



# **District Improvement Plan**

## **Waterford School District**

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## **Introduction**

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

# **Improvement Plan Stakeholder Involvement**

## **Introduction**

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

## **Improvement Planning Process**

### Improvement Planning Process

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

Stakeholders were involved in multiple ways. At a building level, data was reviewed and information was gathered with all staff and a representation of parents. That information was used to develop the School Improvement Plans. Representatives from the Curriculum, Instruction and Assessment department met with all buildings throughout the year to monitor their plans and growth. Through those meetings each building was able to share information/ideas/plans for continuous improvement. That information was used then to author the District Improvement Plan.

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

Stakeholders represented Central Office, elementary schools, middle schools, high schools, early childhood, center-based special education programs, and Children's Village, a school program for adjudicated youth. All had equal responsibility in the creation of the plan based on how the meetings were organized, with small group recommendations leading to conversation and consensus within the larger group. Once the plan was finalized, a copy is reviewed with building administrators and alignment with school improvement plans is ensured.

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

The final improvement plan is posted on the District website, a link is sent to all personnel through building administrators included in newsletters and included in the Annual Education Report. The plan will be reviewed again with administrators in August and they will be asked to share the plan at their building staff meetings. Updates to the plan will be made through the District School Improvement Team, and those building representatives will take information about changes and updates back to those buildings.

# **2019-2020 District Improvement Plan**

## Overview

### Plan Name

2019-2020 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: 4 Strategies: 5 Activities: 13	Academic	\$879000
2	All students in the Waterford School District will become proficient writers.	Objectives: 4 Strategies: 4 Activities: 8	Academic	\$2048000
3	All students in the Waterford School District will be engaged in their education and confident in their ability to be successful.	Objectives: 2 Strategies: 4 Activities: 17	Organizational	\$1397620
4	All students in the Waterford School District will become proficient readers.	Objectives: 4 Strategies: 4 Activities: 11	Academic	\$2091500

# 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 and Eighth 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 06/12/2020 as measured by NWEA..

## Strategy 1:

Targeted Instruction for Students - Students that are identified as not proficient in state and local assessments will be provided specific learning opportunities to support skill building so that students can transfer their learning to their core classroom.

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 - Dreambox Math	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students in Title I buildings who are eligible for math services will be provided with intervention using Dreambox 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	Tier 2	Implement	09/03/2019	06/12/2020	\$3000	Title I Part A	Title I Consultant Building Principals Classroom Teachers

Activity - Middle School Math Lab	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Middle School students not meeting math proficiency standards will participate in Math Lab with a focus on individual remediation and basic math skills.  Schools: Pierce Middle School, Mason Middle School	Academic Support Program	Tier 2	Monitor	09/03/2019	06/12/2020	\$165000	Section 31a	Math Lab Teachers Classroom Teachers Building Administrators

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

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Students who are not meeting proficiency standards at the middle school level in mathematics will use Edgenuity on a computer, with teacher assistance, for individualized instruction and development on areas of weakness as defined by NWEA.  Schools: Pierce Middle School, Mason Middle School	Academic Support Program	Tier 2	Monitor	09/03/2019	06/12/2020	\$39000	Section 31a	Math Lab teachers Classroom Teachers Building Principals
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### Measurable Objective 2:

75% of Kindergarten, First, Second, Third, Fourth, Fifth, Sixth, Seventh and Eighth grade students will increase student growth by meeting their projected growth targets in Mathematics by 06/12/2020 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
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	09/03/2019	06/12/2020	\$0	No Funding Required	Curriculum Consultants Learning Coaches Central Office Administrators Building Administrators Classroom Teachers

Activity - Elementary Specific Professional Learning	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Teachers will be released from their classroom for professional learning specific to their grade level.  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	09/03/2019	06/12/2020	\$5000	General Fund	CIA Math Consultant CIA Director Classroom teachers Building Principals
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Activity - Middle School Specific Professional Learning	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Middle school teachers will participate in professional learning to support the needs of 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	09/03/2019	06/12/2020	\$5000	General Fund	CIA Math Consultant and Instructional Coach CIA Director Classroom Teachers

### (shared) 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: All Schools	Professional Learning	Tier 1	Implement	09/03/2019	06/12/2020	\$0	No Funding Required	Central Office Staff Secondary Building Administrators

Activity - Administrator Professional Learning	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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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	09/03/2019	06/12/2020	\$0	No Funding Required	Central Office Learning Coaches Curriculum Consultants Building Administrators
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Activity - Learning Coaches	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
2.0 FTE in 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 1	Implement	09/03/2019	06/12/2020	\$232000	Title II Part A	Central Office Staff Instructional Coaches Building Administrators Classroom Teachers

### Measurable Objective 3:

A 10% increase of Ninth, Tenth and Eleventh grade Black or African-American, Bottom 30%, Economically Disadvantaged, Hispanic or Latino, Students with Disabilities and English Learners students will demonstrate a proficiency at their grade level in Mathematics by 06/12/2020 as measured by PSAT 9, PSAT 10 and SAT..

### Strategy 1:

Targeted Instruction for Secondary Students - Student who are identified as deficient in their math abilities will be provided tier 2 intervention to increase their skills that can then be applied to their core classroom content.

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 - Academic Center	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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High School students not meeting math proficiency standards will participate in an academic center with a mentor teacher with a focus on remediating math skills and supporting new learning.  Schools: Waterford-Kettering High School, Waterford Mott High School	Academic Support Program	Tier 2	Implement	09/03/2019	06/12/2020	\$0	No Funding Required	Secondary Academic Interventionist Mentor teachers Classroom teachers Building Principals
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Activity - High School Math Lab	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
High School students not meeting math proficiency standards will participate in a Math Lab course focused on remediation and basic math skills based on individual needs.  Schools: Waterford-Kettering High School, Waterford Durant High School, Waterford Mott High School	Academic Support Program	Tier 2	Implement	09/03/2019	06/12/2020	\$420000	Section 31a	Math lab teachers Classroom Teachers Secondary Academic Interventionist Building Principals

### Measurable Objective 4:

A 5% increase of Ninth, Tenth and Eleventh grade students will demonstrate a proficiency at their grade level in Mathematics by 06/12/2020 as measured by PSAT 9, PSAT 10 and SAT..

### (shared) Strategy 1:

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
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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: All Schools	Professional Learning	Tier 1	Implement	09/03/2019	06/12/2020	\$0	No Funding Required	Central Office Staff Secondary Building Administrators
<b>Activity - Administrator Professional Learning</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
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	09/03/2019	06/12/2020	\$0	No Funding Required	Central Office Learning Coaches Curriculum Consultants Building Administrators
<b>Activity - Learning Coaches</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
2.0 FTE in 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 1	Implement	09/03/2019	06/12/2020	\$232000	Title II Part A	Central Office Staff Instructional Coaches Building Administrators Classroom Teachers

### Strategy 2:

Core Classroom Instruction - Gradual Release (HS) - 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) in every lesson plan.

