

2018-2019 District Improvement Plan

Waterford School District

Mr. Keith Wunderlich, Superintendent
501 North Cass
Waterford, MI 48328

TABLE OF CONTENTS

Overview.....	1
Goals Summary.....	2
Goal 1: All students in the Waterford School District will become proficient in mathematics.....	3
Goal 2: All students in the Waterford School District will become proficient writers.....	7
Goal 3: All students in the Waterford School District will be engaged in their education and confident in their ability to be successful.....	11
Goal 4: All students in the Waterford School District will become proficient readers.....	15
Activity Summary by Funding Source.....	20
Activity Summary by School.....	30

Overview

Plan Name

2018-2019 District 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 in the Waterford School District will become proficient in mathematics.	Objectives: 2 Strategies: 3 Activities: 12	Academic	\$1054600
2	All students in the Waterford School District will become proficient writers.	Objectives: 2 Strategies: 3 Activities: 9	Academic	\$2058000
3	All students in the Waterford School District will be engaged in their education and confident in their ability to be successful.	Objectives: 1 Strategies: 2 Activities: 11	Organizational	\$1183200
4	All students in the Waterford School District will become proficient readers.	Objectives: 2 Strategies: 3 Activities: 11	Academic	\$2171500

Goal 1: All students in the Waterford School District will become proficient in mathematics.

Measurable Objective 1:

70% of Kindergarten, First, Second, Third, Fourth, Fifth, Sixth, Seventh, Eighth, Ninth and Tenth grade Black or African-American, Bottom 30%, Economically Disadvantaged, Hispanic or Latino, Students with Disabilities and English Learners students will increase student growth by meeting their projected growth targets in Mathematics by 06/14/2019 as measured by NWEA..

Strategy 1:

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

Category: Mathematics

Research Cited: Hattie, J.(2011) Visible Learning for Teachers: Maximizing Impact on Learning. New York, NY:Routledge.

Schmoker, M. (2011) Focus: Elevating the Essentials to Radically Improve Student Learning. Alexandria, VA:ASCD

Van de Walle, J. (2011) Teaching Student Centered Mathematics. New York, NY: Pearson

Tier: Tier 2

Activity - Math Lab	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Secondary students not meeting math proficiency standards will participate in a math lab with a focus on remediation and basic math skills based on individual needs.</p> <p>Schools: Waterford-Kettering High School, Pierce Middle School, Waterford Durant High School, Mason Middle School, Waterford Mott High School</p>	Academic Support Program	Tier 2	Monitor	09/04/2018	06/14/2019	\$580000	Section 31a	Math Lab Teacher Math Lab Assistants Building Administration
Activity - Academic Center	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>High School students not meeting math proficiency standards will participate in an academic center with a focus on remediating math skills, and supporting new learning.</p> <p>Schools: Waterford-Kettering High School, Waterford Mott High School</p>	Academic Support Program	Tier 2	Monitor	09/04/2018	06/14/2019	\$0	No Funding Required	Building Administration Academic Center Mentors
Activity - Dreambox Math	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

2018-2019 District Improvement Plan

Waterford School District

Students in Title I buildings who are eligible for math services will be provided with intervention using Dreambox math to improve their conceptual understanding. Schools: Cooley Elementary School, Beaumont Elementary School, Riverside Elementary School, Grayson Elementary, Knudsen Elementary School, Donelson Hills Elementary School, Houghton Elementary School, Haviland Elementary School, Schoolcraft Elementary School	Academic Support Program, Technology	Tier 2	Monitor	09/04/2018	06/14/2019	\$14000	Title I Part A	Classroom Teachers Building Principals Classroom Assistants
--	--------------------------------------	--------	---------	------------	------------	---------	----------------	---

Activity - Edgenuity Learning	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students at the secondary level who are not meeting proficiency standards in math will use Edgenuity on a computer with teacher assistance for individualized instruction and development on areas of weakness as defined by NWEA. Schools: Waterford-Kettering High School, Pierce Middle School, Waterford Durant High School, Mason Middle School, Waterford Mott High School	Academic Support Program, Technology	Tier 2	Monitor	09/04/2018	06/14/2019	\$39000	Section 31a	Classroom teachers and classroom assistants.

Measurable Objective 2:

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

Strategy 1:

Core Classroom Instruction - Gradual Release - 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 for all classes.

Category: Learning Support Systems

Research Cited: Marzano, R.(2007) The Art and Science of Teaching. Alexandria, VA: ASCD

Hattie, J. (2011) Visible Learning: A Synthesis of over 800 Meta-Analyses Relating to Achievement. New York, NY: Routledge

Moss, M., Brookhart, S. (2012) Learning Targets: Helping Students Aim For Understanding in Today's Lesson, Alexandria, VA: ASCD

Frey, N., Fisher, D. (2011) The Formative Assessment Action Plan: Practical Steps to More Successful Teaching and Learning, Alexandria, VA: ASCD

Tier: Tier 1

Activity - Professional Learning	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
----------------------------------	---------------	------	-------	------------	----------	-------------------	-------------------	-------------------

2018-2019 District Improvement Plan

Waterford School District

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. Schools: All Schools	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$0	No Funding Required	Curriculum Consultants Learning Coaches Central Office Administrators Building Administrators Classroom Teachers
--	-----------------------	--------	-----------	------------	------------	-----	---------------------	--

Activity - CIA/Secondary Building Partnership	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Secondary buildings throughout the district will together design professional learning for all secondary teachers specific to focused instruction from our lesson design Gradual Release model. Co-constructed professional development will be implemented at the building level by leaders during staff meeting/PLC time once a month. Schools: Children's Village School, Waterford-Kettering High School, Pierce Middle School, Waterford Durant High School, Mason Middle School, Waterford Mott High School	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$0	No Funding Required	Secondary Building Administrators Curriculum, Instruction and Assessment Staff Central Office Administration

Activity - Elementary Specific Professional Learning	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will be released from their classroom for professional learning specific to their grade level. Fourth and Fifth grade teachers will spent time digging deeper into math structure, content and models for multiplication and division. Schools: Cooley Elementary School, Beaumont Elementary School, Riverside Elementary School, Grayson Elementary, Knudsen Elementary School, Donelson Hills Elementary School, Houghton Elementary School, Haviland Elementary School, Schoolcraft Elementary School	Professional Learning	Tier 1	Implement	08/24/2018	06/14/2019	\$13000	General Fund, Title II Part A	CIA Math Consultant and Instructional Coach CIA Director Classroom teachers

Activity - High School Specific Professional Learning	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
---	---------------	------	-------	------------	----------	-------------------	-------------------	-------------------

2018-2019 District Improvement Plan

Waterford School District

Teachers of HS courses Algebra I and Geometry will have professional learning surrounding the adoption of our new textbook resources. Teachers will be released from their classrooms to become more familiar with the new resources, discuss math structure as well as mathematics models. Schools: Waterford-Kettering High School, Pierce Middle School, Waterford Durant High School, Mason Middle School, Waterford Mott High School	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$120000	General Fund	CIA Math Consultant and Instructional Coach CIA Director Classroom Teachers
--	-----------------------	--------	-----------	------------	------------	----------	--------------	---

Activity - Middle School Specific Professional Learning	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Sixth grade teachers will participate in professional learning to support the needs of the incoming students to their classrooms. Data will be reviewed and teachers will learn more about math structure, content and models relative to the data needs. Schools: Pierce Middle School, Mason Middle School	Professional Learning	Tier 1	Implement	08/22/2018	06/14/2019	\$3600	General Fund	CIA Math Consultant and Instructional Coach CIA Director Classroom Teachers

Strategy 2:

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

Category: Mathematics

Research Cited: Marzano, R. (2007) The Art and Science of Teaching, Alexandria, VA: ASCD

Schmoker, M. (2011) Focus: Elevating the Essentials To Radically Improve Student Learning, Alexandria, VA: ASCD

Hattie, J. (2011) Visible Learning: A Synthesis of over 800 Meta-Analyses Relating to Achievement. New York, NY: Routledge

Robinson, V., (2011) Student Centered Leadership, San Francisco, CA: Jossey-Bass

Tier: Tier 1

Activity - Administrator Partnerships	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Central office instructional administrators will observe classroom teachers alongside building administrators and provide feedback to building administrators on the quality and accuracy of the feedback provided to the classroom teacher. Schools: Children's Village School, Waterford-Kettering High School, Pierce Middle School, Waterford Durant High School, Mason Middle School, Waterford Mott High School	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$0	No Funding Required	Central Office Staff Secondary Building Administrators

2018-2019 District Improvement Plan

Waterford School District

Activity - Administrator Professional Learning	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Principals will engage in district professional learning opportunities alongside their teachers, colleagues, and CIA 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. Schools: All Schools	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$0	No Funding Required	Central Office Learning Coaches Curriculum Consultants Building Administrators
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. Schools: All Schools	Professional Learning	Tier 2	Implement	09/04/2018	06/14/2019	\$285000	Title II Part A	Central Office Staff Instructional Coaches Building Administrators Classroom Teachers

Goal 2: All students in the Waterford School District will become proficient writers.

Measurable Objective 1:

70% of Third, Fourth, Fifth, Sixth, Seventh, Eighth, Ninth and Tenth grade 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 - Students not demonstrating sufficient growth based on the district writing prompts will participate in interventions either within the classroom or in small group instruction.

Category: English/Language Arts

Research Cited: Calkins, L. (2010) The Nuts and Bolts of Teaching Writing. Portsmouth, NH: Heinemann.

