and victimization on coping skills</p> <p>Establish recovery from trauma as a primary goal</p> <p>Employ an empowerment model to elicit and build on strengths</p> <p>Partner with the individual/client (relational collaboration)</p> <p>Design the meeting environment to ensure safety, respect, and acceptance</p> <p>Highlight strengths and resiliency</p> <p>Be culturally competent by understanding the individual/client</p> <p>Activity - Safe &amp; Healthy Students</p> <p>Provide healthy foods above and beyond school breakfast and lunch to all school families.</p>	<p>Professional Learning</p>	<p>Tier 1</p>	<p>Getting Ready</p>	<p>07/01/2019</p>	<p>06/30/2021</p>	<p>\$0</p>	<p>Leadership Team, Curriculum Director, Teachers</p>
<p>Sensory Room</p>	<p>Create a safe room for students to go in when needed to calm; regroup; students can de-escalate from classroom triggers in this room.</p>	<p>Behavioral Support Program, Academic Support Program</p>	<p>Tier 2</p>	<p>Getting Ready</p>	<p>07/01/2019</p>	<p>06/30/2021</p>	<p>\$0</p>	<p>Classroom teacher, leadership team, classroom Aide, special education case manager; school counselor</p>

**District Improvement Plan**

Richfield Public School Academy

<p>Trauma Training</p>	<p>Recognize the impact of violence and victimization on coping skills            Establish recovery from trauma as a primary goal            Employ an empowerment model to elicit and build on strengths            Partner with the individual/client (relational collaboration)</p> <p>Design the meeting environment to ensure safety, respect, and acceptance            Highlight strengths and resiliency            Be culturally competent by understanding the individual/client            Activity - Safe &amp; Healthy Students            Provide healthy foods above and beyond school breakfast and lunch to all school families.</p>	<p>Parent Involvement, Behavioral Support Program, Academic Support Program, Teacher Collaboration</p>	<p>Tier 1</p>		<p>07/01/2019</p>	<p>06/30/2021</p>	<p>\$0</p>	<p>Teachers, Leadership Team, Curriculum Director, Parent Liaison</p>
<p>Trauma</p>	<p>Recognize the impact of violence and victimization on coping skills            Establish recovery from trauma as a primary goal            Employ an empowerment model to elicit and build on strengths            Partner with the individual/client (relational collaboration)</p> <p>Design the meeting environment to ensure safety, respect, and acceptance            Highlight strengths and resiliency            Be culturally competent by understanding the individual/client            Activity - Safe &amp; Healthy Students            Provide healthy foods above and beyond school breakfast and lunch to all school families.</p>	<p>Parent Involvement, Professional Learning, Behavioral Support Program, Academic Support Program</p>	<p>Tier 1</p>		<p>07/01/2019</p>	<p>06/30/2021</p>	<p>\$0</p>	<p>Teachers, Leadership team, curriculum director, classroom aides, parent liaison</p>

**District Improvement Plan**

Richfield Public School Academy

<p>Trauma</p>	<p>Recognize the impact of violence and victimization on coping skills          Establish recovery from trauma as a primary goal          Employ an empowerment model to elicit and build on strengths          Partner with the individual/client (relational collaboration)</p> <p>Design the meeting environment to ensure safety, respect, and acceptance          Highlight strengths and resiliency          Be culturally competent by understanding the individual/client          Activity - Safe &amp; Healthy Students          Provide healthy foods above and beyond school breakfast and lunch to all school families.</p>	<p>Parent Involvement, Professional Learning, Behavioral Support Program, Academic Support Program, Teacher Collaboration</p>	<p>Tier 1</p>		<p>07/01/2019</p>	<p>06/30/2021</p>	<p>\$0</p>	<p>Teachers, Leadership team, school counselors, parent liaison, curriculum director</p>
<p>trauma</p>	<p>Recognize the impact of violence and victimization on coping skills          Establish recovery from trauma as a primary goal          Employ an empowerment model to elicit and build on strengths          Partner with the individual/client (relational collaboration)</p> <p>Design the meeting environment to ensure safety, respect, and acceptance          Highlight strengths and resiliency          Be culturally competent by understanding the individual/client          Activity - Safe &amp; Healthy Students          Provide healthy foods above and beyond school breakfast and lunch to all school families.</p>	<p>Parent Involvement, Professional Learning, Behavioral Support Program, Academic Support Program, Teacher Collaboration</p>	<p>Tier 1</p>		<p>07/01/2019</p>	<p>06/30/2021</p>	<p>\$0</p>	<p>Teachers, leadership team, counselors, classroom aides, curriculum director</p>