Category: Learning Support Systems

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

Moss, M., Brookhard, 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

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Activity - High School Specific Professional Learning	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Teachers of HS courses Algebra 1 and Geometry will have professional learning surrounding the second year adoption of new curriculum resources. Teachers will receive training prior to the start of the school year and will be released from their classrooms during the school year to discuss math lesson structure and mathematical models.</p> <p>Schools: Waterford-Kettering High School, Pierce Middle School, Waterford Durant High School, Mason Middle School, Waterford Mott High School</p>	Professional Learning, Academic Support Program	Tier 1	Monitor	09/03/2019	06/12/2020	\$10000	General Fund	CIA Math Consultant CIA Directors Classroom Teachers Building Principals

Activity - Professional Learning	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>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 of lesson design.</p> <p>Schools: Waterford-Kettering High School, Waterford Durant High School, Waterford Mott High School</p>	Professional Learning	Tier 1	Implement	09/03/2019	06/12/2020	\$0	No Funding Required	Curriculum Consultants, Learning Coaches, Central Office Administrators, 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 and Eighth 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 06/12/2020 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



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Tier: Tier 1

Activity - Small Group Intervention	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Struggling K-3 elementary students will participate in small group or one-on-one interventions.  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	Tier 2	Implement	09/03/2019	06/12/2020	\$1560000	Title I Part A, Section 31a	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
Struggling secondary school students will participate in a reading/writing lab in addition to their general education classroom 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.  Schools: Pierce Middle School, Mason Middle School	Academic Support Program	Tier 2	Implement	09/03/2019	06/12/2020	\$460000	Section 31a	Classroom teachers and assistants.
Activity - ELL Extended Day	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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.  Schools: Grayson Elementary, Donelson Hills Elementary School	Academic Support Program	Tier 2	Implement	09/30/2019	05/29/2020	\$20000	Title III	ELL Coordinator Extended Day Teaching Staff

### 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 06/12/2020 as measured by NWEA..

### (shared) 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

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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. Lower elementary grade teachers will participate in an interactive writing lab. 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	09/03/2019	06/12/2020	\$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	09/03/2019	06/12/2020	\$0	No Funding Required	Curriculum Consultants Learning Coaches Central Office Administration Building Administrators Classroom Teachers

**(shared) 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

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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	09/03/2019	06/12/2020	\$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
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: All Schools	Professional Learning	Tier 1	Implement	09/03/2019	06/12/2020	\$0	No Funding Required	Central Office Staff Building Administrators

### Measurable Objective 3:

A 10% increase of Ninth, Tenth and Eleventh grade Black or African-American, Bottom 30%, Economically Disadvantaged, Hispanic or Latino, Students with Disabilities and English Learners students will demonstrate a proficiency at their grade level in English Language Arts by 06/12/2020 as measured by the ERW scores on the PSAT 9, PSAT 10 and SAT..

### Strategy 1:

Targeted Instruction for Secondary Students - Students who are identified as deficient in their writing abilities will be provided tier 2 intervention to increase their skills that can then be applied to classroom content.

Category: English/Language Arts

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

Tier: Tier 2

Activity - Academic Center	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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High School students not meeting writing proficiency standards will participate in an Academic Center course focused on grammar and writing skills based on individual needs.  Schools: Waterford-Kettering High School, Waterford Mott High School	Academic Support Program	Tier 2	Implement	09/03/2019	06/12/2020	\$0	No Funding Required	Academic Center Teachers ELA Classroom Teachers Secondary Academic Interventionists Building Principals
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### Measurable Objective 4:

A 5% increase of All Students will demonstrate a proficiency at their grade level in English Language Arts by 06/12/2020 as measured by the ERW scores on the PSAT 9, PSAT 10 and SAT.

### (shared) 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. Lower elementary grade teachers will participate in an interactive writing lab. 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	09/03/2019	06/12/2020	\$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
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Teachers will continue to engage in professional learning around effective lesson design including frequent formative assessments, differentiation and the implementation of Learning Target Theory of Action using the Gradual Release Model.  Schools: All Schools	Professional Learning	Tier 1	Implement	09/03/2019	06/12/2020	\$0	No Funding Required	Curriculum Consultants Learning Coaches Central Office Administration Building Administrators Classroom Teachers
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### (shared) 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	09/03/2019	06/12/2020	\$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

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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: All Schools	Professional Learning	Tier 1	Implement	09/03/2019	06/12/2020	\$0	No Funding Required	Central Office Staff Building Administrators
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### 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 06/12/2020 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: School Culture

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	09/03/2019	06/12/2020	\$475000	Section 31a	School Social Workers Building Administrators Classroom Teachers Students Parents

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

Waterford School District

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	09/03/2019	06/12/2020	\$165000	Section 31a	Behavior Specialist, Paraprofessionals, Classroom Teachers, Building Administrators
<b>Activity - Newcomer Family Liason</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
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	Communication, Academic Support Program, Parent Involvement	Tier 3	Implement	09/03/2019	06/12/2020	\$31000	Title III	Newcomer family liaison, ESL consultant, Central office administration, Building administration
<b>Activity - Intervention Counselor</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
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	09/03/2019	06/12/2020	\$400000	Section 31a	Intervention Counselors, Building Administrators, Central Office staff
<b>Activity - Restorative Practices</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
District Administrators, key identified building personnel and teachers 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	09/03/2019	06/12/2020	\$20000	Title IV Part A	District Central Office Staff Building Administrators Social Workers Classroom Teachers

## District Improvement Plan

Waterford School District

Activity - Bully Prevention Task Force	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>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.</p> <p>Schools: All Schools</p>	Behavioral Support Program	Tier 1	Implement	07/01/2019	06/30/2020	\$10000	Title IV Part A	District Central Office Staff District Social Workers and Psychologists
Activity - Secondary Academic Interventionist	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>An Academic Interventionist will support all secondary buildings across the district when designing and implementing academic interventions for students.</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	08/05/2019	06/26/2020	\$140000	Section 31a	Secondary Academic Interventionist Secondary Building Administrators Central Office Administrators

### 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
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## District Improvement Plan

Waterford School District

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	08/19/2019	06/12/2020	\$0	No Funding Required	Central office administrators, building administrators, and classroom teachers.
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Activity - Title I Parent Workshops/Lending Library	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 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.  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	Parent Involvement	Tier 2	Implement	09/03/2019	06/12/2020	\$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
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.  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	Tier 2	Implement	07/01/2019	06/30/2020	\$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

## District Improvement Plan

Waterford School District

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.  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	Tier 3	Implement	09/03/2019	06/12/2020	\$4000	Title I Part A	Title 1 Coordinator, Building administration
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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	07/01/2019	06/30/2020	\$1000	Title III	District ESL Consultant, ESL staff, Central Office Administration

### Strategy 3:

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

Category: School Culture

Tier: Tier 2

Activity - Attendance Montioring	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Building staff members will monitor student attendance. Contacts will be made at 5 and 7 absences. A referral to the district Truancy Officer will occur at 10.  Schools: All Schools	Policy and Process	Tier 1	Implement	09/03/2019	06/12/2020	\$0	No Funding Required	Building office managers, teachers, social workers and building principals.

## District Improvement Plan

Waterford School District

Activity - Truancy Officer	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
At 10 student absences, the truancy officer meets with parents/guardians. At 20 absences, the Truancy Officer makes a referral to the Oakland County court system.  Schools: All Schools	Policy and Process	Tier 2	Implement	09/03/2019	06/12/2020	\$67420	Section 31a	Building administrators and social workers, District Truancy Officer.