Marzano, R.(2007) The Art and Science of Teaching. Alexandria, VA: ASCD

Tier: Tier 1

2018-2019 District Improvement Plan

Waterford School District

Activity - Small Group Intervention	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Struggling K-3 elementary students will participate in small group or one-on-one interventions.</p> <p>Schools: Cooley Elementary School, Beaumont Elementary School, Riverside Elementary School, Grayson Elementary, Knudsen Elementary School, Donelson Hills Elementary School, Houghton Elementary School, Haviland Elementary School, Schoolcraft Elementary School</p>	Academic Support Program	Tier 2	Implement	09/04/2018	06/14/2019	\$1560000	Section 31a, Title I Part A	Literacy Interventionists Classroom Teachers Building Administrators
Activity - Reading/Writing Labs	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Struggling secondary school students will participate in a reading/writing lab in addition to their normal instruction. This time will be above and beyond the general curriculum and teachers and assistants will work with these students to remediate and address their individual needs.</p> <p>Schools: Waterford-Kettering High School, Pierce Middle School, Waterford Durant High School, Mason Middle School, Waterford Mott High School</p>	Academic Support Program	Tier 2	Implement	09/04/2018	06/14/2019	\$460000	Section 31a	Classroom teachers and assistants.
Activity - Academic Center	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>High School students struggling with writing will participate in an academic center, or support period with a focus on writing strategies and remediation.</p> <p>Schools: Waterford-Kettering High School, Waterford Mott High School</p>	Academic Support Program	Tier 1	Implement	09/04/2018	06/14/2019	\$0	No Funding Required	Building Administrators Academic Center Mentors
Activity - ELL Extended Day	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>ELL students from our high population buildings who score at the lowest levels on the WIDA will participate in an extended day program. Funding is based on teaching staff, transportation and supplies.</p> <p>Schools: Riverside Elementary School, Grayson Elementary, Knudsen Elementary School, Donelson Hills Elementary School, Mason Middle School</p>	Academic Support Program	Tier 2	Implement	10/01/2018	05/31/2019	\$20000	Title III	ELL Coordinator Extended Day Teaching Staff

2018-2019 District Improvement Plan

Waterford School District

Measurable Objective 2:

75% of All 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:

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

Category: English/Language Arts

Research Cited: Marzano, R. (2007) The Art and Science of Teaching, Alexandria, VA: ASCD

Hattie, J. (2011) Visible Learning: A Synthesis of over 800 Meta-Analyses Relating to Achievement. New York, NY: Routledge

Moss, M., Brookhart, S. (2012) Learning Targets: Helping Students Aims For Understanding in Today's Lesson, Alexandria, VA: ASCD

Frey, N., Fisher, D. (2011) The Formative Assessment Action Plan: Practical Steps to More Successful Teaching and Learning, Alexandria, VA: ASCD

Tier: Tier 1

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. Secondary ELA teachers will participate in a series of labs focused on gradual release and differentiation within reading and writing. Schools: All Schools	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$8000	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, differentiation and the implementation of Learning Target Theory of Action using the Gradual Release Model. Schools: All Schools	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$0	No Funding Required	Curriculum Consultants Learning Coaches Central Office Administrators Building Administrators Classroom Teachers

2018-2019 District Improvement Plan

Waterford School District

Activity - SIOP/WIDA Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will participate in the systematic training of staff working with ELL populations on SIOP strategies in the classroom. Teachers will also participate in professional development around utilizing student WIDA scores to design and implement instruction appropriate to EL students needs. Schools: All Schools	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$10000	Title III	ELL Consultant Classroom Teachers

Strategy 2:

Instructional Monitoring and Feedback - Principals 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.

Category: Learning Support Systems

Research Cited: Marzano, R.(2007) The Art and Science of Teaching. Alexandria, VA: ASCD

Hattie, J. (2011) Visible Learning: A Synthesis of over 800 Meta-Analyses Relating to Achievement. New York, NY: Routledge

Moss, C., Brookhart, S., (2012) Learning Targets: Helping Students Aim for Understanding in Today's Lesson. Alexandria, Virginia: ASCD.

Robinson, V., (2011) Student Centered Leadership. San Francisco, CA: Jossey-Bass.

Tier: Tier 1

Activity - Administrator Professional Learning	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Principals will engage in district professional learning opportunities alongside their teachers, colleagues, and CIA 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. Schools: All Schools	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$0	No Funding Required	Central Staff Central Office Learning Coaches Curriculum Consultants Building Administrators

Activity - Administrator Partnerships	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
---------------------------------------	---------------	------	-------	------------	----------	-------------------	-------------------	-------------------

2018-2019 District Improvement Plan

Waterford School District

Central office instructional administrators will observe classroom teachers alongside building administrators and provide feedback to building administrators on the quality and accuracy of the feedback provided to the classroom teacher. Schools: Children's Village School, Waterford-Kettering High School, Pierce Middle School, Waterford Durant High School, Mason Middle School, Waterford Mott High School	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$0	No Funding Required	Central Office Staff Building Administrators
--	-----------------------	--------	-----------	------------	------------	-----	---------------------	--

Goal 3: All students in the Waterford School District 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 passing courses by 06/14/2019 as measured by perception surveys, attendance records, discipline data and grade reports.

Strategy 1:

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

Category:

Research Cited: Covey, S. (2008) The Speed of Trust. New York, NY: CoveyLink

Marzano, R. and McNulty, B. (2005) School Leadership that Works: From Research to Results. Alexandria, VA: ASCD

Hattie, J. (2011) Visible Learning: A Synthesis of over 800 Meta-Analyses Relating to Achievement. New York, NY: Routledge

Tier: Tier 1

Activity - Behavior Supports	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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. Schools: Cooley Elementary School, Beaumont Elementary School, Riverside Elementary School, Grayson Elementary, Knudsen Elementary School, Donelson Hills Elementary School, Houghton Elementary School, Haviland Elementary School, Schoolcraft Elementary School	Behavioral Support Program	Tier 1	Implement	09/04/2018	06/14/2019	\$475000	Section 31a	School Social Workers Building Administrators Classroom Teachers Students Parents

2018-2019 District Improvement Plan

Waterford School District

Activity - Behavior Intervention	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Utilizing MTSS a behavior specialist and two paraprofessionals will support students demonstrating significant at-risk social behaviors that impede a students academic progress. These staff members support building student support teams in creating behavior plans, parent/staff communication, and supports for classroom teachers. Schools: All Schools	Behavioral Support Program	Tier 2	Implement	09/04/2018	06/14/2019	\$165000	Section 31a	Behavior Specialist, Paraprofessionals, Classroom Teachers, Building Administrators
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. Schools: All Schools	Parent Involvement, Academic Support Program, Communication	Tier 3	Implement	07/01/2018	06/30/2019	\$31000	Title III	Newcomer family liaison, ESL consultant, Central office administration, Building administration
Activity - Intervention Counselor	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Intervention Counselors focus on the most at-risk students in the building providing intervention (whether academic or behavioral) to ensure students engagement and success in school. Schools: Waterford-Kettering High School, Pierce Middle School, Mason Middle School, Waterford Mott High School	Academic Support Program, Behavioral Support Program	Tier 2	Implement	09/04/2018	06/14/2019	\$400000	Section 31a	Intervention Counselors, Building Administrators, Central Office staff
Activity - Restorative Practices	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

2018-2019 District Improvement Plan

Waterford School District

District Administrators and key identified building personnel, will be trained in Restorative Practices so that these practices can be established and utilized in the classroom, offices and community throughout the district. Schools: All Schools	Professional Learning	Tier 1	Implement	08/01/2018	06/28/2019	\$20000	Title IV Part A	District Central Office Staff Building Administrators 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 districts current bully prevention practices and resources. The group will research best practices for bully prevention and make recommendations for adjustments and revisions as necessary. Schools: All Schools	Behavioral Support Program	Tier 1	Implement	07/02/2018	06/14/2019	\$20000	Title IV Part A	District Central Office Staff District Social Workers and Psychologists

Strategy 2:

Parent Engagement - 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: Other - Parent Education and Involvement

Research Cited: Joyce Epstein's Model for Parent Involvement: Framework of 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
The district will offer flexible meeting times and varied activities designed to support and encourage the involvement of all parents (Annual Curriculum Night, Annual Meet and Greet, PTA meetings, Conferences, etc.) Schools: All Schools	Parent Involvement	Tier 1	Implement	08/29/2018	06/14/2019	\$0	No Funding Required	Central office administrators, building administrators, and classroom teachers.

Activity - Title I Parent Workshops/Lending Library	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
---	---------------	------	-------	------------	----------	-------------------	-------------------	-------------------

2018-2019 District Improvement Plan

Waterford School District

<p>The district will provide staffing and supplies for parent education. These parent workshops will focus on education parents of Title I eligible students. This will allow Title I staff to meet with Title I eligible families 1 to 3 times per year in order to: provide timely informations about Title 1 programming, discuss student progress, and elicit feedback from families to review and improve Title I 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, RazReaders, academic games, reading strategies, writing strategies and iPad apps to improve their children's skills in reading, writing and math.</p> <p>Schools: Cooley Elementary School, Beaumont Elementary School, Riverside Elementary School, Grayson Elementary, Knudsen Elementary School, Donelson Hills Elementary School, Houghton Elementary School, Haviland Elementary School, Schoolcraft Elementary School</p>	Parent Involvement	Tier 2	Implement	09/04/2018	06/14/2019	\$2200	Title I Part A	Central office staff, Title One coordinator, building administrators, classroom teachers
--	--------------------	--------	-----------	------------	------------	--------	----------------	--

Activity - Title 1 Coordinator	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>The district will provide a staff member responsible to oversee the district's Title 1 program as well as assist and provide professional learning opportunities for Title 1 funded staff.</p> <p>Schools: Cooley Elementary School, Beaumont Elementary School, Riverside Elementary School, Grayson Elementary, Knudsen Elementary School, Donelson Hills Elementary School, Houghton Elementary School, Haviland Elementary School, Schoolcraft Elementary School</p>	Academic Support Program	Tier 2	Implement	07/01/2018	06/30/2019	\$65000	Title I Part A	Central Office staff, Title 1 Coordinator

Activity - Homeless Services	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>The district staff 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 I activities as well as to and from school of origin.</p> <p>Schools: Cooley Elementary School, Beaumont Elementary School, Riverside Elementary School, Grayson Elementary, Knudsen Elementary School, Donelson Hills Elementary School, Houghton Elementary School, Haviland Elementary School, Schoolcraft Elementary School</p>	Academic Support Program	Tier 3	Implement	09/04/2018	06/28/2019	\$4000	Title I Part A	Title 1 Coordinator, Building administration

2018-2019 District Improvement Plan

Waterford School District

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 education parents of Title III eligible students. This will allow district staff to meet with Title III eligible families 1 to 3 times per year in order to: provide timely informations 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. Schools: All Schools	Parent Involvement	Tier 2	Implement	07/02/2018	06/28/2019	\$1000	Title III	District ESL Consultant, ESL staff, Central Office Administration

Goal 4: All students in the Waterford School District 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 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: Allington, R. and Cunningham, P. (2012) Classrooms that Work: They can all read and write, 5th Edition. New York, NY: Pearson

Moss, C., Brookhart, S., (2012). LearningTargets: Helping Students Aim Understanding in Today's Lesson. Alexandria, VA. ASCD.

Robinson, V., (2011). Student Centered Leadership. San Francisco, CA., Jossey-Bass.

