District Improvement Plan

Gibraltar School District

Mrs. Amy Conway, Superintendent
19370 Vreeland Road
Woodhaven, MI 48183-4430

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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?

The Gibraltar School District is a suburban district of approximately 3800 students. It is located between Detroit and Monroe, the southernmost school district in Wayne County. Our district is composed of the communities of Gibraltar, Rockwood, and parts of Brownstown Township, Flat Rock, and Woodhaven.

Our student population has decreased slightly in the past few years. Our student ethnic demographics include a majority of Caucasian students with less than 20% of ethnic minorities including many African American and Hispanic students. There has been little change in these percentages in the past three years.

Our Central Office staff has a Superintendent, Assistant Superintendent, and Business Manager. We belong to a Special Education Consortium and a Career Technical Consortium. Our teaching staff of about 190 range from first year teachers to those who have been teaching in Gibraltar for over forty years.

Two of our elementary schools receive Title I assistance (one school is Targeted Assisted and one has just completed the School-wide process). Between 30% and 45% of all families in the district are economically disadvantaged. Around 10% of students district-wide have a disability. Many of parents are involved in the schools and their child's education. All of our schools have Positive Behavior interventions and support Initiatives. Three of our schools have a Green School Designation.

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

The vision of the Gibraltar School District is to develop citizens who can integrate the core values of honesty, courtesy, responsibility, citizenship, and respect using a relevant, rigorous curriculum that is characterized by

collaboration, communication, creativity, and critical thinking skills. In our rapidly changing society, our schools become a beacon of civilization by setting high expectations for student achievement. Our schools recognize the importance of the relationship between the challenges that await our students and the promise of their future endeavors.

Mission Statement

The mission of the Gibraltar School District, in partnership with students, parents, and community, is to develop each student's skills, competencies, and understandings necessary to think independently and make sound decisions, to realize self-worth, to adopt to the challenges of the future and to foster the process of lifelong learning. Each student will develop and possess the skills necessary to be a functioning and contributing member of our society.

Beliefs Statement

We in the Gibraltar Schools believe that:

~All children can learn~

~Students have different needs~

~Varied learning opportunities meet these needs~

All people have a need to feel important and appreciated. We believe it is essential that each student leave the

Gibraltar School District as a(n):

Responsible and Caring Participant

Who interacts effectively in family, work, community and who:

- Interacts sensitively and respectfully with others of all backgrounds.

- Works cooperatively to identify issues, resolve conflicts and can solve problems.

- Connects with others to pursue one's own needs for recreation and socialization.

Literate and Self-Directed Learner

Who creates meaning out of his/her experiences and who:

- Recognizes and demonstrates appropriate, responsible behavior.

- Demonstrates self-confidence, which enables exploration, perseverance and trust.

- Investigates and formulates healthy living habits.

- Uses successes and failures as feedback for continuous improvement.

Self-Actualizing Individual

Who values and pursues personal appreciation, harmony, wellness and who:

- Recognizes and demonstrates appropriate, responsible behavior.

- Demonstrates self-confidence, which enables exploration, perseverance and trust.

- Investigates and formulates healthy living habits.

- Uses successes and failures as feedback for continuous improvement.

Quality Producer

Who adheres to high standards in his/her work ethic, exhibits versatility and who:

- Performs as a self-directed, independent problem solver to accomplish a specific task.

- Works collaboratively with team members to achieve common goals.

- Integrates technology to improve performance.

- Pursues excellence in his/her work as evidenced by students' Career Pathway.

Informed and Contributing Citizen

Who seeks amicable resolutions to complex issues, draws upon democratic values and:

- Understands and participates in the democratic process.

- Uses socio-economic, technological, and political knowledge to make responsible and informed decisions.

- Contributes time, expertise, and resources to improve the quality of the community, nation and world.

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.

In the past four years, the district has completed comprehensive work on completing curriculum maps and pacing guides for all subjects K-12. We have worked to improve technology by adding Smart Boards to all classrooms and have trained teachers in their use and how to incorporate them into classroom instruction. Teacher technology has improved by the purchase of new computers and software.   We continue to build the capacity of staff using the trainer-of trainers model to extend professional development from Wayne RESA for Writing With Experts, Data Driven Dialogue through our K-12 Curriculum Committees, Technology driven improvements, and Guided Reading/Lab classrooms. Since 2012-13, grade K-11 students participate in NWEA testing three times per year to show growth in student achievement. We also have also incorporated best practice instruction in ELA and math, including the Common Core State Standards, new assessment models, Guided Reading/lab classrooms, and intervention programs into our classrooms.

Improvements for the next three years include increasing graduation rates, state assessment scores We have adopted a new math program for K-5 and piloted a new math program for 6-8 the fall of 2014. We have embedded Common Core State Standards, Next Generation Science Standards and new Social Studies Standards along with the Next Generation Assessment models into all classrooms. We will be working to improve our state test scores in the new framework for District and School Scorecards.

Additional Information

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

The Gibraltar School District is committed to striving for excellence. We set high expectations for ourselves and our students. Our schools recognize the importance of critical thinking and creativity for all students. The challenge of keeping up with technology is a priority for our district. We are constantly searching for what we can do to improve how we educate the young people of our district so when students have completed their education here, they are prepared for post secondary education or a career and become a contributing member of society.

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.

All stakeholders were involved in the discussion of this district improvement plan. The stakeholders included the Superintendent, Principals, key teaching staff members that are on SI teams in various schools, Board of Education members, and parents. Other than administrators, others were selected because of their interest in participating in the District School Improvement Committee. Various meetings were scheduled during the April-June 2014. These included monthly Administrative Cabinet meetings, Principal meetings to discuss School Improvement, and monthly District School Improvement Committee meetings along with informal discussions.

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

The input from stakeholders came from discussions in meetings including monthly Administrative Cabinet meetings, Principal meetings to discuss School Improvement, and monthly District School Improvement Committee meetings along with informal discussions was vital in the evaluation of 2014-2015 goals and activities along with how to adjust the activities to meet the goals set forth in the 2015-16 DIP.

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 DIP was constructed by the Superindentendent in coordination with the Assistant Superintendent during a transition. All stakeholders will be given an electronic copy of the DIP during the summer of 2015. They will also be given a paper copy of the submitted DIP in August, 2015. The stakeholders will receive updates and reports during the school year from the Assistant Superintendent on the progress of the activities and use of funds. During the spring of 2016, there will be an evaluation of the Gibraltar School District activities to date with an eye toward meeting the goals that are established in this district improvement plan.

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	Staff survey and Technology committee	

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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	Updated infrastructure for computer labs for on-line testing. Professional Development for Smart Boards.	

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	Smart Boards in all classrooms, 1 to 1 activities, COWS or computer classrooms in each school, e20/20 credit recovery in high school, blended learning and flipped classrooms.	

Label	Assurance	Response	Comment	Attachment
	The district adjusts its curriculum to include technology literacy for all students.	Yes	Professional development days are used to help teachers learn how to intergrate technology into their classrooms.	

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	Smart Boards, new teacher computers-Spring 2013, All middle school students are required to take a technology related course during grades 6-8. All High School students must have an on-line experience to complete the Michigan Merit Curriculum and High School Graduation requirement.	

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	Shareen Barker District Finance Director 19370 Vreeland Rd Woodhaven, MI 48183 734-379-6355	

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		

2015-2016 District Improvement Plan

Overview

Plan Name

2015-2016 District Improvement Plan

Plan Description

Goals Summary

The following is a summary of the goals encompassed in this plan. The details for each goal are available in the next section.

#	Goal Name	Goal Details	Goal Type	Total Funding
1	All students in the Gibraltar School District will be proficient in English Language Arts	Objectives: 1 Strategies: 4 Activities: 19	Academic	$758700
2	All students in the Gibraltar School District will be proficient in Mathematics	Objectives: 1 Strategies: 4 Activities: 15	Academic	$78394
3	All students in the Gibraltar School District will be proficient in Science.	Objectives: 1 Strategies: 4 Activities: 14	Academic	$11112
4	All students in the Gibraltar School District will be proficient in Social Studies.	Objectives: 1 Strategies: 4 Activities: 11	Academic	$0

Goal 1: All students in the Gibraltar School District will be proficient in English Language Arts

Measurable Objective 1:

85% 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 of performance in English Language Arts by 06/30/2022 as measured by the 2016 State Assessment.

Strategy 1:

Differentiated ELA Instruction & Interventions - All District staff engage in high quality ongoing, targeted professional learning experiences that provide them the

necessary skills to use best practices for differentiated reading instruction at their grade level. Teachers will focus on Guided Reading and Reading Workshop at the

elementary level, using lab classrooms, modeling, and coaching to support the professional learning experiences throughout the year.   At the secondary level, teachers

will learn how to and engage with data analysis, in order to differentiate instruction in their classrooms. Additionally, building level leaders will be trained in evaluating

these reading practices in order to provide feedback to teachers about their growth and progress of implementation.

Research Cited: Gersten, R., Compton, D., Connor, C.M., Dimino, J., Santoro, L., Linan-Thompson, S., and Tilly, W.D. (2008). Assisting students struggling with

reading: Response to Intervention and multi-tier intervention for reading in the primary grades. A practice guide. (NCEE 2009-4045). Washington, DC: National Center

for Education Evaluation and Regional Assistance, Institute of Education Sciences, U.S. Department of Education.

Tier: Tier 1

Activity - ELA K-12 Committee	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
English Language Arts Curriculum Committee - consisting of 4 high school, 4 middle school, 4 upper elementary, and 4 lower elementary teacher members chaired by a Assistant Superintendent. Special Education teachers will be embedded into these members. Working with consultants, the committee focus for this year is refining reading instruction, curriculum, and monitoring of implementation of Reading Workshop and Guided Reading in all K-5 buildings. Schools: Parsons Elementary School, Frank E. Weiss Elem. School, Hunter Elementary School, Oscar A. Carlson High School, Chapman Elementary School, Shumate Middle School	Professional Learning	Tier 1	Implement	09/01/2015	06/30/2016	$0	No Funding Required	The Assistant Superintendent will be responsible for working with the consultant and members of the committee and provide an agenda, minutes, and evaluation for this activities.

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Activity - Reading Interventionists and aids	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Reading interventionist and aid in each elementary school for at risk students. (Hunter TI Targeted, Weiss TI Schoolwide) Schools: Parsons Elementary School, Frank E. Weiss Elem. School, Hunter Elementary School, Chapman Elementary School	Academic Support Program	Tier 2	Implement	09/02/2014	06/05/2015	$544653	Title I Part A, Section 31a, Title I Schoolwide	Elementary Principals

Activity - After school tutoring	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Identified at risk students will have the opportunity for after school tutoring in mathematics, literacy, science and social studies two days a week during the school year. Transportation will be provided. (All funding listed in ELA goal/activity). Schools: Oscar A. Carlson High School	Academic Support Program	Tier 2	Implement	09/08/2015	06/01/2016	$59813	Section 31a	Principals for each building reporting to the Curriculum Director.

