

**2018-2019 Haviland Elementary
School Improvement Plan**

Haviland Elementary School
Waterford School District

Mrs. Michelle Sullivan
5305 Cass Elizabeth Rd
Waterford, MI 48327-3106

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Overview

Plan Name

2018-2019 Haviland Elementary School Improvement Plan

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 at Haviland Elementary will become proficient in mathematics.	Objectives: 2 Strategies: 3 Activities: 7	Academic	\$23000
2	All students at Haviland Elementary will become proficient writers.	Objectives: 2 Strategies: 4 Activities: 8	Academic	\$38200
3	All students at Haviland Elementary will become proficient readers.	Objectives: 2 Strategies: 3 Activities: 6	Academic	\$25800
4	All students at Haviland Elementary will be engaged in their education and confident in their ability to be successful.	Objectives: 1 Strategies: 3 Activities: 12	Organizational	\$48950

Goal 1: All students at Haviland Elementary will become proficient in mathematics.

Measurable Objective 1:

75% of All Students will increase student growth in meeting their projected growth targets towards mathematics proficiency in Mathematics by 06/14/2019 as measured by the NWEA..

(shared) Strategy 1:

Core Classroom Instruction - Gradual Release - All teachers will improve the quality of core instruction in mathematics in order to increase student understanding and student performance on proficiency measures. Teachers will design instruction and implement the four components of the Gradual Release Lesson Design Model (collaborative, focused, guided and independent learning) on a daily basis.

Category: Mathematics

Research Cited: The Art and Science of Teaching Marzano (2007)

Visible Learning: A Synthesis of over 800 Meta-Analyses Relating to Achievement (2011)

Learning Targets: Helping Students Aim for Understanding in Today's Lesson Moss & Brookhart (2012)

The Formative Assessment Action Plan: Practical Steps to More Successful Teaching and Learning Fisher & Frey (2011)

5 Practices for Orchestrating Productive Mathematics Discussions Margaret Schwan Smith and Mary Kay Stein (2011)

Tier: Tier 1

Activity - Daily Routine	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All teachers will continue to consistently implement the "daily routine" into core math instruction to deepen understanding of mathematical concepts.	Direct Instruction	Tier 1	Implement	09/04/2018	06/14/2019	\$0	General Fund	Classroom teachers Principal Building Support Staff
Activity - Professional Learning	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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Teachers will continue to engage in professional learning around effective lesson design including frequent formative assessments, differentiation and the implementation of the Learning Target Theory of Action using the Gradual Release Model.	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$0	General Fund	Curriculum Consultants Learning Coaches Central Office Administrators Principal Classroom Teachers Building Support Staff
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Activity - Intervention	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will identify students not making adequate progress as determined by NWEA, unit tests, and formative assessment. These students will receive targeted interventions provided both individually and in a small group setting.	Academic Support Program, Direct Instruction	Tier 2	Monitor	09/04/2018	06/14/2019	\$0	No Funding Required	Classroom teachers Principal Building Support Team

Activity - Fourth and Fifth Grade Specific Professional Learning	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Fourth and Fifth grade teachers will be released from their classrooms for professional learning specific to their grade levels. Teachers will spend time digging deeper into math structure, content and models for multiplication and division. Additional support from the math consultant will be provided during building visits and joint observations with building administration.	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$1500	Title II Part A	CIA Math Consultant Instructional Coaches CIA Director Principal Classroom teachers

(shared) Strategy 2:

Instructional Support and Feedback - Principal will monitor classroom instruction through walk-throughs and observations. Peers will assist each other by providing effective feedback.

Category: Mathematics

Research Cited: Visible Learning: A Synthesis of over 800 Meta-Analyses Relating to Achievement John Hattie (2011)

Student Centered Leadership Vivienne Robinson (2011)

Collaborative Inquiry for Educators: A Facilitator's Guide to School Improvement Jenni Donohoo (2013)

Focus: Elevating the Essentials to Radically Improve Student Learning Mike Schmoker (2011)

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Tier: Tier 1

Activity - Principal Professional Learning	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Principal will engage in district professional learning opportunities alongside their teachers, colleagues, and Central Office Staff to build common language and understanding in order to provide feedback to teachers to ensure quality instruction. Principals will also participate in Principal labs facilitated by Central Office Staff to ensure horizontal alignment across buildings. These labs will focus on supporting teachers in our lesson design model and differentiation, teacher evaluation and school improvement.	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$0	No Funding Required	Central Office Staff Learning Coaches Curriculum Consultants Principals

Activity - Learning Coaches	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Learning Coaches will provide support in instructional growth for teachers through student-centered learning labs, small group and one-on-one job embedded professional learning.	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$20000	Title II Part A	Central Office Staff Instructional Coaches Principal Classroom Teachers

Measurable Objective 2:

70% of Black or African-American, Bottom 30%, Economically Disadvantaged, Hispanic or Latino, Students with Disabilities, English Learners and Native Hawaiian or Other Pacific Islander students will increase student growth in meeting their projected growth targets towards mathematics proficiency in Mathematics by 06/14/2019 as measured by NWEA.

