

# MICIP Portfolio Report

## West Branch-Rose City Area Schools

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### Goals Included

#### Active

- Improve Student Engagement
  - Improve Student Support System
  - Instructional System
  - Talent Management
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### Buildings Included

#### Open-Active

- Ogemaw Heights High School
  - Rose City School
  - Surline Elementary School
  - Surline Middle School
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### Plan Components Included

Goal Summary

Strategy

Summary

Implementation Plan

Buildings

Funding

Communication

Activities

Activity Text

Activity Buildings

# MICIP Portfolio Report

## West Branch-Rose City Area Schools

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### Improve Student Engagement

*Status:* ACTIVE

*Statement:* By June of 2026, all students are engaged, connected, and supported in achieving academic proficiency as measured by benchmark and formative assessments, qualitative data collected by stakeholders (including students and families), and course passing rates as appropriate.

*Created Date:* 06/11/2021

*Target Completion Date:* 06/30/2026

**Strategies:**

(1/7): 5 Dimensions of Teaching and Learning™

Owner: Heather Phelps

Start Date: 06/23/2021

Due Date: 06/30/2026

**Summary:** The 5 Dimensions of Teaching and Learning™ instructional framework (5D) is a research-based tool to help schools and districts create shared vision and common language for teaching and learning, scaffold the development of expertise and grow high-quality instructional practices. Developed from a multiyear research effort at the University of Washington, the 5D instructional framework combines vision statements and guiding questions to help educators reflect on the core elements of effective teaching: purpose, student engagement, curriculum and pedagogy, assessment for student learning, and classroom environment and culture.

**Buildings:** All Active Buildings

**Total Budget:** \$4,500.00

- Other Federal Funds (Federal Funds)
- Title II Part A (Federal Funds)
- Title IV Part A, Student Support & Academic Enrichment (Federal Funds)
- General Fund (Other)
- At Risk (31-A) (State Funds)
- Other State Funds (State Funds)

**Communication:**

Method

- Email Campaign
- District Website Update

Audience

- Educators
- Staff
- School Board

**Strategy Implementation Plan Activities**

Activity	Owner	Start Date	Due Date	Status
Professional Learning for all teachers delivered by Gail Hughey using MASSP resources during the opening week of school, August 2021.	Gail Hughey	08/23/2021	08/27/2021	COMPLETE
<b>Activity Buildings:</b> All Buildings in Implementation Plan				
Professional development and coaching through the support of a facilitator/ coach provided by Institute for Excellence in Education.	Gail Hughey	06/30/2022	06/30/2026	ONTARGET

Activity	Owner	Start Date	Due Date	Status
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Instructional Round Implementation using the book, Leading Instructional Rounds in Education delivered by building administrators.	Gail Hughey	08/23/2021	06/30/2026	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				

**(2/7): Engaging Students With Poverty in Mind Book**

**Owner:** Gail Hughey

**Start Date:** 06/23/2021

**Due Date:** 06/30/2026

**Summary:** In this galvanizing follow-up to the best-selling Teaching with Poverty in Mind, renowned educator and learning expert Eric Jensen digs deeper into engagement as the key factor in the academic success of economically disadvantaged students.

Drawing from research, experience, and real school success stories, Engaging Students with Poverty in Mind reveals

Smart, purposeful engagement strategies that all teachers can use to expand students' cognitive capacity, increase motivation and effort, and build deep, enduring understanding of content.

The (until-now) unwritten rules for engagement that are essential for increasing student achievement.

How automating engagement in the classroom can help teachers use instructional time more effectively and empower students to take ownership of their learning.

Steps you can take to create an exciting yet realistic implementation plan.

Too many of our most vulnerable students are tuning out and dropping out because of our failure to engage them. It's time to set the bar higher. Until we make school the best part of every student's day, we will struggle with attendance, achievement, and graduation rates. This timely resource will help you take immediate action to revitalize and enrich your practice so that all your students may thrive in school and beyond.

**Buildings:** All Active Buildings

**Total Budget:** \$100.00

- Title II Part A (Federal Funds)

**Communication:**

**Method**

- Email Campaign

**Audience**

- Educators

**Strategy Implementation Plan Activities**

Activity	Owner	Start Date	Due Date	Status
Pilot group of teachers to implement a book study using Eric Jensen's Engaging Students with Poverty in Mind and study guide from ASCD.	Gail Hughey	06/23/2021	06/30/2022	COMPLETE
<b>Activity Buildings:</b> All Buildings in Implementation Plan				

**(3/7): Strive for Less Than Five**

**Owner:** Heather Phelps

**Start Date:** 12/08/2022

**Due Date:** 06/30/2026

**Summary:** This is an attendance information campaign in which the district educates families and community about the importance of high attendance rates and impacts on education.