Activity - Credit Recovery	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students will participate in online course work such as credit recovery classes to aid in on time graduation or to improve a low course score (E20/20). (All funding listed in ELA goal/activity) Schools: Oscar A. Carlson High School, Downriver High School	Academic Support Program	Tier 2	Implement	09/08/2015	06/01/2016	$6627	Section 31a	Staff and Principal

Activity - Guided Reading Development for Elementary	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All teachers will participate in differentiated professional learning, including job embedded modeling and coaching, with a consultant to increase their skills with teaching and using Guided Reading for Differentiated Instruction. Schools: Parsons Elementary School, Frank E. Weiss Elem. School, Hunter Elementary School, Chapman Elementary School	Professional Learning	Tier 1	Implement	09/08/2015	06/01/2016	$21780	Title II Part A	Curriculum Director, Principals and teachers

Activity - Reader's Workshop Development for Elementary	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

| Consultant will model best practice reading strategy mini-lesson implementation in classrooms at Parsons and Chapman in order for teachers to learn knowledge and skills identified as essential for successful implementation.

Schools: Parsons Elementary School, Frank E. Weiss Elem. School, Hunter Elementary School, Chapman Elementary School | Professional Learning | Tier 1 | Implement | 09/08/2015 | 06/01/2016 | $6000 | Title II Part A | Curriculum Director, Principals, and teachers |

Activity - Depth of Knowledge Training (DOK)	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All Middle and High School teachers will be given PD to apply knowledge and skill required for successful implementation of DOK 3 & 4 (extending questioning) in all classrooms. Schools: Oscar A. Carlson High School, Shumate Middle School, Downriver High School	Professional Learning	Tier 1	Implement	09/08/2015	12/17/2015	$0	No Funding Required	Assistant Superintendent, Principals and Teachers

Activity - After School Interventions Middle School	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Middle School At Risk students will receive data based individualized interventions in reading and math. (All funding listed in ELA goal) Schools: Shumate Middle School	Academic Support Program	Tier 2	Implement	09/08/2015	06/01/2016	$18015	Section 31a	Principal, Teachers

Activity - Homeless Student Supports	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All students who are considered "homeless" will receive additional support services. This services may include transportation, materials and supplies, well being materials/supports, payment for extra curricular activities, and academic tutoring services. (All funding listed under ELA goal/activity) Schools: All Schools	Other, Academic Support Program	Tier 2	Implement	09/08/2015	06/01/2016	$13025	Title I Part A	Curriculum Director, principals

Strategy 2:

Professional Learning Communities - Each school community will operate as a Professional Learning Community (PLC0, implement common formative assessment,

and use defined protocols for reviewing student achievement data to drive instruction and interventions/enrichment for students.

Research Cited: Leaders of Learning, How District, School, and Classroom Leaders Improve Student Achievement. By: Richard DuFour, Robert J. Marzano Publication

Date: June 03, 2011

Learning by Doing, A Handbook for Professional Learning Communities at Work. By: Richard DuFour, Rebecca DuFour, Robert Eaker, Thomas W. Many Publication

date: June 02, 2010

Common Formative Assessment, A Toolkit for Professional Learning Communities at Work. By: Kim Bailey, Chris Jakicic. Publication date: October 11, 2011

Formative Assessment & Standards-Based Grading By: Robert J. Marzano Publication date: November 11, 2009

Understanding Response to Intervention; A Practical Guide to Systemic Implementation. By: Robert Howell, Sandra Patton, Margaret Deiotte Publication date: June 06, 2008

Tier: Tier 1

Activity - Collaboration within PLCs	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Staff will be given one hour of predictable collaborative team time each week at each building. This time will be used to develop common formative assessments, review the assessment data and plan for instruction, and take part in professional learning in small or large groups. The manner in which this collaborative team time for the 15/16 school year will be through a student late-start arrival. Schools: All Schools	Professional Learning, Teacher Collaboration	Tier 1	Implement	09/08/2015	06/01/2016	$0	No Funding Required	Principals, teachers

Activity - Monitoring of Professional Learning Communities	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Grade level teams will be given a list from Solution Tree of evidences of effective PLCs. Teams will provide these evidences throughout the school year. Schools: All Schools	Other	Tier 1		09/08/2015	06/01/2016	$0	No Funding Required	Principals, teachers

Activity - Formative Assessment	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
There is a team of teachers in each building that have had formal training with formative assessment. They will provide training to staff initially. We will seek support from county consultants to deepen our understanding and implementation of common formative assessments. Schools: All Schools	Curriculum Development	Tier 1	Implement	09/08/2015	06/01/2016	$0	No Funding Required	Curriculum Director, Principals, Teachers

Activity - Data Dialogues	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

| Principals and building data team leaders will be trained on the use of Data Dialogues. They will train Data Teams at the building level. Teachers will meet quarterly in Data Teams and use protocols to facilitate discussion. (All funding listed under ELA goal/activity)

 Schools: All Schools | Professional Learning, Teacher Collaboration | Tier 1 | | 09/08/2015 | 06/01/2016 | $18936 | Title II Part A | Curriculum Director, Principals, Data Team Leaders |

Strategy 3:

Technology Integration - All schools will integration technology to enhance learning for all students. This will include use of technology resources, online learning platforms, software, assessments, and instructional tools.

Research Cited: According to a meta-analysis of reading technology models, including 84 rigorous studies and over 60,000 K-12 participants, the largest impacts on K-12 reading achievement come from comprehensive models that integrate computer and non-computer instruction in the classroom and provide extensive support for teachers' professional development (Cheung and Slavin, 2012).

Tier: Tier 1

Activity - Blended Learning	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Some HS courses will offer a blended learning platform for students to engage them with various modalities through learning platforms. Schools: Oscar A. Carlson High School	Curriculum Development, Technology	Tier 1	Implement	09/08/2015	06/01/2016	$0	No Funding Required	Principal, teachers

Activity - 1:1 Pilot Classrooms	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Select classrooms will utilize a 1:1 tech pilot to enage students in learning extentions and supplements to current curriculum. (All funding listed under ELA goal/activity) Schools: Frank E. Weiss Elem. School, Oscar A. Carlson High School, Chapman Elementary School	Supplemental Materials, Academic Support Program, Technology	Tier 1		09/08/2015	06/01/2016	$37000	Other	Tech Director, curriculum director, principals, teachers

Strategy 4:

Leadership Development - District curriculum leaders and building principals will engage in targeted, ongoing professional learning experiences to build their capacity to support instruction at the classroom level.

Research Cited: Nolan, J. & Hoover, L (2011). Teacher Supervision and Evaluation: Theory Into Practice. (3rd Edition). Jossey Bass

Sergiovanni, T. (2006) International Journal of Leadership in Education: Theory and

Practice Leadership as pedagogy, capital development and school effectiveness

Tier: Tier 1

Activity - Framework for Teaching Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Building principals and teacher leaders will be trained on Danielson's Framework for Teaching (2013) model to be used for teacher growth and evaluation and be provided support in using the tool. (All funding listed under ELA goal/activity) Schools: All Schools	Professional Learning	Tier 1	Implement	08/10/2015	05/30/2016	$14474	Title II Part A	Curriculum Director

Activity - Curriculum Leadership development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Curriculum Leader will attend workshops including the ASCD Leaders' Institute to build capacity of Curriculum(All funding listed under ELA goal/activity). Schools: All Schools	Professional Learning	Tier 1	Implement	09/08/2015	06/30/2016	$1577	Title II Part A	Curriculum Director

Activity - Principal Mentoring	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
A Nationally Certified Principal Mentor (NAESP) will work with with a new principal to support a standards based approach of what elementary principals should know and be able to do to improving effectiveness as a building principal. The program will include both on-site and virtual visits, goal setting, assessments, and reflections. (All funding listed in ELA goal) Schools: Hunter Elementary School	Professional Learning	Tier 1	Implement	09/08/2015	06/01/2016	$12000	Title I Part A	Curriculum Director, principal

Activity - Principal Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Principal Training through MASSP or MEMSPA (funding listed in ELA goal) Schools: All Schools	Professional Learning	Tier 1		09/08/2015	06/01/2016	$4800	Title II Part A	Curriculum Director, principals

Goal 2: All students in the Gibraltar School District will be proficient in Mathematics

Measurable Objective 1:

85% 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 of performance in Mathematics by 06/30/2022 as measured by the 2016 State Assessment.

Strategy 1:

Differentiated Math Instruction & Interventions - District staff will implement effective, research based strategies on numeracy, fractions, mathematical operations, geometry, and math reasoning. These strategies include the use of the Math Expressions program for grades K-5. In addition to the use of ADD+Vantage math instruction, Accelerated Math, and interventionists in elementary schools; Study Island, After school tutoring, and Academic Success classes in middle school; Credit recovery courses and after school tutoring in the high school; and summer school for at risk students in middle and high school. Staff will also use formative assessment, differentiated instruction, and common assessments in these areas.

Research Cited: The Differentiated Classroom: Responding to the Needs of All Learners, 2nd Edition

Tomlinson, C. A.(2014)

Leading and Managing a Differentiated Classroom

Tomlinson, C. A. & Imbeau, M. (2010)

Tier: Tier 1

Activity - Math K-12 Committee	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Representatives from each elementary and secondary school will work with the Curriculum Director to continue to develop the math programming at all levels. This group includes teachers from all grade levels and is chaired by the Curriculum Director. Schools: All Schools	Professional Learning	Tier 1	Implement	09/08/2015	06/01/2016	$0	No Funding Required	Curriculum Director

Activity - Math Professional Learning	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
MS lab class teachers will be trained in "Do the Math NOW", MS and HS teachers will have Professional Development will be Houghton Mifflin to aide in the adoption of math series and creating common assessments. Schools: All Schools	Professional Learning	Tier 1	Implement	09/08/2015	06/01/2016	$0	No Funding Required	Curriculum Director, staff, and principals

Activity - Academic Success Classes	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Two Additional math course for identified students receive differentiated instruction specific to areas of weakness in 6th, 7th, and 8th grades. Teachers will use the "Do The Math Program" by Marilyn Burns. Schools: Shumate Middle School	Academic Support Program	Tier 2	Implement	09/08/2015	06/01/2016	$78394	Section 31a	Principal and teachers

Activity - Homeless Student Supports	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All students who are considered "homeless" will receive additional support services. This services may include transportation, materials and supplies, well being materials, payment for extra curricular activities, and tutor academic tutoring services.(All funding listed under ELA goal/activity) Schools: All Schools	Other, Academic Support Program	Tier 1	Implement	09/08/2015	06/01/2016	$0	No Funding Required	Curriculum Director, principals

Strategy 2:

Professional Learning Communities - Each school community will operate as a Professional Learning Community (PLCs), implement common formative assessment,

and use defined protocols for reviewing student achievement data to drive instruction and interventions/enrichment for students.