**District Improvement Plan**

Richfield Public School Academy

<p>Trauma Training</p>	<p>Recognize the impact of violence and victimization on coping skills            Establish recovery from trauma as a primary goal            Employ an empowerment model to elicit and build on strengths            Partner with the individual/client (relational collaboration)</p> <p>Design the meeting environment to ensure safety, respect, and acceptance            Highlight strengths and resiliency            Be culturally competent by understanding the individual/client            Activity - Safe &amp; Healthy Students            Provide healthy foods above and beyond school breakfast and lunch to all school families.</p>	<p>Parent Involvement, Professional Learning, Behavioral Support Program, Academic Support Program, Teacher Collaboration</p>	<p>Tier 1</p>		<p>07/01/2019</p>	<p>06/30/2021</p>	<p>\$0</p>	<p>Teachers, leadership team, school counselors, classroom aides and parent liaison</p>
<p>Trauma</p>	<p>Recognize the impact of violence and victimization on coping skills            Establish recovery from trauma as a primary goal            Employ an empowerment model to elicit and build on strengths            Partner with the individual/client (relational collaboration)</p> <p>Design the meeting environment to ensure safety, respect, and acceptance            Highlight strengths and resiliency            Be culturally competent by understanding the individual/client            Activity - Safe &amp; Healthy Students            Provide healthy foods above and beyond school breakfast and lunch to all school families.</p>	<p>Parent Involvement, Professional Learning, Behavioral Support Program, Academic Support Program, Teacher Collaboration</p>	<p>Tier 1</p>		<p>07/01/2019</p>	<p>06/30/2021</p>	<p>\$0</p>	<p>Teachers, leadership team, school counselors, classroom aides and curriculum director</p>

**District Improvement Plan**

Richfield Public School Academy

<p>Trauma Training</p>	<p>Recognize the impact of violence and victimization on coping skills          Establish recovery from trauma as a primary goal          Employ an empowerment model to elicit and build on strengths          Partner with the individual/client (relational collaboration)</p> <p>Design the meeting environment to ensure safety, respect, and acceptance          Highlight strengths and resiliency          Be culturally competent by understanding the individual/client          Activity - Safe &amp; Healthy Students          Provide healthy foods above and beyond school breakfast and lunch to all school families.</p>	<p>Parent Involvement, Professional Learning, Behavioral Support Program, Academic Support Program, Teacher Collaboration</p>	<p>Tier 1</p>	<p>Getting Ready</p>	<p>07/01/2019</p>	<p>06/30/2021</p>	<p>\$0</p>	<p>Teachers, leadership team, school counselors, classroom aides, parent liaison and curriculum director.</p>
<p>Trauma Training</p>	<p>Recognize the impact of violence and victimization on coping skills          Establish recovery from trauma as a primary goal          Employ an empowerment model to elicit and build on strengths          Partner with the individual/client (relational collaboration)</p> <p>Design the meeting environment to ensure safety, respect, and acceptance          Highlight strengths and resiliency          Be culturally competent by understanding the individual/client          Activity - Safe &amp; Healthy Students          Provide healthy foods above and beyond school breakfast and lunch to all school families.</p>	<p>Parent Involvement, Professional Learning, Behavioral Support Program, Academic Support Program, Teacher Collaboration</p>	<p>Tier 1</p>	<p>Getting Ready</p>	<p>07/01/2019</p>	<p>06/30/2021</p>	<p>\$0</p>	<p>Teachers, leadership team, school counselors, classroom aides and curriculum director.</p>