### Measurable Objective 2:

achieve college and career readiness by increasing student participation in a variety of career and college experiences by 06/12/2020 as measured by the number of students participating and attendance in district provided college and career opportunities.

### Strategy 1:

Career and College Counseling - This strategy will provide students access to the many options in which a student can pursue while enrolled within our school district and beyond.

Category: Career and College Ready

Tier: Tier 1

Activity - EDP/Talent Portfolio	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Middle and high school students create and annually review their Educational Development Plan with support from building personnel.  Schools: Waterford-Kettering High School, Pierce Middle School, Waterford Durant High School, Mason Middle School, Waterford Mott High School	Career Preparation /Orientation	Tier 1	Implement	09/03/2019	06/12/2020	\$0	No Funding Required	Counselors CTE Career Technicians and teachers Building Principals

Activity - Career Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All students across the district will be provided with opportunities to discuss career interests, options and preparation depending on the age of the student. Activities include participation in career days, college and career fairs, field trips and guest speakers.  Schools: All Schools	Career Preparation /Orientation	Tier 1	Implement	09/03/2019	06/12/2020	\$12000	Other	CTE Teachers Counselors Classroom Teachers CTE Coordinator Curriculum Director

## District Improvement Plan

Waterford School District

Activity - Work-Based Learning	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students will participate in work-based learning opportunities to discover connections between their goals and the professionals within the careers.  Schools: All Schools	Career Preparation /Orientation	Tier 1	Implement	09/03/2019	06/12/2020	\$5000	Other	CTE Teachers Counselors CTE Technicians CTE Coordinator

## Goal 4: All students in the Waterford School District will become proficient readers.

### Measurable Objective 1:

75% of Kindergarten, First, Second, Third, Fourth, Fifth, Sixth, Seventh and Eighth grade students will increase student growth in meeting their projected growth targets in reading proficiency in English Language Arts by 06/12/2020 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
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## District Improvement Plan

Waterford School District

Kindergarten 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: Cooley Elementary School, Beaumont Elementary School, Riverside Elementary School, Pierce Middle School, Grayson Elementary, Knudsen Elementary School, Donelson Hills Elementary School, Mason Middle School, Houghton Elementary School, Haviland Elementary School, Schoolcraft Elementary School	Professional Learning	Tier 1	Implement	09/03/2019	06/12/2020	\$7500	Title II Part A	Learning Coaches Classroom Teachers ELA Consultant
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Activity - Professional Learning	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will continue to engage in professional learning around effective lesson design including frequent formative assessments and the implementation of Learning Target Theory of Action using the Gradual Release Model.  Schools: All Schools	Professional Learning	Tier 1	Implement	09/03/2019	06/12/2020	\$0	No Funding Required	Curriculum Consultants Learning Coaches Central Office Administrators Classroom Teachers Building Administrators

### (shared) 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

Activity - Administrator Professional Learning	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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## District Improvement Plan

Waterford School District

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	09/03/2019	06/12/2020	\$0	No Funding Required	Central Office Staff Learning Coaches Building Administrators
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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: All Schools	Professional Learning	Tier 1	Implement	09/03/2019	06/12/2020	\$0	No Funding Required	Central Office Staff Building Administrators

### Measurable Objective 2:

70% of Kindergarten, First, Second, Third, Fourth, Fifth, Sixth, Seventh and Eighth 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 06/12/2020 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

Activity - Reading Intervention	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

## District Improvement Plan

Waterford School District

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.  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	Direct Instruction	Tier 2	Implement	09/03/2019	06/12/2020	\$1560000	Section 31a, Title I Part A	Interventionists Classroom Teachers Building Administrators
<b>Activity - Reading Lab</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Teachers will 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.  Schools: Pierce Middle School, Mason Middle School	Direct Instruction, Technology, Academic Support Program	Tier 2	Implement	09/03/2019	06/12/2020	\$290000	Section 31a	Reading Lab Interventionist Classroom Teachers Counselors
<b>Activity - ELL Extended Day</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
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.  Schools: Grayson Elementary, Donelson Hills Elementary School	Academic Support Program	Tier 2	Implement	09/30/2019	05/29/2020	\$20000	Title III	ELL Coordinator Extended Day Teaching Staff
<b>Activity - Edgenuity Learning</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
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.  Schools: Pierce Middle School, Mason Middle School	Implementation, Technology, Academic Support Program	Tier 2	Implement	09/03/2019	06/12/2020	\$39000	Section 31a	Classroom teachers and classroom assistants.
<b>Activity - ESL Classroom Assistants</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>

## District Improvement Plan

Waterford School District

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.  Schools: All Schools	Academic Support Program	Tier 2	Implement	09/03/2019	06/12/2020	\$105000	Section 31a	ESL classroom assistants, ESL consultant, Central Office Administration, Building Administration
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### Measurable Objective 3:

A 10% increase of Ninth, Tenth and Eleventh grade Black or African-American, Bottom 30%, Economically Disadvantaged, Hispanic or Latino, Students with Disabilities and English Learners students will demonstrate a proficiency at their grade level in English Language Arts by 06/12/2020 as measured by the ERW scores on the PSAT 9, PSAT 10 and SAT.

### Strategy 1:

Targeted Instruction for Secondary Students - Students not demonstrating proficiency in reading will be provided support through reading interventions.

Category: English/Language Arts

Research Cited: 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

Tier: Tier 2

Activity - AARI	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers at the high school will identify students not making adequate progress in reading and enroll them into an AARI class for instructional support.  Schools: Waterford-Kettering High School, Waterford Durant High School, Waterford Mott High School	Academic Support Program	Tier 2	Implement	09/03/2019	06/12/2020	\$70000	Section 31a	Classroom Teachers Counselors AARI Teachers Building Administrators Secondary Academic Interventionists

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

Waterford School District

High School students not meeting reading proficiency standards will participate in an Academic Center course focused on grammar and writing skills based on individual needs.  Schools: Waterford-Kettering High School, Waterford Mott High School	Academic Support Program	Tier 2	Implement	09/03/2019	06/12/2020	\$0	No Funding Required	Academic Center Teachers ELA Classroom teachers Secondary Academic Interventionists Building Principals
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### Measurable Objective 4:

A 5% increase of Ninth, Tenth and Eleventh grade students will demonstrate a proficiency at their grade level in English Language Arts by 06/12/2020 as measured by the ERW scores on the PSAT 9, PSAT 10 and SAT.

