



District Improvement Plan

Marvin L. Winans Academy of Performing Arts

Dr. Randy Hayward, Superintendent
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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. It has also been designed to address any federal, state and locally required elements that must be contained in a School Improvement Plan.

Executive Summary

Introduction

Every school system has its own story to tell. The context in which teaching and learning takes place influences the processes and procedures by which the school system makes decisions around curriculum, instruction, and assessment. The context also impacts the way a school system stays faithful to its vision. Many factors contribute to the overall narrative such as an identification of stakeholders, a description of stakeholder engagement, the trends and issues affecting the school system, and the kinds of programs and services that a school system implements to support student learning.

The purpose of the Executive Summary (ES) is to provide a school system with an opportunity to describe in narrative form the strengths and challenges it encounters. By doing so, the public and members of the community will have a more complete picture of how the school system perceives itself and the process of self-reflection for continuous improvement. This summary is structured for the school system to reflect on how it provides teaching and learning on a day to day basis.

Description of the School System

Describe the school system's size, community/communities, location, and changes it has experienced in the last three years. Include demographic information about the students, staff, and community at large. What unique features and challenges are associated with the community/communities the school system serves?

The Marvin L. Winans Academy District is a two campus, three school district serving students from the Metro Detroit area. All three schools (Elementary K-5, Middle 6-8, and High 9-12) are located on the east side of Detroit. The average class size is 24-1 (24 students, 1 teacher). Student population is 99% African American, and the staff population is 60% African American and 40% Caucasian. The population of the communities, where the schools are located, are primarily African American. The socio-economic status (SES) of the communities falls below the poverty level as over 80% percent of our students receive free lunches. There are many vacant and abandoned houses in the areas due to the decline in the job market, property ownership and the migration of families to other areas (states). This creates a challenge in that the families served have limited educational resources. There are few community based services that support robust educational opportunities outside of the school.

System's Purpose

Provide the school system's purpose statement and ancillary content such as mission, vision, values, and/or beliefs. Describe how the school system embodies its purpose through its program offerings and expectations for students.

The purpose of Marvin L. Winans Academy is to create well balanced students who will become productive and contributing members to society while leading a healthy and fulfilling life. The mission of the Marvin L. Winans Academy of Performing Arts (WAPA) is to prepare students for academic and performing arts excellence and responsible citizenship. The vision of Marvin L. Winans Academy of Performing Arts is to open the door to rigorous academics and expose the students to the world through the arts. The district believes that students should be provided excellent training in core academics as well as the arts in a safe and clean learning environment. In addition, the district believes that all students should be provided the skillset to enter college or the professional world. The school embodies its purpose by providing rigorous academic and performing art classes. The school provides character building and service oriented opportunities that help to create well balanced and caring individuals.

Notable Achievements and Areas of Improvement

Describe the school system's notable achievements and areas of improvement in the last three years. Additionally, describe areas for improvement that the school system is striving to achieve in the next three years.

There has been a notable increase in reading scores. The high school was identified as a Reward School by the Michigan Department of Education for academic improvement of its student body. The high school principal and two school leaders were invited, by MDE, to present their improvement plan, during MDE's Spring School Improvement Conference. The schools continues to create data storage systems that allow for data driven instruction. In addition, the schools aim to increase academic readiness of students by assuring continuous professional training of staff.

The district identified three areas for improvement, they are math, science and social studies. The District Improvement Team met consistently to analyze data and too develop an improved plan of action that would effectively address the needs of our students. Instructional time, for identified subjects, will increase and added professional development will be provided for instructional staff and additional timely assistance provided for our students.

Additional Information

Provide any additional information you would like to share with the public and community that were not prompted in the previous sections.

The Marvin L. Winans Academy continuous to offer both rigorous academic and arts programs. The students apply their knowledge through real world exposure with trips to Washington, D.C., the Bahamas and other venues. As well as through the creation of "grand" live stage productions at the various campuses. The rigor of our programs ensure a high graduation rate, as evident by a consistent federal cohort graduation rate of above 80%. The schools surpasses the 47% national graduation rate for the same population (African American) even though the schools face the same challenges as other urban environments, such as high poverty, crime, and single parent homes. The high school continuous to have a 100% college acceptance rate.

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.