Strategy 1:

Targeted Instruction/Intervention - Students not demonstrating sufficient progress will participate in small group instruction and/or remediation

Category: Mathematics

Research Cited: Learning Targets: Helping Students Aim for Understanding in Today's Lesson Connie M Moss and Susan M. Brookhart

The Formative Assessment Action Plan: Practical Steps to More Successful Teaching and Learning Fisher & Frey (2011)

Visible Learning for Teachers: Maximizing Impact on Learning John Hattie (2011)

Focus: Elevating the Essentials to Radically Improve Student Learning Schmoker (2011)

Tier: Tier 2

Activity - Dreambox Math	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Students who are eligible for math services will be provided with intervention using Dreambox math to improve their conceptual understanding.	Academic Support Program, Technology	Tier 2	Monitor	09/04/2018	06/14/2019	\$1500	Title I Part A	K-5 Classroom Teachers Principal Classroom Assistants
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(shared) Strategy 2:

Core Classroom Instruction - Gradual Release - All teachers will improve the quality of core instruction in mathematics in order to increase student understanding and student performance on proficiency measures. Teachers will design instruction and implement the four components of the Gradual Release Lesson Design Model (collaborative, focused, guided and independent learning) on a daily basis.

Category: Mathematics

Research Cited: The Art and Science of Teaching Marzano (2007)

Visible Learning: A Synthesis of over 800 Meta-Analyses Relating to Achievement (2011)

Learning Targets: Helping Students Aim for Understanding in Today's Lesson Moss & Brookhart (2012)

The Formative Assessment Action Plan: Practical Steps to More Successful Teaching and Learning Fisher & Frey (2011)

5 Practices for Orchestrating Productive Mathematics Discussions Margaret Schwan Smith and Mary Kay Stein (2011)

Tier: Tier 1

Activity - Daily Routine	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All teachers will continue to consistently implement the "daily routine" into core math instruction to deepen understanding of mathematical concepts.	Direct Instruction	Tier 1	Implement	09/04/2018	06/14/2019	\$0	General Fund	Classroom teachers Principal Building Support Staff

Activity - Professional Learning	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Teachers will continue to engage in professional learning around effective lesson design including frequent formative assessments, differentiation and the implementation of the Learning Target Theory of Action using the Gradual Release Model.	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$0	General Fund	Curriculum Consultants Learning Coaches Central Office Administrators Principal Classroom Teachers Building Support Staff
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Activity - Intervention	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will identify students not making adequate progress as determined by NWEA, unit tests, and formative assessment. These students will receive targeted interventions provided both individually and in a small group setting.	Academic Support Program, Direct Instruction	Tier 2	Monitor	09/04/2018	06/14/2019	\$0	No Funding Required	Classroom teachers Principal Building Support Team

Activity - Fourth and Fifth Grade Specific Professional Learning	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Fourth and Fifth grade teachers will be released from their classrooms for professional learning specific to their grade levels. Teachers will spend time digging deeper into math structure, content and models for multiplication and division. Additional support from the math consultant will be provided during building visits and joint observations with building administration.	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$1500	Title II Part A	CIA Math Consultant Instructional Coaches CIA Director Principal Classroom teachers

(shared) Strategy 3:

Instructional Support and Feedback - Principal will monitor classroom instruction through walk-throughs and observations. Peers will assist each other by providing effective feedback.

Category: Mathematics

Research Cited: Visible Learning: A Synthesis of over 800 Meta-Analyses Relating to Achievement John Hattie (2011)

Student Centered Leadership Vivienne Robinson (2011)

Collaborative Inquiry for Educators: A Facilitator's Guide to School Improvement Jenni Donohoo (2013)

Focus: Elevating the Essentials to Radically Improve Student Learning Mike Schmoker (2011)

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Tier: Tier 1

Activity - Principal Professional Learning	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Principal will engage in district professional learning opportunities alongside their teachers, colleagues, and Central Office Staff to build common language and understanding in order to provide feedback to teachers to ensure quality instruction. Principals will also participate in Principal labs facilitated by Central Office Staff to ensure horizontal alignment across buildings. These labs will focus on supporting teachers in our lesson design model and differentiation, teacher evaluation and school improvement.	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$0	No Funding Required	Central Office Staff Learning Coaches Curriculum Consultants Principals
Activity - Learning Coaches	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Learning Coaches will provide support in instructional growth for teachers through student-centered learning labs, small group and one-on-one job embedded professional learning.	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$20000	Title II Part A	Central Office Staff Instructional Coaches Principal Classroom Teachers

Goal 2: All students at Haviland Elementary will become proficient writers.