### (shared) Strategy 1:

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

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	09/03/2019	06/12/2020	\$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
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**District Improvement Plan**

Waterford School District

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: All Schools	Professional Learning	Tier 1	Implement	09/03/2019	06/12/2020	\$0	No Funding Required	Central Office Staff Building Administrators
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## Activity Summary by Funding Source

Below is a breakdown of your activities by funding source

### Section 31a

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
AARI	Teachers at the high school will identify students not making adequate progress in reading and enroll them into an AARI class for instructional support.	Academic Support Program	Tier 2	Implement	09/03/2019	06/12/2020	\$70000	Classroom Teachers Counselors AARI Teachers Building Administrators Secondary Academic Interventionists
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, Technology, Academic Support Program	Tier 2	Implement	09/03/2019	06/12/2020	\$39000	Classroom teachers and classroom assistants.
Edgenuity Learning	Students who are not meeting proficiency standards at the middle school level in mathematics 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	Tier 2	Monitor	09/03/2019	06/12/2020	\$39000	Math Lab teachers Classroom Teachers Building Principals
Truancy Officer	At 10 student absences, the truancy officer meets with parents/guardians. At 20 absences, the Truancy Officer makes a referral to the Oakland County court system.	Policy and Process	Tier 2	Implement	09/03/2019	06/12/2020	\$67420	Building administrators and social workers, District Truancy Officer.

## 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	09/03/2019	06/12/2020	\$165000	Behavior Specialist, Paraprofessionals, Classroom Teachers, Building Administrators
Middle School Math Lab	Middle School students not meeting math proficiency standards will participate in Math Lab with a focus on individual remediation and basic math skills.	Academic Support Program	Tier 2	Monitor	09/03/2019	06/12/2020	\$165000	Math Lab Teachers Classroom Teachers Building Administrators
Reading/Writing Labs	Struggling secondary school students will participate in a reading/writing lab in addition to their general education classroom 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	09/03/2019	06/12/2020	\$460000	Classroom teachers and 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	09/03/2019	06/12/2020	\$260000	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	09/03/2019	06/12/2020	\$260000	Literacy Interventionists Classroom Teachers Building Administrators
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.	Direct Instruction, Technology, Academic Support Program	Tier 2	Implement	09/03/2019	06/12/2020	\$290000	Reading Lab Interventionist Classroom Teachers Counselors

## District Improvement Plan

Waterford School District

High School Math Lab	High School students not meeting math proficiency standards will participate in a Math Lab course focused on remediation and basic math skills based on individual needs.	Academic Support Program	Tier 2	Implement	09/03/2019	06/12/2020	\$420000	Math lab teachers Classroom Teachers Secondary Academic Interventionist Building Principals
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	09/03/2019	06/12/2020	\$105000	ESL classroom assistants, ESL consultant, Central Office Administration, 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	09/03/2019	06/12/2020	\$400000	Intervention Counselors, Building Administrators, Central Office staff
Secondary Academic Interventionist	An Academic Interventionist will support all secondary buildings across the district when designing and implementing academic interventions for students.	Academic Support Program	Tier 2	Implement	08/05/2019	06/26/2020	\$140000	Secondary Academic Interventionist Secondary Building Administrators Central Office 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	09/03/2019	06/12/2020	\$475000	School Social Workers Building Administrators Classroom Teachers Students Parents

**District Improvement Plan**

Waterford School District

**Title II Part A**

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
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. Lower elementary grade teachers will participate in an interactive writing lab. 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	09/03/2019	06/12/2020	\$8000	Learning Coaches Classroom Teachers ELA Consultant
Instructional Labs	Kindergarten 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	09/03/2019	06/12/2020	\$7500	Learning Coaches Classroom Teachers ELA Consultant
Learning Coaches	2.0 FTE in Learning Coaches will provide support in instructional growth for teachers through student-centered learning labs, small group and one-on-one job embedded professional learning.	Professional Learning	Tier 1	Implement	09/03/2019	06/12/2020	\$232000	Central Office Staff Instructional Coaches Building Administrators Classroom Teachers

**Other**

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Work-Based Learning	Students will participate in work-based learning opportunities to discover connections between their goals and the professionals within the careers.	Career Preparation /Orientation	Tier 1	Implement	09/03/2019	06/12/2020	\$5000	CTE Teachers Counselors Technicians CTE Coordinator

## District Improvement Plan

Waterford School District

Career Development	All students across the district will be provided with opportunities to discuss career interests, options and preparation depending on the age of the student. Activities include participation in career days, college and career fairs, field trips and guest speakers.	Career Preparation /Orientation	Tier 1	Implement	09/03/2019	06/12/2020	\$12000	CTE Teachers Counselors Classroom Teachers CTE Coordinator Curriculum Director
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### Title IV Part A

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Restorative Practices	District Administrators, key identified building personnel and teachers 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	09/03/2019	06/12/2020	\$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	07/01/2019	06/30/2020	\$10000	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
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	09/30/2019	05/29/2020	\$20000	ELL Coordinator Extended Day Teaching Staff

## District Improvement Plan

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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.	Communication, Academic Support Program, Parent Involvement	Tier 3	Implement	09/03/2019	06/12/2020	\$31000	Newcomer family liaison, ESL consultant, Central office administration, Building administration
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	07/01/2019	06/30/2020	\$1000	District ESL Consultant, ESL staff, Central Office Administration
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	09/30/2019	05/29/2020	\$20000	ELL Coordinator Extended Day Teaching Staff

### Title I Part A

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
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	09/03/2019	06/12/2020	\$2200	Central office staff, Title One coordinator, building administrators, classroom teachers



## 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	09/03/2019	06/12/2020	\$1300000	Literacy Interventionists Classroom Teachers Building Administrators
Dreambox Math	Students in Title I buildings who are eligible for math services will be provided with intervention using Dreambox to improve their conceptual understanding.	Academic Support Program	Tier 2	Implement	09/03/2019	06/12/2020	\$3000	Title I Consultant Building Principals Classroom Teachers
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	09/03/2019	06/12/2020	\$4000	Title 1 Coordinator , Building Administration
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	09/03/2019	06/12/2020	\$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	07/01/2019	06/30/2020	\$65000	Central Office staff, Title 1 Coordinator

### 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	09/03/2019	06/12/2020	\$0	Central Office Staff Building Administrators

## District Improvement Plan

Waterford School District

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	09/03/2019	06/12/2020	\$0	Curriculum Consultants Learning Coaches Central Office Administration Building Administrators Classroom Teachers
Academic Center	High School students not meeting math proficiency standards will participate in an academic center with a mentor teacher with a focus on remediating math skills and supporting new learning.	Academic Support Program	Tier 2	Implement	09/03/2019	06/12/2020	\$0	Secondary Academic Interventionist Mentor teachers Classroom teachers Building Principals
Academic Center	High School students not meeting reading proficiency standards will participate in an Academic Center course focused on grammar and writing skills based on individual needs.	Academic Support Program	Tier 2	Implement	09/03/2019	06/12/2020	\$0	Academic Center Teachers ELA Classroom teachers Secondary Academic Interventionists Building Principals
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	09/03/2019	06/12/2020	\$0	Central Office Staff Learning Coaches Building Administrators

## 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	09/03/2019	06/12/2020	\$0	Central Office Staff Secondary 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	09/03/2019	06/12/2020	\$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	09/03/2019	06/12/2020	\$0	Central Office Learning Coaches Curriculum Consultants Building Administrators
EDP/Talent Portfolio	Middle and high school students create and annually review their Educational Development Plan with support from building personnel.	Career Preparation /Orientation	Tier 1	Implement	09/03/2019	06/12/2020	\$0	Counselors CTE Career Technicians and teachers Building Principals
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 of lesson design.	Professional Learning	Tier 1	Implement	09/03/2019	06/12/2020	\$0	Curriculum Consultants, Learning Coaches, Central Office Administrators, Building Administrators, Classroom Teachers