Stakeholders were invited to participate the planning process. The stakeholders included the superintendent, principal, Title I Coordinator, Instructional Coaches, Special Ed department and parents. District Improvement meetings were held on the second Friday of each month, at one of the campuses in the afternoon and some mornings. Stakeholders were sent reminders regarding meetings and provided refreshments and some lunches. All stakeholders, other than administrators, volunteered to develop the improvement plan.

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

The various stakeholders met to discuss the academic and social needs of students. Data was collected from formative and summative assessments. Information was also collected from surveys. Instructional Coaches, who meet with teachers daily, provided a voice for teachers. Parents provided insight on how to best serve students and families.

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 improvement plan is communicated during district professional development days, staff meetings, PTO meetings, and administrative meetings. The plan is communicated first to principals who then disseminate the district goals to their staff during staff meetings. The plan is also communicated through PTO meetings and administrative meetings.

District Additional Requirements Diagnostic

Introduction

This diagnostic contains certification requirements for Michigan districts. This diagnostic must be completed by all districts.

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District Additional Requirements Diagnostic

This diagnostic contains certification requirements for Michigan districts. This diagnostic must be completed by all districts.

Label	Assurance	Response	Comment	Attachment
	The District School Improvement Team reviews the CIMS data.	Yes		

Label	Assurance	Response	Comment	Attachment
	CIMS data is used to prepare our District Improvement Plan.	Yes		

Label	Assurance	Response	Comment	Attachment
	The District Technology Protection Measure blocks or filters adult and student internet access to inappropriate materials (visual depictions that are obscene, child pornography, or harmful to minors).	Yes		

Label	Assurance	Response	Comment	Attachment
	The district has a process to monitor adult and student use of the internet.	Yes		

Label	Assurance	Response	Comment	Attachment
	The district has an Internet Safety Policy in place.	Yes		

Label	Assurance	Response	Comment	Attachment
	The Internet Safety Policy meets the requirements as outlined in the state Technology Planning and CIPA requirements.	Yes		

Label	Assurance	Response	Comment	Attachment
	The district uses school-wide assessments to determine the telecommunication services and hardware support that are needed to support teaching and learning in all schools.	Yes		

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Label	Assurance	Response	Comment	Attachment
	The district uses the school-wide assessment data to identify the needs of the schools in the following areas: infrastructure (wiring, internet connections T1, etc.) in all classrooms, in all labs, in all media centers, in the main office, in counseling offices, in support staff offices; hardware; software; professional development. If "yes," specify the needs in the comments section.	Yes	Professional development Increased band width	

Label	Assurance	Response	Comment	Attachment
	The district has identified specific actions that promote curriculum and teaching strategies to effectively integrate technology. If "yes," specify the actions in the comments section.	Yes	The district reviewed research that identified how technology use, i.e. Smart Boards, Net Books, and iPads, advance the learning on district devices.	

Label	Assurance	Response	Comment	Attachment
	The district adjusts its curriculum to include technology literacy for all students.	Yes	Students, K-12, have access to and the use of technology in classrooms or labs. Students are instructed on how to use the technology.	

Label	Assurance	Response	Comment	Attachment
	The district adjusts its instructional program to promote technology literacy. If "yes," specify the adjustments in the comments section.	Yes	Starting in Kindergarten the district ensures technology training by including computer classes in school scheduling.	

Label	Assurance	Response	Comment	Attachment
	The institution complies with all federal laws and regulations prohibiting discrimination and with all requirements and regulations of the U.S. Department of Education. It is the policy of this institution that no person on the basis of race, color, religion, national origin or ancestry, age, gender, height, weight, marital status or disability shall be subjected to discrimination in any program, service or activity for which the institution is responsible, or for which it receives financial assistance from the U.S. Department of Education.	Yes		

Label	Assurance	Response	Comment	Attachment
	The institution has designated an employee to coordinate efforts to comply with and carry out non-discrimination responsibilities. If "yes," list the name, position, address and telephone number of the employee in the comments section.	Yes	Dr. Randy Hayward, Superintendent, 3031 W. Grand Blvd, Ste 524, Detroit, MI 48202, (313) 873-7625	

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Label	Assurance	Response	Comment	Attachment
	The District has a District Board Policy that is related to Parent Involvement.	Yes		

Label	Assurance	Response	Comment	Attachment
	The District has additional information necessary to support your improvement plan.	Yes		

District Improvement Plan 2015-2016

Overview

Plan Name

District Improvement Plan 2015-2016

Plan Description

Goals Summary

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

#	Goal Name	Goal Details	Goal Type	Total Funding
1	All students will become proficient in Math.	Objectives: 1 Strategies: 2 Activities: 12	Academic	\$99300
2	All students will become proficient in science.	Objectives: 1 Strategies: 2 Activities: 8	Academic	\$42500
3	All students will be proficient in social studies	Objectives: 1 Strategies: 2 Activities: 8	Academic	\$225300

Goal 1: All students will become proficient in Math.