Measurable Objective 1:

75% of All Students will increase student growth in meeting their project growth targets in language usage proficiency in English Language Arts by 06/14/2019 as measured by NWEA.

Strategy 1:

Core Writing Instruction - Teachers will improve the quality of core writing instruction provided to students in the classroom.

Category: English/Language Arts

Research Cited: Learning Targets: Helping Students Aim for Understanding in Today's Lesson Moss & Brookhart (2012)

Visible Learning: A Synthesis of over 800 Meta-Analyses Relating To Achievement John Hattie (2011)

The Formative Assessment Action Plan: Practical Steps to More Successful Teaching and Learning Fisher & Frey (2011)

The Art and Science of Teaching Robert Marzano (2007)

The Big Picture: Looking at Data Teams Through a Collaborative Lens Besser & Ventura (2010)

Tier: Tier 1

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Activity - Professional Learning	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will continue to engage in professional learning around effective lesson design including frequent formative assessments, differentiation and the implementation of Learning Target Theory of Action using the Gradual Release Model.	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$0	No Funding Required	Curriculum Consultants Learning Coaches Central Office Staff Principal Classroom Teachers
Activity - Learning Coaches	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Learning Coaches will provide support in instructional growth related to building specific needs through small group and staff meeting experiences.	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$20000	Title II Part A	Curriculum Department Personnel Learning Coaches Classroom Teachers Principal
Activity - Instructional Labs	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will have the opportunity to participate in instructional labs centered on refining their practice around the Gradual Release Model of Lesson Design , specific to reading and writing. Kindergarten and first grade teachers will participate in an interactive writing lab, Third grade teachers will participate in our Peer to Peer learning series focused on writing within the curriculum.	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$500	Title II Part A	Learning Coaches ELA Consultant Classroom teachers Principal
Activity - WIDA Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will participate in professional development around utilizing student WIDA scores to design and implement instruction appropriate to EL students needs.	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$700	Title III	ELL Consultant Classroom Teachers

Strategy 2:

Instructional Monitoring and Feedback - Principal will monitor implementation of best practices and provide feedback to teachers in order to improve instructional practices. Teachers will monitor student growth and provide effective feedback.

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Category: English/Language Arts

Research Cited: Visible Learning: A Synthesis of over 800 Meta-analyses Relating to Achievement John Hattie (2011)

Learning Targets: Helping Students Aim for Understanding in Today's Lesson Moss & Brookhart (2012)

Student Centered Leadership Vivienne Robinson (2011)

Collaborative Inquiry for Educators: A Facilitator's Guide to School Improvement Jenni Donohoo (2013)

The Art and Science of Teaching Robert Marzano (2007)

Tier: Tier 1

Activity - Principal Professional Learning	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Principals will engage in professional learning alongside their teachers, colleagues, and Central Office Staff to build common language and understanding in order to provide feedback to teachers to improve the quality of instruction. Principals will also participate in Principal Labs facilitated by CIA staff to ensure horizontal alignment across buildings. These labs will focus on supporting teachers in our lesson design model and differentiation, teacher evaluation and school improvement.	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$0	No Funding Required	Central Office Staff Learning Coaches Curriculum Consultants Principal

Activity - Walkthroughs	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Principal will continue to utilize classroom walkthroughs to provide feedback using the SBI model on the quality of classroom core instruction.	Professional Learning	Tier 1	Monitor	09/04/2018	06/14/2019	\$0	No Funding Required	Principal Classroom Teachers

Strategy 3:

Writing to Learn - Writing to Learn - Teacher will improve core instruction by engaging students in many opportunities to write across all curricular areas.

Category: English/Language Arts

Research Cited: Writing Pathways: Performance Assessments and Learning Progressions Lucy Calkins (2015)

The Nuts and Bolts of Teaching Writing Lucy Calkins (2014)

The Art and Science of Teaching Robert Marzano (2007)

Focus: Elevating the Essentials to Radically Improve Student Learning Mike Schmoker (2011)

Tier: Tier 1

Activity - Close Reading Protocol	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Teachers will continue to use our close reading protocol to deepen understanding of text, promote writing by stating a claim, backed by evidence and reasoning.	Direct Instruction	Tier 1	Implement	09/04/2018	06/14/2019	\$0	No Funding Required	Classroom Teachers Building Support Staff Principal
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Measurable Objective 2:

70% of Black or African-American, Bottom 30%, Economically Disadvantaged, Hispanic or Latino, Students with Disabilities and English Learners students will increase student growth in meeting their projected growth targets in language usage proficiency in English Language Arts by 06/14/2019 as measured by NWEA.