Research Cited: Leaders of Learning, How District, School, and Classroom Leaders Improve Student Achievement. By: Richard DuFour, Robert J. Marzano Publication

Date: June 03, 2011

Learning by Doing, A Handbook for Professional Learning Communities at Work. By: Richard DuFour, Rebecca DuFour, Robert Eaker, Thomas W. Many Publication

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2008

Tier: Tier 1

Activity - Collaboration within PLCs	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Staff will be given one hour of predictable collaborative team time each week at each building. This time will be used to develop common formative assessments, review the assessment data and plan for instruction, and take part in professional learning in small or large groups. The manner in which this collaborative team time for the 15/16 school year will be through a student late-start arrival. Schools: All Schools	Professional Learning, Teacher Collaboration	Tier 1		09/08/2015	06/01/2016	$0	No Funding Required	Principal, teachers

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

Grade level teams will be given a list from Solution Tree of evidences of effective PLCs. Teams will provide these evidences throughout the school year. Schools: All Schools	Other	Tier 1		09/08/2015	06/01/2016	$0	No Funding Required	Principals, teachers

Activity - Formative Assessment	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
There is a team of teachers in each building that have had formal training with formative assessment. They will provide training to staff initially. We will seek support from county consultants to deepen our understanding and implementation of common formative assessments. Schools: All Schools	Professional Learning, Curriculum Development	Tier 1		09/08/2015	06/01/2016	$0	No Funding Required	Principals, teachers

Activity - Data Dialogues	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Principals and building data team leaders will be trained on the use of Data Dialogues. They will train Data Teams at the building level. Teachers will meet quarterly in Data Teams and use protocols to facilitate discussion. (All funding listed under ELA goal/activity) Schools: All Schools	Professional Learning	Tier 1		09/08/2015	06/01/2016	$0	No Funding Required	Principals, teachers

Strategy 3:

Technology Integration - All schools will integration technology to enhance learning for all students. This will include use of technology resources, online learning platforms, software, assessments, and instructional tools.

Research Cited: nteracting with the physical environment by manipulating objects such as tiles, colored squares, or circles improves understanding of math concepts by allowing learners to experience relationships between objects and events, which helps to build abstract conceptual understandings (Martin and Schwartz, 2005). Using virtual manipulatives improves understanding of math concepts and attitudes toward math, and blending physical and virtual manipulatives also has been shown to improve math learning (Li and Ma, 2010). Web-based libraries of virtual manipulatives and accompanying math tutorials and interactive tools can be found in the National Library of Virtual Manipulatives, as well as the Shodor's Interactivate page.
Tier: Tier 1

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

| Some HS courses will offer a blended learning platform for students to engage them with various modalities through learning platforms.

Schools: Oscar A. Carlson High School | Curriculum Development, Technology | Tier 1 | | 09/08/2015 | 06/01/2016 | $0 | No Funding Required | Principal, teachers |

Activity - Xtra Math Website	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Elementary Classrooms will utitlize Xtra Math to support students who need extra support in concepts in math from Tier I math instruction Schools: Hunter Elementary School	Academic Support Program, Technology	Tier 2	Implement	09/08/2015	06/01/2016	$0	No Funding Required	Principals, teachers

Activity - 1:1 Pilot Classrooms	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Select classrooms will utilize a 1:1 tech pilot to enage students in learning extentions and supplements to current curriculum. (All funding listed under ELA goal/activity) Schools: Frank E. Weiss Elem. School, Oscar A. Carlson High School, Chapman Elementary School	Supplemental Materials, Academic Support Program, Technology	Tier 1		09/08/2015	06/01/2016	$0	No Funding Required	Tech Director, Curriculum Director, Principals, teachers

Strategy 4:

Leadership Development - District curriculum leaders and building principals will engage in targeted, ongoing professional learning experiences to build their capacity to support instruction at the classroom level.

Research Cited: Nolan, J. & Hoover, L (2011). Teacher Supervision and Evaluation: Theory Into Practice. (3rd Edition). Jossey Bass Sergiovanni, T. (2006) International Journal of Leadership in Education: Theory and Practice Leadership as pedagogy, capital development and school effectiveness

Tier: Tier 1

Activity - Framework for Teaching Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

| Building principals and teacher leaders will be trained on Danielson's Framework for Teaching (2013) model to be used for teacher growth and evaluation and be provided support in using the tool. (All funding listed under ELA goal/activity)

Schools: All Schools | Professional Learning | Tier 1 | | 08/10/2015 | 06/01/2016 | $0 | No Funding Required | Curriculum Director, principals, teachers |

Activity - Curriculum Leadership Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Curriculum Leader will attend workshops including the ASCD Leaders' Institute to build capacity of Curriculum (All funding listed under ELA goal/activity) Schools: All Schools	Professional Learning	Tier 1		09/08/2015	06/01/2016	$0	No Funding Required	Curriculum Director

Activity - Principal Mentoring	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Principal Training through MASSP or MEMSPA (funding listed in ELA goal) Schools: All Schools	Professional Learning	Tier 1		09/08/2015	06/01/2016	$0	No Funding Required	Curriculm Director, principals

Activity - Principal Mentoring	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
A Nationally Certified Principal Mentor (NAESP) will work with with a new principal to support a standards based approach of what elementary principals should know and be able to do to improving effectiveness as a building principal. The program will include both on-site and virtual visits, goal setting, assessments, and reflections. (All funding listed in ELA goal) Schools: Hunter Elementary School	Professional Learning	Tier 1		09/08/2015	06/01/2016	$0	No Funding Required	Curriculum Director, principals

Goal 3: All students in the Gibraltar School District will be proficient in Science.

Measurable Objective 1:

85% 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 of performance in Science by 06/30/2022 as measured by the 2016 State Assessment.

Strategy 1:

Content Area Literacy - District staff will implement effective, research-based strategies on physical science, earth science,

and inquiry and reflecting on scientific knowledge. These strategies include: -The use of

interventionists in elementary schools, -Study Island, After school tutoring, and Academic Success

classes in middle school, -Credit recovery courses and after school tutoring in the high school. Staff will also use

formative assessment, differentiated instruction, and common assessments in these areas. To accomplish this strategy, staff will participate in professional

development activities though Wayne RESA.

Research Cited: Gallagher, M., & Pearson, P.D. (1989) "Discussion,Comprehension, and Knowledge Acquisition in Content AreaClassrooms" (Tech. Rep. No. 480).

Urbana, IL: University of Illinois, Center for the Study of Reading. Raphael, T.E., & Wonnacott, C.A., & Pearson, P.D. (1983). "Increasing Students' Sensitivity to

Sources of Information: An Instructional Study in Question-Answer Relationships" (Tech. Rep. No. 284). Urbana, IL University of Illinois, Center for the Study of

Reading.

Tier: Tier 1

Activity - Close and Critical Reading	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Activity Description: Science teachers will participate in professional development opportunities to enhance their knowledge and assist students in the proficiency of the science GLCE's, and HSCCE and the correlation with the Next Generation Science Standards through Close and Critical Reading strategies. (Funding listed in Science goal) Schools: Shumate Middle School	Professional Learning	Tier 1	Implement	09/08/2015	06/01/2016	$11112	Section 31a	Curriculum Director, Principals, science teachers

Activity - After School Tutoring	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Identified at risk students will have the opportunity for after school tutoring in mathematics, literacy, science and social studies two days a week during the school year. Transportation will be provided. (All funding listed in ELA goal/activity). Schools: Oscar A. Carlson High School	Academic Support Program	Tier 2	Implement	09/08/2015	06/08/2016	$0	No Funding Required	Principals, teachers

Activity - Homeless Student Supports	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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All students who are considered "homeless" will receive additional support services. This services may include transportation, materials and supplies, well being materials/supports, payment for extra curricular activities, and academic tutoring services. (All funding listed under ELA goal/activity) Schools: All Schools	Other, Academic Support Program	Tier 2		09/08/2015	06/01/2016	$0	No Funding Required	Curriculum Director, principals

Strategy 2:

Professional Learning Communities - Each school community will operate as a Professional Learning Community (PLC0, implement common formative assessment, and use defined protocols for reviewing student achievement data to drive instruction and interventions/enrichment for students.

Research Cited: Leaders of Learning, How District, School, and Classroom Leaders Improve Student Achievement. By: Richard DuFour, Robert J. Marzano Publication Date: June 03, 2011 Learning by Doing, A Handbook for Professional Learning Communities at Work. By: Richard DuFour, Rebecca DuFour, Robert Eaker, Thomas W. Many Publication date: June 02, 2010 Common Formative Assessment, A Toolkit for Professional Learning Communities at Work. By: Kim Bailey, Chris Jakicic. Publication date: October 11, 2011 Formative Assessment & Standards-Based Grading By: Robert J. Marzano Publication date: November 11, 2009 Understanding Response to Intervention; A Practical Guide to Systemic Implementation. By: Robert Howell, Sandra Patton, Margaret Deiotte Publication date: June 06, 2008

Tier: Tier 1

Activity - Collaboration within PLCs	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Staff will be given one hour of predictable collaborative team time each week at each building. This time will be used to develop common formative assessments, review the assessment data and plan for instruction, and take part in professional learning in small or large groups. The manner in which this collaborative team time for the 15/16 school year will be through a student late-start arrival. Schools: All Schools	Professional Learning, Teacher Collaboration	Tier 1		09/08/2015	06/01/2016	$0	No Funding Required	Curriculum Director, Principals, teachers

Activity - Monitoring of Professional Learning Communities	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Grade level teams will be given a list from Solution Tree of evidences of effective PLCs. Teams will provide these evidences throughout the school year. Schools: All Schools	Professional Learning, Teacher Collaboration	Tier 1		09/08/2015	06/01/2016	$0	No Funding Required	Curriculum Director, Principals, teachers

Activity - Formative Assessment	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
There is a team of teachers in each building that have had formal training with formative assessment. They will provide training to staff initially. We will seek support from county consultants to deepen our understanding and implementation of common formative assessments. Schools: All Schools	Curriculum Development, Teacher Collaboration	Tier 1		09/08/2015	06/01/2016	$0	No Funding Required	Curriculum Director, principals, teachers

Activity - Data Dialogues	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Principals and building data team leaders will be trained on the use of Data Dialogues. They will train Data Teams at the building level. Teachers will meet quarterly in Data Teams and use protocols to facilitate discussion. (All funding listed under ELA goal/activity) Schools: All Schools	Professional Learning, Teacher Collaboration	Tier 1		09/08/2015	06/01/2016	$0	No Funding Required	Curriculum Director, principals, teachers

Strategy 3:

Technology Integration - All schools will integration technology to enhance learning for all students. This will include use of technology resources, online learning platforms, software, assessments, and instructional tools.

Research Cited: According to research (Gerard, Varma, Corliss, and Linn, 2011), technology can improve inquiry-science learning over textbook or lab instruction by allowing students to:

conduct virtual experiments using dynamic simulations of difficult-to-see scientific phenomena,

generate and test models of complex data,

collect and analyze data to test predictions, using probeware, scientific data sets, and data analysis software, and

gather feedback from different sources to refine work.