Allington, R. (2011) What Really Matters for Struggling Readers. New York, NY: Pearson

Marzano, R.(2007) The Art and Science of Teaching. Alexandria, VA: ASCD

Hattie, J. (2011) Visible Learning: A Synthesis of over 800 Meta-Analyses Relating to Achievement. New York, NY: Routledge

Frey, N., Fisher, D. (2011) The Formative Assessment Action Plan: Practical Steps to More Successful Teaching and Learning, Alexandria, VA: ASCD

Tier: Tier 1

Activity - Instructional Labs	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
-------------------------------	---------------	------	-------	------------	----------	-------------------	-------------------	-------------------

2018-2019 District Improvement Plan

Waterford School District

All second grade teachers will participate in professional development through a job-embedded lab specifically on guided reading and its implementation in the classroom. All secondary ELA teachers will participate in professional learning specific to gradual release and differentiation through embedding literacy circles in curriculum. Schools: All Schools	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$7500	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 Learning Target Theory of Action using the Gradual Release Model. Schools: All Schools	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$0	No Funding Required	Curriculum Consultants Learning Coaches Central Office Administrators Classroom Teachers Building Administrators

Activity - SIOP	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will participate in the systematic training of staff working with ELL population on SIOP strategies in the classroom. Schools: All Schools	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$10000	Title III	ELL Consultant Classroom Teachers

Strategy 2:

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

Category: English/Language Arts

Research Cited: Marzano, R. and McNulty, B. (2005) School Leadership that Works: From Research to Results. Alexandria, VA: ASCD

Hattie, J. (2011) Visible Learning: A Synthesis of over 800 Meta-Analyses Relating to Achievement. New York, NY: Routledge

Moss, C., Brookhart, S. (2012). Learning Targets: Helping Students Aim for Understanding in Today's Lesson. Alexandria, VA. ASCD.

Robinson, V., (2011) Student Centered Leadership. San Francisco, CA. Jossey-Bass.

Tier: Tier 1

2018-2019 District Improvement Plan

Waterford School District

Activity - Administrator Professional Learning	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Principals will engage in district professional learning opportunities alongside their teachers, colleagues, and CIA 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. Schools: All Schools	Professional Learning	Tier 1	Implement	08/08/2018	06/28/2019	\$0	No Funding Required	Central Office Staff Learning Coaches Building Administrators
Activity - Administrator Partnerships	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Central office instructional administrators will observe classroom teachers alongside building administrators and provide feedback to buildings administrators on the quality and accuracy of the feedback provided to the classroom teacher. Schools: Children's Village School, Waterford-Kettering High School, Pierce Middle School, Waterford Durant High School, Mason Middle School, Waterford Mott High School	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$0	No Funding Required	Central Office Staff Building Administrators

Measurable Objective 2:

70% of Kindergarten, First, Second, Third, Fourth, Fifth, Sixth, Seventh, Eighth, Ninth and Tenth grade 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 06/14/2019 as measured by NWEA..

Strategy 1:

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

Category: English/Language Arts

Research Cited: Allington, R. and Cunningham, P. (2012) Classrooms that Work: They can all read and write, 5th Edition. New York, NY: Pearson

Allington, R. (2011) What Really Matters for Struggling Readers. New York, NY: Pearson

Marzano, R.(2007) The Art and Science of Teaching. Alexandria, VA: ASCD

Hattie, J. (2011) Visible Learning: A Synthesis of over 800 Meta-Analyses Relating to Achievement. New York, NY: Routledge

Calkins, L. (2010) The Nuts and Bolts of Teaching Writing. Portsmouth, NH: Heinemann.

Tier: Tier 2

2018-2019 District Improvement Plan

Waterford School District

Activity - Reading Intervention	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>K-3 students in a Title I building not making adequate progress will participate in an intervention program with identified reading interventionists to improve student process in reading.</p> <p>Schools: Cooley Elementary School, Beaumont Elementary School, Riverside Elementary School, Grayson Elementary, Knudsen Elementary School, Donelson Hills Elementary School, Houghton Elementary School, Haviland Elementary School, Schoolcraft Elementary School</p>	Direct Instruction	Tier 2	Implement	09/04/2018	06/14/2019	\$1560000	Title I Part A, Section 31a	Interventionists Classroom Teachers Building Administrators
Activity - Reading Lab	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Teachers will identify students at the middle school who are not making adequate progress on standardized testing in reading and place them in a reading lab for support for one period per day. This will be extended support in addition to, not replacing, core instruction in English class.</p> <p>Schools: Pierce Middle School, Mason Middle School</p>	Academic Support Program, Direct Instruction, Technology	Tier 2	Implement	09/04/2018	06/14/2019	\$290000	Section 31a	Reading Lab Interventionist Classroom Teachers Counselors
Activity - AARI	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Teachers at the high school will identify students not making adequate progress in reading and assign them to an AARI class for support.</p> <p>Schools: Waterford-Kettering High School, Waterford Durant High School, Waterford Mott High School</p>	Academic Support Program	Tier 2	Implement	09/04/2018	06/14/2019	\$140000	Section 31a	Classroom Teachers Counselors AARI Teachers Building Administrators
Activity - ELL Extended Day	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>ELL students from our high population buildings who score at the lowest levels on the WIDA will participate in an extended day program. Funding is based on teaching staff, transportation to and from the program and supplies.</p> <p>Schools: Riverside Elementary School, Grayson Elementary, Knudsen Elementary School, Donelson Hills Elementary School, Mason Middle School</p>	Academic Support Program	Tier 2	Implement	10/08/2018	05/24/2019	\$20000	Title III	ELL Coordinator Extended Day Teaching Staff

2018-2019 District Improvement Plan

Waterford School District

Activity - Edgenuity Learning	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Students at the secondary level who are not meeting proficiency standards in ELA will use Edgenuity on a computer with teacher assistance for individualized instruction and development on areas of weakness as defined by NWEA.</p> <p>Schools: Waterford-Kettering High School, Pierce Middle School, Waterford Durant High School, Mason Middle School, Waterford Mott High School</p>	Implementation, Academic Support Program, Technology	Tier 2	Implement	09/04/2018	06/14/2019	\$39000	Section 31a	Classroom teachers and classroom assistants.
Activity - ESL Classroom Assistants	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>ESL classroom assistants 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 applications in the school setting.</p> <p>Schools: All Schools</p>	Academic Support Program	Tier 2	Implement	09/04/2018	06/14/2019	\$105000	Section 31a	ESL classroom assistants, ESL consultant, Central Office Administration, Building Administration

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
High School Specific Professional Learning	Teachers of HS courses Algebra I and Geometry will have professional learning surrounding the adoption of our new textbook resources. Teachers will be released from their classrooms to become more familiar with the new resources, discuss math structure as well as mathematics models.	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$120000	CIA Math Consultant and Instructional Coach CIA Director Classroom Teachers
Middle School Specific Professional Learning	Sixth grade teachers will participate in professional learning to support the needs of the incoming students to their classrooms. Data will be reviewed and teachers will learn more about math structure, content and models relative to the data needs.	Professional Learning	Tier 1	Implement	08/22/2018	06/14/2019	\$3600	CIA Math Consultant and Instructional Coach CIA Director Classroom Teachers
Elementary Specific Professional Learning	Teachers will be released from their classroom for professional learning specific to their grade level. Fourth and Fifth grade teachers will spent time digging deeper into math structure, content and models for multiplication and division.	Professional Learning	Tier 1	Implement	08/24/2018	06/14/2019	\$6500	CIA Math Consultant and Instructional Coach CIA Director Classroom teachers

Section 31a

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

2018-2019 District Improvement Plan

Waterford School District

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	\$475000	School Social Workers Building Administrators Classroom Teachers Students Parents
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	\$260000	Literacy Interventionists Classroom Teachers Building Administrators
Edgenuity Learning	Students at the secondary level who are not meeting proficiency standards in ELA will use Edgenuity on a computer with teacher assistance for individualized instruction and development on areas of weakness as defined by NWEA.	Implementation, Academic Support Program, Technology	Tier 2	Implement	09/04/2018	06/14/2019	\$39000	Classroom teachers and classroom assistants.
ESL Classroom Assistants	ESL classroom assistants 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 applications in the school setting.	Academic Support Program	Tier 2	Implement	09/04/2018	06/14/2019	\$105000	ESL classroom assistants, ESL consultant, Central Office Administration, Building Administration
Behavior Intervention	Utilizing MTSS a behavior specialist and two paraprofessionals will support students demonstrating significant at-risk social behaviors that impede a students academic progress. These staff members support building student support teams in creating behavior plans, parent/staff communication, and supports for classroom teachers.	Behavioral Support Program	Tier 2	Implement	09/04/2018	06/14/2019	\$165000	Behavior Specialist, Paraprofessionals, Classroom Teachers, Building Administrators

2018-2019 District Improvement Plan

Waterford School District

Reading Lab	Teachers will identify students at the middle school who are not making adequate progress on standardized testing in reading and place them in a reading lab for support for one period per day. This will be extended support in addition to, not replacing, core instruction in English class.	Academic Support Program, Direct Instruction, Technology	Tier 2	Implement	09/04/2018	06/14/2019	\$290000	Reading Lab Interventionist Classroom Teachers Counselors
Edgenuity Learning	Students at the secondary level who are not meeting proficiency standards in math will use Edgenuity on a computer with teacher assistance for individualized instruction and development on areas of weakness as defined by NWEA.	Academic Support Program, Technology	Tier 2	Monitor	09/04/2018	06/14/2019	\$39000	Classroom teachers and classroom assistants.
Reading Intervention	K-3 students in a Title I building not making adequate progress will participate in an intervention program with identified reading interventionists to improve student process in reading.	Direct Instruction	Tier 2	Implement	09/04/2018	06/14/2019	\$260000	Interventionists Classroom Teachers Building Administrators
AARI	Teachers at the high school will identify students not making adequate progress in reading and assign them to an AARI class for support.	Academic Support Program	Tier 2	Implement	09/04/2018	06/14/2019	\$140000	Classroom Teachers Counselors AARI Teachers Building Administrators
Reading/Writing Labs	Struggling secondary school students will participate in a reading/writing lab in addition to their normal instruction. This time will be above and beyond the general curriculum and teachers and assistants will work with these students to remediate and address their individual needs.	Academic Support Program	Tier 2	Implement	09/04/2018	06/14/2019	\$460000	Classroom teachers and assistants.
Math Lab	Secondary students not meeting math proficiency standards will participate in a math lab with a focus on remediation and basic math skills based on individual needs.	Academic Support Program	Tier 2	Monitor	09/04/2018	06/14/2019	\$580000	Math Lab Teacher Math Lab Assistants Building Administration
Intervention Counselor	Intervention Counselors focus on the most at-risk students in the building providing intervention (whether academic or behavioral) to ensure students engagement and success in school.	Academic Support Program, Behavioral Support Program	Tier 2	Implement	09/04/2018	06/14/2019	\$400000	Intervention Counselors, Building Administrators, Central Office staff

