



# **District Improvement Plan**

## **South Lake Schools**

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St. Clair Shores, MI 48080-1172

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## **Introduction**

The District Improvement Plan (DIP) has been designed to provide schools and districts with a common planning template that addresses student learning and system needs that have been identified through the schools' Comprehensive Needs Assessment. It has also been designed to address any federal, state and locally required elements that must be contained in a School Improvement Plan.

# Executive Summary

## **Introduction**

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

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

## **Description of the School System**

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

South Lake Schools is a K-12 district located in Macomb County in Southeast Michigan. It is bordered by the shores of Lake St. Clair, Grosse Pointe and East Detroit. The school district encompasses an area of approximately 4.15 square miles. The district is comprised of portions of the City of Eastpointe, the city of St. Clair Shores and the Village of Grosse Pointe Shores. Existing schools facilities include three elementary schools, one middle school, one high school and an athletic complex. The school district consists of well-established residential areas and a stable commercial base.

The district demographics are:

African American: 47.1%

White: 41.9%

Two or more races: 7.2%

Other: 3.8%

Over the last six years the district has been experiencing changing demographics as the African American population has been steadily increasing and the white population has been decreasing through a transient population and schools of choice policies. South Lake Schools has been working to meet the needs of the student population and teachers are working on strategies to improve instruction that will be more effective with students. We offer our students a world class education at every level. Our students enjoy a challenging curriculum, including Dual College Enrollment with Wayne State University and Macomb Community College, secondary Global and International education classes, an award-winning high school band, and Culinary Arts and Auto Technology programs. We also have comprehensive athletic programs for both middle and high school students.

## **System's Purpose**

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

### **VISION STATEMENT**

South Lake Schools' vision is to create a school district, characterized by the quality of our staff, committed to working together with the community in a positive environment to prepare all learners for the future.

### **MISSION STATEMENT**

South Lake Schools are committed to being a leader of excellence.

### **BELIEF STATEMENTS**

All decision making must be based on what is best for children academically, socially, physically, and emotionally.

South Lake Schools is a community of learners and all members of the community have a right to succeed.

High expectations lead to high achievement.

Attitude is more important than ability.

All members of the South Lake community are mutually accountable.

The diversity of our learning community is valued as a positive reflection of global society.

Teaching how to access information and how to examine information critically is more important than teaching specific factual knowledge.



## **Notable Achievements and Areas of Improvement**

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

South Lake Schools is always reviewing data and striving to improve the educational experience of the students we serve. Over the last four years we have seen notable improvements in the reading, writing, and mathematics achievement scores. Over the next three years we plan on continuing the momentum we have seen in these content areas. We have implemented new core reading programming in grades K - 2 and reading intervention programs at grades 3 - 12. We implemented a new core math program in mathematics in 2014 - 15 and will implement new elementary science and high school mathematics curriculums in 2016 - 17.

## **Additional Information**

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

Our commitment to academic excellence and high achievement are cornerstone to the success of South Lake Schools. Our students benefit from the personalized, supportive relationships developed through our small size. Our students are not just numbers; teachers engage with each student and present the material on a personal level. Our experienced teachers lead dynamic classes that are responsive to the individualized needs of each student. Through demonstrated merit and superior academic results, our students lead excellence and success at every step of their education.

# **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.**

The improvement process utilized by South Lake Schools closely involves the schools and their School Improvement Process. Each school has a school improvement team that includes all teachers, the principal, and community representatives. The Principal of each building is responsible for ensuring that all teachers participate in the SIP process and recruits community members to serve on the SIP team. Each buildings SIP plan is completed by May 30th of each school year. This allows for the Principals and the Director of Curriculum to collaborate and develop the District Improvement Plan (DIP). The DIP encompasses all of the goals and activities of the building SIP plans and adds any district wide initiatives that need to be in place based upon the achievement data collected at each school. The Principals and Director of Curriculum meet on 3 Wednesdays per month from 3:45 - 5:30. Each meeting per month focuses on the SIP process, curriculum needs, and instructional needs in the district. Additionally, the Principals and Director of Curriculum meet 3 - 4 times after the end of school to finalize the DIP.

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

In South Lake Schools all teachers are expected to participate in the School Improvement Plan (SIP) process. In addition to teachers, parent representatives are recruited to participate in SIP meetings as their schedule will allow. There are three roles on each building SIP team. The principal begins meetings, sets the tone, and defines expectations. The SIP chair plans and facilitates all SIP meetings. All others members of the team are participants and are divided into work groups to develop the different parts of the SIP and share the results to the whole group. Participants are made up of teachers and parent representatives.

SIP teams meet for 45 minutes per month to work on the SIP process. As the work is completed, the SIP chair or Principal enters all information into the ASSIST system.

The Principals meet with the Director of Curriculum twice per month for district curriculum meetings. There is a monthly meeting for elementary only, secondary only, and one meeting for everyone per month. In these meetings needs for the SIP process are discussed and data is collected for the District Improvement Plan. Annually in June there are additional meetings scheduled so that all of the content from each buildings SIP plans can be integrated into the DIP and any district wide initiatives are added. The Director of Curriculum then completes the DIP in ASSIST.

**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 to the South Lake Schools website and all stakeholders are emailed for notification purposes. In the fall of every school year the building and district improvement plans are reviewed at the first SIP meeting so that everyone understands the goals and activities to be focused on for that school year.



# District Additional Requirements Diagnostic

## **Introduction**

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



### District Additional Requirements Diagnostic

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

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

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

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

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

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

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

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

## District Improvement Plan

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

Label	Assurance	Response	Comment	Attachment
	The district has identified specific actions that promote curriculum and teaching strategies to effectively integrate technology. If "yes," specify the actions in the comments section.	Yes	We will be implementing Office 365 for students in grades 9 - 12 in the fall of 2015. We will provide teachers with the training needed so they can support use of technology with students.	

Label	Assurance	Response	Comment	Attachment
	The district adjusts its curriculum to include technology literacy for all students.	Yes		

Label	Assurance	Response	Comment	Attachment
	The district adjusts its instructional program to promote technology literacy. If "yes," specify the adjustments in the comments section.	Yes	The district works with teachers to ensure that there is consistency in what technology literacy skills are taught at each grade level so that when students leave high school they are fully capable of interacting with the world using technological tools. The elementary schools will add technology as a special class for students in the fall of 2015.	