Strategy 1:

Targeted Instruction - Writing - Students not demonstrating sufficient growth based on the district writing prompts will participate in interventions either in the classroom or in small group instruction.

Category: English/Language Arts

Research Cited: Lucy Calkins - The Nuts and Bolts of Teaching Writing 2010

Marzano - The Art and Science of Teaching 2007

Tier: Tier 2

Activity - Small Group Intervention	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Struggling K-3 elementary students will participate in small group or one-on-one interventions.	Academic Support Program	Tier 2	Implement	09/04/2018	06/14/2019	\$17000	Section 31a	Literacy Interventionist Classroom teachers Principal

Goal 3: All students at Haviland Elementary will become proficient readers.

Measurable Objective 1:

75% of All Students will increase student growth in meeting their projected growth targets in reading proficiency in English Language Arts by 06/14/2019 as measured by the NWEA..

Strategy 1:

Core Reading Instruction - Teachers will participate in professional learning regarding effective classroom reading instruction and assessment.

Category: English/Language Arts

Research Cited: Learning Targets: Helping Students Aim For Understanding in Today's Lesson Connie M. Moss and Susan M. Brookhart (2012)

Visible Learning: A Synthesis of over 800 Meta-Analyses Relating to Achievement John Hattie (2011)

The Art and Science of Teaching Robert Marzano (2007)

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Classrooms That Work: They Can All Read and Write Richard Allington & Patricia Cunningham (2012)

Student Centered Leadership Vivienne Robinson (2011)

The Art and Science of Teaching Marzano (2007)

The Formative Assessment Action Plan: Practical Steps to More Successful Teaching and Learning Fisher & Frey (2011)

Tier: Tier 1

Activity - Instructional Labs	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All second grade teachers will participate in professional development through a job-embedded lab specifically on guided reading and its implementation in the classroom.	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$800	Title II Part A	Learning Coaches Classroom Teachers ELA Consultant

Activity - Professional Learning	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will continue to engage in professional learning around effective lesson design including frequent formative assessments and the implementation of the Learning Target Theory of Action using the Gradual Release Model.	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$0	No Funding Required	Curriculum Consultants Learning Coaches Central Office Staff Principal Classroom Teachers Building Support Staff

Strategy 2:

Instructional Monitoring and Feedback - Principal will monitor implementation of best practices in reading instruction and provide quality feedback to teachers in order to improve core instruction.

Category: English/Language Arts

Research Cited: Visible Learning: A Synthesis of over 800 Meta-Analyses Relating to Achievement John Hattie (2011)

Learning Targets: Helping Students Aim for Understanding in Today's Lesson Moss & Brookhart (2012)

School Leadership That Works: From Research To Results Marzano & McNulty (2005)

Student Centered Leadership Vivienne Robinson (2011)

Collaborative Inquiry for Educators: A Facilitator's Guide to School Improvement Jenni Donohoo (2013)

Tier: Tier 1

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Activity - Principal Professional Learning	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Principal will engage in professional learning alongside their teachers, colleagues, and Central Office Staff to build common language and understanding in order to provide feedback to teachers to improve the quality of instruction. Principals will also participate in Principal Labs facilitated by CIA staff to ensure horizontal alignments across buildings. These labs will focus on supporting teachers in our lesson design model and differentiation, teacher evaluation and school improvement.	Professional Learning	Tier 1	Implement	08/08/2018	06/14/2019	\$0	No Funding Required	District Central Office Learning Coaches Building Administrators
Activity - Walkthroughs	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Principal will continue to utilize classroom walkthroughs to provide feedback using the SBI model on the quality of classroom core instruction.	Professional Learning	Tier 1	Monitor	09/04/2018	06/14/2019	\$0	No Funding Required	Principal All K-5 Classroom Teachers

Measurable Objective 2:

70% of Black or African-American, Bottom 30%, Economically Disadvantaged, Hispanic or Latino, Students with Disabilities and English Learners students will increase student growth in meeting their projected growth targets in reading proficiency in English Language Arts by 06/15/2018 as measured by the NWEA..

Strategy 1:

Targeted Instruction - Reading - Teachers will identify students not making adequate progress as determined by the DRA and NWEA and intervention will be provided both individually and in small groups.