Title IV Part A

2018-2019 District Improvement Plan

Waterford School District

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Restorative Practices	District Administrators and key identified building personnel, will be trained in Restorative Practices so that these practices can be established and utilized in the classroom, offices and community throughout the district.	Professional Learning	Tier 1	Implement	08/01/2018	06/28/2019	\$20000	District Central Office Staff Building Administrators Social Workers Classroom Teachers
Bully Prevention Task Force	A group of district social workers and psychologists will convene to evaluate the school districts 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	\$20000	District Central Office Staff District Social Workers and Psychologists

Title III

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
SIOP/WIDA Training	Teachers will participate in the systematic training of staff working with ELL populations on SIOP strategies in the classroom. Teachers will also 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	\$10000	ELL Consultant Classroom Teachers
ELL Extended Day	ELL students from our high population buildings who score at the lowest levels on the WIDA will participate in an extended day program. Funding is based on teaching staff, transportation and supplies.	Academic Support Program	Tier 2	Implement	10/01/2018	05/31/2019	\$20000	ELL Coordinator Extended Day Teaching Staff
ELL Extended Day	ELL students from our high population buildings who score at the lowest levels on the WIDA will participate in an extended day program. Funding is based on teaching staff, transportation to and from the program and supplies.	Academic Support Program	Tier 2	Implement	10/08/2018	05/24/2019	\$20000	ELL Coordinator Extended Day Teaching Staff

2018-2019 District Improvement Plan

Waterford School District

SIOP	Teachers will participate in the systematic training of staff working with ELL population on SIOP strategies in the classroom.	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$10000	ELL Consultant Classroom Teachers
Title III Parent Workshops	The district will provide staffing and supplies for parent education. These parent workshops will focus on education parents of Title III eligible students. This will allow district staff to meet with Title III eligible families 1 to 3 times per year in order to: provide timely informations 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	07/02/2018	06/28/2019	\$1000	District ESL Consultant, ESL staff, Central Office Administration
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.	Parent Involvement, Academic Support Program, Communication	Tier 3	Implement	07/01/2018	06/30/2019	\$31000	Newcomer family liaison, ESL consultant, Central office administration, Building administration

Title I Part A

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Reading Intervention	K-3 students in a Title I building not making adequate progress will participate in an intervention program with identified reading interventionists to improve student process in reading.	Direct Instruction	Tier 2	Implement	09/04/2018	06/14/2019	\$1300000	Interventionists Classroom Teachers Building Administrators
Title 1 Coordinator	The district will provide a staff member responsible to oversee the district's Title 1 program as well as assist and provide professional learning opportunities for Title 1 funded staff.	Academic Support Program	Tier 2	Implement	07/01/2018	06/30/2019	\$65000	Central Office staff, Title 1 Coordinator
Dreambox Math	Students in Title I buildings 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	\$14000	Classroom Teachers Building Principals Classroom Assistants

2018-2019 District Improvement Plan

Waterford School District

Homeless Services	The district staff 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 I activities as well as to and from school of origin.	Academic Support Program	Tier 3	Implement	09/04/2018	06/28/2019	\$4000	Title 1 Coordinator, Building administrators
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	\$1300000	Literacy Interventionists Classroom Teachers Building Administrators
Title I Parent Workshops/Lending Library	The district will provide staffing and supplies for parent education. These parent workshops will focus on education parents of Title I eligible students. This will allow Title I staff to meet with Title I eligible families 1 to 3 times per year in order to: provide timely informations about Title 1 programming, discuss student progress, and elicit feedback from families to review and improve Title I 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, RazReaders, 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	\$2200	Central office staff, Title One coordinator, building administrators, classroom teachers

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 for teachers through student-centered learning labs, small group and one-on-one job embedded professional learning.	Professional Learning	Tier 2	Implement	09/04/2018	06/14/2019	\$285000	Central Office Staff Instructional Coaches Building Administrators Classroom Teachers

2018-2019 District Improvement Plan

Waterford School District

Elementary Specific Professional Learning	Teachers will be released from their classroom for professional learning specific to their grade level. Fourth and Fifth grade teachers will spent time digging deeper into math structure, content and models for multiplication and division.	Professional Learning	Tier 1	Implement	08/24/2018	06/14/2019	\$6500	CIA Math Consultant and Instructional Coach CIA Director Classroom 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. All secondary ELA teachers will participate in professional learning specific to gradual release and differentiation through embedding literacy circles in curriculum.	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$7500	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. Secondary ELA teachers will participate in a series of labs focused on gradual release and differentiation within reading and writing.	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$8000	Learning Coaches Classroom Teachers ELA Consultant

No Funding Required

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Administrator Partnerships	Central office instructional administrators will observe classroom teachers alongside building administrators and provide feedback to building administrators on the quality and accuracy of the feedback provided to the classroom teacher.	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$0	Central Office Staff Building Administrators
Administrator Partnerships	Central office instructional administrators will observe classroom teachers alongside building administrators and provide feedback to building administrators on the quality and accuracy of the feedback provided to the classroom teacher.	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$0	Central Office Staff Secondary Building Administrators

2018-2019 District Improvement Plan

Waterford School District

Administrator Partnerships	Central office instructional administrators will observe classroom teachers alongside building administrators and provide feedback to buildings administrators on the quality and accuracy of the feedback provided to the classroom teacher.	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$0	Central Office Staff Building Administrators
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 Administration Building Administrators Classroom Teachers
CIA/Secondary Building Partnership	Secondary buildings throughout the district will together design professional learning for all secondary teachers specific to focused instruction from our lesson design Gradual Release model. Co-constructed professional development will be implemented at the building level by leaders during staff meeting/PLC time once a month.	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$0	Secondary Building Administrators Curriculum, Instruction and Assessment Staff Central Office Administration
Academic Center	High School students struggling with writing will participate in an academic center, or support period with a focus on writing strategies and remediation.	Academic Support Program	Tier 1	Implement	09/04/2018	06/14/2019	\$0	Building Administrators Academic Center Mentors
Administrator Professional Learning	Principals will engage in district professional learning opportunities alongside their teachers, colleagues, and CIA 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	06/28/2019	\$0	Central Office Staff Learning Coaches Building Administrators

2018-2019 District Improvement Plan

Waterford School District

Professional Learning	Teachers will continue to engage in professional learning around effective lesson design including frequent formative assessments 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 Administrators Classroom Teachers Building Administrators
Administrator Professional Learning	Principals will engage in district professional learning opportunities alongside their teachers, colleagues, and CIA 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	09/04/2018	06/14/2019	\$0	Central Staff Central Office Learning Coaches Curriculum Consultants Building Administrators
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 Administrators Building Administrators Classroom Teachers
Administrator Professional Learning	Principals will engage in district professional learning opportunities alongside their teachers, colleagues, and CIA 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	09/04/2018	06/14/2019	\$0	Central Office Learning Coaches Curriculum Consultants Building Administrators

2018-2019 District Improvement Plan

Waterford School District

Academic Center	High School students not meeting math proficiency standards will participate in an academic center with a focus on remediating math skills, and supporting new learning.	Academic Support Program	Tier 2	Monitor	09/04/2018	06/14/2019	\$0	Building Administration Academic Center Mentors
Parent Engagement	The district will offer flexible meeting times and varied activities designed to support and encourage the involvement of all parents (Annual Curriculum Night, Annual Meet and Greet, PTA meetings, Conferences, etc.)	Parent Involvement	Tier 1	Implement	08/29/2018	06/14/2019	\$0	Central office administrators, building administrators, and classroom teachers.

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
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. All secondary ELA teachers will participate in professional learning specific to gradual release and differentiation through embedding literacy circles in curriculum.	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$7500	Learning Coaches Classroom Teachers ELA Consultant
Administrator Professional Learning	Principals will engage in district professional learning opportunities alongside their teachers, colleagues, and CIA 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	06/28/2019	\$0	Central Office Staff Learning Coaches Building Administrators
Administrator Professional Learning	Principals will engage in district professional learning opportunities alongside their teachers, colleagues, and CIA 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	09/04/2018	06/14/2019	\$0	Central Office Learning Coaches Curriculum Consultants Building Administrators

2018-2019 District Improvement Plan

Waterford School District

Administrator Professional Learning	Principals will engage in district professional learning opportunities alongside their teachers, colleagues, and CIA 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	09/04/2018	06/14/2019	\$0	Central Staff Central Office Learning Coaches Curriculum Consultants Building Administrators
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 Administrators Building Administrators Classroom Teachers
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. Secondary ELA teachers will participate in a series of labs focused on gradual release and differentiation within reading and writing.	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$8000	Learning Coaches Classroom Teachers ELA Consultant
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 Administration Building Administrators Classroom Teachers

2018-2019 District Improvement Plan

Waterford School District

Professional Learning	Teachers will continue to engage in professional learning around effective lesson design including frequent formative assessments 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 Administrators Classroom Teachers Building Administrators
SIOP	Teachers will participate in the systematic training of staff working with ELL population on SIOP strategies in the classroom.	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$10000	ELL Consultant Classroom Teachers
SIOP/WIDA Training	Teachers will participate in the systematic training of staff working with ELL populations on SIOP strategies in the classroom. Teachers will also 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	\$10000	ELL Consultant Classroom Teachers
Parent Engagement	The district will offer flexible meeting times and varied activities designed to support and encourage the involvement of all parents (Annual Curriculum Night, Annual Meet and Greet, PTA meetings, Conferences, etc.)	Parent Involvement	Tier 1	Implement	08/29/2018	06/14/2019	\$0	Central office administrators, building administrators, and classroom teachers.
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 2	Implement	09/04/2018	06/14/2019	\$285000	Central Office Staff Instructional Coaches Building Administrators Classroom Teachers