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

Label	Assurance	Response	Comment	Attachment
	The institution has designated an employee to coordinate efforts to comply with and carry out non-discrimination responsibilities. If "yes," list the name, position, address and telephone number of the employee in the comments section.	Yes	Theodore VonHiltmayer Director of Human Resources 23101 Stadium Blvd St. Clair Shores, MI 48080 (586) 435-1631	

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

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

# 2016-17 Goals

## Overview

### Plan Name

2016-17 Goals

### 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 South Lake Schools will become proficient readers	Objectives: 1 Strategies: 1 Activities: 8	Academic	\$47147
2	All students in South Lake Schools will become proficient in Mathematics	Objectives: 1 Strategies: 1 Activities: 2	Academic	\$4587
3	All students in South Lake Schools will become proficient in Science	Objectives: 1 Strategies: 2 Activities: 4	Academic	\$4272
4	All students in South Lake Schools will become proficient writers.	Objectives: 1 Strategies: 1 Activities: 1	Academic	\$0
5	All South Lake Teachers and Administrators will become proficient instructional leaders.	Objectives: 1 Strategies: 1 Activities: 13	Organizational	\$114676
6	All students and teachers in South Lake Schools will become proficient at using technology for learning.	Objectives: 1 Strategies: 1 Activities: 1	Organizational	\$547

# Goal 1: All students in South Lake Schools will become proficient readers

## Measurable Objective 1:

62% of Pre-K, Kindergarten, First, Second, Third, Fourth, Fifth, Sixth, Seventh, Eighth, Ninth, Tenth, Eleventh, Twelfth, Postsecondary, Adult and Ungraded grade Black or African-American, Asian, White, Economically Disadvantaged, Gifted and Talented, Hispanic or Latino, Students with Disabilities, English Learners, Two or More Races, American Indian or Alaska Native and Native Hawaiian or Other Pacific Islander students will demonstrate a proficiency by reading at grade level in English Language Arts by 06/13/2014 as measured by DIBELS, Aimsweb, Scholastic Reading Inventory, or MAP test.

## Strategy 1:

Improve Reading Instruction - South Lake Schools will continue to improve instruction for all students in reading by implementing Reading Mastery programming for all student in grades K - 2 and implementing Corrective Reading as a intervention for students demonstrating need in grades 3 - 11. Materials for expanding Reading Mastery to 2nd grade and Corrective Reading into 3rd grade will be purchased. Teachers will receive training in September 2013 and follow-up job embedded coaching will occur throughout the 2013 - 14 school year. Principals and Central Office Staff will monitor progress through classroom observation and regularly scheduled reviews of students' reading data.

Category:

Research Cited: Archer A. L., Hughes C. A. (2011). Explicit Instruction. New York NY

Elmore R. F., City E. A., Fiarman, S. E., Teitel, L. (2009). Instructional Rounds in Education. Cambridge MA

Tier:

Activity - Reading Mastery and Corrective Reading Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Any new teachers in the elementary school will receive training in either Reading Mastery (K - 2) or Corrective Reading (3 - 5)  Elementary Reading Coaches and new Title staff will receive training on how to place students in Reading Mastery and Corrective Reading on 9/4/2013 from 8:15 - 11:15. All middle and high school reading teachers will receive training in Corrective Reading on 9/4/2013 from 12:00 - 3:00 All 3rd grade teachers and new 4th/5th grade teachers will receive training in Corrective Reading on 9/5/2013 from 8:15 - 3:25  Schools: All Schools	Professional Learning	Tier 1	Implement	09/03/2014	06/12/2015	\$250	Title II Part A	Curriculum Director Elementary Principals

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

## District Improvement Plan

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<p>All elementary teachers will receive job embedded coaching in the implementation of Reading Mastery and Corrective Reading for 3 days throughout the 2014 - 15 school year. All coaching will occur from 8:15 - 3:25.</p> <p>Schools: Elmwood Elementary School, Avalon Elementary School, Koepsell Elementary School</p>	<p>Professional Learning</p>			<p>09/02/2014</p>	<p>06/12/2015</p>	<p>\$14400</p>	<p>Title II Part A</p>	<p>Curriculum Director Elementary Principals</p>
<p>Activity - CHAMPS Training</p>	<p>Activity Type</p>	<p>Tier</p>	<p>Phase</p>	<p>Begin Date</p>	<p>End Date</p>	<p>Resource Assigned</p>	<p>Source Of Funding</p>	<p>Staff Responsible</p>
<p>Train 3 - 10 teachers in Conversation, Help, Activity, Movement, Participation, Success (CHAMPS) classroom management system. The goal is for teachers to develop an instructional model in which students are responsible, motivated, and highly engaged in specific tasks. If students understand how to engage in learning then achievement will increase.</p> <p>Schools: Avalon Elementary School, South Lake Middle School</p>	<p>Professional Learning</p>			<p>09/03/2013</p>	<p>06/13/2014</p>	<p>\$660</p>	<p>Title II Part A</p>	<p>Director of Curriculum Elementary Principal MS Principal</p>
<p>Activity - NWEA Assessment Training</p>	<p>Activity Type</p>	<p>Tier</p>	<p>Phase</p>	<p>Begin Date</p>	<p>End Date</p>	<p>Resource Assigned</p>	<p>Source Of Funding</p>	<p>Staff Responsible</p>
<p>Train 40 teachers on the implementation of the NWEA MAP assessment and the analysis of the MAP assessment results.</p> <p>Schools: Elmwood Elementary School, Avalon Elementary School, Koepsell Elementary School</p>	<p>Professional Learning</p>	<p>Tier 1</p>	<p>Implement</p>	<p>08/01/2016</p>	<p>09/29/2017</p>	<p>\$4144</p>	<p>Title II Part A</p>	<p>Director of Curriculum Elementary Principals</p>
<p>Activity - Data Dialogue</p>	<p>Activity Type</p>	<p>Tier</p>	<p>Phase</p>	<p>Begin Date</p>	<p>End Date</p>	<p>Resource Assigned</p>	<p>Source Of Funding</p>	<p>Staff Responsible</p>
<p>All elementary staff will participate in a data dialogue after each DIBELS screening. The data dialogue will be facilitated and led by the building principal and reading coach.</p> <p>The elementary principal will monitor the implementation of what was learned through the data dialogue's by observing how the reading groups change and through regular classroom walkthroughs.</p> <p>Schools: All Schools</p>	<p>Professional Learning</p>	<p>Tier 1</p>	<p>Implement</p>	<p>09/02/2014</p>	<p>06/12/2015</p>	<p>\$9000</p>	<p>Title II Part A</p>	<p>Elementary Principals</p>
<p>Activity - PBIS Training</p>	<p>Activity Type</p>	<p>Tier</p>	<p>Phase</p>	<p>Begin Date</p>	<p>End Date</p>	<p>Resource Assigned</p>	<p>Source Of Funding</p>	<p>Staff Responsible</p>



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High school teachers will be trained in Positive Behavior Instructional Supports (PBIS) program. The building principal will follow-up with teachers and ensure that the concepts learned are applied in the classroom through classroom walkthroughs, discussions with the teacher, and observations.  Schools: South Lake High School	Behavioral Support Program	Tier 1	Implement	07/01/2016	06/28/2017	\$2574	Title II Part A	SLHS Principal
Activity - Generative Reading Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers who teach grades 3 - 8 will participate in training on Generative Reading and how to implement a curriculum that teaches students to improve higher level thinking skills.  Schools: Elmwood Elementary School, Avalon Elementary School, South Lake Middle School, Koepsell Elementary School	Professional Learning	Tier 1	Implement	08/01/2016	06/30/2017	\$15600	Title II Part A	Curriculum Director
Activity - Teaching Reading Resources	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Three Avalon teachers will be trained in the Teaching Reading Resource Book at the MISD.  Schools: Avalon Elementary School	Professional Learning	Tier 1	Implement	08/01/2016	11/30/2016	\$519	Title II Part A	Avalon Principal