## 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	09/03/2019	06/12/2020	\$0	Central Staff Central Office Learning Coaches Curriculum Consultants Building Administrators
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	08/19/2019	06/12/2020	\$0	Central office administrators, building administrators, and classroom teachers.
Attendance Monitoring	Building staff members will monitor student attendance. Contacts will be made at 5 and 7 absences. A referral to the district Truancy Officer will occur at 10.	Policy and Process	Tier 1	Implement	09/03/2019	06/12/2020	\$0	Building office managers, teachers, social workers and building principals.
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	09/03/2019	06/12/2020	\$0	Curriculum Consultants Learning Coaches Central Office Administrators Classroom Teachers Building Administrators

## District Improvement Plan

Waterford School District

Academic Center	High School students not meeting writing proficiency standards will participate in an Academic Center course focused on grammar and writing skills based on individual needs.	Academic Support Program	Tier 2	Implement	09/03/2019	06/12/2020	\$0	Academic Center Teachers ELA Classroom Teachers Secondary Academic Interventionists Building Principals
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	09/03/2019	06/12/2020	\$0	Central Office Staff Building Administrators

### General Fund

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Middle School Specific Professional Learning	Middle school teachers will participate in professional learning to support the needs of 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	09/03/2019	06/12/2020	\$5000	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.	Professional Learning	Tier 1	Implement	09/03/2019	06/12/2020	\$5000	CIA Math Consultant CIA Director Classroom teachers Building Principals
High School Specific Professional Learning	Teachers of HS courses Algebra 1 and Geometry will have professional learning surrounding the second year adoption of new curriculum resources. Teachers will receive training prior to the start of the school year and will be released from their classrooms during the school year to discuss math lesson structure and mathematical models.	Professional Learning, Academic Support Program	Tier 1	Monitor	09/03/2019	06/12/2020	\$10000	CIA Math Consultant CIA Directors Classroom Teachers Building Principals

## 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
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	09/03/2019	06/12/2020	\$0	Central Office Staff Secondary Building Administrators
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	09/03/2019	06/12/2020	\$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	09/03/2019	06/12/2020	\$0	Central Office Learning Coaches Curriculum Consultants Building Administrators

## 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	09/03/2019	06/12/2020	\$0	Central Staff Central Office Learning Coaches Curriculum Consultants 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	09/03/2019	06/12/2020	\$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	09/03/2019	06/12/2020	\$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	09/03/2019	06/12/2020	\$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. Lower elementary grade teachers will participate in an interactive writing lab. 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	09/03/2019	06/12/2020	\$8000	Learning Coaches Classroom Teachers ELA Consultant

## District Improvement Plan

Waterford School District

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	09/03/2019	06/12/2020	\$0	Curriculum Consultants Learning Coaches Central Office Administrators Building Administrators Classroom Teachers
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	09/03/2019	06/12/2020	\$0	Curriculum Consultants Learning Coaches Central Office Administrators Classroom Teachers Building Administrators
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	08/19/2019	06/12/2020	\$0	Central office administrators, building administrators, and classroom teachers.
Learning Coaches	2.0 FTE in Learning Coaches will provide support in instructional growth for teachers through student-centered learning labs, small group and one-on-one job embedded professional learning.	Professional Learning	Tier 1	Implement	09/03/2019	06/12/2020	\$232000	Central Office Staff Instructional Coaches Building Administrators Classroom Teachers



## 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	09/03/2019	06/12/2020	\$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	07/01/2019	06/30/2020	\$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.	Communication, Academic Support Program, Parent Involvement	Tier 3	Implement	09/03/2019	06/12/2020	\$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	09/03/2019	06/12/2020	\$105000	ESL classroom assistants, ESL consultant, Central Office Administration, Building Administration
Restorative Practices	District Administrators, key identified building personnel and teachers 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	09/03/2019	06/12/2020	\$20000	District Central Office Staff Building Administrators Social Workers Classroom Teachers

## 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	07/01/2019	06/30/2020	\$10000	District Central Office Staff District Social Workers and Psychologists
Attendance Monitoring	Building staff members will monitor student attendance. Contacts will be made at 5 and 7 absences. A referral to the district Truancy Officer will occur at 10.	Policy and Process	Tier 1	Implement	09/03/2019	06/12/2020	\$0	Building office managers, teachers, social workers and building principals.
Truancy Officer	At 10 student absences, the truancy officer meets with parents/guardians. At 20 absences, the Truancy Officer makes a referral to the Oakland County court system.	Policy and Process	Tier 2	Implement	09/03/2019	06/12/2020	\$67420	Building administrators and social workers, District Truancy Officer.
Career Development	All students across the district will be provided with opportunities to discuss career interests, options and preparation depending on the age of the student. Activities include participation in career days, college and career fairs, field trips and guest speakers.	Career Preparation /Orientation	Tier 1	Implement	09/03/2019	06/12/2020	\$12000	CTE Teachers Counselors Classroom Teachers CTE Coordinator Curriculum Director
Work-Based Learning	Students will participate in work-based learning opportunities to discover connections between their goals and the professionals within the careers.	Career Preparation /Orientation	Tier 1	Implement	09/03/2019	06/12/2020	\$5000	CTE Teachers Counselors CTE Technicians CTE Coordinator

### Waterford-Kettering High School

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

Waterford School District

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	09/03/2019	06/12/2020	\$400000	Intervention Counselors, Building Administrators, Central Office staff
Academic Center	High School students not meeting math proficiency standards will participate in an academic center with a mentor teacher with a focus on remediating math skills and supporting new learning.	Academic Support Program	Tier 2	Implement	09/03/2019	06/12/2020	\$0	Secondary Academic Interventionist Mentor teachers Classroom teachers Building Principals
High School Math Lab	High School students not meeting math proficiency standards will participate in a Math Lab course focused on remediation and basic math skills based on individual needs.	Academic Support Program	Tier 2	Implement	09/03/2019	06/12/2020	\$420000	Math lab teachers Classroom Teachers Secondary Academic Interventionist Building Principals
High School Specific Professional Learning	Teachers of HS courses Algebra 1 and Geometry will have professional learning surrounding the second year adoption of new curriculum resources. Teachers will receive training prior to the start of the school year and will be released from their classrooms during the school year to discuss math lesson structure and mathematical models.	Professional Learning, Academic Support Program	Tier 1	Monitor	09/03/2019	06/12/2020	\$10000	CIA Math Consultant CIA Directors Classroom Teachers Building Principals
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 of lesson design.	Professional Learning	Tier 1	Implement	09/03/2019	06/12/2020	\$0	Curriculum Consultants, Learning Coaches, Central Office Administrators, Building Administrators, Classroom Teachers