**District Improvement Plan**

Richfield Public School Academy

<p>Trauma Training</p>	<p>Recognize the impact of violence and victimization on coping skills            Establish recovery from trauma as a primary goal            Employ an empowerment model to elicit and build on strengths            Partner with the individual/client (relational collaboration)</p> <p>Design the meeting environment to ensure safety, respect, and acceptance            Highlight strengths and resiliency            Be culturally competent by understanding the individual/client            Activity - Safe &amp; Healthy Students            Provide healthy foods above and beyond school breakfast and lunch to all school families.</p>	<p>Parent Involvement, Professional Learning, Behavioral Support Program, Academic Support Program, Teacher Collaboration</p>	<p>Tier 1</p>	<p>Getting Ready</p>	<p>07/01/2019</p>	<p>06/30/2021</p>	<p>\$0</p>	<p>Teachers, leadership team, school counselors, classroom aides, parent liaison and curriculum director.</p>
<p>Trauma Training</p>	<p>Recognize the impact of violence and victimization on coping skills            Establish recovery from trauma as a primary goal            Employ an empowerment model to elicit and build on strengths            Partner with the individual/client (relational collaboration)</p> <p>Design the meeting environment to ensure safety, respect, and acceptance            Highlight strengths and resiliency            Be culturally competent by understanding the individual/client            Activity - Safe &amp; Healthy Students            Provide healthy foods above and beyond school breakfast and lunch to all school families.</p>	<p>Parent Involvement, Professional Learning, Behavioral Support Program, Academic Support Program, Teacher Collaboration</p>	<p>Tier 1</p>	<p>Getting Ready</p>	<p>07/01/2019</p>	<p>06/30/2021</p>	<p>\$0</p>	<p>Teachers, leadership team, school counselor, classroom aides, parent liaison and curriculum director.</p>

**District Improvement Plan**

Richfield Public School Academy

<p>trauma training</p>	<p>Recognize the impact of violence and victimization on coping skills                      Establish recovery from trauma as a primary goal                      Employ an empowerment model to elicit and build on strengths                      Partner with the individual/client (relational collaboration)</p> <p>Design the meeting environment to ensure safety, respect, and acceptance                      Highlight strengths and resiliency                      Be culturally competent by understanding the individual/client                      Activity - Safe &amp; Healthy Students                      Provide healthy foods above and beyond school breakfast and lunch to all school families.</p>	<p>Parent Involvement, Professional Learning, Behavioral Support Program, Academic Support Program, Teacher Collaboration</p>	<p>Tier 1</p>	<p>Getting Ready</p>	<p>07/01/2019</p>	<p>06/30/2021</p>	<p>\$0</p>	<p>Teachers, leadership team, school counselors, classroom aides, parent liaison and curriculum director.</p>
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Sensory Room	Create a safe room for students to go in when needed to calm; regroup; students can de-escalate from classroom triggers in this room.	Behavioral Support Program, Academic Support Program	Tier 2		07/01/2018	06/30/2019	\$0	Suport Staff, special education staff
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Speakers/Career Fairs	Staff will provide all students with opportunities to meet with individuals or experts in a variety of career fields; through classroom presentations, career fairs and field trips.	Career Preparation /Orientation	Tier 1	Implement	07/01/2019	06/30/2021	\$1500	School Principals, teachers and counselor.
Employability Skills	Students will be instructed regularly on the importance of problem solving, teamwork, punctuality/attendance, communication and ELA/Math/Science/Technology skills needed for success in career and life.	Career Preparation /Orientation	Tier 1	Implement	07/01/2019	06/30/2021	\$0	Principals, teachers and counselors.
Professional Learning	Teachers will be provided professional learning in Basic Employability Skills and the Michigan Career Development Model in order to deliver appropriate activities and experiences to students.	Career Preparation /Orientation	Tier 1		07/01/2019	06/30/2021	\$0	Principals, Teachers and Counselors
Parent and Family Engagement	Staff will provide opportunities for parents and families to participate in student career awareness activities and their purpose. This could include: Student lead conferences, Career Night, speakers on career paths and preparation, employability and skill building.	Career Preparation /Orientation	Tier 1		07/01/2019	06/30/2021	\$0	Principals, teachers counselors and Title I Director/Staff.
Parent Ambassador	Parent Ambassador Group will work with Parent Liaison and instructional staff to increase parent involvement in school activities to support student academic growth.	Parent Involvement	Tier 1	Implement	07/01/2019	06/30/2021	\$8000	Principals, Title I Director, Parent Liaison and instructional staff.
Parent Ambassador	Parent Ambassador Group will work with Parent Liaison and instructional staff to increase parent involvement in school activities to support student academic growth.	Parent Involvement, Academic Support Program	Tier 1		07/01/2019	06/30/2021	\$8000	Title I Director, Principals, Parent Liaison, Parent Ambassador Group and instructional staff