## Goal 2: All students in South Lake Schools will become proficient in Mathematics

### Measurable Objective 1:

51% of Pre-K, Kindergarten, First, Second, Third, Fourth, Fifth, Sixth, Seventh, Eighth, Ninth, Tenth, Eleventh, Twelfth, Postsecondary, Adult and Ungraded grade Black or African-American, Asian, White, Economically Disadvantaged, Gifted and Talented, Hispanic or Latino, Students with Disabilities, English Learners, Two or More Races, American Indian or Alaska Native and Native Hawaiian or Other Pacific Islander students will demonstrate a proficiency in mathematics in Mathematics by 06/16/2017 as measured by MEAP and MME assessments.

### Strategy 1:

Curriculum Development - South Lake Schools will form a mathematics committee at the elementary and middle school levels to align math curriculum to the Common Core State Standards and develop common assessments for every unit.

Category:

Research Cited: Marzano, J., (2003). What Works in Schools. Alexandria, VA

Wiggins, G. McTighe, J., (2005). Understanding by Design. Alexandria, VA

Tier:

## District Improvement Plan

South Lake Schools

Activity - Data Dialogue	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All elementary staff will participate in a data dialogue after each DIBELS screening. The data dialogue will be facilitated and led by the building principal and reading coach. The elementary principal will monitor the implementation of what was learned through the data dialogue's by observing how the reading groups change and through regular classroom walkthroughs.  Schools: Elmwood Elementary School, Avalon Elementary School, Koepsell Elementary School	Professional Learning			09/03/2013	06/13/2014	\$3150	Title II Part A	Elementary Principals
Activity - SAT College Readiness	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
2 teachers will attend professional development on the implementation of a course for juniors that helps to prepare them for the SAT assessment.  Schools: South Lake High School	Professional Learning	Tier 1	Implement	07/01/2016	08/31/2016	\$1437	Title II Part A	SLHS Principal

## Goal 3: All students in South Lake Schools will become proficient in Science

### Measurable Objective 1:

36% of Pre-K, Kindergarten, First, Second, Third, Fourth, Fifth, Sixth, Seventh, Eighth, Ninth, Tenth, Eleventh, Twelfth, Postsecondary, Adult and Ungraded grade Black or African-American, Asian, White, Economically Disadvantaged, Gifted and Talented, Hispanic or Latino, Students with Disabilities, English Learners, Two or More Races, American Indian or Alaska Native and Native Hawaiian or Other Pacific Islander students will demonstrate a proficiency on the MEAP and MME in Science by 06/13/2014 as measured by MEAP or MME assessment.

### Strategy 1:

Improvement of Curriculum - Type something here.

Category:

Research Cited: Type something here

Tier:

Activity - Training in Next Generation Science Standards	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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## District Improvement Plan

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All Science teachers and building administrators will be trained in the Next Generation Science Standards so that implementation plans for modifying curriculum can begin.  This will be monitored by the Curriculum Director through work with the Science Content Committee.  Schools: Elmwood Elementary School, Avalon Elementary School, South Lake Middle School, Koepsell Education Center	Professional Learning	Tier 1	Implement	09/02/2014	06/30/2017	\$547	Title II Part A	Principals Curriculum Director
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### Strategy 2:

Improve Instruction - South Lake Schools will improve student achievement by working with and training teachers in high quality instructional practices.

Category:

Research Cited: Marzano, R. J., Pickering, D. J., Pollock, J. E., (2001). Classroom Instruction that Works. Alexandria, VA

Tier:

Activity - Classroom Instruction that Works Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Five will be trained in Classroom Instruction that Works. As part of the training all staff will receive a copy of the book, Classroom Instruction that Works 2nd ed. Teachers will begin a rotation in the 2012 - 13 school year with half day professional development sessions covering specific strategies that can then be implemented and practiced before the next session. Implementation of learning will be monitored by administrators through classroom walkthroughs and discussions with staff.  Schools: All Schools	Professional Learning		Implement	09/02/2014	06/12/2015	\$1975	Title II Part A	Curriculum Director Principals

Activity - Explicit Instruction Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
2 teachers will be trained in Explicit Instruction at the Macomb Intermediate School District. These teachers will then lead a book study on Explicit Instruction for the rest of the staff at Elmwood Elementary School. The training will occur on one of the following dates: 8/26/2014, 9/25/2014, 10/14/2014, or 12/9/2014.  Schools: Elmwood Elementary School, Avalon Elementary School	Professional Learning	Tier 1	Implement	08/26/2014	12/09/2014	\$600	Title II Part A	Elementary Principals

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Activity - Scientific Probe Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Science and Math Teachers at South Lake High School will be trained in the use of TI-Navigator calculators along with science probes that will be used in cooperative learning activities with students.  Schools: South Lake High School	Professional Learning	Tier 1	Implement	09/01/2015	04/15/2016	\$1150	Title II Part A	Math Teacher Director of Curriculum

## Goal 4: All students in South Lake Schools will become proficient writers.

### Measurable Objective 1:

54% of Pre-K, Kindergarten, First, Second, Third, Fourth, Fifth, Sixth, Seventh, Eighth, Ninth, Tenth, Eleventh, Twelfth, Postsecondary, Adult and Ungraded grade Black or African-American, Asian, White, Economically Disadvantaged, Gifted and Talented, Hispanic or Latino, Students with Disabilities, English Learners, Two or More Races, American Indian or Alaska Native and Native Hawaiian or Other Pacific Islander students will demonstrate a proficiency in writing in English Language Arts by 06/13/2014 as measured by The MEAP Writing Assessment.

### Strategy 1:

Implement Common Core Writing Standards - All teachers will implement specific common core writing strategies.

Category:

Research Cited: Write Something Here.

Tier:

Activity - Performance Tasks	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All K - 5 teachers will provide instruction on Narrative, Informative, and Opinion writing modes. Teachers will then provide students with performance tasks multiple times per year to assess students' performance and growth.  Principals will monitor that all teachers are implementing the performance tasks through classroom walkthroughs and collecting the data from each teacher.  Schools: Elmwood Elementary School, Avalon Elementary School, Koepsell Elementary School	Implementation			09/03/2013	06/13/2014	\$0	No Funding Required	Elementary Principals

## Goal 5: All South Lake Teachers and Administrators will become proficient instructional leaders.

## District Improvement Plan

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### Measurable Objective 1:

collaborate to increase our knowledge about what behaviors school leaders exhibit in order to improve student achievement. by 06/14/2016 as measured by District and State Assessments.