**District Improvement Plan**

Waterford School District

Academic Center	High School students not meeting writing proficiency standards will participate in an Academic Center course focused on grammar and writing skills based on individual needs.	Academic Support Program	Tier 2	Implement	09/03/2019	06/12/2020	\$0	Academic Center Teachers ELA Classroom Teachers Secondary Academic Interventionists Building Principals
EDP/Talent Portfolio	Middle and high school students create and annually review their Educational Development Plan with support from building personnel.	Career Preparation /Orientation	Tier 1	Implement	09/03/2019	06/12/2020	\$0	Counselors CTE Career Technicians and teachers Building Principals
AARI	Teachers at the high school will identify students not making adequate progress in reading and enroll them into an AARI class for instructional support.	Academic Support Program	Tier 2	Implement	09/03/2019	06/12/2020	\$70000	Classroom Teachers Counselors AARI Teachers Building Administrators Secondary Academic Interventionists
Academic Center	High School students not meeting reading proficiency standards will participate in an Academic Center course focused on grammar and writing skills based on individual needs.	Academic Support Program	Tier 2	Implement	09/03/2019	06/12/2020	\$0	Academic Center Teachers ELA Classroom teachers Secondary Academic Interventionists Building Principals

## District Improvement Plan

Waterford School District

Secondary Academic Interventionist	An Academic Interventionist will support all secondary buildings across the district when designing and implementing academic interventions for students.	Academic Support Program	Tier 2	Implement	08/05/2019	06/26/2020	\$140000	Secondary Academic Interventionist Secondary Building Administrators Central Office Administrators
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### Waterford Mott High School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
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	09/03/2019	06/12/2020	\$400000	Intervention Counselors, Building Administrators, Central Office staff
Academic Center	High School students not meeting math proficiency standards will participate in an academic center with a mentor teacher with a focus on remediating math skills and supporting new learning.	Academic Support Program	Tier 2	Implement	09/03/2019	06/12/2020	\$0	Secondary Academic Interventionist Mentor teachers Classroom teachers Building Principals
High School Math Lab	High School students not meeting math proficiency standards will participate in a Math Lab course focused on remediation and basic math skills based on individual needs.	Academic Support Program	Tier 2	Implement	09/03/2019	06/12/2020	\$420000	Math lab teachers Classroom Teachers Secondary Academic Interventionist Building Principals

## District Improvement Plan

Waterford School District

High School Specific Professional Learning	Teachers of HS courses Algebra 1 and Geometry will have professional learning surrounding the second year adoption of new curriculum resources. Teachers will receive training prior to the start of the school year and will be released from their classrooms during the school year to discuss math lesson structure and mathematical models.	Professional Learning, Academic Support Program	Tier 1	Monitor	09/03/2019	06/12/2020	\$10000	CIA Math Consultant CIA Directors Classroom Teachers Building Principals
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 of lesson design.	Professional Learning	Tier 1	Implement	09/03/2019	06/12/2020	\$0	Curriculum Consultants, Learning Coaches, Central Office Administrators, Building Administrators, Classroom Teachers
Academic Center	High School students not meeting writing proficiency standards will participate in an Academic Center course focused on grammar and writing skills based on individual needs.	Academic Support Program	Tier 2	Implement	09/03/2019	06/12/2020	\$0	Academic Center Teachers ELA Classroom Teachers Secondary Academic Interventionists Building Principals
EDP/Talent Portfolio	Middle and high school students create and annually review their Educational Development Plan with support from building personnel.	Career Preparation /Orientation	Tier 1	Implement	09/03/2019	06/12/2020	\$0	Counselors CTE Career Technicians and teachers Building Principals

**District Improvement Plan**

Waterford School District

AARI	Teachers at the high school will identify students not making adequate progress in reading and enroll them into an AARI class for instructional support.	Academic Support Program	Tier 2	Implement	09/03/2019	06/12/2020	\$70000	Classroom Teachers Counselors AARI Teachers Building Administrators Secondary Academic Interventionists
Academic Center	High School students not meeting reading proficiency standards will participate in an Academic Center course focused on grammar and writing skills based on individual needs.	Academic Support Program	Tier 2	Implement	09/03/2019	06/12/2020	\$0	Academic Center Teachers ELA Classroom teachers Secondary Academic Interventionists Building Principals
Secondary Academic Interventionist	An Academic Interventionist will support all secondary buildings across the district when designing and implementing academic interventions for students.	Academic Support Program	Tier 2	Implement	08/05/2019	06/26/2020	\$140000	Secondary Academic Interventionist Secondary Building Administrators Central Office Administrators

**Waterford Durant High School**

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

Waterford School District

High School Math Lab	High School students not meeting math proficiency standards will participate in a Math Lab course focused on remediation and basic math skills based on individual needs.	Academic Support Program	Tier 2	Implement	09/03/2019	06/12/2020	\$420000	Math lab teachers Classroom Teachers Secondary Academic Interventionist Building Principals
High School Specific Professional Learning	Teachers of HS courses Algebra 1 and Geometry will have professional learning surrounding the second year adoption of new curriculum resources. Teachers will receive training prior to the start of the school year and will be released from their classrooms during the school year to discuss math lesson structure and mathematical models.	Professional Learning, Academic Support Program	Tier 1	Monitor	09/03/2019	06/12/2020	\$10000	CIA Math Consultant CIA Directors Classroom Teachers Building Principals
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 of lesson design.	Professional Learning	Tier 1	Implement	09/03/2019	06/12/2020	\$0	Curriculum Consultants, Learning Coaches, Central Office Administrators, Building Administrators, Classroom Teachers
EDP/Talent Portfolio	Middle and high school students create and annually review their Educational Development Plan with support from building personnel.	Career Preparation /Orientation	Tier 1	Implement	09/03/2019	06/12/2020	\$0	Counselors CTE Career Technicians and teachers Building Principals
AARI	Teachers at the high school will identify students not making adequate progress in reading and enroll them into an AARI class for instructional support.	Academic Support Program	Tier 2	Implement	09/03/2019	06/12/2020	\$70000	Classroom Teachers Counselors AARI Teachers Building Administrators Secondary Academic Interventionists



## District Improvement Plan

Waterford School District

Secondary Academic Interventionist	An Academic Interventionist will support all secondary buildings across the district when designing and implementing academic interventions for students.	Academic Support Program	Tier 2	Implement	08/05/2019	06/26/2020	\$140000	Secondary Academic Interventionist Secondary Building Administrators Central Office Administrators
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### Schoolcraft 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	09/03/2019	06/12/2020	\$1560000	Interventionists Classroom Teachers Building Administrators
Instructional Labs	Kindergarten 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	09/03/2019	06/12/2020	\$7500	Learning Coaches Classroom Teachers ELA Consultant
Small Group Intervention	Struggling K-3 elementary students will participate in small group or one-on-one interventions.	Academic Support Program	Tier 2	Implement	09/03/2019	06/12/2020	\$1560000	Literacy Interventionists Classroom Teachers Building Administrators

## 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	09/03/2019	06/12/2020	\$475000	School Social Workers Building Administrators Classroom Teachers Students Parents
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	09/03/2019	06/12/2020	\$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	07/01/2019	06/30/2020	\$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	09/03/2019	06/12/2020	\$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.	Professional Learning	Tier 1	Implement	09/03/2019	06/12/2020	\$5000	CIA Math Consultant CIA Director Classroom teachers Building Principals