Measurable Objective 1:

40% 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 math in Mathematics by 06/10/2016 as measured by Increased proficiency on M-Step, MME, SAT, Work Keys, NWEA and other common assessments..

Strategy 1:

Increased Instructional Time - Students will receive an increase in instructional time in order to meet the state standards and increase student achievement.

Research Cited: Baker, D. P., Fabrega, R., Galindo, C., & Mishook, J. (2004). Instructional time and national achievement: Cross-national evidence. Prospects 34(3), 311–334.

Tier: Tier 2

Activity - Monitor Implementation of Math Strategies	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The District Curriculum, Instruction and Assessment team, along with administration will monitor the implementation of the instructional strategies through walk throughs; lesson plans and program fidelity checks. Schools: All Schools	Walkthrough		Monitor	10/05/2015	05/27/2016	\$0	General Fund	DCIA and administration

Activity - Robotics	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Professional Development in Robotics will be provided in order to excite students about the use of math and problem solving in a hands on experience. Schools: All Schools	Academic Support Program	Tier 2	Getting Ready	10/05/2015	05/27/2016	\$5000	Title I Part A	Administration

Activity - After School Tutoring & Summer School	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Tutorial services will be provided by teachers and paraprofessionals to improve student achievement in mathematics. Principals and secretaries to provide supervision and support. Schools: All Schools	Academic Support Program	Tier 2	Implement	09/21/2015	05/27/2016	\$10000	Title I Part A	Administration, Teachers & Para Pros

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Activity - C-Stem Program	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers in grades K-12 will receive training on the C-STEM program in order to gain knowledge and then engage and motivate students towards increased academic achievement. Schools: All Schools	Professional Learning	Tier 2	Implement	08/17/2015	06/10/2016	\$7800	Title I Part A	Superintendent & Principals
Activity - Math Curriculum Nights	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Through hands on activities, math best practices will be implemented with families in order to increase student achievement. Schools: All Schools	Parent Involvement	Tier 3	Implement	09/21/2015	05/27/2016	\$5000	Title I Part A	Principals
Activity - Technology Programs/Software	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Software & hardware, and programs that will include, Study Island, IXL, and Plato will be used to improve the mathematics achievement of students. Schools: All Schools	Academic Support Program	Tier 3	Implement	09/02/2015	06/10/2016	\$30000	Title I Part A	Teachers, Para Pros, Interventionist, Dean of Students
Activity - Career Professionals	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Industry professionals, in the field of mathematics, will be invited to share/engage and excite students in the importance of mathematics. Schools: All Schools	Other	Tier 2		10/05/2015	05/27/2016	\$500	General Fund	Office of Curriculum and Assessment and Principals
Activity - Field Trips	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students will be engaged in hands on, relevant field trips that focus on mathematics. Schools: All Schools	Field Trip	Tier 2	Implement	10/05/2015	05/27/2016	\$3000	Title I Part A	Principal and Teachers
Activity - Teacher Recruitment	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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Highly qualified teachers will be sought and recruited to assist children in meeting state standards. Schools: All Schools	Recruitment and Retention	Tier 2	Implement	01/11/2016	08/31/2016	\$3000	Title II Part A	Administration
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Strategy 2:

Professional Development - Teachers, administrators, and grant employees will receive professional development in math best practices in order to strengthen knowledge base and increase student achievement. Harvard School of Education Institute for administrative.

Research Cited: Phi Delta Kappan, Vol. 84 2003, Professional development that Works: What Makes Professional

Development effective? by Thomas R. Gaskey. Research finds that the most consistent characteristics of the effect of Professional Development on student achievement are (1) enhancement of teachers' content and pedagogical knowledge helps teachers to understand more deeply the content they teach and the ways students learn, and (2) promotion of collegiality and collaborate exchange. ASCD 2002. Student Achievement through Staff Development by Bruce R. Joyce and Beverly Shower. School faculties learning to engage in schoolwide action research indicate that nearly all schools need facilitation and technical assistance if they are to progress to unified action that affects instruction and student learning. Research further finds that school districts that can build a staff development program that enhance professionalism and supports curricular and instructional change will accelerate student learning in the personal, social, and academic domains.