**Buildings:** All Active Buildings

**Total Budget:** \$10,000.00

- At Risk (31-A) (State Funds)

**Communication:**

- |   |   |
|---|---|
| <p><b>Method</b></p> <ul style="list-style-type: none"> <li>• School Board Meeting</li> <li>• District Website Update</li> <li>• Parent Newsletter</li> <li>• Social Media</li> </ul> | <p><b>Audience</b></p> <ul style="list-style-type: none"> <li>• Staff</li> <li>• School Board</li> <li>• Parents</li> </ul> |
|---|---|

**Strategy Implementation Plan Activities**

Activity	Owner	Start Date	Due Date	Status
Discuss and implement attendance incentives at the building level.	Heather Phelps	12/08/2022	06/30/2026	COMPLETE
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Communicate with families via newsletters, social media, flyers, and robocalls the importance of attendance from the classroom, building, and district level.	Heather Phelps	12/08/2022	06/30/2026	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Introduce Strive for Less than 5 campaign and importance of attendance at district wide PD.	Heather Phelps	12/08/2022	06/30/2026	COMPLETE
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Partner with community agencies to spread the message including health department, businesses,	Heather Phelps	12/08/2022	06/30/2026	ONTARGET

Activity	Owner	Start Date	Due Date	Status
etc.				
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Staff to oversee and support attendance and truancy (through a partnership with DHS)	Heather Phelps	12/08/2022	06/30/2026	ONTARGET
<i>Activity Buildings:</i> <ul style="list-style-type: none"> <li>• Surline Elementary School</li> </ul>				

**(4/7): Student Engagement Strategies**

**Owner:** Heather Phelps

**Start Date:** 06/21/2023

**Due Date:** 06/30/2026

**Summary:** The district will provide best-practice opportunities and training for staff, focusing on new staff, in order to increase student engagement and success.

**Buildings:** All Active Buildings

**Total Budget:** \$12,000.00

- Title II Part A (Federal Funds)
- Title IV Part A, Effective Use of Technology (Federal Funds)
- Title IV Part A, Student Support & Academic Enrichment (Federal Funds)
- General Fund (Other)
- At Risk (31-A) (State Funds)

**Communication:**

**Method**

- Email Campaign
- Presentations

**Audience**

- Educators
- Staff

**Strategy Implementation Plan Activities**

Activity	Owner	Start Date	Due Date	Status
Classroom engagement and management strategies prioritizing the needs of new teachers (Jensen book study, Kagan Structures, etc.)	Heather Phelps	06/21/2023	06/30/2026	COMPLETE
<b>Activity Buildings:</b> All Buildings in Implementation Plan				
Boomerang and Bridge Crew including Training to support freshmen success through student mentorship	Heather Phelps	06/21/2023	06/30/2026	COMPLETE
<b>Activity Buildings:</b>				
<ul style="list-style-type: none"> <li>• Ogemaw Heights High School</li> </ul>				
Technology Implementation Coach to support technology solutions for engagement in learning	Heather Phelps	06/21/2023	06/30/2026	ONTARGET
<b>Activity Buildings:</b> All Buildings in Implementation Plan				



**(5/7): Family Engagement Tied to Learning**

**Owner:** Heather Phelps

**Start Date:** 06/21/2023

**Due Date:** 06/30/2026

**Summary:** "School improvement research demonstrates the importance of focusing family engagement around specific outcomes (Bryk et. al, 2010). Authentic family engagement activities are designed so families support and monitor their children’s education and behavioral goals through a partnership with schools and community-based agencies. High-quality family engagement is linked to learning outcomes (Mapp, & Kuttner, 2013). Family engagement is strongly linked to higher levels of academic achievement, increased attendance, more positive attitudes toward school, and higher graduation rates (Henderson, & Mapp, 2002). A meta-analysis of over 28 studies investigating the impact of family engagement has found a significant and large association between family engagement and the academic achievement of students from early childhood through secondary school (Jeynes, 2016). Family engagement activities that support high expectations for learners and helping learners make real-world connections are the strongest predictors of achievement (Jeynes, 2005). "

**Buildings:** All Active Buildings

**Total Budget:** \$19,800.00

- Title I Part A (Federal Funds)
- General Fund (Other)
- At Risk (31-A) (State Funds)

**Communication:**

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|--|--|
| <p>Method</p> <ul style="list-style-type: none"> <li>• Email Campaign</li> <li>• District Website Update</li> <li>• Parent Newsletter</li> <li>• Social Media</li> </ul> | <p>Audience</p> <ul style="list-style-type: none"> <li>• Educators</li> <li>• Parents</li> </ul> |
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**Strategy Implementation Plan Activities**

Activity	Owner	Start Date	Due Date	Status
Family Engagement Nights to inform and engage families in student experiences, curriculum, and learning	Heather Phelps	06/21/2023	06/30/2026	ONTARGET
<b>Activity Buildings:</b> All Buildings in Implementation Plan				
Improve and align communication system and plan to improve communication with families and keep them	Heather Phelps	06/21/2023	06/30/2026	ONTARGET

Activity	Owner	Start Date	Due Date	Status
informed of student learning and progress				
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Annual parent surveys will be given to gather perception data and analyzed to inform decisions and progress	Heather Phelps	06/21/2023	06/30/2026	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				

**(6/7): Community Engagement**

**Owner:** Heather Phelps

**Start Date:** 06/21/2023

**Due Date:** 06/30/2026

**Summary:** The district will work to increase community engagement through building level partnerships and opportunities.