## 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 to improve their conceptual understanding.	Academic Support Program	Tier 2	Implement	09/03/2019	06/12/2020	\$3000	Title I Consultant Building Principals Classroom Teachers
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### 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	09/03/2019	06/12/2020	\$1560000	Interventionists Classroom Teachers Building Administrators
Instructional Labs	Kindergarten 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	09/03/2019	06/12/2020	\$7500	Learning Coaches Classroom Teachers ELA Consultant
Small Group Intervention	Struggling K-3 elementary students will participate in small group or one-on-one interventions.	Academic Support Program	Tier 2	Implement	09/03/2019	06/12/2020	\$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	09/03/2019	06/12/2020	\$475000	School Social Workers Building Administrators Classroom Teachers Students Parents

## 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	09/03/2019	06/12/2020	\$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	07/01/2019	06/30/2020	\$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	09/03/2019	06/12/2020	\$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.	Professional Learning	Tier 1	Implement	09/03/2019	06/12/2020	\$5000	CIA Math Consultant CIA Director Classroom teachers Building Principals
Dreambox Math	Students in Title I buildings who are eligible for math services will be provided with intervention using Dreambox to improve their conceptual understanding.	Academic Support Program	Tier 2	Implement	09/03/2019	06/12/2020	\$3000	Title I Consultant Building Principals Classroom Teachers

### Pierce Middle School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
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## 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.	Direct Instruction, Technology, Academic Support Program	Tier 2	Implement	09/03/2019	06/12/2020	\$290000	Reading Lab Interventionist Classroom Teachers Counselors
Instructional Labs	Kindergarten 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	09/03/2019	06/12/2020	\$7500	Learning Coaches Classroom Teachers ELA Consultant
Reading/Writing Labs	Struggling secondary school students will participate in a reading/writing lab in addition to their general education classroom 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	09/03/2019	06/12/2020	\$460000	Classroom teachers and 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, Technology, Academic Support Program	Tier 2	Implement	09/03/2019	06/12/2020	\$39000	Classroom teachers and classroom assistants.
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	09/03/2019	06/12/2020	\$400000	Intervention Counselors, Building Administrators, Central Office staff
Middle School Specific Professional Learning	Middle school teachers will participate in professional learning to support the needs of 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	09/03/2019	06/12/2020	\$5000	CIA Math Consultant and Instructional Coach CIA Director Classroom Teachers
Middle School Math Lab	Middle School students not meeting math proficiency standards will participate in Math Lab with a focus on individual remediation and basic math skills.	Academic Support Program	Tier 2	Monitor	09/03/2019	06/12/2020	\$165000	Math Lab Teachers Classroom Teachers Building Administrators

## District Improvement Plan

Waterford School District

Edgenuity Learning	Students who are not meeting proficiency standards at the middle school level in mathematics 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	Tier 2	Monitor	09/03/2019	06/12/2020	\$39000	Math Lab teachers Classroom Teachers Building Principals
High School Specific Professional Learning	Teachers of HS courses Algebra 1 and Geometry will have professional learning surrounding the second year adoption of new curriculum resources. Teachers will receive training prior to the start of the school year and will be released from their classrooms during the school year to discuss math lesson structure and mathematical models.	Professional Learning, Academic Support Program	Tier 1	Monitor	09/03/2019	06/12/2020	\$10000	CIA Math Consultant CIA Directors Classroom Teachers Building Principals
EDP/Talent Portfolio	Middle and high school students create and annually review their Educational Development Plan with support from building personnel.	Career Preparation /Orientation	Tier 1	Implement	09/03/2019	06/12/2020	\$0	Counselors CTE Career Technicians and teachers Building Principals
Secondary Academic Interventionist	An Academic Interventionist will support all secondary buildings across the district when designing and implementing academic interventions for students.	Academic Support Program	Tier 2	Implement	08/05/2019	06/26/2020	\$140000	Secondary Academic Interventionist Secondary Building Administrators Central Office Administrators

### 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.	Direct Instruction, Technology, Academic Support Program	Tier 2	Implement	09/03/2019	06/12/2020	\$290000	Reading Lab Interventionist Classroom Teachers Counselors

## District Improvement Plan

Waterford School District

Instructional Labs	Kindergarten 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	09/03/2019	06/12/2020	\$7500	Learning Coaches Classroom Teachers ELA Consultant
Reading/Writing Labs	Struggling secondary school students will participate in a reading/writing lab in addition to their general education classroom 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	09/03/2019	06/12/2020	\$460000	Classroom teachers and 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, Technology, Academic Support Program	Tier 2	Implement	09/03/2019	06/12/2020	\$39000	Classroom teachers and classroom assistants.
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	09/03/2019	06/12/2020	\$400000	Intervention Counselors, Building Administrators, Central Office staff
Middle School Specific Professional Learning	Middle school teachers will participate in professional learning to support the needs of 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	09/03/2019	06/12/2020	\$5000	CIA Math Consultant and Instructional Coach CIA Director Classroom Teachers
Middle School Math Lab	Middle School students not meeting math proficiency standards will participate in Math Lab with a focus on individual remediation and basic math skills.	Academic Support Program	Tier 2	Monitor	09/03/2019	06/12/2020	\$165000	Math Lab Teachers Classroom Teachers Building Administrators
Edgenuity Learning	Students who are not meeting proficiency standards at the middle school level in mathematics 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	Tier 2	Monitor	09/03/2019	06/12/2020	\$39000	Math Lab teachers Classroom Teachers Building Principals

## District Improvement Plan

Waterford School District

High School Specific Professional Learning	Teachers of HS courses Algebra 1 and Geometry will have professional learning surrounding the second year adoption of new curriculum resources. Teachers will receive training prior to the start of the school year and will be released from their classrooms during the school year to discuss math lesson structure and mathematical models.	Professional Learning, Academic Support Program	Tier 1	Monitor	09/03/2019	06/12/2020	\$10000	CIA Math Consultant CIA Directors Classroom Teachers Building Principals
EDP/Talent Portfolio	Middle and high school students create and annually review their Educational Development Plan with support from building personnel.	Career Preparation /Orientation	Tier 1	Implement	09/03/2019	06/12/2020	\$0	Counselors CTE Career Technicians and teachers Building Principals
Secondary Academic Interventionist	An Academic Interventionist will support all secondary buildings across the district when designing and implementing academic interventions for students.	Academic Support Program	Tier 2	Implement	08/05/2019	06/26/2020	\$140000	Secondary Academic Interventionist Secondary Building Administrators Central Office Administrators

### 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	09/03/2019	06/12/2020	\$1560000	Interventionists Classroom Teachers Building Administrators
Instructional Labs	Kindergarten 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	09/03/2019	06/12/2020	\$7500	Learning Coaches Classroom Teachers ELA Consultant



## 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	09/03/2019	06/12/2020	\$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	09/03/2019	06/12/2020	\$475000	School Social Workers Building Administrators Classroom Teachers Students Parents
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	09/03/2019	06/12/2020	\$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	07/01/2019	06/30/2020	\$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	09/03/2019	06/12/2020	\$4000	Title 1 Coordinator, Building administration