Category: English/Language Arts

Research Cited: Classrooms That Work: They can all read and write Allington & Cunningham (2012)

What Really Matters for Struggling Readers Allington (2011)

The Art and Science of Teaching Marzano (2007)

Visible Learning: A Synthesis of over 800 Meta-Analyses Reading to Achievement Hattie (2011)

Tier: Tier 2

Activity - Reading Intervention	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
K-3 grade students not making adequate progress will participate in an intervention program with identified reading interventionists to improve student progress in reading.	Academic Support Program, Direct Instruction	Tier 2		09/04/2018	06/14/2019	\$17000	Title I Part A	Reading Interventionists Classroom Teachers Principal

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Activity - ESL Classroom Assistants	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
ESL classroom assistant will work with ESL students in either one-on-one, small group or push-in learning opportunities to support students acquisition of the English language and its academic application in the school setting.	Academic Support Program	Tier 2	Implement	09/04/2018	06/14/2019	\$8000	Title I Part A	ESL Classroom Assistants ESL Consultant Central Office Staff Principal

Goal 4: All students at Haviland Elementary will be engaged in their education and confident in their ability to be successful.

Measurable Objective 1:

demonstrate a behavior of engagement in school through greater school attendance, fewer behavior infractions, and more students with passing grades by 06/14/2019 as measured by perception surveys, attendance records, discipline data, and report card grades.

Strategy 1:

Culture and Climate - Teachers and administrators will participate in professional learning and implement processes surrounding improving the culture and climate of our building.

Category: School Culture

Research Cited: The Speed of Trust Covey (2008)

School Leadership that Works: From Research to Results Marzano & McNulty (2005)

Visible Learning: A Synthesis of over 800 Meta-Analyses Relating to Achievement John Hattie (2011)

Tier: Tier 1

Activity - The Leader in Me	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Staff, students, and parents will continue to participate in training and implementation of The Leader in Me process.	Behavioral Support Program	Tier 1	Monitor	09/04/2018	06/14/2019	\$0	No Funding Required	Principal All Building Staff Students Parents

Activity - Behavior Supports	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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School Social Workers will assist students in understanding cause/effect behavior and making good choices which allow them to stay in class and participate effectively.	Behavioral Support Program	Tier 1	Implement	09/04/2018	06/14/2019	\$30000	Section 31a	School Social Worker Principal All K-5 Classroom Teachers Building Support Staff Students Parents
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Activity - Newcomer Family Liason	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provides language support to newcomers and their families, communicate effectively with teachers, administrators, office staff and counselors. Coordinates meetings, information sessions and special events specific to newcomer students. Provides English practice opportunities to assist newcomers acquiring the English language.	Academic Support Program, Communication, Parent Involvement	Tier 3	Implement	07/01/2018	06/14/2019	\$3000	Title III	Newcomer Family Liaison ESL Language Consultant Central Office Staff Principal

Activity - Restorative Practices	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Principal and key identified building personnel will be trained in Restorative Practices so that these practices can be established and utilized in the classroom and offices.	Professional Learning	Tier 1	Implement	08/01/2018	06/28/2019	\$1500	Title IV Part A	District Central Office Staff Principals Social Workers Classroom Teachers

Activity - Bully Prevention Task Force	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
A group of district social workers and psychologists will convene to evaluate the school district's current bully prevention practices and resources. The group will research best practices for bully prevention and make recommendations for adjustments and revisions as necessary.	Behavioral Support Program	Tier 1	Implement	07/02/2018	06/14/2019	\$1500	Title IV Part A	District Central Office Staff District Social Workers District Psychologists

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Strategy 2:

Parent Involvement - This strategy will be utilized to involve parents in the education of their children and share and partner with them to help ensure their students are well supported in their home environment for school success.

Category: School Culture

Research Cited: Joyce Epstein's Model for Parent Involvement: Framework for Six Types of Involvement

Tier: Tier 1

Activity - Parent Engagement	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Flexible meeting times and varied activities will be offered and designed to support and encourage the involvement of all parents (Curriculum Night, Meet and Greet, PTA meetings, Parent/Teacher conferences).	Parent Involvement	Tier 1	Implement	06/29/2018	06/14/2019	\$0	No Funding Required	Principal K-5 Classroom Teachers Building Support Staff Central Office Staff