2018-2019 District Improvement Plan

Waterford School District

Behavior Intervention	Utilizing MTSS a behavior specialist and two paraprofessionals will support students demonstrating significant at-risk social behaviors that impede a students academic progress. These staff members support building student support teams in creating behavior plans, parent/staff communication, and supports for classroom teachers.	Behavioral Support Program	Tier 2	Implement	09/04/2018	06/14/2019	\$165000	Behavior Specialist, Paraprofessionals, Classroom Teachers, Building Administrators
Title III Parent Workshops	The district will provide staffing and supplies for parent education. These parent workshops will focus on education parents of Title III eligible students. This will allow district staff to meet with Title III eligible families 1 to 3 times per year in order to: provide timely informations 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	07/02/2018	06/28/2019	\$1000	District ESL Consultant, ESL staff, Central Office Administration
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.	Parent Involvement, Academic Support Program, Communication	Tier 3	Implement	07/01/2018	06/30/2019	\$31000	Newcomer family liaison, ESL consultant, Central office administration, Building administration
ESL Classroom Assistants	ESL classroom assistants 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 applications in the school setting.	Academic Support Program	Tier 2	Implement	09/04/2018	06/14/2019	\$105000	ESL classroom assistants, ESL consultant, Central Office Administration, Building Administration
Restorative Practices	District Administrators and key identified building personnel, will be trained in Restorative Practices so that these practices can be established and utilized in the classroom, offices and community throughout the district.	Professional Learning	Tier 1	Implement	08/01/2018	06/28/2019	\$20000	District Central Office Staff Building Administrators Social Workers Classroom Teachers

2018-2019 District Improvement Plan

Waterford School District

Bully Prevention Task Force	A group of district social workers and psychologists will convene to evaluate the school districts 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	\$20000	District Central Office Staff District Social Workers and Psychologists
-----------------------------	---	----------------------------	--------	-----------	------------	------------	---------	--

Waterford-Kettering High School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
AARI	Teachers at the high school will identify students not making adequate progress in reading and assign them to an AARI class for support.	Academic Support Program	Tier 2	Implement	09/04/2018	06/14/2019	\$140000	Classroom Teachers Counselors AARI Teachers Building Administrators
Reading/Writing Labs	Struggling secondary school students will participate in a reading/writing lab in addition to their normal instruction. This time will be above and beyond the general curriculum and teachers and assistants will work with these students to remediate and address their individual needs.	Academic Support Program	Tier 2	Implement	09/04/2018	06/14/2019	\$460000	Classroom teachers and assistants.
Academic Center	High School students struggling with writing will participate in an academic center, or support period with a focus on writing strategies and remediation.	Academic Support Program	Tier 1	Implement	09/04/2018	06/14/2019	\$0	Building Administrators Academic Center Mentors
Administrator Partnerships	Central office instructional administrators will observe classroom teachers alongside building administrators and provide feedback to building administrators on the quality and accuracy of the feedback provided to the classroom teacher.	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$0	Central Office Staff Secondary Building Administrators
Math Lab	Secondary students not meeting math proficiency standards will participate in a math lab with a focus on remediation and basic math skills based on individual needs.	Academic Support Program	Tier 2	Monitor	09/04/2018	06/14/2019	\$580000	Math Lab Teacher Math Lab Assistants Building Administration

2018-2019 District Improvement Plan

Waterford School District

Academic Center	High School students not meeting math proficiency standards will participate in an academic center with a focus on remediating math skills, and supporting new learning.	Academic Support Program	Tier 2	Monitor	09/04/2018	06/14/2019	\$0	Building Administration Academic Center Mentors
Edgenuity Learning	Students at the secondary level who are not meeting proficiency standards in math will use Edgenuity on a computer with teacher assistance for individualized instruction and development on areas of weakness as defined by NWEA.	Academic Support Program, Technology	Tier 2	Monitor	09/04/2018	06/14/2019	\$39000	Classroom teachers and classroom assistants.
Edgenuity Learning	Students at the secondary level who are not meeting proficiency standards in ELA will use Edgenuity on a computer with teacher assistance for individualized instruction and development on areas of weakness as defined by NWEA.	Implementation, Academic Support Program, Technology	Tier 2	Implement	09/04/2018	06/14/2019	\$39000	Classroom teachers and classroom assistants.
Administrator Partnerships	Central office instructional administrators will observe classroom teachers alongside building administrators and provide feedback to building administrators on the quality and accuracy of the feedback provided to the classroom teacher.	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$0	Central Office Staff Building Administrators
Administrator Partnerships	Central office instructional administrators will observe classroom teachers alongside building administrators and provide feedback to buildings administrators on the quality and accuracy of the feedback provided to the classroom teacher.	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$0	Central Office Staff Building Administrators
Intervention Counselor	Intervention Counselors focus on the most at-risk students in the building providing intervention (whether academic or behavioral) to ensure students engagement and success in school.	Academic Support Program, Behavioral Support Program	Tier 2	Implement	09/04/2018	06/14/2019	\$400000	Intervention Counselors , Building Administrators, Central Office staff
CIA/Secondary Building Partnership	Secondary buildings throughout the district will together design professional learning for all secondary teachers specific to focused instruction from our lesson design Gradual Release model. Co-constructed professional development will be implemented at the building level by leaders during staff meeting/PLC time once a month.	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$0	Secondary Building Administrators Curriculum, Instruction and Assessment Staff Central Office Administration

2018-2019 District Improvement Plan

Waterford School District

High School Specific Professional Learning	Teachers of HS courses Algebra I and Geometry will have professional learning surrounding the adoption of our new textbook resources. Teachers will be released from their classrooms to become more familiar with the new resources, discuss math structure as well as mathematics models.	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$120000	CIA Math Consultant and Instructional Coach CIA Director Classroom Teachers
--	---	-----------------------	--------	-----------	------------	------------	----------	---

Waterford Mott High School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
AARI	Teachers at the high school will identify students not making adequate progress in reading and assign them to an AARI class for support.	Academic Support Program	Tier 2	Implement	09/04/2018	06/14/2019	\$140000	Classroom Teachers Counselors AARI Teachers Building Administrators
Reading/Writing Labs	Struggling secondary school students will participate in a reading/writing lab in addition to their normal instruction. This time will be above and beyond the general curriculum and teachers and assistants will work with these students to remediate and address their individual needs.	Academic Support Program	Tier 2	Implement	09/04/2018	06/14/2019	\$460000	Classroom teachers and assistants.
Academic Center	High School students struggling with writing will participate in an academic center, or support period with a focus on writing strategies and remediation.	Academic Support Program	Tier 1	Implement	09/04/2018	06/14/2019	\$0	Building Administrators Academic Center Mentors
Administrator Partnerships	Central office instructional administrators will observe classroom teachers alongside building administrators and provide feedback to building administrators on the quality and accuracy of the feedback provided to the classroom teacher.	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$0	Central Office Staff Secondary Building Administrators
Math Lab	Secondary students not meeting math proficiency standards will participate in a math lab with a focus on remediation and basic math skills based on individual needs.	Academic Support Program	Tier 2	Monitor	09/04/2018	06/14/2019	\$580000	Math Lab Teacher Math Lab Assistants Building Administration

2018-2019 District Improvement Plan

Waterford School District

Academic Center	High School students not meeting math proficiency standards will participate in an academic center with a focus on remediating math skills, and supporting new learning.	Academic Support Program	Tier 2	Monitor	09/04/2018	06/14/2019	\$0	Building Administration Academic Center Mentors
Edgenuity Learning	Students at the secondary level who are not meeting proficiency standards in math will use Edgenuity on a computer with teacher assistance for individualized instruction and development on areas of weakness as defined by NWEA.	Academic Support Program, Technology	Tier 2	Monitor	09/04/2018	06/14/2019	\$39000	Classroom teachers and classroom assistants.
Edgenuity Learning	Students at the secondary level who are not meeting proficiency standards in ELA will use Edgenuity on a computer with teacher assistance for individualized instruction and development on areas of weakness as defined by NWEA.	Implementation, Academic Support Program, Technology	Tier 2	Implement	09/04/2018	06/14/2019	\$39000	Classroom teachers and classroom assistants.
Administrator Partnerships	Central office instructional administrators will observe classroom teachers alongside building administrators and provide feedback to building administrators on the quality and accuracy of the feedback provided to the classroom teacher.	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$0	Central Office Staff Building Administrators
Administrator Partnerships	Central office instructional administrators will observe classroom teachers alongside building administrators and provide feedback to buildings administrators on the quality and accuracy of the feedback provided to the classroom teacher.	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$0	Central Office Staff Building Administrators
Intervention Counselor	Intervention Counselors focus on the most at-risk students in the building providing intervention (whether academic or behavioral) to ensure students engagement and success in school.	Academic Support Program, Behavioral Support Program	Tier 2	Implement	09/04/2018	06/14/2019	\$400000	Intervention Counselors , Building Administrators, Central Office staff
CIA/Secondary Building Partnership	Secondary buildings throughout the district will together design professional learning for all secondary teachers specific to focused instruction from our lesson design Gradual Release model. Co-constructed professional development will be implemented at the building level by leaders during staff meeting/PLC time once a month.	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$0	Secondary Building Administrators Curriculum, Instruction and Assessment Staff Central Office Administration

2018-2019 District Improvement Plan

Waterford School District

High School Specific Professional Learning	Teachers of HS courses Algebra I and Geometry will have professional learning surrounding the adoption of our new textbook resources. Teachers will be released from their classrooms to become more familiar with the new resources, discuss math structure as well as mathematics models.	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$120000	CIA Math Consultant and Instructional Coach CIA Director Classroom Teachers
--	---	-----------------------	--------	-----------	------------	------------	----------	---

Waterford Durant High School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
AARI	Teachers at the high school will identify students not making adequate progress in reading and assign them to an AARI class for support.	Academic Support Program	Tier 2	Implement	09/04/2018	06/14/2019	\$140000	Classroom Teachers Counselors AARI Teachers Building Administrators
Reading/Writing Labs	Struggling secondary school students will participate in a reading/writing lab in addition to their normal instruction. This time will be above and beyond the general curriculum and teachers and assistants will work with these students to remediate and address their individual needs.	Academic Support Program	Tier 2	Implement	09/04/2018	06/14/2019	\$460000	Classroom teachers and assistants.
Administrator Partnerships	Central office instructional administrators will observe classroom teachers alongside building administrators and provide feedback to building administrators on the quality and accuracy of the feedback provided to the classroom teacher.	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$0	Central Office Staff Secondary Building Administrators
Math Lab	Secondary students not meeting math proficiency standards will participate in a math lab with a focus on remediation and basic math skills based on individual needs.	Academic Support Program	Tier 2	Monitor	09/04/2018	06/14/2019	\$580000	Math Lab Teacher Math Lab Assistants Building Administration
Edgenuity Learning	Students at the secondary level who are not meeting proficiency standards in math will use Edgenuity on a computer with teacher assistance for individualized instruction and development on areas of weakness as defined by NWEA.	Academic Support Program, Technology	Tier 2	Monitor	09/04/2018	06/14/2019	\$39000	Classroom teachers and classroom assistants.