### Strategy 1:

Leadership - All South Lake Administrators will increase their leadership skills.

Category:

Research Cited: Marzano, R. J., Waters, T. (2009). District Leadership that Works. Bloomington, IN

Marzano, R. J., Waters, T., McNulty, B. A. (2005). School Leadership that Works, Alexandria VA.

Tier:

Activity - Galileo Teacher Leadership Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Four teachers will be trained in teacher leadership through the Galileo Teacher Leadership program. Teachers will attend 6 days of training per year for two years.  Implementation of the training will be conducted by the Principals and Curriculum Director through classroom walkthroughs, discussions with teachers, and participation in the Galileo Board.  Schools: Elmwood Elementary School, South Lake Middle School	Professional Learning	Tier 1	Implement	09/02/2014	06/12/2015	\$4960	Title II Part A	Principals Curriculum Director Superintendent
Activity - Cultural Competency Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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<p>Eight (8) administrators will be trained in cultural competency for 4 half days at a cost of \$700. The training will occur on 8/21/2015, 9/28/2015, 2/25/2016 and 6/21/2016. The Director of Curriculum and Superintendent will facilitate discussions with administrators to ensure that information is shared and applied within the schools.</p> <p>Eight (8) teachers will be trained in cultural competency for 4 half days at a cost of \$1880. The training will occur on 8/21/2015, 9/28/2015, 2/25/2016 and 6/21/2016. The Director of Curriculum and Superintendent will facilitate discussions with administrators to ensure that information is shared and applied within the schools.</p> <p>Schools: All Schools</p>	Professional Learning	Tier 1	Implement	08/19/2014	06/30/2016	\$2600	Title II Part A	Superintendent
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Activity - African American Young Men of Promise Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Sub Costs - one teacher and one principal will participate in the African American Young Men of Promise Initiative hosted by the Michigan Department of Education. The teacher and principal will facilitate training for the rest of the staff at Koepsell Education Center.</p> <p>Schools: Koepsell Education Center</p>	Professional Learning	Tier 1	Implement	08/15/2014	09/01/2017	\$1000	Title II Part A	Principal at Koepsell Education Center

Activity - New Teacher Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>All new teachers will be trained in the NEW Teacher Academy through the Macomb Intermediate School District. The experience will provide teachers with training on instruction, grading practices, parent communication, and other topics related to being a new teacher.</p> <p>Schools: All Schools</p>	Professional Learning	Tier 1	Implement	09/02/2014	06/12/2015	\$500	Title II Part A	Curriculum Director

Activity - Training in Teacher Evaluation	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>All administrators who evaluate instructional staff will participate in training to ensure reliability in data collected from classroom observations.</p> <p>Schools: All Schools</p>	Professional Learning	Tier 1	Getting Ready	08/01/2014	06/30/2015	\$5000	Title II Part A	Human Resource Director

## District Improvement Plan

South Lake Schools

Activity - Classroom Instruction that Works Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
SLMS teachers will participate in Classroom Instruction that Works training at the Macomb Intermediate School District. These teachers will then lead training and discussions within their school building so that all staff is informed about these instructional strategies.  Schools: South Lake Middle School	Professional Learning	Tier 1	Implement	08/22/2016	06/30/2017	\$15328	Title II Part A	SLMS Principal
Activity - Restorative Justice	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers and Administrators at South Lake Middle School will be trained in the implementation of Restorative Justice to be used as a behavioral intervention model. This initiative will be led by the Middle School Principal and implementation will begin in the 2015 - 16 school year.  Schools: South Lake Middle School	Behavioral Support Program	Tier 1	Getting Ready	09/02/2014	06/30/2017	\$63662	Title II Part A	Curriculum Director Middle School Principal
Activity - SAT Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers at the high school level will be provided with training in the implementation of the SAT and PSAT assessment as required by the Michigan Department of Education.  Schools: South Lake High School	Professional Learning	Tier 1	Implement	07/31/2015	06/30/2016	\$690	Title II Part A	High School Principal
Activity - FSI Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
School Improvement Teams in three schools will participate in Facilitator's of School Improvement training at the Macomb Intermediate School District.  Schools: Elmwood Elementary School, South Lake Middle School, South Lake High School	Professional Learning	Tier 1	Implement	09/01/2016	06/30/2017	\$1350	Title II Part A	Building Principals
Activity - Blackboard Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
SLHS Teachers will be trained in utilizing the Blackboard Learning Management System.  Schools: South Lake High School	Technology	Tier 1	Implement	07/01/2016	08/31/2016	\$6536	Title II Part A	SLHS Principal Teachers

## District Improvement Plan

South Lake Schools

Activity - Instructional Rounds	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Each core department at South Lake High School will spend 1 day per quarter engaging in Instructional Rounds. Instructional Rounds involve teachers in observing instruction and looking for specific instructional strategies. Teachers then will collaborate on the observation and draw conclusion to improve instruction.  Schools: South Lake High School	Professional Learning	Tier 1	Implement	09/01/2016	06/30/2017	\$7360	Title II Part A	SLHS Principal
Activity - Capturing Kids Hearts	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Two administrators and five teachers will attend training in Capturing Kids Hearts to learn about this program in order to improve the culture and behaviors at two elementary schools.  Schools: Avalon Elementary School, Koepsell Elementary School	Behavioral Support Program	Tier 1	Getting Ready	10/01/2016	10/31/2016	\$4690	Title II Part A	Avalon Principal Koepsell Principal
Activity - Growth Mindset Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All teachers at Elmwood Elementary will participate in the book study on growth mindset and how to use growth strategies to improve student achievement.  Schools: Elmwood Elementary School	Professional Learning	Tier 1	Implement	07/29/2016	06/30/2017	\$1000	Title II Part A	Elmwood Principal

## Goal 6: All students and teachers in South Lake Schools will become proficient at using technology for learning.

### Measurable Objective 1:

demonstrate a proficiency in using technology for learning. by 06/29/2018 as measured by the percentage of classrooms using technology on a weekly basis..

### Strategy 1:

Professional Learning - South Lake Schools will provide teachers with professional learning in instructional technology.

Category:

Research Cited:

Pitler, H., & Hubbell, E. (2012). Using technology with classroom instruction that works (2nd ed.). Alexandria, Va.: Association for Supervision and Curriculum



**District Improvement Plan**

South Lake Schools

Development.