Activity - Parent Workshops/Lending Library	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Staffing and supplies will be provided for parent education. Parent workshops will focus on educating parents of Title 1 eligible students. This will allow Title 1 staff to meet with Title 1 eligible families 1 to 3 times per year in order to: provide timely information about Title 1 programming, discuss student progress, and elicit feedback from families to review and improve Title 1 programming. The materials and resources will be used to teach parents how to help their children with their school work. Staff will use these workshops to demonstrate to parents how to successfully use resources and equipment available such as; Dreambox, RAZ, academic games, reading strategies, writing strategies and iPad apps to improve their children's skills in reading, writing and math.	Parent Involvement	Tier 2	Implement	09/04/2018	06/14/2019	\$100	Title II Part A	Principal Title 1 Reading Interventionist Classroom teachers Resource room teachers

Activity - Title 1 Coordinator	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The district will provide a staff member responsible to oversee the district's Title 1 program assist and provide professional learning opportunities for Title 1 funded staff.	Academic Support Program	Tier 2	Implement	07/02/2018	06/14/2019	\$7000	Title I Part A	Central Office Staff Title 1 Coordinator

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Activity - Homeless Services	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The district will provide necessary supplies and services to homeless students, including assistance with transportation above and beyond what the district provides to transport homeless students to and from Title 1 activities as well as to and from school of origin.	Academic Support Program	Tier 3	Implement	09/04/2018	06/14/2019	\$800	Title I Part A	Title 1 Coordinator Principal

Activity - Title III Parent Workshops	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The district will provide staffing and supplies for parent education. These parent workshops will focus on educating parents of Title III eligible students. This will allow district staff to meet with Title III eligible families 1-3 times per year in order to: provide timely information about Title III programming, discuss student progress, and elicit feedback from families to review and improve Title III programming. The materials and resources will be used to teach parents how to help their children with their school work.	Parent Involvement	Tier 2	Implement	09/04/2018	06/14/2019	\$50	Title III	District ESL Consultant ESL Staff Central Office Staff

Strategy 3:

Attendance - Attendance will be monitored daily at the building level. Students who reach 5 absences will receive a parent contact from the office, at 7 absences a letter is send home from the principal and at 10 absences the district Truancy Officer meets with the parents/guardians of the student. At 20 absences, the student is referred to the Oakland County Court System.

Category: School Culture

Tier: Tier 2

Activity - Attendance Monitoring	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Building staff members will monitor student attendance. Contacts will be made at 5 and 7 absences. A referral to the district Truancy Officer will occur at 10.	Policy and Process	Tier 3	Implement	09/04/2018	06/14/2019	\$0	No Funding Required	Office Manager Principal Social Worker Teachers

Activity - Truancy Officer	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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At 10 student absences, the truancy officer meets with parents/guardians. At 20 absences, the Truancy Officer makes a referral to the Oakland County court system.	Policy and Process	Tier 3	Implement	09/04/2018	06/14/2019	\$5000	Section 31a	Principal Social Worker District Truancy Officer
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Activity Summary by Funding Source

Below is a breakdown of your activities by funding source

No Funding Required

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Professional Learning	Teachers will continue to engage in professional learning around effective lesson design including frequent formative assessments and the implementation of the Learning Target Theory of Action using the Gradual Release Model.	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$0	Curriculum Consultants Learning Coaches Central Office Staff Principal Classroom Teachers Building Support Staff
Walkthroughs	Principal will continue to utilize classroom walkthroughs to provide feedback using the SBI model on the quality of classroom core instruction.	Professional Learning	Tier 1	Monitor	09/04/2018	06/14/2019	\$0	Principal All K-5 Classroom Teachers
Close Reading Protocol	Teachers will continue to use our close reading protocol to deepen understanding of text, promote writing by stating a claim, backed by evidence and reasoning.	Direct Instruction	Tier 1	Implement	09/04/2018	06/14/2019	\$0	Classroom Teachers Building Support Staff Principal
Attendance Monitoring	Building staff members will monitor student attendance. Contacts will be made at 5 and 7 absences. A referral to the district Truancy Officer will occur at 10.	Policy and Process	Tier 3	Implement	09/04/2018	06/14/2019	\$0	Office Manager Principal Social Worker Teachers
Professional Learning	Teachers will continue to engage in professional learning around effective lesson design including frequent formative assessments, differentiation and the implementation of Learning Target Theory of Action using the Gradual Release Model.	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$0	Curriculum Consultants Learning Coaches Central Office Staff Principal Classroom Teachers