Tier: Tier 1

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

Some HS courses will offer a blended learning platform for students to engage them with various modalities through learning platforms. Schools: Oscar A. Carlson High School	Curriculum Development, Technology	Tier 1		09/08/2015	06/01/2016	$0	No Funding Required	Principals, science teachers

Activity - Lego Robotics	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students will use Lego robotics kits in science to support learning in addition to students being invited to participate in an after-school Lego Robotics program run by the Tech Department. Schools: Parsons Elementary School, Frank E. Weiss Elem. School, Hunter Elementary School, Chapman Elementary School	Academic Support Program, Technology	Tier 1		09/08/2015	06/01/2016	$0	No Funding Required	Tech Department, Principals, teachers

Activity - 1:1 Pilot Classrooms	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Select classrooms will utilize a 1:1 tech pilot to engage students in learning extensions and supplements to current curriculum. (All funding listed under ELA goal/activity) Schools: Frank E. Weiss Elem. School, Oscar A. Carlson High School, Chapman Elementary School	Supplemental Materials, Academic Support Program, Technology	Tier 1	Implement	09/08/2015	06/01/2016	$0	No Funding Required	Tech Director, Curriculum Director, Principals, teachers

Strategy 4:

Leadership Development - District curriculum leaders and building principals will engage in targeted, ongoing professional learning experiences to build their capacity to support instruction at the classroom level.

Research Cited: Nolan, J. & Hoover, L (2011). Teacher Supervision and Evaluation: Theory Into Practice. (3rd Edition). Jossey Bass Sergiovanni, T. (2006)
International Journal of Leadership in Education: Theory and Practice Leadership as pedagogy, capital development and school effectiveness

Tier: Tier 1

Activity - Framework for Teaching Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

Building principals and teacher leaders will be trained on Danielson's Framework for Teaching (2013) model to be used for teacher growth and evaluation and be provided support in using the tool. (All funding listed under ELA goal/activity) Schools: All Schools	Professional Learning	Tier 1		08/10/2015	06/01/2016	$0	No Funding Required	Curriculum Director, principals, teachers

Activity - Curriculum Leadership Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Curriculum Leader will attend workshops including the ASCD Leaders' Institute to build capacity of Curriculum (All funding listed under ELA goal/activity) Schools: All Schools	Professional Learning	Tier 1		09/08/2015	06/01/2016	$0	No Funding Required	Curriculum Director

Activity - Principal Mentoring	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
A Nationally Certified Principal Mentor (NAESP) will work with with a new principal to support a standards based approach of what elementary principals should know and be able to do to improving effectiveness as a building principal. The program will include both on-site and virtual visits, goal setting, assessments, and reflections. (All funding listed in ELA goal) Schools: Hunter Elementary School	Professional Learning	Tier 1	Implement	09/01/2015	06/01/2016	$0	No Funding Required	Curriculum Director

Activity - Principal Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Principal Training through MASSP or MEMSPA (funding listed in ELA goal) Schools: All Schools	Professional Learning	Tier 1		09/08/2015	06/01/2016	$0	No Funding Required	Curriculum Director, principals

Goal 4: All students in the Gibraltar School District will be proficient in Social Studies.

Measurable Objective 1:

85% 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 of performance in Social Studies by 06/30/2022 as measured by the spring 2016 state assessment.

Strategy 1:

Content Area Literacy - District staff will implement effective, research-based strategies on history and economics. These

strategies include: -The use of interventionists in elementary schools, -Study Island, After school

tutoring in middle school, -Credit recovery courses and after

school tutoring in the high school. Staff will also use formative assessment, differentiated instruction, and common

assessments in these areas.

Research Cited: Gallagher, M., & Pearson, P.D. (1989) "Discussion,Comprehension, and Knowledge Acquisition in Content AreaClassrooms" (Tech. Rep. No. 480).

Urbana, IL: University of Illinois, Center for the Study of Reading. Raphael, T.E., & Wonnacott, C.A., & Pearson, P.D. (1983). "Increasing Students' Sensitivity to

Sources of Information: An Instructional Study in Question-Answer Relationships" (Tech. Rep. No. 284). Urbana, IL University of Illinois, Center for the Study of

Reading.

Tier: Tier 1

Activity - Close and Critical Reading	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Social Studies teachers will participate in professional development with an MC3 consultant Activity Description: Science teachers will participate in professional development opportunities to enhance their knowledge and assist students in the proficiency of the SS GLCE's, and HSCCE through Close and Critical Reading strategies. (Funding listed in Science goal) Schools: All Schools	Professional Learning	Tier 1	Implement	09/08/2015	06/01/2016	$0	No Funding Required	Principals, social studies teachers

Activity - Homeless Student Supports	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All students who are considered "homeless" will receive additional support services. This services may include transportation, materials and supplies, well being materials/supports, payment for extra curricular activities, and academic tutoring services. (All funding listed under ELA goal/activity) Schools: All Schools	Other, Academic Support Program	Tier 2	Implement	09/08/2015	06/01/2016	$0	No Funding Required	Curriculum Director, principals

Strategy 2:

Professional Learning Communities - Each school community will operate as a Professional Learning Community (PLCs), implement common formative assessment, and use defined protocols for reviewing student achievement data to drive instruction and interventions/enrichment for students.

Research Cited: Leaders of Learning, How District, School, and Classroom Leaders Improve Student Achievement. By: Richard DuFour, Robert J. Marzano Publication Date: June 03, 2011 Learning by Doing, A Handbook for Professional Learning Communities at Work. By: Richard DuFour, Rebecca DuFour, Robert Eaker, Thomas W. Many Publication date: June 02, 2010 Common Formative Assessment, A Toolkit for Professional Learning Communities at Work. By: Kim Bailey, Chris Jakicic. Publication date: October 11, 2011 Formative Assessment & Standards-Based Grading By: Robert J. Marzano Publication date: November 11, 2009 Understanding Response to Intervention; A Practical Guide to Systemic Implementation. By: Robert Howell, Sandra Patton, Margaret Deiotte Publication date: June 06, 2008

Tier: Tier 1

Activity - Collaboration within PLCs	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Staff will be given one hour of predictable collaborative team time each week at each building. This time will be used to develop common formative assessments, review the assessment data and plan for instruction, and take part in professional learning in small or large groups. The manner in which this collaborative team time for the 15/16 school year will be through a student late-start arrival. Schools: All Schools	Professional Learning, Teacher Collaboration	Tier 1		09/08/2015	06/01/2016	$0	No Funding Required	Curriculum Director, principals, teachers

Activity - Monitoring of Professional Learning Communities	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Grade level teams will be given a list from Solution Tree of evidences of effective PLCs. Teams will provide these evidences throughout the school year. Schools: All Schools	Professional Learning, Teacher Collaboration	Tier 1		09/08/2015	06/01/2016	$0	No Funding Required	Curriculum Director, principals, teachers

Activity - Formative Assessment	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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Grade level teams will be given a list from Solution Tree of evidences of effective PLCs. Teams will provide these evidences throughout the school year. Schools: All Schools	Professional Learning, Teacher Collaboration	Tier 1		09/08/2015	06/01/2016	$0	No Funding Required	Curriculum Director, principals, teachers

Activity - Data Dialogues	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Principals and building data team leaders will be trained on the use of Data Dialogues. They will train Data Teams at the building level. Teachers will meet quarterly in Data Teams and use protocols to facilitate discussion. Schools: All Schools	Professional Learning, Teacher Collaboration	Tier 1	Implement	09/08/2015	06/30/2016	$0	No Funding Required	Curriculum Director, principals, data team leaders

Strategy 3:

Technology Integration - All schools will integration technology to enhance learning for all students. This will include use of technology resources, online learning platforms, software, assessments, and instructional tools.

Research Cited: History based technology tools and games have been linked to helping students gain digital literacy and problem-solving skills, as well as learn historical concepts and retain more information after a history lecture (Squire, Giovanetto, Devane, and Durga, 2005; Arena, 2012)

Tier: Tier 1

Activity - Blended Learning	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Some HS courses will offer a blended learning platform for students to engage them with various modalities through learning platforms. Schools: Oscar A. Carlson High School	Curriculum Development, Technology	Tier 1	Implement	09/08/2015	06/01/2016	$0	No Funding Required	Principal, teachers

Activity - 1:1 Pilot Classrooms	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Select classrooms will utilize a 1:1 tech pilot to enage students in learning extentions and supplements to current curriculum. Schools: Frank E. Weiss Elem. School, Oscar A. Carlson High School, Chapman Elementary School	Supplemental Materials, Academic Support Program, Technology	Tier 1	Implement	09/08/2015	06/01/2016	$0	No Funding Required	Tech Director, Curriculum Director, principals, teachers

Strategy 4:

Leadership Development - District curriculum leaders and building principals will engage in targeted, ongoing professional learning experiences to build their capacity to support instruction at the classroom level.

Research Cited: Nolan, J. & Hoover, L (2011). Teacher Supervision and Evaluation: Theory Into Practice. (3rd Edition). Jossey Bass Sergiovanni, T. (2006) International Journal of Leadership in Education: Theory and Practice Leadership as pedagogy, capital development and school effectiveness

Tier: Tier 1

Activity - Framework For Teaching Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Building principals and teacher leaders will be trained on Danielson's Framework for Teaching (2013) model to be used for teacher growth and evaluation and be provided support in using the tool. Schools: All Schools	Professional Learning	Tier 1		08/10/2015	06/01/2016	$0	No Funding Required	Curriculum Director, principals, teachers

Activity - Curriculum Leadership Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Curriculum Leader will attend workshops including the ASCD Leaders' Institute to build capacity of Curriculum Schools: All Schools	Professional Learning	Tier 1		09/08/2015	06/01/2016	$0	No Funding Required	Curriculum Director

Activity - Principal Mentoring	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
A Nationally Certified Principal Mentor (NAESP) will work with with a new principal to support a standards based approach of what elementary principals should know and be able to do to improving effectiveness as a building principal. The program will include both on-site and virtual visits, goal setting, assessments, and reflections. (All funding listed in ELA goal) Schools: Hunter Elementary School	Professional Learning			09/08/2015	06/01/2016	$0	No Funding Required	Curriculum Director, principals

Activity Summary by Funding Source

Below is a breakdown of your activities by funding source

Title I Part A

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Principal Mentoring	A Nationally Certified Principal Mentor (NAESP) will work with with a new principal to support a standards based approach of what elementary principals should know and be able to do to improving effectiveness as a building principal. The program will include both on-site and virtual visits, goal setting, assessments, and reflections. (All funding listed in ELA goal)	Professional Learning	Tier 1	Implement	09/08/2015	06/01/2016	$12000	Curriculum Director, principal
Homeless Student Supports	All students who are considered "homeless" will receive additional support services. This services may include transportation, materials and supplies, well being materials/supports, payment for extra curricular activities, and academic tutoring services. (All funding listed under ELA goal/activity)	Other, Academic Support Program	Tier 2	Implement	09/08/2015	06/01/2016	$13025	Curriculum Director, principals
Reading Interventionists and aids	Reading interventionist and aid in each elementary school for at risk students. (Hunter TI Targeted, Weiss TI Schoolwide)	Academic Support Program	Tier 2	Implement	09/02/2014	06/05/2015	$137896	Elementary Principals