Tier: Tier 1

Activity - 21Things4Students Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
2 teachers will be trained in 21Things4Students technology training at the MISD.  Schools: Elmwood Elementary School, Avalon Elementary School, Koepsell Education Center	Professional Learning	Tier 1	Implement	08/01/2016	09/01/2016	\$547	Title II Part A	Curriculum Director

## Activity Summary by Funding Source

Below is a breakdown of your activities by funding source

### No Funding Required

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Performance Tasks	All K - 5 teachers will provide instruction on Narrative, Informative, and Opinion writing modes. Teachers will then provide students with performance tasks multiple times per year to assess students' performance and growth.  Principals will monitor that all teachers are implementing the performance tasks through classroom walkthroughs and collecting the data from each teacher.	Implementation			09/03/2013	06/13/2014	\$0	Elementary Principals

### Title II Part A

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
PBIS Training	High school teachers will be trained in Positive Behavior Instructional Supports (PBIS) program. The building principal will follow-up with teachers and ensure that the concepts learned are applied in the classroom through classroom walkthroughs, discussions with the teacher, and observations.	Behavioral Support Program	Tier 1	Implement	07/01/2016	06/28/2017	\$2574	SLHS Principal
Teaching Reading Resources	Three Avalon teachers will be trained in the Teaching Reading Resource Book at the MISD.	Professional Learning	Tier 1	Implement	08/01/2016	11/30/2016	\$519	Avalon Principal
NWEA Assessment Training	Train 40 teachers on the implementation of the NWEA MAP assessment and the analysis of the MAP assessment results.	Professional Learning	Tier 1	Implement	08/01/2016	09/29/2017	\$4144	Director of Curriculum Elementary Principals
Training in Next Generation Science Standards	All Science teachers and building administrators will be trained in the Next Generation Science Standards so that implementation plans for modifying curriculum can begin.  This will be monitored by the Curriculum Director through work with the Science Content Committee.	Professional Learning	Tier 1	Implement	09/02/2014	06/30/2017	\$547	Principals Curriculum Director

## District Improvement Plan

South Lake Schools

SAT College Readiness	2 teachers will attend professional development on the implementation of a course for juniors that helps to prepare them for the SAT assessment.	Professional Learning	Tier 1	Implement	07/01/2016	08/31/2016	\$1437	SLHS Principal
Reading Mastery and Corrective Reading Training	Any new teachers in the elementary school will receive training in either Reading Mastery (K - 2) or Corrective Reading (3 - 5)  Elementary Reading Coaches and new Title staff will receive training on how to place students in Reading Mastery and Corrective Reading on 9/4/2013 from 8:15 - 11:15. All middle and high school reading teachers will receive training in Corrective Reading on 9/4/2013 from 12:00 - 3:00 All 3rd grade teachers and new 4th/5th grade teachers will receive training in Corrective Reading on 9/5/2013 from 8:15 - 3:25	Professional Learning	Tier 1	Implement	09/03/2014	06/12/2015	\$250	Curriculum Director Elementary Principals
Galileo Teacher Leadership Training	Four teachers will be trained in teacher leadership through the Galileo Teacher Leadership program. Teachers will attend 6 days of training per year for two years.  Implementation of the training will be conducted by the Principals and Curriculum Director through classroom walkthroughs, discussions with teachers, and participation in the Galileo Board.	Professional Learning	Tier 1	Implement	09/02/2014	06/12/2015	\$4960	Principals Curriculum Director Superintendent
Capturing Kids Hearts	Two administrators and five teachers will attend training in Capturing Kids Hearts to learn about this program in order to improve the culture and behaviors at two elementary schools.	Behavioral Support Program	Tier 1	Getting Ready	10/01/2016	10/31/2016	\$4690	Avalon Principal Koepsell Principal
Classroom Instruction that Works Training	Five will be trained in Classroom Instruction that Works. As part of the training all staff will receive a copy of the book, Classroom Instruction that Works 2nd ed. Teachers will begin a rotation in the 2012 - 13 school year with half day professional development sessions covering specific strategies that can then be implemented and practiced before the next session. Implementation of learning will be monitored by administrators through classroom walkthroughs and discussions with staff.	Professional Learning		Implement	09/02/2014	06/12/2015	\$1975	Curriculum Director Principals
Blackboard Training	SLHS Teachers will be trained in utilizing the Blackboard Learning Management System.	Technology	Tier 1	Implement	07/01/2016	08/31/2016	\$6536	SLHS Principal Teachers
21Things4Students Training	2 teachers will be trained in 21Things4Students technology training at the MISD.	Professional Learning	Tier 1	Implement	08/01/2016	09/01/2016	\$547	Curriculum Director

## District Improvement Plan

South Lake Schools

Data Dialogue	All elementary staff will participate in a data dialogue after each DIBELS screening. The data dialogue will be facilitated and led by the building principal and reading coach. The elementary principal will monitor the implementation of what was learned through the data dialogue's by observing how the reading groups change and through regular classroom walkthroughs.	Professional Learning			09/03/2013	06/13/2014	\$3150	Elementary Principals
Restorative Justice	Teachers and Administrators at South Lake Middle School will be trained in the implementation of Restorative Justice to be used as a behavioral intervention model. This initiative will be led by the Middle School Principal and implementation will begin in the 2015 - 16 school year.	Behavioral Support Program	Tier 1	Getting Ready	09/02/2014	06/30/2017	\$63662	Curriculum Director Middle School Principal
FSI Training	School Improvement Teams in three schools will participate in Facilitator's of School Improvement training at the Macomb Intermediate School District.	Professional Learning	Tier 1	Implement	09/01/2016	06/30/2017	\$1350	Building Principals
Cultural Competency Training	<p>Eight (8) administrators will be trained in cultural competency for 4 half days at a cost of \$700. The training will occur on 8/21/2015, 9/28/2015, 2/25/2016 and 6/21/2016. The Director of Curriculum and Superintendent will facilitate discussions with administrators to ensure that information is shared and applied within the schools.</p> <p>Eight (8) teachers will be trained in cultural competency for 4 half days at a cost of \$1880. The training will occur on 8/21/2015, 9/28/2015, 2/25/2016 and 6/21/2016. The Director of Curriculum and Superintendent will facilitate discussions with administrators to ensure that information is shared and applied within the schools.</p>	Professional Learning	Tier 1	Implement	08/19/2014	06/30/2016	\$2600	Superintendent
African American Young Men of Promise Training	Sub Costs - one teacher and one principal will participate in the African American Young Men of Promise Initiative hosted by the Michigan Department of Education. The teacher and principal will facilitate training for the rest of the staff at Koepsell Education Center.	Professional Learning	Tier 1	Implement	08/15/2014	09/01/2017	\$1000	Principal at Koepsell Education Center
Reading job embedded coaching	All elementary teachers will receive job embedded coaching in the implementation of Reading Mastery and Corrective Reading for 3 days throughout the 2014 - 15 school year. All coaching will occur from 8:15 - 3:25.	Professional Learning			09/02/2014	06/12/2015	\$14400	Curriculum Director Elementary Principals