**Buildings:** All Active Buildings

**Total Budget:** \$1.00

- General Fund (Other)

**Communication:**

**Method**

- Other

**Audience**

- Community-at-Large

**Strategy Implementation Plan Activities**

Activity	Owner	Start Date	Due Date	Status
Each year each building will invite community partners to come in and speak with or teach students.	Heather Phelps	06/21/2023	06/30/2026	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Each year, each building will have outreach into the community through community partnerships.	Heather Phelps	06/21/2023	06/30/2026	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Authentic learning opportunities with community partners will be promoted and celebrated.	Heather Phelps	06/21/2023	06/30/2026	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				

**(7/7): Well-Rounded and Diverse Experiences**

**Owner:** Heather Phelps

**Start Date:** 06/21/2023

**Due Date:** 06/30/2026

**Summary:** Increase engagement by providing a variety of college and career experiences and opportunities to meet the needs of diverse learners.

**Buildings:** All Active Buildings

**Total Budget:** \$85,000.00

- Title II Part A (Federal Funds)
- Title IV Part A, Effective Use of Technology (Federal Funds)
- Title IV Part A, Student Support & Academic Enrichment (Federal Funds)
- General Fund (Other)
- At Risk (31-A) (State Funds)
- Michigan College Access Network (State Funds)
- Other State Funds (State Funds)

**Communication:**

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|--|--|
| <p><b>Method</b></p> <ul style="list-style-type: none"> <li>• School Board Meeting</li> <li>• Email Campaign</li> <li>• Presentations</li> </ul> | <p><b>Audience</b></p> <ul style="list-style-type: none"> <li>• Educators</li> <li>• Staff</li> <li>• School Board</li> <li>• Parents</li> </ul> |
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**Strategy Implementation Plan Activities**

Activity	Owner	Start Date	Due Date	Status
Create opportunities in STEM and computer science pathways	Heather Phelps	06/21/2023	06/30/2026	ONTARGET
<b>Activity Buildings:</b> All Buildings in Implementation Plan				
Expand access to and knowledge about dual enrollment, early college, and other post secondary opportunities	Heather Phelps	06/21/2023	06/30/2026	ONTARGET
<b>Activity Buildings:</b> All Buildings in Implementation Plan				
Use Xello to expose to careers, highlight interests and skills, and for goal setting	Heather Phelps	06/21/2023	06/30/2026	ONTARGET
<b>Activity Buildings:</b>				
<ul style="list-style-type: none"> <li>• Ogemaw Heights High School</li> </ul>				

Activity	Owner	Start Date	Due Date	Status
<ul style="list-style-type: none"> <li>• Surline Middle School</li> </ul>				
Hire a Career Navigator to support access to careers, job opportunities and reduce dropout through MI Works.	Heather Phelps	06/21/2023	06/30/2026	ONTARGET
<i>Activity Buildings:</i> <ul style="list-style-type: none"> <li>• Ogemaw Heights High School</li> </ul>				
Increase CTE opportunities	Heather Phelps	06/21/2023	06/30/2026	ONTARGET
<i>Activity Buildings:</i> <ul style="list-style-type: none"> <li>• Ogemaw Heights High School</li> <li>• Surline Middle School</li> </ul>				
Expand elective courses to meet diverse student interests	Heather Phelps	06/21/2023	06/30/2026	ONTARGET
<i>Activity Buildings:</i> <ul style="list-style-type: none"> <li>• Ogemaw Heights High School</li> <li>• Surline Middle School</li> </ul>				

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## Instructional System

*Status:* ACTIVE

*Statement:* Our goal is to improve instructional systems in order to increase the percentage of students meeting benchmark on local and state assessments by 5% in both ELA and math in all grade levels by 2026.

*Created Date:* 05/25/2023

*Target Completion Date:* 05/31/2026

**Strategies:**

**(1/6): High Quality Balanced Assessment System**

**Owner:** Heather Phelps

**Start Date:** 05/25/2023

**Due Date:** 05/31/2026

**Summary:** The Michigan Assessment Consortium (MAC) provides leadership and services to advance assessment literacy and the implementation of a high-quality balanced assessment system. In order to achieve this, the MAC has developed tools and resources to support the development of assessment literacy and the implementation of a balanced assessment system. The critical components of a high quality balanced assessment system have been delineated and described with supporting professional learning in the attached Strategy Implementation Guide for a High Quality Balanced Assessment System. This document explains the levels of a balanced system, including the use of the formative assessment process, interim/benchmark assessments, and summative assessments. In addition, it provides information to deepen understanding of assessment of learning and assessment for learning. A planning tool and links to professional learning for deeper study are also provided within the resources. Explore our website for resources, and contact us for information about current professional learning opportunities at 517.816.4520 or klafave@michiganassessmentconsortium.org. <https://www.michiganassessmentconsortium.org/>