## 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.	Professional Learning	Tier 1	Implement	09/03/2019	06/12/2020	\$5000	CIA Math Consultant CIA Director Classroom teachers Building Principals
Dreambox Math	Students in Title I buildings who are eligible for math services will be provided with intervention using Dreambox to improve their conceptual understanding.	Academic Support Program	Tier 2	Implement	09/03/2019	06/12/2020	\$3000	Title I Consultant Building Principals 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	09/03/2019	06/12/2020	\$1560000	Interventionists Classroom Teachers Building Administrators
Instructional Labs	Kindergarten 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	09/03/2019	06/12/2020	\$7500	Learning Coaches Classroom Teachers ELA Consultant
Small Group Intervention	Struggling K-3 elementary students will participate in small group or one-on-one interventions.	Academic Support Program	Tier 2	Implement	09/03/2019	06/12/2020	\$1560000	Literacy Interventionists Classroom Teachers Building Administrators

## 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	09/03/2019	06/12/2020	\$475000	School Social Workers Building Administrators Classroom Teachers Students Parents
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	09/03/2019	06/12/2020	\$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	07/01/2019	06/30/2020	\$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	09/03/2019	06/12/2020	\$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.	Professional Learning	Tier 1	Implement	09/03/2019	06/12/2020	\$5000	CIA Math Consultant CIA Director Classroom teachers Building Principals

## 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 to improve their conceptual understanding.	Academic Support Program	Tier 2	Implement	09/03/2019	06/12/2020	\$3000	Title I Consultant Building Principals Classroom Teachers
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### 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	09/03/2019	06/12/2020	\$1560000	Interventionists Classroom Teachers Building Administrators
Instructional Labs	Kindergarten 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	09/03/2019	06/12/2020	\$7500	Learning Coaches Classroom Teachers ELA Consultant
Small Group Intervention	Struggling K-3 elementary students will participate in small group or one-on-one interventions.	Academic Support Program	Tier 2	Implement	09/03/2019	06/12/2020	\$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	09/03/2019	06/12/2020	\$475000	School Social Workers Building Administrators Classroom Teachers Students Parents

## 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	09/03/2019	06/12/2020	\$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	07/01/2019	06/30/2020	\$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	09/03/2019	06/12/2020	\$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.	Professional Learning	Tier 1	Implement	09/03/2019	06/12/2020	\$5000	CIA Math Consultant CIA Director Classroom teachers Building Principals
Dreambox Math	Students in Title I buildings who are eligible for math services will be provided with intervention using Dreambox to improve their conceptual understanding.	Academic Support Program	Tier 2	Implement	09/03/2019	06/12/2020	\$3000	Title I Consultant Building Principals Classroom Teachers

### Grayson Elementary

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
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## 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	09/03/2019	06/12/2020	\$1560000	Interventionists Classroom Teachers Building Administrators
Instructional Labs	Kindergarten 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	09/03/2019	06/12/2020	\$7500	Learning Coaches Classroom Teachers ELA Consultant
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	09/30/2019	05/29/2020	\$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	09/03/2019	06/12/2020	\$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	09/03/2019	06/12/2020	\$475000	School Social Workers Building Administrators Classroom Teachers Students Parents
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	09/30/2019	05/29/2020	\$20000	ELL Coordinator Extended Day Teaching Staff

## 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	09/03/2019	06/12/2020	\$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	07/01/2019	06/30/2020	\$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	09/03/2019	06/12/2020	\$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.	Professional Learning	Tier 1	Implement	09/03/2019	06/12/2020	\$5000	CIA Math Consultant CIA Director Classroom teachers Building Principals
Dreambox Math	Students in Title I buildings who are eligible for math services will be provided with intervention using Dreambox to improve their conceptual understanding.	Academic Support Program	Tier 2	Implement	09/03/2019	06/12/2020	\$3000	Title I Consultant Building Principals Classroom Teachers

### Donelson Hills Elementary School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
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## 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	09/03/2019	06/12/2020	\$1560000	Interventionists Classroom Teachers Building Administrators
Instructional Labs	Kindergarten 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	09/03/2019	06/12/2020	\$7500	Learning Coaches Classroom Teachers ELA Consultant
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	09/30/2019	05/29/2020	\$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	09/03/2019	06/12/2020	\$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	09/03/2019	06/12/2020	\$475000	School Social Workers Building Administrators Classroom Teachers Students Parents
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	09/30/2019	05/29/2020	\$20000	ELL Coordinator Extended Day Teaching Staff



## 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	09/03/2019	06/12/2020	\$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	07/01/2019	06/30/2020	\$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	09/03/2019	06/12/2020	\$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.	Professional Learning	Tier 1	Implement	09/03/2019	06/12/2020	\$5000	CIA Math Consultant CIA Director Classroom teachers Building Principals
Dreambox Math	Students in Title I buildings who are eligible for math services will be provided with intervention using Dreambox to improve their conceptual understanding.	Academic Support Program	Tier 2	Implement	09/03/2019	06/12/2020	\$3000	Title I Consultant Building Principals Classroom Teachers

### Cooley Elementary School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
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## 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	09/03/2019	06/12/2020	\$1560000	Interventionists Classroom Teachers Building Administrators
Instructional Labs	Kindergarten 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	09/03/2019	06/12/2020	\$7500	Learning Coaches Classroom Teachers ELA Consultant
Small Group Intervention	Struggling K-3 elementary students will participate in small group or one-on-one interventions.	Academic Support Program	Tier 2	Implement	09/03/2019	06/12/2020	\$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	09/03/2019	06/12/2020	\$475000	School Social Workers Building Administrators Classroom Teachers Students Parents
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	09/03/2019	06/12/2020	\$2200	Central office staff, Title One coordinator, building administrators, classroom teachers

## 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	07/01/2019	06/30/2020	\$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	09/03/2019	06/12/2020	\$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.	Professional Learning	Tier 1	Implement	09/03/2019	06/12/2020	\$5000	CIA Math Consultant CIA Director Classroom teachers Building Principals
Dreambox Math	Students in Title I buildings who are eligible for math services will be provided with intervention using Dreambox to improve their conceptual understanding.	Academic Support Program	Tier 2	Implement	09/03/2019	06/12/2020	\$3000	Title I Consultant Building Principals Classroom Teachers

### 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	09/03/2019	06/12/2020	\$1560000	Interventionists Classroom Teachers Building Administrators
Instructional Labs	Kindergarten 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	09/03/2019	06/12/2020	\$7500	Learning Coaches Classroom Teachers ELA Consultant

## 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	09/03/2019	06/12/2020	\$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	09/03/2019	06/12/2020	\$475000	School Social Workers Building Administrators Classroom Teachers Students Parents
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	09/03/2019	06/12/2020	\$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	07/01/2019	06/30/2020	\$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	09/03/2019	06/12/2020	\$4000	Title 1 Coordinator, Building administration

**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.	Professional Learning	Tier 1	Implement	09/03/2019	06/12/2020	\$5000	CIA Math Consultant CIA Director Classroom teachers Building Principals
Dreambox Math	Students in Title I buildings who are eligible for math services will be provided with intervention using Dreambox to improve their conceptual understanding.	Academic Support Program	Tier 2	Implement	09/03/2019	06/12/2020	\$3000	Title I Consultant Building Principals Classroom Teachers