## District Improvement Plan

South Lake Schools

New Teacher Training	All new teachers will be trained in the NEW Teacher Academy through the Macomb Intermediate School District. The experience will provide teachers with training on instruction, grading practices, parent communication, and other topics related to being a new teacher.	Professional Learning	Tier 1	Implement	09/02/2014	06/12/2015	\$500	Curriculum Director
Growth Mindset Training	All teachers at Elmwood Elementary will participate in the book study on growth mindset and how to use growth strategies to improve student achievement.	Professional Learning	Tier 1	Implement	07/29/2016	06/30/2017	\$1000	Elmwood Principal
Explicit Instruction Training	2 teachers will be trained in Explicit Instruction at the Macomb Intermediate School District. These teachers will then lead a book study on Explicit Instruction for the rest of the staff at Elmwood Elementary School. The training will occur on one of the following dates: 8/26/2014, 9/25/2014, 10/14/2014, or 12/9/2014.	Professional Learning	Tier 1	Implement	08/26/2014	12/09/2014	\$600	Elementary Principals
SAT Training	Teachers at the high school level will be provided with training in the implementation of the SAT and PSAT assessment as required by the Michigan Department of Education.	Professional Learning	Tier 1	Implement	07/31/2015	06/30/2016	\$690	High School Principal
Classroom Instruction that Works Training	SLMS teachers will participate in Classroom Instruction that Works training at the Macomb Intermediate School District. These teachers will then lead training and discussions within their school building so that all staff is informed about these instructional strategies.	Professional Learning	Tier 1	Implement	08/22/2016	06/30/2017	\$15328	SLMS Principal
Training in Teacher Evaluation	All administrators who evaluate instructional staff will participate in training to ensure reliability in data collected from classroom observations.	Professional Learning	Tier 1	Getting Ready	08/01/2014	06/30/2015	\$5000	Human Resource Director
Generative Reading Training	Teachers who teach grades 3 - 8 will participate in training on Generative Reading and how to implement a curriculum that teaches students to improve higher level thinking skills.	Professional Learning	Tier 1	Implement	08/01/2016	06/30/2017	\$15600	Curriculum Director
Data Dialogue	All elementary staff will participate in a data dialogue after each DIBELS screening. The data dialogue will be facilitated and led by the building principal and reading coach.  The elementary principal will monitor the implementation of what was learned through the data dialogue's by observing how the reading groups change and through regular classroom walkthroughs.	Professional Learning	Tier 1	Implement	09/02/2014	06/12/2015	\$9000	Elementary Principals

**District Improvement Plan**

South Lake Schools

CHAMPS Training	Train 3 - 10 teachers in Conversation, Help, Activity, Movement, Participation, Success (CHAMPS) classroom management system. The goal is for teachers to develop an instructional model in which students are responsible, motivated, and highly engaged in specific tasks. If students understand how to engage in learning then achievement will increase.	Professional Learning			09/03/2013	06/13/2014	\$660	Director of Curriculum Elementary Principal MS Principal Principal
Instructional Rounds	Each core department at South Lake High School will spend 1 day per quarter engaging in Instructional Rounds. Instructional Rounds involve teachers in observing instruction and looking for specific instructional strategies. Teachers then will collaborate on the observation and draw conclusion to improve instruction.	Professional Learning	Tier 1	Implement	09/01/2016	06/30/2017	\$7360	SLHS Principal
Scientific Probe Training	Science and Math Teachers at South Lake High School will be trained in the use of TI-Navigator calculators along with science probes that will be used in cooperative learning activities with students.	Professional Learning	Tier 1	Implement	09/01/2015	04/15/2016	\$1150	Math Teacher Director of Curriculum

## 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
Reading Mastery and Corrective Reading Training	<p>Any new teachers in the elementary school will receive training in either Reading Mastery (K - 2) or Corrective Reading (3 - 5)</p> <p>Elementary Reading Coaches and new Title staff will receive training on how to place students in Reading Mastery and Corrective Reading on 9/4/2013 from 8:15 - 11:15. All middle and high school reading teachers will receive training in Corrective Reading on 9/4/2013 from 12:00 - 3:00 All 3rd grade teachers and new 4th/5th grade teachers will receive training in Corrective Reading on 9/5/2013 from 8:15 - 3:25</p>	Professional Learning	Tier 1	Implement	09/03/2014	06/12/2015	\$250	Curriculum Director Elementary Principals
Data Dialogue	<p>All elementary staff will participate in a data dialogue after each DIBELS screening. The data dialogue will be facilitated and led by the building principal and reading coach.</p> <p>The elementary principal will monitor the implementation of what was learned through the data dialogue's by observing how the reading groups change and through regular classroom walkthroughs.</p>	Professional Learning	Tier 1	Implement	09/02/2014	06/12/2015	\$9000	Elementary Principals
Classroom Instruction that Works Training	<p>Five will be trained in Classroom Instruction that Works. As part of the training all staff will receive a copy of the book, Classroom Instruction that Works 2nd ed. Teachers will begin a rotation in the 2012 - 13 school year with half day professional development sessions covering specific strategies that can then be implemented and practiced before the next session. Implementation of learning will be monitored by administrators through classroom walkthroughs and discussions with staff.</p>	Professional Learning		Implement	09/02/2014	06/12/2015	\$1975	Curriculum Director Principals

## District Improvement Plan

South Lake Schools

Cultural Competency Training	<p>Eight (8) administrators will be trained in cultural competency for 4 half days at a cost of \$700. The training will occur on 8/21/2015, 9/28/2015, 2/25/2016 and 6/21/2016. The Director of Curriculum and Superintendent will facilitate discussions with administrators to ensure that information is shared and applied within the schools.</p> <p>Eight (8) teachers will be trained in cultural competency for 4 half days at a cost of \$1880. The training will occur on 8/21/2015, 9/28/2015, 2/25/2016 and 6/21/2016. The Director of Curriculum and Superintendent will facilitate discussions with administrators to ensure that information is shared and applied within the schools.</p>	Professional Learning	Tier 1	Implement	08/19/2014	06/30/2016	\$2600	Superintendent
New Teacher Training	All new teachers will be trained in the NEW Teacher Academy through the Macomb Intermediate School District. The experience will provide teachers with training on instruction, grading practices, parent communication, and other topics related to being a new teacher.	Professional Learning	Tier 1	Implement	09/02/2014	06/12/2015	\$500	Curriculum Director
Training in Teacher Evaluation	All administrators who evaluate instructional staff will participate in training to ensure reliability in data collected from classroom observations.	Professional Learning	Tier 1	Getting Ready	08/01/2014	06/30/2015	\$5000	Human Resource Director

### South Lake Middle School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
CHAMPS Training	Train 3 - 10 teachers in Conversation, Help, Activity, Movement, Participation, Success (CHAMPS) classroom management system. The goal is for teachers to develop an instructional model in which students are responsible, motivated, and highly engaged in specific tasks. If students understand how to engage in learning then achievement will increase.	Professional Learning			09/03/2013	06/13/2014	\$660	Director of Curriculum Elementary Principal MS Principal
Galileo Teacher Leadership Training	<p>Four teachers will be trained in teacher leadership through the Galileo Teacher Leadership program. Teachers will attend 6 days of training per year for two years.</p> <p>Implementation of the training will be conducted by the Principals and Curriculum Director through classroom walkthroughs, discussions with teachers, and participation in the Galileo Board.</p>	Professional Learning	Tier 1	Implement	09/02/2014	06/12/2015	\$4960	Principals Curriculum Director Superintendent