2018-2019 District Improvement Plan

Waterford School District

Edgenuity Learning	Students at the secondary level who are not meeting proficiency standards in ELA will use Edgenuity on a computer with teacher assistance for individualized instruction and development on areas of weakness as defined by NWEA.	Implementation, Academic Support Program, Technology	Tier 2	Implement	09/04/2018	06/14/2019	\$39000	Classroom teachers and classroom assistants.
Administrator Partnerships	Central office instructional administrators will observe classroom teachers alongside building administrators and provide feedback to building administrators on the quality and accuracy of the feedback provided to the classroom teacher.	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$0	Central Office Staff Building Administrators
Administrator Partnerships	Central office instructional administrators will observe classroom teachers alongside building administrators and provide feedback to buildings administrators on the quality and accuracy of the feedback provided to the classroom teacher.	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$0	Central Office Staff Building Administrators
CIA/Secondary Building Partnership	Secondary buildings throughout the district will together design professional learning for all secondary teachers specific to focused instruction from our lesson design Gradual Release model. Co-constructed professional development will be implemented at the building level by leaders during staff meeting/PLC time once a month.	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$0	Secondary Building Administrators Curriculum, Instruction and Assessment Staff Central Office Administration
High School Specific Professional Learning	Teachers of HS courses Algebra I and Geometry will have professional learning surrounding the adoption of our new textbook resources. Teachers will be released from their classrooms to become more familiar with the new resources, discuss math structure as well as mathematics models.	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$120000	CIA Math Consultant and Instructional Coach CIA Director Classroom Teachers

Schoolcraft Elementary School

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

2018-2019 District Improvement Plan

Waterford School District

Reading Intervention	K-3 students in a Title I building not making adequate progress will participate in an intervention program with identified reading interventionists to improve student process in reading.	Direct Instruction	Tier 2	Implement	09/04/2018	06/14/2019	\$1560000	Interventionists Classroom Teachers Building Administrators
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	\$1560000	Literacy Interventionists Classroom Teachers Building Administrators
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	\$475000	School Social Workers Building Administrators Classroom Teachers Students Parents
Dreambox Math	Students in Title I buildings 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	\$14000	Classroom Teachers Building Principals Classroom Assistants
Title I Parent Workshops/Lending Library	The district will provide staffing and supplies for parent education. These parent workshops will focus on education parents of Title I eligible students. This will allow Title I staff to meet with Title I eligible families 1 to 3 times per year in order to: provide timely informations about Title 1 programming, discuss student progress, and elicit feedback from families to review and improve Title I 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, RazReaders, 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	\$2200	Central office staff, Title One coordinator, building administrators, classroom teachers

2018-2019 District Improvement Plan

Waterford School District

Title 1 Coordinator	The district will provide a staff member responsible to oversee the district's Title 1 program as well as assist and provide professional learning opportunities for Title 1 funded staff.	Academic Support Program	Tier 2	Implement	07/01/2018	06/30/2019	\$65000	Central Office staff, Title 1 Coordinator
Homeless Services	The district staff 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 I activities as well as to and from school of origin.	Academic Support Program	Tier 3	Implement	09/04/2018	06/28/2019	\$4000	Title 1 Coordinator, Building administration
Elementary Specific Professional Learning	Teachers will be released from their classroom for professional learning specific to their grade level. Fourth and Fifth grade teachers will spent time digging deeper into math structure, content and models for multiplication and division.	Professional Learning	Tier 1	Implement	08/24/2018	06/14/2019	\$13000	CIA Math Consultant and Instructional Coach CIA Director Classroom teachers

Riverside Elementary School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Reading Intervention	K-3 students in a Title I building not making adequate progress will participate in an intervention program with identified reading interventionists to improve student process in reading.	Direct Instruction	Tier 2	Implement	09/04/2018	06/14/2019	\$1560000	Interventionists Classroom Teachers Building Administrators
ELL Extended Day	ELL students from our high population buildings who score at the lowest levels on the WIDA will participate in an extended day program. Funding is based on teaching staff, transportation to and from the program and supplies.	Academic Support Program	Tier 2	Implement	10/08/2018	05/24/2019	\$20000	ELL Coordinator Extended Day Teaching Staff
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	\$1560000	Literacy Interventionists Classroom Teachers Building Administrators

2018-2019 District Improvement Plan

Waterford School District

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	\$475000	School Social Workers Building Administrators Classroom Teachers Students Parents
Dreambox Math	Students in Title I buildings 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	\$14000	Classroom Teachers Building Principals Classroom Assistants
ELL Extended Day	ELL students from our high population buildings who score at the lowest levels on the WIDA will participate in an extended day program. Funding is based on teaching staff, transportation and supplies.	Academic Support Program	Tier 2	Implement	10/01/2018	05/31/2019	\$20000	ELL Coordinator Extended Day Teaching Staff
Title I Parent Workshops/Lending Library	The district will provide staffing and supplies for parent education. These parent workshops will focus on education parents of Title I eligible students. This will allow Title I staff to meet with Title I eligible families 1 to 3 times per year in order to: provide timely informations about Title 1 programming, discuss student progress, and elicit feedback from families to review and improve Title I 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, RazReaders, 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	\$2200	Central office staff, Title One coordinator, building administrators, classroom teachers
Title 1 Coordinator	The district will provide a staff member responsible to oversee the district's Title 1 program as well as assist and provide professional learning opportunities for Title 1 funded staff.	Academic Support Program	Tier 2	Implement	07/01/2018	06/30/2019	\$65000	Central Office staff, Title 1 Coordinator
Homeless Services	The district staff 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 I activities as well as to and from school of origin.	Academic Support Program	Tier 3	Implement	09/04/2018	06/28/2019	\$4000	Title 1 Coordinator, Building administration

2018-2019 District Improvement Plan

Waterford School District

Elementary Specific Professional Learning	Teachers will be released from their classroom for professional learning specific to their grade level. Fourth and Fifth grade teachers will spent time digging deeper into math structure, content and models for multiplication and division.	Professional Learning	Tier 1	Implement	08/24/2018	06/14/2019	\$13000	CIA Math Consultant and Instructional Coach CIA Director Classroom teachers
---	---	-----------------------	--------	-----------	------------	------------	---------	---

Pierce Middle School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Reading Lab	Teachers will identify students at the middle school who are not making adequate progress on standardized testing in reading and place them in a reading lab for support for one period per day. This will be extended support in addition to, not replacing, core instruction in English class.	Academic Support Program, Direct Instruction, Technology	Tier 2	Implement	09/04/2018	06/14/2019	\$290000	Reading Lab Interventionist Classroom Teachers Counselors
Reading/Writing Labs	Struggling secondary school students will participate in a reading/writing lab in addition to their normal instruction. This time will be above and beyond the general curriculum and teachers and assistants will work with these students to remediate and address their individual needs.	Academic Support Program	Tier 2	Implement	09/04/2018	06/14/2019	\$460000	Classroom teachers and assistants.
Administrator Partnerships	Central office instructional administrators will observe classroom teachers alongside building administrators and provide feedback to building administrators on the quality and accuracy of the feedback provided to the classroom teacher.	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$0	Central Office Staff Secondary Building Administrators
Math Lab	Secondary students not meeting math proficiency standards will participate in a math lab with a focus on remediation and basic math skills based on individual needs.	Academic Support Program	Tier 2	Monitor	09/04/2018	06/14/2019	\$580000	Math Lab Teacher Math Lab Assistants Building Administration
Edgenuity Learning	Students at the secondary level who are not meeting proficiency standards in math will use Edgenuity on a computer with teacher assistance for individualized instruction and development on areas of weakness as defined by NWEA.	Academic Support Program, Technology	Tier 2	Monitor	09/04/2018	06/14/2019	\$39000	Classroom teachers and classroom assistants.

2018-2019 District Improvement Plan

Waterford School District

Edgenuity Learning	Students at the secondary level who are not meeting proficiency standards in ELA will use Edgenuity on a computer with teacher assistance for individualized instruction and development on areas of weakness as defined by NWEA.	Implementation, Academic Support Program, Technology	Tier 2	Implement	09/04/2018	06/14/2019	\$39000	Classroom teachers and classroom assistants.
Administrator Partnerships	Central office instructional administrators will observe classroom teachers alongside building administrators and provide feedback to building administrators on the quality and accuracy of the feedback provided to the classroom teacher.	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$0	Central Office Staff Building Administrators
Administrator Partnerships	Central office instructional administrators will observe classroom teachers alongside building administrators and provide feedback to buildings administrators on the quality and accuracy of the feedback provided to the classroom teacher.	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$0	Central Office Staff Building Administrators
Intervention Counselor	Intervention Counselors focus on the most at-risk students in the building providing intervention (whether academic or behavioral) to ensure students engagement and success in school.	Academic Support Program, Behavioral Support Program	Tier 2	Implement	09/04/2018	06/14/2019	\$400000	Intervention Counselors, Building Administrators, Central Office staff
CIA/Secondary Building Partnership	Secondary buildings throughout the district will together design professional learning for all secondary teachers specific to focused instruction from our lesson design Gradual Release model. Co-constructed professional development will be implemented at the building level by leaders during staff meeting/PLC time once a month.	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$0	Secondary Building Administrators Curriculum, Instruction and Assessment Staff Central Office Administration
High School Specific Professional Learning	Teachers of HS courses Algebra I and Geometry will have professional learning surrounding the adoption of our new textbook resources. Teachers will be released from their classrooms to become more familiar with the new resources, discuss math structure as well as mathematics models.	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$120000	CIA Math Consultant and Instructional Coach CIA Director Classroom Teachers

2018-2019 District Improvement Plan

Waterford School District

Middle School Specific Professional Learning	Sixth grade teachers will participate in professional learning to support the needs of the incoming students to their classrooms. Data will be reviewed and teachers will learn more about math structure, content and models relative to the data needs.	Professional Learning	Tier 1	Implement	08/22/2018	06/14/2019	\$3600	CIA Math Consultant and Instructional Coach CIA Director Classroom Teachers
--	---	-----------------------	--------	-----------	------------	------------	--------	---