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Principal Professional Learning	Principals will engage in professional learning alongside their teachers, colleagues, and Central Office Staff to build common language and understanding in order to provide feedback to teachers to improve the quality of instruction. Principals will also participate in Principal Labs facilitated by CIA staff to ensure horizontal alignment across buildings. These labs will focus on supporting teachers in our lesson design model and differentiation, teacher evaluation and school improvement.	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$0	Central Office Staff Learning Coaches Curriculum Consultants Principal
Principal Professional Learning	Principal will engage in professional learning alongside their teachers, colleagues, and Central Office Staff to build common language and understanding in order to provide feedback to teachers to improve the quality of instruction. Principals will also participate in Principal Labs facilitated by CIA staff to ensure horizontal alignments across buildings. These labs will focus on supporting teachers in our lesson design model and differentiation, teacher evaluation and school improvement.	Professional Learning	Tier 1	Implement	08/08/2018	06/14/2019	\$0	District Central Office Learning Coaches Building Administrators
Parent Engagement	Flexible meeting times and varied activities will be offered and designed to support and encourage the involvement of all parents (Curriculum Night, Meet and Greet, PTA meetings, Parent/Teacher conferences).	Parent Involvement	Tier 1	Implement	06/29/2018	06/14/2019	\$0	Principal K-5 Classroom Teachers Building Support Staff Central Office Staff
The Leader in Me	Staff, students, and parents will continue to participate in training and implementation of The Leader in Me process.	Behavioral Support Program	Tier 1	Monitor	09/04/2018	06/14/2019	\$0	Principal All Building Staff Students Parents
Principal Professional Learning	Principal will engage in district professional learning opportunities alongside their teachers, colleagues, and Central Office Staff to build common language and understanding in order to provide feedback to teachers to ensure quality instruction. Principals will also participate in Principal labs facilitated by Central Office Staff to ensure horizontal alignment across buildings. These labs will focus on supporting teachers in our lesson design model and differentiation, teacher evaluation and school improvement.	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$0	Central Office Staff Learning Coaches Curriculum Consultants Principals
Walkthroughs	Principal will continue to utilize classroom walkthroughs to provide feedback using the SBI model on the quality of classroom core instruction.	Professional Learning	Tier 1	Monitor	09/04/2018	06/14/2019	\$0	Principal Classroom Teachers

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Intervention	Teachers will identify students not making adequate progress as determined by NWEA, unit tests, and formative assessment. These students will receive targeted interventions provided both individually and in a small group setting.	Academic Support Program, Direct Instruction	Tier 2	Monitor	09/04/2018	06/14/2019	\$0	Classroom teachers Principal Building Support Team
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Title III

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Title III Parent Workshops	The district will provide staffing and supplies for parent education. These parent workshops will focus on educating parents of Title III eligible students. This will allow district staff to meet with Title III eligible families 1-3 times per year in order to: provide timely information about Title III programming, discuss student progress, and elicit feedback from families to review and improve Title III programming. The materials and resources will be used to teach parents how to help their children with their school work.	Parent Involvement	Tier 2	Implement	09/04/2018	06/14/2019	\$50	District ESL Consultant ESL Staff Central Office Staff
Newcomer Family Liason	Provides language support to newcomers and their families, communicate effectively with teachers, administrators, office staff and counselors. Coordinates meetings, information sessions and special events specific to newcomer students. Provides English practice opportunities to assist newcomers acquiring the English language.	Academic Support Program, Communication, Parent Involvement	Tier 3	Implement	07/01/2018	06/14/2019	\$3000	Newcomer Family Liaison ESL Language Consultant Central Office Staff Principal
WIDA Training	Teachers will participate in professional development around utilizing student WIDA scores to design and implement instruction appropriate to EL students needs.	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$700	ELL Consultant Classroom Teachers

Section 31a

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Truancy Officer	At 10 student absences, the truancy officer meets with parents/guardians. At 20 absences, the Truancy Officer makes a referral to the Oakland County court system.	Policy and Process	Tier 3	Implement	09/04/2018	06/14/2019	\$5000	Principal Social Worker District Truancy Officer

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Small Group Intervention	Struggling K-3 elementary students will participate in small group or one-on-one interventions.	Academic Support Program	Tier 2	Implement	09/04/2018	06/14/2019	\$17000	Literacy Interventionist Classroom teachers Principal
Behavior Supports	School Social Workers will assist students in understanding cause/effect behavior and making good choices which allow them to stay in class and participate effectively.	Behavioral Support Program	Tier 1	Implement	09/04/2018	06/14/2019	\$30000	School Social Worker Principal All K-5 Classroom Teachers Building Support Staff Students Parents

General Fund

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Professional Learning	Teachers will continue to engage in professional learning around effective lesson design including frequent formative assessments, differentiation and the implementation of the Learning Target Theory of Action using the Gradual Release Model.	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$0	Curriculum Consultants Learning Coaches Central Office Administrators Principal Classroom Teachers Building Support Staff
Daily Routine	All teachers will continue to consistently implement the "daily routine" into core math instruction to deepen understanding of mathematical concepts.	Direct Instruction	Tier 1	Implement	09/04/2018	06/14/2019	\$0	Classroom teachers Principal Building Support Staff