Other

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
1:1 Pilot Classrooms	Select classrooms will utilize a 1:1 tech pilot to enage students in learning extentions and supplements to current curriculum. (All funding listed under ELA goal/activity)	Supplemental Materials, Academic Support Program, Technology	Tier 1		09/08/2015	06/01/2016	$37000	Tech Director, curriculum director, principals, teachers

Section 31a

District Improvement Plan

Gibraltar School District

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Academic Success Classes	Two Additional math course for identified students receive differentiated instruction specific to areas of weakness in 6th, 7th, and 8th grades. Teachers will use the "Do The Math Program" by Marilyn Burns.	Academic Support Program	Tier 2	Implement	09/08/2015	06/01/2016	$78394	Principal and teachers
After school tutoring	Identified at risk students will have the opportunity for after school tutoring in mathematics, literacy, science and social studies two days a week during the school year. Transportation will be provided. (All funding listed in ELA goal/activity).	Academic Support Program	Tier 2	Implement	09/08/2015	06/01/2016	$59813	Principals for each building reporting to the Curriculum Director.
Reading Interventionists and aids	Reading interventionist and aid in each elementary school for at risk students. (Hunter TI Targeted, Weiss TI Schoolwide)	Academic Support Program	Tier 2	Implement	09/02/2014	06/05/2015	$272324	Elementary Principals
Credit Recovery	Students will participate in online course work such as credit recovery classes to aid in on time graduation or to improve a low course score (E20/20). (All funding listed in ELA goal/activity)	Academic Support Program	Tier 2	Implement	09/08/2015	06/01/2016	$6627	Staff and Principal
After School Interventions Middle School	Middle School At Risk students will receive data based individualized interventions in reading and math. (All funding listed in ELA goal)	Academic Support Program	Tier 2	Implement	09/08/2015	06/01/2016	$18015	Principal, Teachers
Close and Critical Reading	Activity Description: Science teachers will participate in professional development opportunities to enhance their knowledge and assist students in the proficiency of the science GLCE's, and HSCCE and the correlation with the Next Generation Science Standards through Close and Critical Reading strategies. (Funding listed in Science goal)	Professional Learning	Tier 1	Implement	09/08/2015	06/01/2016	$11112	Curriculum Director, Principals, science teachers

No Funding Required

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
1:1 Pilot Classrooms	Select classrooms will utilize a 1:1 tech pilot to engage students in learning extensions and supplements to current curriculum. (All funding listed under ELA goal/activity)	Supplemental Materials, Academic Support Program, Technology	Tier 1	Implement	09/08/2015	06/01/2016	$0	Tech Director, Curriculum Director, Principals, teachers

Math K-12 Committee	Representatives from each elementary and secondary school will work with the Curriculum Director to continue to develop the math programming at all levels. This group includes teachers from all grade levels and is chaired by the Curriculum Director.	Professional Learning	Tier 1	Implement	09/08/2015	06/01/2016	$0	Curriculum Director
Close and Critical Reading	Social Studies teachers will participate in professional development with an MC3 consultant Activity Description: Science teachers will participate in professional development opportunities to enhance their knowledge and assist students in the proficiency of the SS GLCE's, and HSCCE through Close and Critical Reading strategies. (Funding listed in Science goal)	Professional Learning	Tier 1	Implement	09/08/2015	06/01/2016	$0	Principals, social studies teachers
Collaboration within PLCs	Staff will be given one hour of predictable collaborative team time each week at each building. This time will be used to develop common formative assessments, review the assessment data and plan for instruction, and take part in professional learning in small or large groups. The manner in which this collaborative team time for the 15/16 school year will be through a student late-start arrival.	Professional Learning, Teacher Collaboration	Tier 1		09/08/2015	06/01/2016	$0	Principal, teachers
Collaboration within PLCs	Staff will be given one hour of predictable collaborative team time each week at each building. This time will be used to develop common formative assessments, review the assessment data and plan for instruction, and take part in professional learning in small or large groups. The manner in which this collaborative team time for the 15/16 school year will be through a student late-start arrival.	Professional Learning, Teacher Collaboration	Tier 1		09/08/2015	06/01/2016	$0	Curriculum Director, principals, teachers
Lego Robotics	Students will use Lego robotics kits in science to support learning in addition to students being invited to participate in an after-school Lego Robotics program run by the Tech Department.	Academic Support Program, Technology	Tier 1		09/08/2015	06/01/2016	$0	Tech Department, Principals, teachers
Data Dialogues	Principals and building data team leaders will be trained on the use of Data Dialogues. They will train Data Teams at the building level. Teachers will meet quarterly in Data Teams and use protocols to facilitate discussion. (All funding listed under ELA goal/activity)	Professional Learning	Tier 1		09/08/2015	06/01/2016	$0	Principals, teachers
Principal Mentoring	Principal Training through MASSP or MEMSPA (funding listed in ELA goal)	Professional Learning	Tier 1		09/08/2015	06/01/2016	$0	Curriculm Director, principals

Data Dialogues	Principals and building data team leaders will be trained on the use of Data Dialogues. They will train Data Teams at the building level. Teachers will meet quarterly in Data Teams and use protocols to facilitate discussion.	Professional Learning, Teacher Collaboration	Tier 1	Implement	09/08/2015	06/30/2016	$0	Curriculum Director, principals, data team leaders
Collaboration within PLCs	Staff will be given one hour of predictable collaborative team time each week at each building. This time will be used to develop common formative assessments, review the assessment data and plan for instruction, and take part in professional learning in small or large groups. The manner in which this collaborative team time for the 15/16 school year will be through a student late-start arrival.	Professional Learning, Teacher Collaboration	Tier 1		09/08/2015	06/01/2016	$0	Curriculum Director, Principals, teachers
Curriculum Leadership Development	Curriculum Leader will attend workshops including the ASCD Leaders' Institute to build capacity of Curriculum	Professional Learning	Tier 1		09/08/2015	06/01/2016	$0	Curriculum Director
Formative Assessment	There is a team of teachers in each building that have had formal training with formative assessment. They will provide training to staff initially. We will seek support from county consultants to deepen our understanding and implementation of common formative assessments.	Professional Learning, Curriculum Development	Tier 1		09/08/2015	06/01/2016	$0	Principals, teachers
ELA K-12 Committee	English Language Arts Curriculum Committee - consisting of 4 high school, 4 middle school, 4 upper elementary, and 4 lower elementary teacher members chaired by a Assistant Superintendent. Special Education teachers will be embedded into these members. Working with consultants, the committee focus for this year is refining reading instruction, curriculum, and monitoring of implementation of Reading Workshop and Guided Reading in all K-5 buildings.	Professional Learning	Tier 1	Implement	09/01/2015	06/30/2016	$0	The Assistant Superintendent will be responsible for working with the consultant and members of the committee and provide an agenda, minutes, and evaluation for this activities.
Framework for Teaching Training	Building principals and teacher leaders will be trained on Danielson's Framework for Teaching (2013) model to be used for teacher growth and evaluation and be provided support in using the tool. (All funding listed under ELA goal/activity)	Professional Learning	Tier 1		08/10/2015	06/01/2016	$0	Curriculum Director, principals, teachers

Formative Assessment	Grade level teams will be given a list from Solution Tree of evidences of effective PLCs. Teams will provide these evidences throughout the school year.	Professional Learning, Teacher Collaboration	Tier 1		09/08/2015	06/01/2016	$0	Curriculum Director, principals, teachers
Blended Learning	Some HS courses will offer a blended learning platform for students to engage them with various modalities through learning platforms.	Curriculum Development, Technology	Tier 1		09/08/2015	06/01/2016	$0	Principals, science teachers
Curriculum Leadership Development	Curriculum Leader will attend workshops including the ASCD Leaders' Institute to build capacity of Curriculum (All funding listed under ELA goal/activity)	Professional Learning	Tier 1		09/08/2015	06/01/2016	$0	Curriculum Director
Curriculum Leadership Development	Curriculum Leader will attend workshops including the ASCD Leaders' Institute to build capacity of Curriculum (All funding listed under ELA goal/activity)	Professional Learning	Tier 1		09/08/2015	06/01/2016	$0	Curriculum Director
Collaboration within PLCs	Staff will be given one hour of predictable collaborative team time each week at each building. This time will be used to develop common formative assessments, review the assessment data and plan for instruction, and take part in professional learning in small or large groups. The manner in which this collaborative team time for the 15/16 school year will be through a student late-start arrival.	Professional Learning, Teacher Collaboration	Tier 1	Implement	09/08/2015	06/01/2016	$0	Principals, teachers
Xtra Math Website	Elementary Classrooms will utitlize Xtra Math to support students who need extra support in concepts in math from Tier I math instruction	Academic Support Program, Technology	Tier 2	Implement	09/08/2015	06/01/2016	$0	Principals, teachers
Framework For Teaching Training	Building principals and teacher leaders will be trained on Danielson's Framework for Teaching (2013) model to be used for teacher growth and evaluation and be provided support in using the tool.	Professional Learning	Tier 1		08/10/2015	06/01/2016	$0	Curriculum Director, principals, teachers
Homeless Student Supports	All students who are considered "homeless" will receive additional support services. This services may include transportation, materials and supplies, well being materials, payment for extra curricular activities, and tutor academic tutoring services.(All funding listed under ELA goal/activity)	Other, Academic Support Program	Tier 1	Implement	09/08/2015	06/01/2016	$0	Curriculum Director, principals
Monitoring of Professional Learning Communities	Grade level teams will be given a list from Solution Tree of evidences of effective PLCs. Teams will provide these evidences throughout the school year.	Professional Learning, Teacher Collaboration	Tier 1		09/08/2015	06/01/2016	$0	Curriculum Director, principals, teachers