## District Improvement Plan

South Lake Schools

Training in Next Generation Science Standards	All Science teachers and building administrators will be trained in the Next Generation Science Standards so that implementation plans for modifying curriculum can begin.  This will be monitored by the Curriculum Director through work with the Science Content Committee.	Professional Learning	Tier 1	Implement	09/02/2014	06/30/2017	\$547	Principals Curriculum Director
Classroom Instruction that Works Training	SLMS teachers will participate in Classroom Instruction that Works training at the Macomb Intermediate School District. These teachers will then lead training and discussions within their school building so that all staff is informed about these instructional strategies.	Professional Learning	Tier 1	Implement	08/22/2016	06/30/2017	\$15328	SLMS Principal
Restorative Justice	Teachers and Administrators at South Lake Middle School will be trained in the implementation of Restorative Justice to be used as a behavioral intervention model. This initiative will be led by the Middle School Principal and implementation will begin in the 2015 - 16 school year.	Behavioral Support Program	Tier 1	Getting Ready	09/02/2014	06/30/2017	\$63662	Curriculum Director Middle School Principal
FSI Training	School Improvement Teams in three schools will participate in Facilitator's of School Improvement training at the Macomb Intermediate School District.	Professional Learning	Tier 1	Implement	09/01/2016	06/30/2017	\$1350	Building Principals
Generative Reading Training	Teachers who teach grades 3 - 8 will participate in training on Generative Reading and how to implement a curriculum that teaches students to improve higher level thinking skills.	Professional Learning	Tier 1	Implement	08/01/2016	06/30/2017	\$15600	Curriculum Director

## South Lake High School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
PBIS Training	High school teachers will be trained in Positive Behavior Instructional Supports (PBIS) program. The building principal will follow-up with teachers and ensure that the concepts learned are applied in the classroom through classroom walkthroughs, discussions with the teacher, and observations.	Behavioral Support Program	Tier 1	Implement	07/01/2016	06/28/2017	\$2574	SLHS Principal
SAT Training	Teachers at the high school level will be provided with training in the implementation of the SAT and PSAT assessment as required by the Michigan Department of Education.	Professional Learning	Tier 1	Implement	07/31/2015	06/30/2016	\$690	High School Principal
FSI Training	School Improvement Teams in three schools will participate in Facilitator's of School Improvement training at the Macomb Intermediate School District.	Professional Learning	Tier 1	Implement	09/01/2016	06/30/2017	\$1350	Building Principals

## District Improvement Plan

South Lake Schools

Scientific Probe Training	Science and Math Teachers at South Lake High School will be trained in the use of TI-Navigator calculators along with science probes that will be used in cooperative learning activities with students.	Professional Learning	Tier 1	Implement	09/01/2015	04/15/2016	\$1150	Math Teacher Director of Curriculum
Blackboard Training	SLHS Teachers will be trained in utilizing the Blackboard Learning Management System.	Technology	Tier 1	Implement	07/01/2016	08/31/2016	\$6536	SLHS Principal Teachers
SAT College Readiness	2 teachers will attend professional development on the implementation of a course for juniors that helps to prepare them for the SAT assessment.	Professional Learning	Tier 1	Implement	07/01/2016	08/31/2016	\$1437	SLHS Principal
Instructional Rounds	Each core department at South Lake High School will spend 1 day per quarter engaging in Instructional Rounds. Instructional Rounds involve teachers in observing instruction and looking for specific instructional strategies. Teachers then will collaborate on the observation and draw conclusion to improve instruction.	Professional Learning	Tier 1	Implement	09/01/2016	06/30/2017	\$7360	SLHS Principal

### Koepsell Elementary School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Reading job embedded coaching	All elementary teachers will receive job embedded coaching in the implementation of Reading Mastery and Corrective Reading for 3 days throughout the 2014 - 15 school year. All coaching will occur from 8:15 - 3:25.	Professional Learning			09/02/2014	06/12/2015	\$14400	Curriculum Director Elementary Principals
NWEA Assessment Training	Train 40 teachers on the implementation of the NWEA MAP assessment and the analysis of the MAP assessment results.	Professional Learning	Tier 1	Implement	08/01/2016	09/29/2017	\$4144	Director of Curriculum Elementary Principals
Performance Tasks	All K - 5 teachers will provide instruction on Narrative, Informative, and Opinion writing modes. Teachers will then provide students with performance tasks multiple times per year to assess students' performance and growth.  Principals will monitor that all teachers are implementing the performance tasks through classroom walkthroughs and collecting the data from each teacher.	Implementation			09/03/2013	06/13/2014	\$0	Elementary Principals

## District Improvement Plan

South Lake Schools

Data Dialogue	All elementary staff will participate in a data dialogue after each DIBELS screening. The data dialogue will be facilitated and led by the building principal and reading coach. The elementary principal will monitor the implementation of what was learned through the data dialogue's by observing how the reading groups change and through regular classroom walkthroughs.	Professional Learning			09/03/2013	06/13/2014	\$3150	Elementary Principals
Generative Reading Training	Teachers who teach grades 3 - 8 will participate in training on Generative Reading and how to implement a curriculum that teaches students to improve higher level thinking skills.	Professional Learning	Tier 1	Implement	08/01/2016	06/30/2017	\$15600	Curriculum Director
Capturing Kids Hearts	Two administrators and five teachers will attend training in Capturing Kids Hearts to learn about this program in order to improve the culture and behaviors at two elementary schools.	Behavioral Support Program	Tier 1	Getting Ready	10/01/2016	10/31/2016	\$4690	Avalon Principal Koepsell Principal

### Koepsell Education Center

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Training in Next Generation Science Standards	All Science teachers and building administrators will be trained in the Next Generation Science Standards so that implementation plans for modifying curriculum can begin.  This will be monitored by the Curriculum Director through work with the Science Content Committee.	Professional Learning	Tier 1	Implement	09/02/2014	06/30/2017	\$547	Principals Curriculum Director
African American Young Men of Promise Training	Sub Costs - one teacher and one principal will participate in the African American Young Men of Promise Initiative hosted by the Michigan Department of Education. The teacher and principal will facilitate training for the rest of the staff at Koepsell Education Center.	Professional Learning	Tier 1	Implement	08/15/2014	09/01/2017	\$1000	Principal at Koepsell Education Center
21Things4Students Training	2 teachers will be trained in 21Things4Students technology training at the MISD.	Professional Learning	Tier 1	Implement	08/01/2016	09/01/2016	\$547	Curriculum Director