Mason Middle School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Reading Lab	Teachers will identify students at the middle school who are not making adequate progress on standardized testing in reading and place them in a reading lab for support for one period per day. This will be extended support in addition to, not replacing, core instruction in English class.	Academic Support Program, Direct Instruction, Technology	Tier 2	Implement	09/04/2018	06/14/2019	\$290000	Reading Lab Interventionist Classroom Teachers Counselors
ELL Extended Day	ELL students from our high population buildings who score at the lowest levels on the WIDA will participate in an extended day program. Funding is based on teaching staff, transportation to and from the program and supplies.	Academic Support Program	Tier 2	Implement	10/08/2018	05/24/2019	\$20000	ELL Coordinator Extended Day Teaching Staff
Reading/Writing Labs	Struggling secondary school students will participate in a reading/writing lab in addition to their normal instruction. This time will be above and beyond the general curriculum and teachers and assistants will work with these students to remediate and address their individual needs.	Academic Support Program	Tier 2	Implement	09/04/2018	06/14/2019	\$460000	Classroom teachers and assistants.
Administrator Partnerships	Central office instructional administrators will observe classroom teachers alongside building administrators and provide feedback to building administrators on the quality and accuracy of the feedback provided to the classroom teacher.	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$0	Central Office Staff Secondary Building Administrators
Math Lab	Secondary students not meeting math proficiency standards will participate in a math lab with a focus on remediation and basic math skills based on individual needs.	Academic Support Program	Tier 2	Monitor	09/04/2018	06/14/2019	\$580000	Math Lab Teacher Math Lab Assistants Building Administration

2018-2019 District Improvement Plan

Waterford School District

Edgenuity Learning	Students at the secondary level who are not meeting proficiency standards in math will use Edgenuity on a computer with teacher assistance for individualized instruction and development on areas of weakness as defined by NWEA.	Academic Support Program, Technology	Tier 2	Monitor	09/04/2018	06/14/2019	\$39000	Classroom teachers and classroom assistants.
Edgenuity Learning	Students at the secondary level who are not meeting proficiency standards in ELA will use Edgenuity on a computer with teacher assistance for individualized instruction and development on areas of weakness as defined by NWEA.	Implementation, Academic Support Program, Technology	Tier 2	Implement	09/04/2018	06/14/2019	\$39000	Classroom teachers and classroom assistants.
Administrator Partnerships	Central office instructional administrators will observe classroom teachers alongside building administrators and provide feedback to building administrators on the quality and accuracy of the feedback provided to the classroom teacher.	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$0	Central Office Staff Building Administrators
ELL Extended Day	ELL students from our high population buildings who score at the lowest levels on the WIDA will participate in an extended day program. Funding is based on teaching staff, transportation and supplies.	Academic Support Program	Tier 2	Implement	10/01/2018	05/31/2019	\$20000	ELL Coordinator Extended Day Teaching Staff
Administrator Partnerships	Central office instructional administrators will observe classroom teachers alongside building administrators and provide feedback to buildings administrators on the quality and accuracy of the feedback provided to the classroom teacher.	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$0	Central Office Staff Building Administrators
Intervention Counselor	Intervention Counselors focus on the most at-risk students in the building providing intervention (whether academic or behavioral) to ensure students engagement and success in school.	Academic Support Program, Behavioral Support Program	Tier 2	Implement	09/04/2018	06/14/2019	\$400000	Intervention Counselors, Building Administrators, Central Office staff
CIA/Secondary Building Partnership	Secondary buildings throughout the district will together design professional learning for all secondary teachers specific to focused instruction from our lesson design Gradual Release model. Co-constructed professional development will be implemented at the building level by leaders during staff meeting/PLC time once a month.	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$0	Secondary Building Administrators Curriculum, Instruction and Assessment Staff Central Office Administration

2018-2019 District Improvement Plan

Waterford School District

High School Specific Professional Learning	Teachers of HS courses Algebra I and Geometry will have professional learning surrounding the adoption of our new textbook resources. Teachers will be released from their classrooms to become more familiar with the new resources, discuss math structure as well as mathematics models.	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$120000	CIA Math Consultant and Instructional Coach CIA Director Classroom Teachers
Middle School Specific Professional Learning	Sixth grade teachers will participate in professional learning to support the needs of the incoming students to their classrooms. Data will be reviewed and teachers will learn more about math structure, content and models relative to the data needs.	Professional Learning	Tier 1	Implement	08/22/2018	06/14/2019	\$3600	CIA Math Consultant and Instructional Coach CIA Director Classroom Teachers

Knudsen Elementary School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Reading Intervention	K-3 students in a Title I building not making adequate progress will participate in an intervention program with identified reading interventionists to improve student process in reading.	Direct Instruction	Tier 2	Implement	09/04/2018	06/14/2019	\$1560000	Interventionists Classroom Teachers Building Administrators
ELL Extended Day	ELL students from our high population buildings who score at the lowest levels on the WIDA will participate in an extended day program. Funding is based on teaching staff, transportation to and from the program and supplies.	Academic Support Program	Tier 2	Implement	10/08/2018	05/24/2019	\$20000	ELL Coordinator Extended Day Teaching Staff
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	\$1560000	Literacy Interventionists Classroom Teachers Building Administrators

2018-2019 District Improvement Plan

Waterford School District

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	\$475000	School Social Workers Building Administrators Classroom Teachers Students Parents
Dreambox Math	Students in Title I buildings 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	\$14000	Classroom Teachers Building Principals Classroom Assistants
ELL Extended Day	ELL students from our high population buildings who score at the lowest levels on the WIDA will participate in an extended day program. Funding is based on teaching staff, transportation and supplies.	Academic Support Program	Tier 2	Implement	10/01/2018	05/31/2019	\$20000	ELL Coordinator Extended Day Teaching Staff
Title I Parent Workshops/Lending Library	The district will provide staffing and supplies for parent education. These parent workshops will focus on education parents of Title I eligible students. This will allow Title I staff to meet with Title I eligible families 1 to 3 times per year in order to: provide timely informations about Title 1 programming, discuss student progress, and elicit feedback from families to review and improve Title I 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, RazReaders, 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	\$2200	Central office staff, Title One coordinator, building administrators, classroom teachers
Title 1 Coordinator	The district will provide a staff member responsible to oversee the district's Title 1 program as well as assist and provide professional learning opportunities for Title 1 funded staff.	Academic Support Program	Tier 2	Implement	07/01/2018	06/30/2019	\$65000	Central Office staff, Title 1 Coordinator
Homeless Services	The district staff 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 I activities as well as to and from school of origin.	Academic Support Program	Tier 3	Implement	09/04/2018	06/28/2019	\$4000	Title 1 Coordinator, Building administration

2018-2019 District Improvement Plan

Waterford School District

Elementary Specific Professional Learning	Teachers will be released from their classroom for professional learning specific to their grade level. Fourth and Fifth grade teachers will spent time digging deeper into math structure, content and models for multiplication and division.	Professional Learning	Tier 1	Implement	08/24/2018	06/14/2019	\$13000	CIA Math Consultant and Instructional Coach CIA Director Classroom teachers
---	---	-----------------------	--------	-----------	------------	------------	---------	---

Houghton Elementary School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Reading Intervention	K-3 students in a Title I building not making adequate progress will participate in an intervention program with identified reading interventionists to improve student process in reading.	Direct Instruction	Tier 2	Implement	09/04/2018	06/14/2019	\$1560000	Interventionists Classroom Teachers Building Administrators
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	\$1560000	Literacy Interventionists Classroom Teachers Building Administrators
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	\$475000	School Social Workers Building Administrators Classroom Teachers Students Parents
Dreambox Math	Students in Title I buildings 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	\$14000	Classroom Teachers Building Principals Classroom Assistants

2018-2019 District Improvement Plan

Waterford School District

Title I Parent Workshops/Lending Library	The district will provide staffing and supplies for parent education. These parent workshops will focus on education parents of Title I eligible students. This will allow Title I staff to meet with Title I eligible families 1 to 3 times per year in order to: provide timely informations about Title 1 programming, discuss student progress, and elicit feedback from families to review and improve Title I 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, RazReaders, 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	\$2200	Central office staff, Title One coordinator, building administrators, classroom teachers
Title 1 Coordinator	The district will provide a staff member responsible to oversee the district's Title 1 program as well as assist and provide professional learning opportunities for Title 1 funded staff.	Academic Support Program	Tier 2	Implement	07/01/2018	06/30/2019	\$65000	Central Office staff, Title 1 Coordinator
Homeless Services	The district staff 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 I activities as well as to and from school of origin.	Academic Support Program	Tier 3	Implement	09/04/2018	06/28/2019	\$4000	Title 1 Coordinator, Building administration
Elementary Specific Professional Learning	Teachers will be released from their classroom for professional learning specific to their grade level. Fourth and Fifth grade teachers will spent time digging deeper into math structure, content and models for multiplication and division.	Professional Learning	Tier 1	Implement	08/24/2018	06/14/2019	\$13000	CIA Math Consultant and Instructional Coach CIA Director Classroom teachers

Haviland Elementary School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Reading Intervention	K-3 students in a Title I building not making adequate progress will participate in an intervention program with identified reading interventionists to improve student process in reading.	Direct Instruction	Tier 2	Implement	09/04/2018	06/14/2019	\$1560000	Interventionists Classroom Teachers Building Administrators

2018-2019 District Improvement Plan

Waterford School District

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	\$1560000	Literacy Interventionists Classroom Teachers Building Administrators
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	\$475000	School Social Workers Building Administrators Classroom Teachers Students Parents
Dreambox Math	Students in Title I buildings 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	\$14000	Classroom Teachers Building Principals Classroom Assistants
Title I Parent Workshops/Lending Library	The district will provide staffing and supplies for parent education. These parent workshops will focus on education parents of Title I eligible students. This will allow Title I staff to meet with Title I eligible families 1 to 3 times per year in order to: provide timely informations about Title 1 programming, discuss student progress, and elicit feedback from families to review and improve Title I 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, RazReaders, 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	\$2200	Central office staff, Title One coordinator, building administrators, classroom teachers
Title 1 Coordinator	The district will provide a staff member responsible to oversee the district's Title 1 program as well as assist and provide professional learning opportunities for Title 1 funded staff.	Academic Support Program	Tier 2	Implement	07/01/2018	06/30/2019	\$65000	Central Office staff, Title 1 Coordinator

2018-2019 District Improvement Plan

Waterford School District

Homeless Services	The district staff 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 I activities as well as to and from school of origin.	Academic Support Program	Tier 3	Implement	09/04/2018	06/28/2019	\$4000	Title 1 Coordinator, Building administration
Elementary Specific Professional Learning	Teachers will be released from their classroom for professional learning specific to their grade level. Fourth and Fifth grade teachers will spent time digging deeper into math structure, content and models for multiplication and division.	Professional Learning	Tier 1	Implement	08/24/2018	06/14/2019	\$13000	CIA Math Consultant and Instructional Coach CIA Director Classroom teachers