Blended Learning	Some HS courses will offer a blended learning platform for students to engage them with various modalities through learning platforms.	Curriculum Development, Technology	Tier 1	Implement	09/08/2015	06/01/2016	$0	Principal, teachers
Formative Assessment	There is a team of teachers in each building that have had formal training with formative assessment. They will provide training to staff initially. We will seek support from county consultants to deepen our understanding and implementation of common formative assessments.	Curriculum Development	Tier 1	Implement	09/08/2015	06/01/2016	$0	Curriculum Director, Principals, Teachers
Monitoring of Professional Learning Communities	Grade level teams will be given a list from Solution Tree of evidences of effective PLCs. Teams will provide these evidences throughout the school year.	Other	Tier 1		09/08/2015	06/01/2016	$0	Principals, teachers
Principal Training	Principal Training through MASSP or MEMSPA (funding listed in ELA goal)	Professional Learning	Tier 1		09/08/2015	06/01/2016	$0	Curriculum Director, principals
1:1 Pilot Classrooms	Select classrooms will utilize a 1:1 tech pilot to enage students in learning extentions and supplements to current curriculum. (All funding listed under ELA goal/activity)	Supplemental Materials, Academic Support Program, Technology	Tier 1		09/08/2015	06/01/2016	$0	Tech Director, Curriculum Director, Principals, teachers
Depth of Knowledge Training (DOK)	All Middle and High School teachers will be given PD to apply knowledge and skill required for successful implementation of DOK 3 & 4 (extending questioning) in all classrooms.	Professional Learning	Tier 1	Implement	09/08/2015	12/17/2015	$0	Assistant Superintendent, Principals and Teachers
Principal Mentoring	A Nationally Certified Principal Mentor (NAESP) will work with with a new principal to support a standards based approach of what elementary principals should know and be able to do to improving effectiveness as a building principal. The program will include both on-site and virtual visits, goal setting, assessments, and reflections. (All funding listed in ELA goal)	Professional Learning	Tier 1		09/08/2015	06/01/2016	$0	Curriculum Director, principals
Formative Assessment	There is a team of teachers in each building that have had formal training with formative assessment. They will provide training to staff initially. We will seek support from county consultants to deepen our understanding and implementation of common formative assessments.	Curriculum Development, Teacher Collaboration	Tier 1		09/08/2015	06/01/2016	$0	Curriculum Director, principals, teachers

Monitoring of Professional Learning Communities	Grade level teams will be given a list from Solution Tree of evidences of effective PLCs. Teams will provide these evidences throughout the school year.	Professional Learning, Teacher Collaboration	Tier 1		09/08/2015	06/01/2016	$0	Curriculum Director, Principals, teachers
Framework for Teaching Training	Building principals and teacher leaders will be trained on Danielson's Framework for Teaching (2013) model to be used for teacher growth and evaluation and be provided support in using the tool. (All funding listed under ELA goal/activity)	Professional Learning	Tier 1		08/10/2015	06/01/2016	$0	Curriculum Director, principals, teachers
Data Dialogues	Principals and building data team leaders will be trained on the use of Data Dialogues. They will train Data Teams at the building level. Teachers will meet quarterly in Data Teams and use protocols to facilitate discussion. (All funding listed under ELA goal/activity)	Professional Learning, Teacher Collaboration	Tier 1		09/08/2015	06/01/2016	$0	Curriculum Director, principals, teachers
Blended Learning	Some HS courses will offer a blended learning platform for students to engage them with various modalities through learning platforms.	Curriculum Development, Technology	Tier 1		09/08/2015	06/01/2016	$0	Principal, teachers
Principal Mentoring	A Nationally Certified Principal Mentor (NAESP) will work with with a new principal to support a standards based approach of what elementary principals should know and be able to do to improving effectiveness as a building principal. The program will include both on-site and virtual visits, goal setting, assessments, and reflections. (All funding listed in ELA goal)	Professional Learning	Tier 1	Implement	09/01/2015	06/01/2016	$0	Curriculum Director
Blended Learning	Some HS courses will offer a blended learning platform for students to engage them with various modalities through learning platforms.	Curriculum Development, Technology	Tier 1	Implement	09/08/2015	06/01/2016	$0	Principal, teachers
Principal Mentoring	A Nationally Certified Principal Mentor (NAESP) will work with with a new principal to support a standards based approach of what elementary principals should know and be able to do to improving effectiveness as a building principal. The program will include both on-site and virtual visits, goal setting, assessments, and reflections. (All funding listed in ELA goal)	Professional Learning			09/08/2015	06/01/2016	$0	Curriculum Director, principals
1:1 Pilot Classrooms	Select classrooms will utilize a 1:1 tech pilot to enage students in learning extentions and supplements to current curriculum.	Supplemental Materials, Academic Support Program, Technology	Tier 1	Implement	09/08/2015	06/01/2016	$0	Tech Director, Curriculum Director, principals, teachers

After School Tutoring	Identified at risk students will have the opportunity for after school tutoring in mathematics, literacy, science and social studies two days a week during the school year. Transportation will be provided. (All funding listed in ELA goal/activity).	Academic Support Program	Tier 2	Implement	09/08/2015	06/08/2016	$0	Principals, teachers
Homeless Student Supports	All students who are considered "homeless" will receive additional support services. This services may include transportation, materials and supplies, well being materials/supports, payment for extra curricular activities, and academic tutoring services. (All funding listed under ELA goal/activity)	Other, Academic Support Program	Tier 2	Implement	09/08/2015	06/01/2016	$0	Curriculum Director, principals
Math Professional Learning	MS lab class teachers will be trained in "Do the Math NOW", MS and HS teachers will have Professional Development will be Houghton Mifflin to aide in the adoption of math series and creating common assessments.	Professional Learning	Tier 1	Implement	09/08/2015	06/01/2016	$0	Curriculum Director, staff, and principals
Monitoring of Professional Learning Communities	Grade level teams will be given a list from Solution Tree of evidences of effective PLCs. Teams will provide these evidences throughout the school year.	Other	Tier 1		09/08/2015	06/01/2016	$0	Principals, teachers
Homeless Student Supports	All students who are considered "homeless" will receive additional support services. This services may include transportation, materials and supplies, well being materials/supports, payment for extra curricular activities, and academic tutoring services. (All funding listed under ELA goal/activity)	Other, Academic Support Program	Tier 2		09/08/2015	06/01/2016	$0	Curriculum Director, principals

Title I Schoolwide

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Reading Interventionists and aids	Reading interventionist and aid in each elementary school for at risk students. (Hunter TI Targeted, Weiss TI Schoolwide)	Academic Support Program	Tier 2	Implement	09/02/2014	06/05/2015	$134433	Elementary Principals

Title II Part A

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

Data Dialogues	Principals and building data team leaders will be trained on the use of Data Dialogues. They will train Data Teams at the building level. Teachers will meet quarterly in Data Teams and use protocols to facilitate discussion. (All funding listed under ELA goal/activity)	Professional Learning, Teacher Collaboration	Tier 1		09/08/2015	06/01/2016	$18936	Curriculum Director, Principals, Data Team Leaders
Framework for Teaching Training	Building principals and teacher leaders will be trained on Danielson's Framework for Teaching (2013) model to be used for teacher growth and evaluation and be provided support in using the tool. (All funding listed under ELA goal/activity)	Professional Learning	Tier 1	Implement	08/10/2015	05/30/2016	$14474	Curriculum Director
Principal Training	Principal Training through MASSP or MEMSPA (funding listed in ELA goal)	Professional Learning	Tier 1		09/08/2015	06/01/2016	$4800	Curriculum Director, principals
Curriculum Leadership development	Curriculum Leader will attend workshops including the ASCD Leaders' Institute to build capacity of Curriculum(All funding listed under ELA goal/activity).	Professional Learning	Tier 1	Implement	09/08/2015	06/30/2016	$1577	Curriculum Director
Reader's Workshop Development for Elementary	Consultant will model best practice reading strategy mini-lesson implementation in classrooms at Parsons and Chapman in order for teachers to learn knowledge and skills identified as essential for successful implementation.	Professional Learning	Tier 1	Implement	09/08/2015	06/01/2016	$6000	Curriculum Director, Principals, and teachers
Guided Reading Development for Elementary	All teachers will participate in differentiated professional learning, including job embedded modeling and coaching, with a consultant to increase their skills with teaching and using Guided Reading for Differentiated Instruction.	Professional Learning	Tier 1	Implement	09/08/2015	06/01/2016	$21780	Curriculum Director, Principals and teachers

Activity Summary by School

Below is a breakdown of activity by school.

All Schools

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Close and Critical Reading	Social Studies teachers will participate in professional development with an MC3 consultant Activity Description: Science teachers will participate in professional development opportunities to enhance their knowledge and assist students in the proficiency of the SS GLCE's, and HSCCE through Close and Critical Reading strategies. (Funding listed in Science goal)	Professional Learning	Tier 1	Implement	09/08/2015	06/01/2016	$0	Principals, social studies teachers
Math K-12 Committee	Representatives from each elementary and secondary school will work with the Curriculum Director to continue to develop the math programming at all levels. This group includes teachers from all grade levels and is chaired by the Curriculum Director.	Professional Learning	Tier 1	Implement	09/08/2015	06/01/2016	$0	Curriculum Director
Math Professional Learning	MS lab class teachers will be trained in "Do the Math NOW", MS and HS teachers will have Professional Development will be Houghton Mifflin to aide in the adoption of math series and creating common assessments.	Professional Learning	Tier 1	Implement	09/08/2015	06/01/2016	$0	Curriculum Director, staff, and principals
Collaboration within PLCs	Staff will be given one hour of predictable collaborative team time each week at each building. This time will be used to develop common formative assessments, review the assessment data and plan for instruction, and take part in professional learning in small or large groups. The manner in which this collaborative team time for the 15/16 school year will be through a student late-start arrival.	Professional Learning, Teacher Collaboration	Tier 1	Implement	09/08/2015	06/01/2016	$0	Principals, teachers
Monitoring of Professional Learning Communities	Grade level teams will be given a list from Solution Tree of evidences of effective PLCs. Teams will provide these evidences throughout the school year.	Other	Tier 1		09/08/2015	06/01/2016	$0	Principals, teachers

Formative Assessment	There is a team of teachers in each building that have had formal training with formative assessment. They will provide training to staff initially. We will seek support from county consultants to deepen our understanding and implementation of common formative assessments.	Curriculum Development	Tier 1	Implement	09/08/2015	06/01/2016	$0	Curriculum Director, Principals, Teachers
Data Dialogues	Principals and building data team leaders will be trained on the use of Data Dialogues. They will train Data Teams at the building level. Teachers will meet quarterly in Data Teams and use protocols to facilitate discussion. (All funding listed under ELA goal/activity)	Professional Learning, Teacher Collaboration	Tier 1		09/08/2015	06/01/2016	$18936	Curriculum Director, Principals, Data Team Leaders
Collaboration within PLCs	Staff will be given one hour of predictable collaborative team time each week at each building. This time will be used to develop common formative assessments, review the assessment data and plan for instruction, and take part in professional learning in small or large groups. The manner in which this collaborative team time for the 15/16 school year will be through a student late-start arrival.	Professional Learning, Teacher Collaboration	Tier 1		09/08/2015	06/01/2016	$0	Principal, teachers
Monitoring of Professional Learning Communities	Grade level teams will be given a list from Solution Tree of evidences of effective PLCs. Teams will provide these evidences throughout the school year.	Other	Tier 1		09/08/2015	06/01/2016	$0	Principals, teachers
Formative Assessment	There is a team of teachers in each building that have had formal training with formative assessment. They will provide training to staff initially. We will seek support from county consultants to deepen our understanding and implementation of common formative assessments.	Professional Learning, Curriculum Development	Tier 1		09/08/2015	06/01/2016	$0	Principals, teachers
Data Dialogues	Principals and building data team leaders will be trained on the use of Data Dialogues. They will train Data Teams at the building level. Teachers will meet quarterly in Data Teams and use protocols to facilitate discussion. (All funding listed under ELA goal/activity)	Professional Learning	Tier 1		09/08/2015	06/01/2016	$0	Principals, teachers
Collaboration within PLCs	Staff will be given one hour of predictable collaborative team time each week at each building. This time will be used to develop common formative assessments, review the assessment data and plan for instruction, and take part in professional learning in small or large groups. The manner in which this collaborative team time for the 15/16 school year will be through a student late-start arrival.	Professional Learning, Teacher Collaboration	Tier 1		09/08/2015	06/01/2016	$0	Curriculum Director, Principals, teachers