**Buildings:** All Active Buildings

**Total Budget:** \$15,000.00

- Title II Part A (Federal Funds)

**Communication:**

- |         |          |
|---------|----------|
| Method  | Audience |
| • Other | • Staff  |

**Strategy Implementation Plan Activities**

Activity	Owner	Start Date	Due Date	Status
Create Common Assessments	Heather Phelps	05/25/2023	05/31/2026	ONTARGET
<b>Activity Buildings:</b> All Buildings in Implementation Plan				
Data meetings to review state and local assessments to adjust instruction.	Heather Phelps	05/25/2023	05/31/2026	ONTARGET
<b>Activity Buildings:</b> All Buildings in Implementation Plan				
Review assessment system at every level.	Heather Phelps	05/25/2023	05/31/2026	ONTARGET

Activity	Owner	Start Date	Due Date	Status
<i>Activity Buildings:</i> All Buildings in Implementation Plan				



**(2/6): MTSS Framework (General)**

**Owner:** Heather Phelps

**Start Date:** 05/25/2023

**Due Date:** 05/31/2026

**Summary:** "A Multi-Tiered System of Supports (MTSS) is a comprehensive framework comprised of a collection of research-based strategies designed to meet the individual needs and assets of the whole child at all achievement levels. MTSS intentionally interconnects the education, health, and human service systems in support of learners, schools, centers, and community outcomes. The five essential components of MTSS are inter-related and complementary. Implementation of the essential components as intended provides educational settings with a framework to organize the strategies and processes needed to support successful learner outcomes. The five essential components include the following: Team-Based Leadership; Tiered Delivery System; Selection and Implementation of Instruction, Interventions and Supports; Comprehensive Screening & Assessment System; Continuous Data-Based Decision Making."

**Buildings:** All Active Buildings

**Total Budget:** \$1,100,000.00

- Title I Part A (Federal Funds)
- Title II Part A (Federal Funds)
- At Risk (31-A) (State Funds)

**Communication:**

- |   |   |
|---|---|
| <b>Method</b>   | <b>Audience</b>   |
| <ul style="list-style-type: none"> <li>• Presentations</li> </ul> | <ul style="list-style-type: none"> <li>• Staff</li> </ul> |

**Strategy Implementation Plan Activities**

Activity	Owner	Start Date	Due Date	Status
Strong Tier I Definition and Implementation	Heather Phelps	05/25/2023	05/31/2026	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
MTSS Training	Heather Phelps	05/25/2023	05/31/2026	ONTARGET
<i>Activity Buildings:</i>				
<ul style="list-style-type: none"> <li>• Rose City School</li> <li>• Surline Elementary School</li> </ul>				
MTSS Tier 2 & Tier 3 Intervention Implementation for Reading and Math	Heather Phelps	05/25/2023	05/31/2026	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				

Activity	Owner	Start Date	Due Date	Status
Instructional Coaching to support all Tiers of Instruction (primarily Tier I)	Heather Phelps	05/25/2023	05/31/2026	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Staffing to support Tier 2 and 3, including Interventionists and paraprofessionals	Heather Phelps	05/25/2023	05/31/2026	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Extended Learning Opportunities including after school tutoring and summer school	Heather Phelps	05/25/2023	05/31/2026	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
High quality intervention materials utilized to support Tier II and Tier III	Heather Phelps	05/25/2023	05/31/2026	ONTARGET
<i>Activity Buildings:</i> <ul style="list-style-type: none"> <li>• Rose City School</li> <li>• Surline Elementary School</li> <li>• Surline Middle School</li> </ul>				

**(3/6): Teacher Collaborative Routines**

**Owner:** Heather Phelps

**Start Date:** 05/25/2023

**Due Date:** 05/31/2026

**Summary:** Install and monitor Teacher Collaborative Routines which includes: Instructional Design and Delivery, Using Data to Deepen Student Learning, and Reflective Practice

**Buildings:** All Active Buildings

**Total Budget:** \$65,000.00

- Title II Part A (Federal Funds)
- At Risk (31-A) (State Funds)

**Communication:**

**Method**

- Presentations

**Audience**

- Educators

**Strategy Implementation Plan Activities**

Activity	Owner	Start Date	Due Date	Status
PLC+ Training and Implementation for Teacher Leads and Coaches	Heather Phelps	05/25/2023	05/31/2026	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Participation in PLCs with Teacher Leads	Heather Phelps	05/25/2023	05/31/2026	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				