Grayson Elementary

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Reading Intervention	K-3 students in a Title I building not making adequate progress will participate in an intervention program with identified reading interventionists to improve student process in reading.	Direct Instruction	Tier 2	Implement	09/04/2018	06/14/2019	\$1560000	Interventionists Classroom Teachers Building Administrators
ELL Extended Day	ELL students from our high population buildings who score at the lowest levels on the WIDA will participate in an extended day program. Funding is based on teaching staff, transportation to and from the program and supplies.	Academic Support Program	Tier 2	Implement	10/08/2018	05/24/2019	\$20000	ELL Coordinator Extended Day Teaching Staff
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	\$1560000	Literacy Interventionists Classroom Teachers Building Administrators

2018-2019 District Improvement Plan

Waterford School District

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	\$475000	School Social Workers Building Administrators Classroom Teachers Students Parents
Dreambox Math	Students in Title I buildings 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	\$14000	Classroom Teachers Building Principals Classroom Assistants
ELL Extended Day	ELL students from our high population buildings who score at the lowest levels on the WIDA will participate in an extended day program. Funding is based on teaching staff, transportation and supplies.	Academic Support Program	Tier 2	Implement	10/01/2018	05/31/2019	\$20000	ELL Coordinator Extended Day Teaching Staff
Title I Parent Workshops/Lending Library	The district will provide staffing and supplies for parent education. These parent workshops will focus on education parents of Title I eligible students. This will allow Title I staff to meet with Title I eligible families 1 to 3 times per year in order to: provide timely informations about Title 1 programming, discuss student progress, and elicit feedback from families to review and improve Title I 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, RazReaders, 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	\$2200	Central office staff, Title One coordinator, building administrators, classroom teachers
Title 1 Coordinator	The district will provide a staff member responsible to oversee the district's Title 1 program as well as assist and provide professional learning opportunities for Title 1 funded staff.	Academic Support Program	Tier 2	Implement	07/01/2018	06/30/2019	\$65000	Central Office staff, Title 1 Coordinator
Homeless Services	The district staff 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 I activities as well as to and from school of origin.	Academic Support Program	Tier 3	Implement	09/04/2018	06/28/2019	\$4000	Title 1 Coordinator, Building administration

2018-2019 District Improvement Plan

Waterford School District

Elementary Specific Professional Learning	Teachers will be released from their classroom for professional learning specific to their grade level. Fourth and Fifth grade teachers will spent time digging deeper into math structure, content and models for multiplication and division.	Professional Learning	Tier 1	Implement	08/24/2018	06/14/2019	\$13000	CIA Math Consultant and Instructional Coach CIA Director Classroom teachers
---	---	-----------------------	--------	-----------	------------	------------	---------	---

Donelson Hills Elementary School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Reading Intervention	K-3 students in a Title I building not making adequate progress will participate in an intervention program with identified reading interventionists to improve student process in reading.	Direct Instruction	Tier 2	Implement	09/04/2018	06/14/2019	\$1560000	Interventionists Classroom Teachers Building Administrators
ELL Extended Day	ELL students from our high population buildings who score at the lowest levels on the WIDA will participate in an extended day program. Funding is based on teaching staff, transportation to and from the program and supplies.	Academic Support Program	Tier 2	Implement	10/08/2018	05/24/2019	\$20000	ELL Coordinator Extended Day Teaching Staff
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	\$1560000	Literacy Interventionists Classroom Teachers Building Administrators
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	\$475000	School Social Workers Building Administrators Classroom Teachers Students Parents

2018-2019 District Improvement Plan

Waterford School District

Dreambox Math	Students in Title I buildings 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	\$14000	Classroom Teachers Building Principals Classroom Assistants
ELL Extended Day	ELL students from our high population buildings who score at the lowest levels on the WIDA will participate in an extended day program. Funding is based on teaching staff, transportation and supplies.	Academic Support Program	Tier 2	Implement	10/01/2018	05/31/2019	\$20000	ELL Coordinator Extended Day Teaching Staff
Title I Parent Workshops/Lending Library	The district will provide staffing and supplies for parent education. These parent workshops will focus on education parents of Title I eligible students. This will allow Title I staff to meet with Title I eligible families 1 to 3 times per year in order to: provide timely informations about Title 1 programming, discuss student progress, and elicit feedback from families to review and improve Title I 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, RazReaders, 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	\$2200	Central office staff, Title One coordinator, building administrators, classroom teachers
Title 1 Coordinator	The district will provide a staff member responsible to oversee the district's Title 1 program as well as assist and provide professional learning opportunities for Title 1 funded staff.	Academic Support Program	Tier 2	Implement	07/01/2018	06/30/2019	\$65000	Central Office staff, Title 1 Coordinator
Homeless Services	The district staff 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 I activities as well as to and from school of origin.	Academic Support Program	Tier 3	Implement	09/04/2018	06/28/2019	\$4000	Title 1 Coordinator, Building administration
Elementary Specific Professional Learning	Teachers will be released from their classroom for professional learning specific to their grade level. Fourth and Fifth grade teachers will spent time digging deeper into math structure, content and models for multiplication and division.	Professional Learning	Tier 1	Implement	08/24/2018	06/14/2019	\$13000	CIA Math Consultant and Instructional Coach CIA Director Classroom teachers

2018-2019 District Improvement Plan

Waterford School District

Cooley Elementary School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Reading Intervention	K-3 students in a Title I building not making adequate progress will participate in an intervention program with identified reading interventionists to improve student process in reading.	Direct Instruction	Tier 2	Implement	09/04/2018	06/14/2019	\$1560000	Interventionists Classroom Teachers Building Administrators
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	\$1560000	Literacy Interventionists Classroom Teachers Building Administrators
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	\$475000	School Social Workers Building Administrators Classroom Teachers Students Parents
Dreambox Math	Students in Title I buildings 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	\$14000	Classroom Teachers Building Principals Classroom Assistants

2018-2019 District Improvement Plan

Waterford School District

Title I Parent Workshops/Lending Library	The district will provide staffing and supplies for parent education. These parent workshops will focus on education parents of Title I eligible students. This will allow Title I staff to meet with Title I eligible families 1 to 3 times per year in order to: provide timely informations about Title 1 programming, discuss student progress, and elicit feedback from families to review and improve Title I 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, RazReaders, 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	\$2200	Central office staff, Title One coordinator, building administrators, classroom teachers
Title 1 Coordinator	The district will provide a staff member responsible to oversee the district's Title 1 program as well as assist and provide professional learning opportunities for Title 1 funded staff.	Academic Support Program	Tier 2	Implement	07/01/2018	06/30/2019	\$65000	Central Office staff, Title 1 Coordinator
Homeless Services	The district staff 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 I activities as well as to and from school of origin.	Academic Support Program	Tier 3	Implement	09/04/2018	06/28/2019	\$4000	Title 1 Coordinator, Building administration
Elementary Specific Professional Learning	Teachers will be released from their classroom for professional learning specific to their grade level. Fourth and Fifth grade teachers will spent time digging deeper into math structure, content and models for multiplication and division.	Professional Learning	Tier 1	Implement	08/24/2018	06/14/2019	\$13000	CIA Math Consultant and Instructional Coach CIA Director Classroom teachers

Children's Village School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Administrator Partnerships	Central office instructional administrators will observe classroom teachers alongside building administrators and provide feedback to building administrators on the quality and accuracy of the feedback provided to the classroom teacher.	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$0	Central Office Staff Secondary Building Administrators

2018-2019 District Improvement Plan

Waterford School District

Administrator Partnerships	Central office instructional administrators will observe classroom teachers alongside building administrators and provide feedback to building administrators on the quality and accuracy of the feedback provided to the classroom teacher.	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$0	Central Office Staff Building Administrators
Administrator Partnerships	Central office instructional administrators will observe classroom teachers alongside building administrators and provide feedback to buildings administrators on the quality and accuracy of the feedback provided to the classroom teacher.	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$0	Central Office Staff Building Administrators
CIA/Secondary Building Partnership	Secondary buildings throughout the district will together design professional learning for all secondary teachers specific to focused instruction from our lesson design Gradual Release model. Co-constructed professional development will be implemented at the building level by leaders during staff meeting/PLC time once a month.	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$0	Secondary Building Administrators Curriculum, Instruction and Assessment Staff Central Office Administration

Beaumont Elementary School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Reading Intervention	K-3 students in a Title I building not making adequate progress will participate in an intervention program with identified reading interventionists to improve student process in reading.	Direct Instruction	Tier 2	Implement	09/04/2018	06/14/2019	\$1560000	Interventionists Classroom Teachers Building Administrators
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	\$1560000	Literacy Interventionists Classroom Teachers Building Administrators

2018-2019 District Improvement Plan

Waterford School District

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	\$475000	School Social Workers Building Administrators Classroom Teachers Students Parents
Dreambox Math	Students in Title I buildings 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	\$14000	Classroom Teachers Building Principals Classroom Assistants
Title I Parent Workshops/Lending Library	The district will provide staffing and supplies for parent education. These parent workshops will focus on education parents of Title I eligible students. This will allow Title I staff to meet with Title I eligible families 1 to 3 times per year in order to: provide timely informations about Title 1 programming, discuss student progress, and elicit feedback from families to review and improve Title I 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, RazReaders, 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	\$2200	Central office staff, Title One coordinator, building administrators, classroom teachers
Title 1 Coordinator	The district will provide a staff member responsible to oversee the district's Title 1 program as well as assist and provide professional learning opportunities for Title 1 funded staff.	Academic Support Program	Tier 2	Implement	07/01/2018	06/30/2019	\$65000	Central Office staff, Title 1 Coordinator
Homeless Services	The district staff 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 I activities as well as to and from school of origin.	Academic Support Program	Tier 3	Implement	09/04/2018	06/28/2019	\$4000	Title 1 Coordinator, Building administration

2018-2019 District Improvement Plan

Waterford School District

Elementary Specific Professional Learning	Teachers will be released from their classroom for professional learning specific to their grade level. Fourth and Fifth grade teachers will spent time digging deeper into math structure, content and models for multiplication and division.	Professional Learning	Tier 1	Implement	08/24/2018	06/14/2019	\$13000	CIA Math Consultant and Instructional Coach CIA Director Classroom teachers
---	---	-----------------------	--------	-----------	------------	------------	---------	---