Monitoring of Professional Learning Communities	Grade level teams will be given a list from Solution Tree of evidences of effective PLCs. Teams will provide these evidences throughout the school year.	Professional Learning, Teacher Collaboration	Tier 1		09/08/2015	06/01/2016	$0	Curriculum Director, Principals, teachers
Formative Assessment	There is a team of teachers in each building that have had formal training with formative assessment. They will provide training to staff initially. We will seek support from county consultants to deepen our understanding and implementation of common formative assessments.	Curriculum Development, Teacher Collaboration	Tier 1		09/08/2015	06/01/2016	$0	Curriculum Director, principals, teachers
Data Dialogues	Principals and building data team leaders will be trained on the use of Data Dialogues. They will train Data Teams at the building level. Teachers will meet quarterly in Data Teams and use protocols to facilitate discussion. (All funding listed under ELA goal/activity)	Professional Learning, Teacher Collaboration	Tier 1		09/08/2015	06/01/2016	$0	Curriculum Director, principals, teachers
Collaboration within PLCs	Staff will be given one hour of predictable collaborative team time each week at each building. This time will be used to develop common formative assessments, review the assessment data and plan for instruction, and take part in professional learning in small or large groups. The manner in which this collaborative team time for the 15/16 school year will be through a student late-start arrival.	Professional Learning, Teacher Collaboration	Tier 1		09/08/2015	06/01/2016	$0	Curriculum Director, principals, teachers
Monitoring of Professional Learning Communities	Grade level teams will be given a list from Solution Tree of evidences of effective PLCs. Teams will provide these evidences throughout the school year.	Professional Learning, Teacher Collaboration	Tier 1		09/08/2015	06/01/2016	$0	Curriculum Director, principals, teachers
Formative Assessment	Grade level teams will be given a list from Solution Tree of evidences of effective PLCs. Teams will provide these evidences throughout the school year.	Professional Learning, Teacher Collaboration	Tier 1		09/08/2015	06/01/2016	$0	Curriculum Director, principals, teachers
Data Dialogues	Principals and building data team leaders will be trained on the use of Data Dialogues. They will train Data Teams at the building level. Teachers will meet quarterly in Data Teams and use protocols to facilitate discussion.	Professional Learning, Teacher Collaboration	Tier 1	Implement	09/08/2015	06/30/2016	$0	Curriculum Director, principals, data team leaders
Framework for Teaching Training	Building principals and teacher leaders will be trained on Danielson's Framework for Teaching (2013) model to be used for teacher growth and evaluation and be provided support in using the tool. (All funding listed under ELA goal/activity)	Professional Learning	Tier 1	Implement	08/10/2015	05/30/2016	$14474	Curriculum Director

Curriculum Leadership development	Curriculum Leader will attend workshops including the ASCD Leaders' Institute to build capacity of Curriculum(All funding listed under ELA goal/activity).	Professional Learning	Tier 1	Implement	09/08/2015	06/30/2016	$1577	Curriculum Director
Framework for Teaching Training	Building principals and teacher leaders will be trained on Danielson's Framework for Teaching (2013) model to be used for teacher growth and evaluation and be provided support in using the tool. (All funding listed under ELA goal/activity)	Professional Learning	Tier 1		08/10/2015	06/01/2016	$0	Curriculum Director, principals, teachers
Curriculum Leadership Development	Curriculum Leader will attend workshops including the ASCD Leaders' Institute to build capacity of Curriculum (All funding listed under ELA goal/activity)	Professional Learning	Tier 1		09/08/2015	06/01/2016	$0	Curriculum Director
Framework for Teaching Training	Building principals and teacher leaders will be trained on Danielson's Framework for Teaching (2013) model to be used for teacher growth and evaluation and be provided support in using the tool. (All funding listed under ELA goal/activity)	Professional Learning	Tier 1		08/10/2015	06/01/2016	$0	Curriculum Director, principals, teachers
Curriculum Leadership Development	Curriculum Leader will attend workshops including the ASCD Leaders' Institute to build capacity of Curriculum (All funding listed under ELA goal/activity)	Professional Learning	Tier 1		09/08/2015	06/01/2016	$0	Curriculum Director
Framework For Teaching Training	Building principals and teacher leaders will be trained on Danielson's Framework for Teaching (2013) model to be used for teacher growth and evaluation and be provided support in using the tool.	Professional Learning	Tier 1		08/10/2015	06/01/2016	$0	Curriculum Director, principals, teachers
Curriculum Leadership Development	Curriculum Leader will attend workshops including the ASCD Leaders' Institute to build capacity of Curriculum	Professional Learning	Tier 1		09/08/2015	06/01/2016	$0	Curriculum Director
Homeless Student Supports	All students who are considered "homeless" will receive additional support services. This services may include transportation, materials and supplies, well being materials/supports, payment for extra curricular activities, and academic tutoring services. (All funding listed under ELA goal/activity)	Other, Academic Support Program	Tier 2	Implement	09/08/2015	06/01/2016	$13025	Curriculum Director, principals
Homeless Student Supports	All students who are considered "homeless" will receive additional support services. This services may include transportation, materials and supplies, well being materials, payment for extra curricular activities, and tutor academic tutoring services.(All funding listed under ELA goal/activity)	Other, Academic Support Program	Tier 1	Implement	09/08/2015	06/01/2016	$0	Curriculum Director, principals

District Improvement Plan
Gibraltar School District

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Homeless Student Supports	All students who are considered "homeless" will receive additional support services. This services may include transportation, materials and supplies, well being materials/supports, payment for extra curricular activities, and academic tutoring services. (All funding listed under ELA goal/activity)	Other, Academic Support Program	Tier 2	Implement	09/08/2015	06/01/2016	$0	Curriculum Director, principals
Homeless Student Supports	All students who are considered "homeless" will receive additional support services. This services may include transportation, materials and supplies, well being materials/supports, payment for extra curricular activities, and academic tutoring services. (All funding listed under ELA goal/activity)	Other, Academic Support Program	Tier 2		09/08/2015	06/01/2016	$0	Curriculum Director, principals
Principal Training	Principal Training through MASSP or MEMSPA (funding listed in ELA goal)	Professional Learning	Tier 1		09/08/2015	06/01/2016	$4800	Curriculum Director, principals
Principal Mentoring	Principal Training through MASSP or MEMSPA (funding listed in ELA goal)	Professional Learning	Tier 1		09/08/2015	06/01/2016	$0	Curriculm Director, principals
Principal Training	Principal Training through MASSP or MEMSPA (funding listed in ELA goal)	Professional Learning	Tier 1		09/08/2015	06/01/2016	$0	Curriculum Director, principals

Shumate Middle School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Close and Critical Reading	Activity Description: Science teachers will participate in professional development opportunities to enhance their knowledge and assist students in the proficiency of the science GLCE's, and HSCCE and the correlation with the Next Generation Science Standards through Close and Critical Reading strategies. (Funding listed in Science goal)	Professional Learning	Tier 1	Implement	09/08/2015	06/01/2016	$11112	Curriculum Director, Principals, science teachers
Academic Success Classes	Two Additional math course for identified students receive differentiated instruction specific to areas of weakness in 6th, 7th, and 8th grades. Teachers will use the "Do The Math Program" by Marilyn Burns.	Academic Support Program	Tier 2	Implement	09/08/2015	06/01/2016	$78394	Principal and teachers

ELA K-12 Committee	English Language Arts Curriculum Committee - consisting of 4 high school, 4 middle school, 4 upper elementary, and 4 lower elementary teacher members chaired by a Assistant Superintendent. Special Education teachers will be embedded into these members. Working with consultants, the committee focus for this year is refining reading instruction, curriculum, and monitoring of implementation of Reading Workshop and Guided Reading in all K-5 buildings.	Professional Learning	Tier 1	Implement	09/01/2015	06/30/2016	$0	The Assistant Superintendent will be responsible for working with the consultant and members of the committee and provide an agenda, minutes, and evaluation for this activities.
Depth of Knowledge Training (DOK)	All Middle and High School teachers will be given PD to apply knowledge and skill required for successful implementation of DOK 3 & 4 (extending questioning) in all classrooms.	Professional Learning	Tier 1	Implement	09/08/2015	12/17/2015	$0	Assistant Superintendent, Principals and Teachers
After School Interventions Middle School	Middle School At Risk students will receive data based individualized interventions in reading and math. (All funding listed in ELA goal)	Academic Support Program	Tier 2	Implement	09/08/2015	06/01/2016	$18015	Principal, Teachers

Parsons Elementary School

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

ELA K-12 Committee	English Language Arts Curriculum Committee - consisting of 4 high school, 4 middle school, 4 upper elementary, and 4 lower elementary teacher members chaired by a Assistant Superintendent. Special Education teachers will be embedded into these members. Working with consultants, the committee focus for this year is refining reading instruction, curriculum, and monitoring of implementation of Reading Workshop and Guided Reading in all K-5 buildings.	Professional Learning	Tier 1	Implement	09/01/2015	06/30/2016	$0	The Assistant Superintendent will be responsible for working with the consultant and members of the committee and provide an agenda, minutes, and evaluation for this activities.
Reading Interventionists and aids	Reading interventionist and aid in each elementary school for at risk students. (Hunter TI Targeted, Weiss TI Schoolwide)	Academic Support Program	Tier 2	Implement	09/02/2014	06/05/2015	$544653	Elementary Principals
Guided Reading Development for Elementary	All teachers will participate in differentiated professional learning, including job embedded modeling and coaching, with a consultant to increase their skills with teaching and using Guided Reading for Differentiated Instruction.	Professional Learning	Tier 1	Implement	09/08/2015	06/01/2016	$21780	Curriculum Director, Principals and teachers
Reader's Workshop Development for Elementary	Consultant will model best practice reading strategy mini-lesson implementation in classrooms at Parsons and Chapman in order for teachers to learn knowledge and skills identified as essential for successful implementation.	Professional Learning	Tier 1	Implement	09/08/2015	06/01/2016	$6000	Curriculum Director, Principals, and teachers
Lego Robotics	Students will use Lego robotics kits in science to support learning in addition to students being invited to participate in an after-school Lego Robotics program run by the Tech Department.	Academic Support Program, Technology	Tier 1		09/08/2015	06/01/2016	$0	Tech Department, Principals, teachers