**(4/6): Guaranteed and Viable Curriculum**

**Owner:** Heather Phelps

**Start Date:** 05/25/2023

**Due Date:** 05/31/2026

**Summary:** A “guaranteed” curriculum is often defined as a mechanism through which all students have an equal opportunity (time and access) to learn rigorous content. This requires a school-wide (or district-wide) agreement and common understanding of the essential content that all students need to know, understand, and be able to do. The word “all” needs emphasis; a guaranteed curriculum promotes equity, giving all children equal opportunity to learn essential content, and to provide this opportunity, curricular materials and instructional approaches must be grounded in research, implemented with fidelity, and must include vertical as well as horizontal alignment. For a curriculum to be “viable,” there must be adequate time for teachers to teach the content and for students to learn the content. A viable curriculum eliminates the supplementary or “nice to know” content. Teachers must have the flexibility to meet student needs through different methods of content delivery, helping students dive deeper into their passions. At its essence, a GVC represents the core non-negotiables of student learning. It’s what schools and teachers commit to providing for all students.

**Buildings:** All Active Buildings

**Total Budget:** \$43,200.00

- Title II Part A (Federal Funds)
- At Risk (31-A) (State Funds)

**Communication:**

- |   |  |
|---|--|
| <p>Method</p> <ul style="list-style-type: none"> <li>• Other</li> </ul> | <p>Audience</p> <ul style="list-style-type: none"> <li>• Educators</li> <li>• Staff</li> </ul> |
|---|--|

**Strategy Implementation Plan Activities**

Activity	Owner	Start Date	Due Date	Status
ELA K-2 LETRS Training to deepen foundational skills and phonological knowledge	Heather Phelps	05/25/2023	05/31/2026	ONTARGET
<b>Activity Buildings:</b>				
<ul style="list-style-type: none"> <li>• Rose City School</li> <li>• Surline Elementary School</li> </ul>				
MATH K-12 Best Practice Training	Heather Phelps	05/25/2023	05/31/2026	ONTARGET
<b>Activity Buildings:</b> All Buildings in Implementation Plan				
BP IT -Matrix of District Supported Best Practices	Heather Phelps	05/25/2023	05/31/2026	COMPLETE

Activity	Owner	Start Date	Due Date	Status
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
BP IT PLCS- Matrix of common documents for curriculum maps, pacing guides	Heather Phelps	05/25/2023	05/31/2026	COMPLETE
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
BP IT-Training around best practices	Heather Phelps	05/25/2023	05/31/2026	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
GLM Horizontal and Vertical Alignment of Curriculum, Curriculum Maps, Pacing Guides	Heather Phelps	05/25/2023	05/31/2026	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
PD - Curriculum Specific Training to assist in implementation	Heather Phelps	05/25/2023	05/31/2026	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
PLC+/PD Priority Standards, Learning Targets and Progressions, Success Criteria	Heather Phelps	05/25/2023	05/31/2026	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				

**(5/6): 23g Expanded Learning Time**

**Owner:** Heather Phelps

**Start Date:** 10/30/2023

**Due Date:** 05/31/2026

**Summary:** EdTrust defines expanded learning time (ELT) as programs or strategies implemented to increase the amount of instruction and learning students experience. ELT strategies include afterschool, summer, and in-school programs. The evidence suggests that extended learning time programs, including extended school day (ESD), extended school year (ESY), and expanded learning opportunities (ELO) programs that provide academic services during out-of-school time hours, can be effective in improving a range of educational outcomes for students. Findings also suggest that extended learning time programs may be more advantageous for low-income, low-performing, ethnic minority or otherwise disadvantaged students.

**Buildings:** All Active Buildings

**Total Budget:** \$400,000.00

- Title I Part A (Federal Funds)
- At Risk (31-A) (State Funds)
- Other State Funds (State Funds)

**Communication:**

- |  |   |
|--|---|
| <p><b>Method</b></p> <ul style="list-style-type: none"> <li>• Other</li> <li>• Email Campaign</li> </ul> | <p><b>Audience</b></p> <ul style="list-style-type: none"> <li>• Educators</li> <li>• Parents</li> </ul> |
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**Strategy Implementation Plan Activities**

Activity	Owner	Start Date	Due Date	Status
Extended day before and after school program small group tutoring with classroom teachers to provide additional instruction and academic assistance to students at risk and help students reach grade level standards	Heather Phelps	10/30/2023	05/31/2026	ONTARGET
<b>Activity Buildings:</b> All Buildings in Implementation Plan				
The purchasing of materials and resources, including software and learning or tutoring programs to support additional learning	Heather Phelps	10/30/2023	05/31/2026	ONTARGET