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Parent Ambassador	Parent Ambassador Group will work with Parent Liaison and instructional staff to increase parent involvement in school activities to support student academic growth.	Parent Involvement, Academic Support Program	Tier 1	Implement	07/01/2019	06/30/2021	\$8000	Title I Director, Principals, Parent Liaison, Parent Ambassador Group and instructional staff
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Parent Ambassador	Parent Ambassador Group will work with Parent Liaison and instructional staff to increase parent involvement in school activities to support student academic growth.	Parent Involvement, Behavioral Support Program, Academic Support Program	Tier 1	Implement	07/01/2019	06/30/2021	\$8000	Title I Director, Principals, Parent Liaison, Parent Ambassador Group and instructional staff
Parent Ambassador	Parent Ambassador Group will work with Parent Liaison and instructional staff to increase parent involvement in school activities to support student academic growth in areas of career and college readiness.	Parent Involvement, Academic Support Program	Tier 1	Implement	07/01/2019	06/30/2021	\$8000	Title I Director, Principals, Parent Liaison, Parent Ambassador Group and instructional staff

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Testing Environment	Strict Adherence to MStep and MIAccess testing protocols will be followed to ensure that at least 95% or more of students in every sub-group are tested in all content areas assigned to their grade level in a timely manner.	Policy and Process	Tier 1	Implement	07/01/2019	06/30/2021	\$0	Superintendent, Testing Coordinator, Principals and Curriculum Director.
ESL Support	ESL Students will receive vocabulary instruction with additional support from ESL Tutors, Classroom Teachers to bridge gap between understanding of primary language and English== 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.	Academic Support Program	Tier 1		07/01/2019	06/30/2021	\$0	Teachers, ESL tutors, ESL coordinator
School Nurse-Additional Support	Additional support from school nurse to facilitate management of head lice; minor illnesses and doctor visits to reduce amount of time absent from school due to these conditions.	Other	Tier 2		07/01/2019	06/30/2020	\$12000	School Nurse, Title I Director
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School Nurse-Additional Support	Additional support from school nurse to facilitate management of head lice; minor illnesses and doctor visits to reduce amount of time absent from school due to these conditions.	Other	Tier 2		07/01/2019	06/30/2021	\$12000	School Nurse and Title I Director

### Richfield Public School Academy

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
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Use of Note Taking	All Social Studies Teachers will instruct students in effective note taking to support comprehension of Social Studies concepts.	Direct Instruction			07/01/2019	06/30/2021	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers
Curriculum Resources	Teachers use resources from the MC3 curriculum to teach social studies common core standards.	Materials, Curriculum Development	Tier 1	Implement	07/01/2019	06/30/2021	\$0	Principal, Assistant Principals, Curriculum Director, Instructional Support Staff, ELL Teacher Coach, Classroom teachers, Intervention teachers, Special Education teachers