Tier: Tier 2

Activity - Math Best Practices	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
District teachers will receive professional development in math best practices to support their academic instruction and increase student achievement. Schools: All Schools	Professional Learning	Tier 2	Implement	08/24/2015	05/27/2016	\$5000	Title II Part A	Office of Curriculum and Assessment

Activity - Math Kits and Materials	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Kits and Materials that support math best practices will be purchased to supplement that math program and increase student achievement. Schools: All Schools	Supplemental Materials	Tier 2	Implement	08/24/2015	06/10/2016	\$20000	Title I Part A	Teachers and Principals

Activity - RTI	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide RTI training for staff and services to students who are not meeting state standards. Schools: All Schools	Academic Support Program	Tier 2	Implement	09/02/2015	06/17/2016	\$10000	Title I Part A	Curriculum Department Principals

Goal 2: All students will become proficient in science.

Measurable Objective 1:

A 20% 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 science. in Science by 06/10/2016 as measured by M-Step, MME, SAT, NWEA and other common assessments..

Strategy 1:

Professional Development - District professional development and training at Wayne RESA will be used to train teachers in improving instructional delivery in order to increase science achievement in Next Generation Science Standards, inquiry and student engagement.

Research Cited: Phi Delta Kappan, Vol. 84 2003, Professional development that Works: What Makes Professional Development effective? by Thomas R. Gaskey. Research finds that the most consistent characteristics of the effect of Professional Development on student achievement are (1) enhancement of teachers' content and pedagogical knowledge helps teachers to understand more deeply the content they teach and the ways students learn, and (2) promotion of collegiality and collaborate exchange. ASCD 2002. Student Achievement through Staff Development by Bruce R. Joyce and Beverly Shower. School faculties learning to engage in schoolwide action research indicate that nearly all schools need facilitation and technical assistance if they are to progress to unified action that affects instruction and student learning. Research further finds that school districts that can build a staff development program that enhance professionalism and supports curricular and instructional change will accelerate student learning in the personal, social, and academic domains.

Tier: Tier 2

Activity - C-Stem Program	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will receive training in C-STEM to increase science, engineering, technology and math knowledge and thus increase student achievement. Schools: All Schools	Professional Learning	Tier 2	Implement	08/17/2015	06/10/2016	\$7000	Title I Part A	Title I Coordinator & Superintendent

Activity - Monitor Implementation of Science Strategies	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
District Curriculum, Instruction and Assessment team, along with administration, will monitor the implementation of science program standards. Schools: All Schools	Walkthrough	Tier 2	Monitor	09/07/2015	06/10/2016	\$0	General Fund	DCIA & Administration

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Activity - Science Curriculum Nights	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Parents, along with students, will receive training on hands on activities that reflect the Next Generation Science Standards in order to increase student achievement. Schools: All Schools	Parent Involvement	Tier 2	Implement	10/05/2015	05/31/2016	\$5000	Title I Part A	Curriculum and Instruction Office Administrators

Strategy 2:

Increased Instructional Time - Teachers will increase instructional time in elementary by teaching science a minimum of three days a week for one hour per session. As well as other activities to increase student.

Research Cited: Baker, D. P., Fabrega, R., Galindo, C., & Mishook, J. (2004). Instructional time and national achievement: Cross-national evidence. Prospects 34(3), 311–334.

Tier: Tier 2

Activity - Science Technology Programs	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Use of software programs, Study Island, IXL to improve student achievement in science. Schools: All Schools	Academic Support Program	Tier 3	Implement	09/07/2015	06/10/2016	\$4000	Title I Part A	Curriculum team and administrators.

Activity - Science Industry Specialist	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students will be exposed to industry field specialist in the field of science to engage and motivate them to the relevance of science. Schools: All Schools	Other	Tier 2	Implement	11/02/2015	06/10/2016	\$500	General Fund	Counselor, Principals

Activity - Science Field Trips	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students will be exposed to extended learning opportunities to excite them and and to the relevance of science in everyday life. Schools: All Schools	Field Trip	Tier 3	Implement	10/05/2015	06/24/2016	\$3000	Title I Part A	Principals

Activity - Summer School	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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Students will be instructed in Science Next Generation Standards. Schools: All Schools	Academic Support Program	Tier 3		10/01/2015	05/13/2016	\$3000	Title I Part A	Principals
Activity - Science Materials and Supplies	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students will be instructed in Science Next Generation Standards. Schools: All Schools	Academic Support Program, Supplemental Materials	Tier 3	Implement	09/07/2015	05/27/2016	\$20000	Title I Part A	Principals & Curriculum Department

Goal 3: All students will be proficient in social studies

Measurable Objective 1:

20% 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 standards in Social Studies by 07/08/2016 as measured by M-Step, NWEA and common assessments..