Activity	Owner	Start Date	Due Date	Status
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Student support team meetings which may include classroom teachers, interventionists, student success coordinator, administration, and parents that problem solves and create a plan of support for individual students including access to appropriate expanded learning and behavioral support	Heather Phelps	10/30/2023	05/31/2026	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Staffing: Student success coordinator to lead, coordinate, and support all expanded learning opportunities including before and after school, during the day, and in the summer. The Curriculum Director will provide oversight and coaching.	Heather Phelps	10/30/2023	05/31/2026	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Data meetings to regularly review student data and determine needs of students, whether expanded learning opportunities provided are having a positive impact, whether to adjust instruction, and whether additional instruction is necessary.	Heather Phelps	10/30/2023	05/31/2026	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				

Activity	Owner	Start Date	Due Date	Status
<p>During the day, intervention provided by interventionists, paraprofessionals, and classroom teachers with targeted instruction to fill gaps in learning and bring students to grade level in both reading and math. At the secondary level, this includes intervening with students at-risk of failing courses.</p>	<p>Heather Phelps</p>	<p>10/30/2023</p>	<p>05/31/2026</p>	<p>ONTARGET</p>
<p><i>Activity Buildings:</i> All Buildings in Implementation Plan</p>				
<p>Summer learning program to provide additional instruction and academic assistance to students at risk, address unfinished learning, and help students reach grade level standards taught by classroom teachers and engage community partners as appropriate</p>	<p>Heather Phelps</p>	<p>10/30/2023</p>	<p>05/31/2026</p>	<p>ONTARGET</p>
<p><i>Activity Buildings:</i> All Buildings in Implementation Plan</p>				
<p>Training and ongoing coaching for staff involved in providing expanded learning opportunities including how to identify student needs and the necessary support, evidence based practices in math, evidence based practices in reading, and specific instructional programming used</p>	<p>Heather Phelps</p>	<p>10/30/2023</p>	<p>05/31/2026</p>	<p>ONTARGET</p>



Activity	Owner	Start Date	Due Date	Status
<i>Activity Buildings: All Buildings in Implementation Plan</i>				
Staffing includes coaching, interventionists, paraprofessionals and a secondary interventionist that identifies and intervenes with students at risk of failing courses.	Heather Phelps	10/30/2023	05/31/2026	ONTARGET
<i>Activity Buildings: All Buildings in Implementation Plan</i>				
Implementation monitored through fidelity measures including fidelity instruments and walkthroughs to be lead and reviewed by the curriculum director and student success coordinator. Impact data will be collected and reviewed by the curriculum director and student success coordinator.	Heather Phelps	08/31/2024	05/31/2026	UPCOMING
<i>Activity Buildings: All Buildings in Implementation Plan</i>				

**(6/6): 23g Tutoring**

**Owner:** Heather Phelps

**Start Date:** 10/30/2023

**Due Date:** 05/31/2026

**Summary:** Tutoring, defined as supplemental one-on-one or small group instruction, can be a powerful tool for accelerated learning. Tutoring is an effective intervention because tutoring:

- customizes learning to target a student’s immediate learning needs.
- provides additional instructional time by aligning the tutoring activities to current classroom activities.
- offers more engagement, rapid feedback, and less distractions in one-on-one and small group environments.
- creates meaningful mentor relationships.

**Buildings:** All Active Buildings

**Total Budget:** \$125,000.00

- Title I Part A (Federal Funds)
- Other State Funds (State Funds)

**Communication:**

- |  |  |
|--|--|
| <p><b>Method</b></p> <ul style="list-style-type: none"> <li>• Email Campaign</li> <li>• District Website Update</li> </ul> | <p><b>Audience</b></p> <ul style="list-style-type: none"> <li>• Educators</li> <li>• Staff</li> <li>• Parents</li> </ul> |
|--|--|

**Strategy Implementation Plan Activities**

Activity	Owner	Start Date	Due Date	Status
Additional tutoring provided as an option to students who qualify, by a partnering organization or provider, or staff.	Heather Phelps	09/01/2024	05/31/2026	UPCOMING
<b>Activity Buildings:</b> All Buildings in Implementation Plan				
Extended day before and after school program small group tutoring with classroom teachers to provide additional instruction and academic assistance to students at risk and help students reach grade level standards	Heather Phelps	11/01/2023	05/31/2026	ONTARGET
<b>Activity Buildings:</b> All Buildings in Implementation Plan				
Training and ongoing	Heather	06/01/2024	05/31/2026	ONTARGET

Activity	Owner	Start Date	Due Date	Status
coaching for staff involved in providing tutoring and expanded learning opportunities including high impact tutoring, how to identify student needs and the necessary support, evidence based practices in math, evidence based practices in reading, and specific instructional programming used	Phelps			
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Staffing: Student success coordinator to lead, coordinate, and support all expanded learning opportunities including tutoring, before and after school, during the day, and in the summer. The Curriculum Director will provide oversight and coaching.	Heather Phelps	10/30/2023	05/31/2026	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Fidelity measures including fidelity instruments and walkthroughs to be lead and reviewed by the curriculum director and student success coordinator.	Heather Phelps	08/30/2024	05/31/2026	UPCOMING
<i>Activity Buildings:</i> All Buildings in Implementation Plan				

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## Improve Student Support System

*Status:* ACTIVE

*Statement:* Our goal is to implement a more comprehensive and consistent whole child approach to support staff and students as evidenced by 10% reduction in behavior related referrals by June 2026.