Title IV Part A

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Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Bully Prevention Task Force	A group of district social workers and psychologists will convene to evaluate the school district's current bully prevention practices and resources. The group will research best practices for bully prevention and make recommendations for adjustments and revisions as necessary.	Behavioral Support Program	Tier 1	Implement	07/02/2018	06/14/2019	\$1500	District Central Office Staff District Social Workers District Psychologists
Restorative Practices	Principal and key identified building personnel will be trained in Restorative Practices so that these practices can be established and utilized in the classroom and offices.	Professional Learning	Tier 1	Implement	08/01/2018	06/28/2019	\$1500	District Central Office Staff Principals Social Workers Classroom Teachers

Title I Part A

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Title 1 Coordinator	The district will provide a staff member responsible to oversee the district's Title 1 program assist and provide professional learning opportunities for Title 1 funded staff.	Academic Support Program	Tier 2	Implement	07/02/2018	06/14/2019	\$7000	Central Office Staff Title 1 Coordinator
ESL Classroom Assistants	ESL classroom assistant will work with ESL students in either one-on-one, small group or push-in learning opportunities to support students acquisition of the English language and its academic application in the school setting.	Academic Support Program	Tier 2	Implement	09/04/2018	06/14/2019	\$8000	ESL Classroom Assistants ESL Consultant Central Office Staff Principal
Dreambox Math	Students who are eligible for math services will be provided with intervention using Dreambox math to improve their conceptual understanding.	Academic Support Program, Technology	Tier 2	Monitor	09/04/2018	06/14/2019	\$1500	K-5 Classroom Teachers Principal Classroom Assistants

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Reading Intervention	K-3 grade students not making adequate progress will participate in an intervention program with identified reading interventionists to improve student progress in reading.	Academic Support Program, Direct Instruction	Tier 2		09/04/2018	06/14/2019	\$17000	Reading Interventionists Classroom Teachers Principal
Homeless Services	The district will provide necessary supplies and services to homeless students, including assistance with transportation above and beyond what the district provides to transport homeless students to and from Title 1 activities as well as to and from school of origin.	Academic Support Program	Tier 3	Implement	09/04/2018	06/14/2019	\$800	Title 1 Coordinator Principal

Title II Part A

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Learning Coaches	Learning Coaches will provide support in instructional growth related to building specific needs through small group and staff meeting experiences.	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$20000	Curriculum Department Personnel Learning Coaches Classroom Teachers Principal
Learning Coaches	Learning Coaches will provide support in instructional growth for teachers through student-centered learning labs, small group and one-on-one job embedded professional learning.	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$20000	Central Office Staff Instructional Coaches Principal Classroom Teachers
Fourth and Fifth Grade Specific Professional Learning	Fourth and Fifth grade teachers will be released from their classrooms for professional learning specific to their grade levels. Teachers will spend time digging deeper into math structure, content and models for multiplication and division. Additional support from the math consultant will be provided during building visits and joint observations with building administration.	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$1500	CIA Math Consultant Instructional Coaches CIA Director Principal Classroom teachers

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Parent Workshops/Lending Library	Staffing and supplies will be provided for parent education. Parent workshops will focus on educating parents of Title 1 eligible students. This will allow Title 1 staff to meet with Title 1 eligible families 1 to 3 times per year in order to: provide timely information about Title 1 programming, discuss student progress, and elicit feedback from families to review and improve Title 1 programming. The materials and resources will be used to teach parents how to help their children with their school work. Staff will use these workshops to demonstrate to parents how to successfully use resources and equipment available such as; Dreambox, RAZ, academic games, reading strategies, writing strategies and iPad apps to improve their children's skills in reading, writing and math.	Parent Involvement	Tier 2	Implement	09/04/2018	06/14/2019	\$100	Principal Title 1 Reading Interventionist Classroom teachers Resource room teachers
Instructional Labs	All second grade teachers will participate in professional development through a job-embedded lab specifically on guided reading and its implementation in the classroom.	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$800	Learning Coaches Classroom Teachers ELA Consultant
Instructional Labs	Teachers will have the opportunity to participate in instructional labs centered on refining their practice around the Gradual Release Model of Lesson Design , specific to reading and writing. Kindergarten and first grade teachers will participate in an interactive writing lab, Third grade teachers will participate in our Peer to Peer learning series focused on writing within the curriculum.	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$500	Learning Coaches ELA Consultant Classroom teachers Principal