Strategy 1:

Differentiated Instruction - Instructional staff will effectively implement differentiated instruction in order to meet the needs of students who are not proficient in social studies.

Research Cited: A growing body of research shows positive results for full implementation of differentiated instruction in mixed-ability classrooms (Rock, Gregg, Ellis, & Gable, 2008). In one three-year study, Canadian scholars researched the application and effects of differentiated instruction in K–12 classrooms in Alberta. They found that differentiated instruction consistently yielded positive results across a broad range of targeted groups. Compared with the general student population, students with mild or severe learning disabilities received more benefits from differentiated and intensive support, especially when the differentiation was delivered in small groups or with targeted instruction (McQuarrie, McRae, & Stack-Cutler, 2008).

Tier:

Activity - Technology and Software	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Technology, iPads, laptops, netbooks will be purchased, along with software that will assist in increasing student achievement in social studies. Schools: All Schools	Academic Support Program		Getting Ready	09/14/2015	06/03/2016	\$80000	Title I Part A	Administration
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Activity - Monitor Implementation of Social Studies Strategies	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The District Curriculum, Instruction and Assessment team, along with administration, will monitor and evaluate the fidelity of the social studies standards through lesson plans and walk throughs. Schools: All Schools	Walkthrough		Monitor	09/07/2015	05/31/2016	\$0	General Fund	DCIA and administration

Activity - Curriculum Nights	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Schools will utilize curriculum nights in core academic courses to inform parents of the standards that their children are required to learn. As well as providing materials and strategies to parents to assist in increasing student achievement. Schools: All Schools	Parent Involvement	Tier 2	Implement	09/21/2015	05/31/2016	\$8000	Title I Part A	SIT Administration Curriculum and Instruction Staff

Strategy 2:

Professional Development - Teachers will receive training in common core social studies standards, best practices and RTI in order to increase student achievement.

Research Cited: Phi Delta Kappan, Vol. 84 2003, Professional development that Works: What Makes Professional

Development effective? by Thomas R. Gaskey. Research finds that the most consistent characteristics of the effect of Professional Development on student achievement are (1) enhancement of teachers' content and pedagogical knowledge helps teachers to understand more deeply the content they teach and the ways students learn, and (2) promotion of collegiality and collaborate exchange. ASCD 2002. Student Achievement through Staff Development by Bruce R. Joyce and Beverly Shower. School faculties learning to engage in schoolwide action research indicate that nearly all schools need facilitation and technical assistance if they are to progress to unified action that affects instruction and student learning. Research further finds that school districts that can build a staff development program that enhance professionalism and supports curricular and instructional change will accelerate student learning in the personal, social, and academic domains.

Tier: Tier 2

Activity - Teacher Professional Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Teachers will receive training in RTI, common core standards for social studies and best practices in order to increase student achievement. Schools: All Schools	Direct Instruction	Tier 2	Implement	08/10/2015	05/27/2016	\$8000	Title I Part A	Office of Curriculum and Instruction Administrators.
Activity - Mentoring	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide Mentoring for students who are most at risk and African American males. Schools: All Schools	Behavioral Support Program	Tier 3	Implement	09/14/2015	05/27/2016	\$20000	Title I Part A	Administrator or Counselor
Activity - Bonus Pay for Teachers	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide bonus pay for teachers whose classes show 20% or more improvement. Schools: All Schools	Recruitment and Retention		Implement	09/07/2015	06/17/2016	\$35000	Title II Part A	Superintendent & Principals
Activity - Teacher Mentoring Program	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide mentor from tenure teachers to teachers with less than three years of teaching experience. Schools: All Schools	Teacher Collaboration		Implement	09/07/2015	06/17/2016	\$15000	Title II Part A	Superintendent & Principals
Activity - Title I Coordinator	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide a Title I Coordinator to provide services for the district's Title I program. Schools: All Schools	Policy and Process		Implement	08/10/2015	07/01/2016	\$59300	Title I Part A	Superintendent