### Elmwood 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

South Lake Schools

Reading job embedded coaching	All elementary teachers will receive job embedded coaching in the implementation of Reading Mastery and Corrective Reading for 3 days throughout the 2014 - 15 school year. All coaching will occur from 8:15 - 3:25.	Professional Learning			09/02/2014	06/12/2015	\$14400	Curriculum Director Elementary Principals
NWEA Assessment Training	Train 40 teachers on the implementation of the NWEA MAP assessment and the analysis of the MAP assessment results.	Professional Learning	Tier 1	Implement	08/01/2016	09/29/2017	\$4144	Director of Curriculum Elementary Principals
Performance Tasks	All K - 5 teachers will provide instruction on Narrative, Informative, and Opinion writing modes. Teachers will then provide students with performance tasks multiple times per year to assess students' performance and growth.  Principals will monitor that all teachers are implementing the performance tasks through classroom walkthroughs and collecting the data from each teacher.	Implementation			09/03/2013	06/13/2014	\$0	Elementary Principals
Galileo Teacher Leadership Training	Four teachers will be trained in teacher leadership through the Galileo Teacher Leadership program. Teachers will attend 6 days of training per year for two years.  Implementation of the training will be conducted by the Principals and Curriculum Director through classroom walkthroughs, discussions with teachers, and participation in the Galileo Board.	Professional Learning	Tier 1	Implement	09/02/2014	06/12/2015	\$4960	Principals Curriculum Director Superintendent
Training in Next Generation Science Standards	All Science teachers and building administrators will be trained in the Next Generation Science Standards so that implementation plans for modifying curriculum can begin.  This will be monitored by the Curriculum Director through work with the Science Content Committee.	Professional Learning	Tier 1	Implement	09/02/2014	06/30/2017	\$547	Principals Curriculum Director
Data Dialogue	All elementary staff will participate in a data dialogue after each DIBELS screening. The data dialogue will be facilitated and led by the building principal and reading coach. The elementary principal will monitor the implementation of what was learned through the data dialogue's by observing how the reading groups change and through regular classroom walkthroughs.	Professional Learning			09/03/2013	06/13/2014	\$3150	Elementary Principals

## District Improvement Plan

South Lake Schools

Explicit Instruction Training	2 teachers will be trained in Explicit Instruction at the Macomb Intermediate School District. These teachers will then lead a book study on Explicit Instruction for the rest of the staff at Elmwood Elementary School. The training will occur on one of the following dates: 8/26/2014, 9/25/2014, 10/14/2014, or 12/9/2014.	Professional Learning	Tier 1	Implement	08/26/2014	12/09/2014	\$600	Elementary Principals
FSI Training	School Improvement Teams in three schools will participate in Facilitator's of School Improvement training at the Macomb Intermediate School District.	Professional Learning	Tier 1	Implement	09/01/2016	06/30/2017	\$1350	Building Principals
Generative Reading Training	Teachers who teach grades 3 - 8 will participate in training on Generative Reading and how to implement a curriculum that teaches students to improve higher level thinking skills.	Professional Learning	Tier 1	Implement	08/01/2016	06/30/2017	\$15600	Curriculum Director
21Things4Students Training	2 teachers will be trained in 21Things4Students technology training at the MISD.	Professional Learning	Tier 1	Implement	08/01/2016	09/01/2016	\$547	Curriculum Director
Growth Mindset Training	All teachers at Elmwood Elementary will participate in the book study on growth mindset and how to use growth strategies to improve student achievement.	Professional Learning	Tier 1	Implement	07/29/2016	06/30/2017	\$1000	Elmwood Principal

### Avalon Elementary School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Reading job embedded coaching	All elementary teachers will receive job embedded coaching in the implementation of Reading Mastery and Corrective Reading for 3 days throughout the 2014 - 15 school year. All coaching will occur from 8:15 - 3:25.	Professional Learning			09/02/2014	06/12/2015	\$14400	Curriculum Director Elementary Principals
CHAMPS Training	Train 3 - 10 teachers in Conversation, Help, Activity, Movement, Participation, Success (CHAMPS) classroom management system. The goal is for teachers to develop an instructional model in which students are responsible, motivated, and highly engaged in specific tasks. If students understand how to engage in learning then achievement will increase.	Professional Learning			09/03/2013	06/13/2014	\$660	Director of Curriculum Elementary Principal MS Principal
NWEA Assessment Training	Train 40 teachers on the implementation of the NWEA MAP assessment and the analysis of the MAP assessment results.	Professional Learning	Tier 1	Implement	08/01/2016	09/29/2017	\$4144	Director of Curriculum Elementary Principals

## District Improvement Plan

South Lake Schools

Performance Tasks	All K - 5 teachers will provide instruction on Narrative, Informative, and Opinion writing modes. Teachers will then provide students with performance tasks multiple times per year to assess students' performance and growth.  Principals will monitor that all teachers are implementing the performance tasks through classroom walkthroughs and collecting the data from each teacher.	Implementation			09/03/2013	06/13/2014	\$0	Elementary Principals
Training in Next Generation Science Standards	All Science teachers and building administrators will be trained in the Next Generation Science Standards so that implementation plans for modifying curriculum can begin.  This will be monitored by the Curriculum Director through work with the Science Content Committee.	Professional Learning	Tier 1	Implement	09/02/2014	06/30/2017	\$547	Principals Curriculum Director
Data Dialogue	All elementary staff will participate in a data dialogue after each DIBELS screening. The data dialogue will be facilitated and led by the building principal and reading coach. The elementary principal will monitor the implementation of what was learned through the data dialogue's by observing how the reading groups change and through regular classroom walkthroughs.	Professional Learning			09/03/2013	06/13/2014	\$3150	Elementary Principals
Explicit Instruction Training	2 teachers will be trained in Explicit Instruction at the Macomb Intermediate School District. These teachers will then lead a book study on Explicit Instruction for the rest of the staff at Elmwood Elementary School. The training will occur on one of the following dates: 8/26/2014, 9/25/2014, 10/14/2014, or 12/9/2014.	Professional Learning	Tier 1	Implement	08/26/2014	12/09/2014	\$600	Elementary Principals
Generative Reading Training	Teachers who teach grades 3 - 8 will participate in training on Generative Reading and how to implement a curriculum that teaches students to improve higher level thinking skills.	Professional Learning	Tier 1	Implement	08/01/2016	06/30/2017	\$15600	Curriculum Director
21Things4Students Training	2 teachers will be trained in 21Things4Students technology training at the MISD.	Professional Learning	Tier 1	Implement	08/01/2016	09/01/2016	\$547	Curriculum Director
Capturing Kids Hearts	Two administrators and five teachers will attend training in Capturing Kids Hearts to learn about this program in order to improve the culture and behaviors at two elementary schools.	Behavioral Support Program	Tier 1	Getting Ready	10/01/2016	10/31/2016	\$4690	Avalon Principal Koepsell Principal
Teaching Reading Resources	Three Avalon teachers will be trained in the Teaching Reading Resource Book at the MISD.	Professional Learning	Tier 1	Implement	08/01/2016	11/30/2016	\$519	Avalon Principal