*Created Date:* 06/14/2023

*Target Completion Date:* 06/28/2026

**Strategies:**

(1/4): SEL and Behavior Programming and Training

Owner: Heather Phelps

Start Date: 06/14/2023

Due Date: 06/30/2025

Summary: Social-emotional learning and behavior training to implement programming to improve student success in social-emotional areas and behavior.

Buildings: All Active Buildings

Total Budget: \$200,000.00

- Title II Part A (Federal Funds)
- At Risk (31-A) (State Funds)

**Communication:**

- |                 |          |
|-----------------|----------|
| Method          | Audience |
| • Presentations | • Staff  |

**Strategy Implementation Plan Activities**

Activity	Owner	Start Date	Due Date	Status
Trusted Based Relationship Intervention	Heather Phelps	06/14/2023	06/30/2025	COMPLETE
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Capturing Kids' Hearts	Heather Phelps	06/14/2023	06/30/2025	COMPLETE
<i>Activity Buildings:</i> All Buildings in Implementation Plan				

**(2/4): Student Support Network**

**Owner:** Heather Phelps

**Start Date:** 06/14/2023

**Due Date:** 06/30/2025

**Summary:** This system is concerned with implementing and supporting a vision of high-quality student support to effectively nurture and support all students who come to school with non-academic needs that create obstacles for high achievement.

**Buildings:** All Active Buildings

**Total Budget:** \$15,000.00

- Title II Part A (Federal Funds)
- At Risk (31-A) (State Funds)

**Communication:**

<b>Method</b>	<b>Audience</b>
<ul style="list-style-type: none"> <li>• Presentations</li> </ul>	<ul style="list-style-type: none"> <li>• Staff</li> </ul>

**Strategy Implementation Plan Activities**

Activity	Owner	Start Date	Due Date	Status
Create common assessment for SEL	Heather Phelps	06/14/2023	06/30/2025	COMPLETE
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Training to provide support to students' social emotional learning	Heather Phelps	06/14/2023	06/30/2025	COMPLETE
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Process Champion Teams for implementation	Heather Phelps	01/11/2024	06/29/2025	COMPLETE
<i>Activity Buildings:</i> All Buildings in Implementation Plan				

**(3/4): Staffing for Whole Child**

**Owner:** Heather Phelps

**Start Date:** 06/14/2023

**Due Date:** 06/30/2025

**Summary:** Provide tools and training to Increase staff efficacy in providing for the needs of the whole child through professional learning.

**Buildings:** All Active Buildings

**Total Budget:** \$580,000.00

- Title II Part A (Federal Funds)
- At Risk (31-A) (State Funds)

**Communication:**

**Method**

- School Board Meeting
- District Website Update

**Audience**

- Educators
- Staff
- Parents

**Strategy Implementation Plan Activities**

Activity	Owner	Start Date	Due Date	Status
Social Work Access	Heather Phelps	06/14/2023	06/30/2025	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Student Success Specialist	Heather Phelps	06/14/2023	06/30/2025	COMPLETE
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Resource Officer	Stacia Rogers	06/14/2023	06/30/2025	COMPLETE
<i>Activity Buildings:</i> All Buildings in Implementation Plan				

**(4/4): MTSS - PBIS (Behavior)**

**Owner:** Heather Phelps

**Start Date:** 01/10/2024

**Due Date:** 06/27/2026

**Summary:** The behavior components of a Multi-Tiered System of Supports (PBIS) is a three-tiered framework that integrates data, systems and practices to improve outcomes. The data, systems and practices necessary to implement the behavior components of MTSS are defined by the PBIS Tiered Fidelity Inventory and aligned to MDE's five essential components of MTSS.

**Buildings:** All Active Buildings

**Total Budget:** \$4,000.00

- General Fund (Other)

**Communication:**

**Method**

- Parent Newsletter
- Social Media

**Audience**

- Staff
- Parents

**Strategy Implementation Plan Activities**

Activity	Owner	Start Date	Due Date	Status
SST Meetings to Collectively Identify Individual Support	Heather Phelps	01/10/2024	06/27/2026	ONTARGET
<b>Activity Buildings:</b>				
<ul style="list-style-type: none"> <li>• Rose City School</li> <li>• Surline Elementary School</li> <li>• Surline Middle School</li> </ul>				
Positive Behavior Support PBIS	Heather Phelps	01/10/2024	06/27/2026	ONTARGET
<b>Activity Buildings:</b>				
<ul style="list-style-type: none"> <li>• Rose City School</li> <li>• Surline Elementary School</li> <li>• Surline Middle School</li> </ul>				
Data Collection for Behavior (SWISS, Skyward, etc.)	Heather Phelps	01/10/2024	06/27/2026	ONTARGET
<b>Activity Buildings: All Buildings in Implementation Plan</b>				
Student Behavior Expectations Taught through Social Contracts,	Heather Phelps	01/10/2024	06/27/2026	ONTARGET



Activity	Owner	Start Date	Due Date	Status
Grade Level Meetings, Class, Social Work, Posters, etc.				
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Student Behavior Incentives	Heather Phelps	01/10/2024	06/27/2026	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				

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## Talent Management

*Status:* ACTIVE

*Statement:* Our goal is to increase the number of teachers and staff that have 5 or more years experience by 20% in 5 years.