Activity Summary by Funding Source

Below is a breakdown of your activities by funding source

General Fund

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Career Professionals	Industry professionals, in the field of mathematics, will be invited to share/engage and excite students in the importance of mathematics.	Other	Tier 2		10/05/2015	05/27/2016	\$500	Office of Curriculum and Assessment and Principals
Science Industry Specialist	Students will be exposed to industry field specialist in the field of science to engage and motivate them to the relevance of science.	Other	Tier 2	Implement	11/02/2015	06/10/2016	\$500	Counselor, Principals
Monitor Implementation of Science Strategies	District Curriculum, Instruction and Assessment team, along with administration, will monitor the implementation of science program standards.	Walkthrough	Tier 2	Monitor	09/07/2015	06/10/2016	\$0	DCIA & administration
Monitor Implementation of Math Strategies	The District Curriculum, Instruction and Assessment team, along with administration will monitor the implementation of the instructional strategies through walk throughs; lesson plans and program fidelity checks.	Walkthrough		Monitor	10/05/2015	05/27/2016	\$0	DCIA and administration
Monitor Implementation of Social Studies Strategies	The District Curriculum, Instruction and Assessment team, along with administration, will monitor and evaluate the fidelity of the social studies standards through lesson plans and walk throughs.	Walkthrough		Monitor	09/07/2015	05/31/2016	\$0	DCIA and administration

Title II Part A

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Teacher Mentoring Program	Provide mentor from tenure teachers to teachers with less than three years of teaching experience.	Teacher Collaboration		Implement	09/07/2015	06/17/2016	\$15000	Superintendent & Principals
Bonus Pay for Teachers	Provide bonus pay for teachers whose classes show 20% or more improvement.	Recruitment and Retention		Implement	09/07/2015	06/17/2016	\$35000	Superintendent & Principals

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Teacher Recruitment	Highly qualified teachers will be sought and recruited to assist children in meeting state standards.	Recruitment and Retention	Tier 2	Implement	01/11/2016	08/31/2016	\$3000	Administration
Math Best Practices	District teachers will receive professional development in math best practices to support their academic instruction and increase student achievement.	Professional Learning	Tier 2	Implement	08/24/2015	05/27/2016	\$5000	Office of Curriculum and Assessment

Title I Part A

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Robotics	Professional Development in Robotics will be provided in order to excite students about the use of math and problem solving in a hands on experience.	Academic Support Program	Tier 2	Getting Ready	10/05/2015	05/27/2016	\$5000	Administration
Science Field Trips	Students will be exposed to extended learning opportunities to excite them and and to the relevance of science in everyday life.	Field Trip	Tier 3	Implement	10/05/2015	06/24/2016	\$3000	Principals
After School Tutoring & Summer School	Tutorial services will be provided by teachers and paraprofessionals to improve student achievement in mathematics. Principals and secretaries to provide supervision and support.	Academic Support Program	Tier 2	Implement	09/21/2015	05/27/2016	\$10000	Administration, Teachers & Para Pros
Science Technology Programs	Use of software programs, Study Island, IXL to improve student achievement in science.	Academic Support Program	Tier 3	Implement	09/07/2015	06/10/2016	\$4000	Curriculum team and administrators.
RTI	Provide RTI training for staff and services to students who are not meeting state standards.	Academic Support Program	Tier 2	Implement	09/02/2015	06/17/2016	\$10000	Curriculum Department Principals
C-Stem Program	Teachers will receive training in C-STEM to increase science, engineering, technology and math knowledge and thus increase student achievement.	Professional Learning	Tier 2	Implement	08/17/2015	06/10/2016	\$7000	Title I Coordinator & Superintendent
Teacher Professional Development	Teachers will receive training in RTI, common core standards for social studies and best practices in order to increase student achievement.	Direct Instruction	Tier 2	Implement	08/10/2015	05/27/2016	\$8000	Office of Curriculum and Instruction Administrators.
Field Trips	Students will be engaged in hands on, relevant field trips that focus on mathematics.	Field Trip	Tier 2	Implement	10/05/2015	05/27/2016	\$3000	Principal and Teachers

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Mentoring	Provide Mentoring for students who are most at risk and African American males.	Behavioral Support Program	Tier 3	Implement	09/14/2015	05/27/2016	\$20000	Administrat or Counselor
Summer School	Students will be instructed in Science Next Generation Standards.	Academic Support Program	Tier 3		10/01/2015	05/13/2016	\$3000	Principals
Curriculum Nights	Schools will utilize curriculum nights in core academic courses to inform parents of the standards that their children are required to learn. As well as providing materials and strategies to parents to assist in increasing student achievement.	Parent Involvement	Tier 2	Implement	09/21/2015	05/31/2016	\$8000	SIT Administration Curriculum and Instruction Staff
Science Curriculum Nights	Parents, along with students, will receive training on hands on activities that reflect the Next Generation Science Standards in order to increase student achievement.	Parent Involvement	Tier 2	Implement	10/05/2015	05/31/2016	\$5000	Curriculum and Instruction Office Administrators
Science Materials and Supplies	Students will be instructed in Science Next Generation Standards.	Academic Support Program, Supplemental Materials	Tier 3	Implement	09/07/2015	05/27/2016	\$20000	Principals & Curriculum Department
Technology and Software	Technology, iPads, laptops, netbooks will be purchased, along with software that will assist in increasing student achievement in social studies.	Academic Support Program		Getting Ready	09/14/2015	06/03/2016	\$80000	Administration
Math Kits and Materials	Kits and Materials that support math best practices will be purchased to supplement that math program and increase student achievement.	Supplemental Materials	Tier 2	Implement	08/24/2015	06/10/2016	\$20000	Teachers and Principals
Technology Programs/Software	Software & hardware, and programs that will include, Study Island, IXL, and Plato will be used to improve the mathematics achievement of students.	Academic Support Program	Tier 3	Implement	09/02/2015	06/10/2016	\$30000	Teachers, Para Pros, Interventionist, Dean of Students
Math Curriculum Nights	Through hands on activities, math best practices will be implemented with families in order to increase student achievement.	Parent Involvement	Tier 3	Implement	09/21/2015	05/27/2016	\$5000	Principals
C-Stem Program	Teachers in grades K-12 will receive training on the C-STEM program in order to gain knowledge and then engage and motivate students towards increased academic achievement.	Professional Learning	Tier 2	Implement	08/17/2015	06/10/2016	\$7800	Superintendent & Principals
Title I Coordinator	Provide a Title I Coordinator to provide services for the district's Title I program.	Policy and Process		Implement	08/10/2015	07/01/2016	\$59300	Superintendent

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
C-Stem Program	Teachers will receive training in C-STEM to increase science, engineering, technology and math knowledge and thus increase student achievement.	Professional Learning	Tier 2	Implement	08/17/2015	06/10/2016	\$7000	Title I Coordinator & Superintendent
Technology and Software	Technology, iPads, laptops, netbooks will be purchased, along with software that will assist in increasing student achievement in social studies.	Academic Support Program		Getting Ready	09/14/2015	06/03/2016	\$80000	Administration
Monitor Implementation of Math Strategies	The District Curriculum, Instruction and Assessment team, along with administration will monitor the implementation of the instructional strategies through walk throughs; lesson plans and program fidelity checks.	Walkthrough		Monitor	10/05/2015	05/27/2016	\$0	DCIA and administration
Monitor Implementation of Science Strategies	District Curriculum, Instruction and Assessment team, along with administration, will monitor the implementation of science program standards.	Walkthrough	Tier 2	Monitor	09/07/2015	06/10/2016	\$0	DCIA & administration
Monitor Implementation of Social Studies Strategies	The District Curriculum, Instruction and Assessment team, along with administration, will monitor and evaluate the fidelity of the social studies standards through lesson plans and walk throughs.	Walkthrough		Monitor	09/07/2015	05/31/2016	\$0	DCIA and administration
Robotics	Professional Development in Robotics will be provided in order to excite students about the use of math and problem solving in a hands on experience.	Academic Support Program	Tier 2	Getting Ready	10/05/2015	05/27/2016	\$5000	Administration
Math Best Practices	District teachers will receive professional development in math best practices to support their academic instruction and increase student achievement.	Professional Learning	Tier 2	Implement	08/24/2015	05/27/2016	\$5000	Office of Curriculum and Assessment
After School Tutoring & Summer School	Tutorial services will be provided by teachers and paraprofessionals to improve student achievement in mathematics. Principals and secretaries to provide supervision and support.	Academic Support Program	Tier 2	Implement	09/21/2015	05/27/2016	\$10000	Administration, Teachers & Para Pros