*Created Date:* 06/14/2023

*Target Completion Date:* 06/21/2028

**Strategies:**

(1/4): **New Staff Support**

**Owner:** Heather Phelps

**Start Date:** 06/21/2023

**Due Date:** 06/21/2028

**Summary:** The district will support new staff with developing both professionally and socially.

**Buildings:** All Active Buildings

**Total Budget:** \$450,000.00

- Title IV Part A, Effective Use of Technology (Federal Funds)
- General Fund (Other)
- At Risk (31-A) (State Funds)

**Communication:**

**Method**

- Other
- Brochure

**Audience**

- Educators
- Staff

**Strategy Implementation Plan Activities**

Activity	Owner	Start Date	Due Date	Status
New Teacher Training	Heather Phelps	06/21/2023	06/21/2028	COMPLETE
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Strengthen our Mentor/Mentee Program System	Heather Phelps	06/21/2023	06/21/2028	COMPLETE
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Technology onboarding for new teachers with technology coach	Heather Phelps	06/21/2023	06/21/2028	COMPLETE
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Instructional Coaching for All New Teachers	Heather Phelps	06/21/2023	06/21/2028	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				

**(2/4): Leadership Development**

**Owner:** Heather Phelps

**Start Date:** 06/21/2023

**Due Date:** 06/21/2028

**Summary:** Developing a strong leadership team in the district will help the district train and retain highly qualified staff.

**Buildings:** All Active Buildings

**Total Budget:** \$66,600.00

- Title II Part A (Federal Funds)
- General Fund (Other)
- At Risk (31-A) (State Funds)

**Communication:**

**Method**

- Email Campaign

**Audience**

- Educators
- Staff

**Strategy Implementation Plan Activities**

Activity	Owner	Start Date	Due Date	Status
Instructional Leadership Meetings and Coaching	Heather Phelps	06/21/2023	06/21/2028	COMPLETE
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Professional Learning to Grow Administrators	Heather Phelps	06/21/2023	06/21/2028	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Building Implementation Teams as part of Blueprint to support school improvement and implementation efforts	Heather Phelps	06/21/2023	06/21/2028	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Teacher Leads to lead department and PLC meetings	Heather Phelps	06/21/2023	06/21/2028	COMPLETE
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Teacher Lead Training (PLC+ and Corwin)	Heather Phelps	06/21/2023	06/21/2028	COMPLETE
<i>Activity Buildings:</i> All Buildings in Implementation Plan				

**(3/4): Talent Management Team**

**Owner:** Heather Phelps

**Start Date:** 06/21/2023

**Due Date:** 06/21/2028

**Summary:** The talent management team will create the structure for talent management process and oversee the consistent implementation of the process in the district.

**Buildings:** All Active Buildings

**Total Budget:** \$5,000.00

- General Fund (Other)
- At Risk (31-A) (State Funds)

**Communication:**

**Method**

- Email Campaign

**Audience**

- Educators
- Staff

**Strategy Implementation Plan Activities**

Activity	Owner	Start Date	Due Date	Status
Talent Management Team to develop a consistent, systematic hiring process	Heather Phelps	06/21/2023	06/21/2028	COMPLETE
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Talent Management Team to review and improve district onboarding process and human resource processes and protocols	Heather Phelps	06/21/2023	06/21/2028	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Develop a Talent Management Team as part of Blueprint	Heather Phelps	06/21/2023	06/21/2028	COMPLETE
<i>Activity Buildings:</i> All Buildings in Implementation Plan				

**(4/4): Recruitment and retention of staff**

**Owner:** Heather Phelps

**Start Date:** 06/21/2023

**Due Date:** 06/21/2028

**Summary:** The district network team will develop and implement a process for recruitment of new staff and retention of current staff.

**Buildings:** All Active Buildings

**Total Budget:** \$100.00

- General Fund (Other)

**Communication:**

**Method**

- Other

**Audience**

- Community-at-Large

**Strategy Implementation Plan Activities**

Activity	Owner	Start Date	Due Date	Status
District and school-wide gatherings to promote a sense of community	Heather Phelps	06/21/2023	06/21/2028	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Increase awareness and market job opportunities (job fairs, etc.)	Heather Phelps	06/21/2023	06/21/2028	COMPLETE
<i>Activity Buildings:</i> All Buildings in Implementation Plan				