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C-Stem Program	Teachers in grades K-12 will receive training on the C-STEM program in order to gain knowledge and then engage and motivate students towards increased academic achievement.	Professional Learning	Tier 2	Implement	08/17/2015	06/10/2016	\$7800	Superintendent & Principals
Math Curriculum Nights	Through hands on activities, math best practices will be implemented with families in order to increase student achievement.	Parent Involvement	Tier 3	Implement	09/21/2015	05/27/2016	\$5000	Principals
Technology Programs/Software	Software & hardware, and programs that will include, Study Island, IXL, and Plato will be used to improve the mathematics achievement of students.	Academic Support Program	Tier 3	Implement	09/02/2015	06/10/2016	\$30000	Teachers, Para Pros, Interventionist, Dean of Students
Career Professionals	Industry professionals, in the field of mathematics, will be invited to share/engage and excite students in the importance of mathematics.	Other	Tier 2		10/05/2015	05/27/2016	\$500	Office of Curriculum and Assessment and Principals
Field Trips	Students will be engaged in hands on, relevant field trips that focus on mathematics.	Field Trip	Tier 2	Implement	10/05/2015	05/27/2016	\$3000	Principal and Teachers
Math Kits and Materials	Kits and Materials that support math best practices will be purchased to supplement that math program and increase student achievement.	Supplemental Materials	Tier 2	Implement	08/24/2015	06/10/2016	\$20000	Teachers and Principals
Science Technology Programs	Use of software programs, Study Island, IXL to improve student achievement in science.	Academic Support Program	Tier 3	Implement	09/07/2015	06/10/2016	\$4000	Curriculum team and administrators.
Science Industry Specialist	Students will be exposed to industry field specialist in the field of science to engage and motivate them to the relevance of science.	Other	Tier 2	Implement	11/02/2015	06/10/2016	\$500	Counselor, Principals
Science Field Trips	Students will be exposed to extended learning opportunities to excite them and and to the relevance of science in everyday life.	Field Trip	Tier 3	Implement	10/05/2015	06/24/2016	\$3000	Principals
Summer School	Students will be instructed in Science Next Generation Standards.	Academic Support Program	Tier 3		10/01/2015	05/13/2016	\$3000	Principals
Science Materials and Supplies	Students will be instructed in Science Next Generation Standards.	Academic Support Program, Supplemental Materials	Tier 3	Implement	09/07/2015	05/27/2016	\$20000	Principals & Curriculum Department

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Teacher Professional Development	Teachers will receive training in RTI, common core standards for social studies and best practices in order to increase student achievement.	Direct Instruction	Tier 2	Implement	08/10/2015	05/27/2016	\$8000	Office of Curriculum and Instruction Administrators.
Curriculum Nights	Schools will utilize curriculum nights in core academic courses to inform parents of the standards that their children are required to learn. As well as providing materials and strategies to parents to assist in increasing student achievement.	Parent Involvement	Tier 2	Implement	09/21/2015	05/31/2016	\$8000	SIT Administration Curriculum and Instruction Staff
Science Curriculum Nights	Parents, along with students, will receive training on hands on activities that reflect the Next Generation Science Standards in order to increase student achievement.	Parent Involvement	Tier 2	Implement	10/05/2015	05/31/2016	\$5000	Curriculum and Instruction Office Administrators
Mentoring	Provide Mentoring for students who are most at risk and African American males.	Behavioral Support Program	Tier 3	Implement	09/14/2015	05/27/2016	\$20000	Administrator Counselor
Bonus Pay for Teachers	Provide bonus pay for teachers whose classes show 20% or more improvement.	Recruitment and Retention		Implement	09/07/2015	06/17/2016	\$35000	Superintendent & Principals
Teacher Mentoring Program	Provide mentor from tenure teachers to teachers with less than three years of teaching experience.	Teacher Collaboration		Implement	09/07/2015	06/17/2016	\$15000	Superintendent & Principals
Title I Coordinator	Provide a Title I Coordinator to provide services for the district's Title I program.	Policy and Process		Implement	08/10/2015	07/01/2016	\$59300	Superintendent
RTI	Provide RTI training for staff and services to students who are not meeting state standards.	Academic Support Program	Tier 2	Implement	09/02/2015	06/17/2016	\$10000	Curriculum Department Principals
Teacher Recruitment	Highly qualified teachers will be sought and recruited to assist children in meeting state standards.	Recruitment and Retention	Tier 2	Implement	01/11/2016	08/31/2016	\$3000	Administration