Oscar A. Carlson High School

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

ELA K-12 Committee	English Language Arts Curriculum Committee - consisting of 4 high school, 4 middle school, 4 upper elementary, and 4 lower elementary teacher members chaired by a Assistant Superintendent. Special Education teachers will be embedded into these members. Working with consultants, the committee focus for this year is refining reading instruction, curriculum, and monitoring of implementation of Reading Workshop and Guided Reading in all K-5 buildings.	Professional Learning	Tier 1	Implement	09/01/2015	06/30/2016	$0	The Assistant Superintendent will be responsible for working with the consultant and members of the committee and provide an agenda, minutes, and evaluation for this activities.
After school tutoring	Identified at risk students will have the opportunity for after school tutoring in mathematics, literacy, science and social studies two days a week during the school year. Transportation will be provided. (All funding listed in ELA goal/activity).	Academic Support Program	Tier 2	Implement	09/08/2015	06/01/2016	$59813	Principals for each building reporting to the Curriculum Director.
Credit Recovery	Students will participate in online course work such as credit recovery classes to aid in on time graduation or to improve a low course score (E20/20). (All funding listed in ELA goal/activity)	Academic Support Program	Tier 2	Implement	09/08/2015	06/01/2016	$6627	Staff and Principal
Depth of Knowledge Training (DOK)	All Middle and High School teachers will be given PD to apply knowledge and skill required for successful implementation of DOK 3 & 4 (extending questioning) in all classrooms.	Professional Learning	Tier 1	Implement	09/08/2015	12/17/2015	$0	Assistant Superintendent, Principals and Teachers
Blended Learning	Some HS courses will offer a blended learning platform for students to engage them with various modalities through learning platforms.	Curriculum Development, Technology	Tier 1	Implement	09/08/2015	06/01/2016	$0	Principal, teachers
Blended Learning	Some HS courses will offer a blended learning platform for students to engage them with various modalities through learning platforms.	Curriculum Development, Technology	Tier 1		09/08/2015	06/01/2016	$0	Principal, teachers
Blended Learning	Some HS courses will offer a blended learning platform for students to engage them with various modalities through learning platforms.	Curriculum Development, Technology	Tier 1		09/08/2015	06/01/2016	$0	Principals, science teachers

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Blended Learning	Some HS courses will offer a blended learning platform for students to engage them with various modalities through learning platforms.	Curriculum Developme nt, Technology	Tier 1	Implement	09/08/2015	06/01/2016	$0	Principal, teachers
1:1 Pilot Classrooms	Select classrooms will utilize a 1:1 tech pilot to enage students in learning extentions and supplements to current curriculum. (All funding listed under ELA goal/activity)	Supplemen tal Materials, Academic Support Program, Technology	Tier 1		09/08/2015	06/01/2016	$37000	Tech Director, curriculum director, principals, teachers
1:1 Pilot Classrooms	Select classrooms will utilize a 1:1 tech pilot to enage students in learning extentions and supplements to current curriculum. (All funding listed under ELA goal/activity)	Supplemen tal Materials, Academic Support Program, Technology	Tier 1		09/08/2015	06/01/2016	$0	Tech Director, Curriculum Director, Principals, teachers
1:1 Pilot Classrooms	Select classrooms will utilize a 1:1 tech pilot to engage students in learning extensions and supplements to current curriculum. (All funding listed under ELA goal/activity)	Supplemen tal Materials, Academic Support Program, Technology	Tier 1	Implement	09/08/2015	06/01/2016	$0	Tech Director, Curriculum Director, Principals, teachers
1:1 Pilot Classrooms	Select classrooms will utilize a 1:1 tech pilot to enage students in learning extentions and supplements to current curriculum.	Supplemen tal Materials, Academic Support Program, Technology	Tier 1	Implement	09/08/2015	06/01/2016	$0	Tech Director, Curriculum Director, principals, teachers
After School Tutoring	Identified at risk students will have the opportunity for after school tutoring in mathematics, literacy, science and social studies two days a week during the school year. Transportation will be provided. (All funding listed in ELA goal/activity).	Academic Support Program	Tier 2	Implement	09/08/2015	06/08/2016	$0	Principals, teachers

Hunter Elementary School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsibl e

			Tier 1	Implement	09/01/2015	06/30/2016	$0	
ELA K-12 Committee	English Language Arts Curriculum Committee - consisting of 4 high school, 4 middle school, 4 upper elementary, and 4 lower elementary teacher members chaired by a Assistant Superintendent. Special Education teachers will be embedded into these members. Working with consultants, the committee focus for this year is refining reading instruction, curriculum, and monitoring of implementation of Reading Workshop and Guided Reading in all K-5 buildings.	Professional Learning	Tier 1	Implement	09/01/2015	06/30/2016	$0	The Assistant Superintendent will be responsible for working with the consultant and members of the committee and provide an agenda, minutes, and evaluation for this activities.
Reading Interventionists and aids	Reading interventionist and aid in each elementary school for at risk students. (Hunter TI Targeted, Weiss TI Schoolwide)	Academic Support Program	Tier 2	Implement	09/02/2014	06/05/2015	$544653	Elementary Principals
Guided Reading Development for Elementary	All teachers will participate in differentiated professional learning, including job embedded modeling and coaching, with a consultant to increase their skills with teaching and using Guided Reading for Differentiated Instruction.	Professional Learning	Tier 1	Implement	09/08/2015	06/01/2016	$21780	Curriculum Director, Principals and teachers
Reader's Workshop Development for Elementary	Consultant will model best practice reading strategy mini-lesson implementation in classrooms at Parsons and Chapman in order for teachers to learn knowledge and skills identified as essential for successful implementation.	Professional Learning	Tier 1	Implement	09/08/2015	06/01/2016	$6000	Curriculum Director, Principals, and teachers
Xtra Math Website	Elementary Classrooms will utitlize Xtra Math to support students who need extra support in concepts in math from Tier I math instruction	Academic Support Program, Technology	Tier 2	Implement	09/08/2015	06/01/2016	$0	Principals, teachers
Lego Robotics	Students will use Lego robotics kits in science to support learning in addition to students being invited to participate in an after-school Lego Robotics program run by the Tech Department.	Academic Support Program, Technology	Tier 1		09/08/2015	06/01/2016	$0	Tech Department, Principals, teachers
Principal Mentoring	A Nationally Certified Principal Mentor (NAESP) will work with with a new principal to support a standards based approach of what elementary principals should know and be able to do to improving effectiveness as a building principal. The program will include both on-site and virtual visits, goal setting, assessments, and reflections. (All funding listed in ELA goal)	Professional Learning	Tier 1	Implement	09/08/2015	06/01/2016	$12000	Curriculum Director, principal

Principal Mentoring	A Nationally Certified Principal Mentor (NAESP) will work with with a new principal to support a standards based approach of what elementary principals should know and be able to do to improving effectiveness as a building principal. The program will include both on-site and virtual visits, goal setting, assessments, and reflections. (All funding listed in ELA goal)	Professional Learning	Tier 1	Implement	09/01/2015	06/01/2016	$0	Curriculum Director
Principal Mentoring	A Nationally Certified Principal Mentor (NAESP) will work with with a new principal to support a standards based approach of what elementary principals should know and be able to do to improving effectiveness as a building principal. The program will include both on-site and virtual visits, goal setting, assessments, and reflections. (All funding listed in ELA goal)	Professional Learning			09/08/2015	06/01/2016	$0	Curriculum Director, principals
Principal Mentoring	A Nationally Certified Principal Mentor (NAESP) will work with with a new principal to support a standards based approach of what elementary principals should know and be able to do to improving effectiveness as a building principal. The program will include both on-site and virtual visits, goal setting, assessments, and reflections. (All funding listed in ELA goal)	Professional Learning	Tier 1		09/08/2015	06/01/2016	$0	Curriculum Director, principals

Frank E. Weiss Elem. School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
ELA K-12 Committee	English Language Arts Curriculum Committee - consisting of 4 high school, 4 middle school, 4 upper elementary, and 4 lower elementary teacher members chaired by a Assistant Superintendent. Special Education teachers will be embedded into these members. Working with consultants, the committee focus for this year is refining reading instruction, curriculum, and monitoring of implementation of Reading Workshop and Guided Reading in all K-5 buildings.	Professional Learning	Tier 1	Implement	09/01/2015	06/30/2016	$0	The Assistant Superintendent will be responsible for working with the consultant and members of the committee and provide an agenda, minutes, and evaluation for this activities.

Reading Interventionists and aids	Reading interventionist and aid in each elementary school for at risk students. (Hunter TI Targeted, Weiss TI Schoolwide)	Academic Support Program	Tier 2	Implement	09/02/2014	06/05/2015	$544653	Elementary Principals
Guided Reading Development for Elementary	All teachers will participate in differentiated professional learning, including job embedded modeling and coaching, with a consultant to increase their skills with teaching and using Guided Reading for Differentiated Instruction.	Professional Learning	Tier 1	Implement	09/08/2015	06/01/2016	$21780	Curriculum Director, Principals and teachers
Reader's Workshop Development for Elementary	Consultant will model best practice reading strategy mini-lesson implementation in classrooms at Parsons and Chapman in order for teachers to learn knowledge and skills identified as essential for successful implementation.	Professional Learning	Tier 1	Implement	09/08/2015	06/01/2016	$6000	Curriculum Director, Principals, and teachers
Lego Robotics	Students will use Lego robotics kits in science to support learning in addition to students being invited to participate in an after-school Lego Robotics program run by the Tech Department.	Academic Support Program, Technology	Tier 1		09/08/2015	06/01/2016	$0	Tech Department, Principals, teachers
1:1 Pilot Classrooms	Select classrooms will utilize a 1:1 tech pilot to enage students in learning extentions and supplements to current curriculum. (All funding listed under ELA goal/activity)	Supplemental Materials, Academic Support Program, Technology	Tier 1		09/08/2015	06/01/2016	$37000	Tech Director, curriculum director, principals, teachers
1:1 Pilot Classrooms	Select classrooms will utilize a 1:1 tech pilot to enage students in learning extentions and supplements to current curriculum. (All funding listed under ELA goal/activity)	Supplemental Materials, Academic Support Program, Technology	Tier 1		09/08/2015	06/01/2016	$0	Tech Director, Curriculum Director, Principals, teachers
1:1 Pilot Classrooms	Select classrooms will utilize a 1:1 tech pilot to engage students in learning extensions and supplements to current curriculum. (All funding listed under ELA goal/activity)	Supplemental Materials, Academic Support Program, Technology	Tier 1	Implement	09/08/2015	06/01/2016	$0	Tech Director, Curriculum Director, Principals, teachers
1:1 Pilot Classrooms	Select classrooms will utilize a 1:1 tech pilot to enage students in learning extentions and supplements to current curriculum.	Supplemental Materials, Academic Support Program, Technology	Tier 1	Implement	09/08/2015	06/01/2016	$0	Tech Director, Curriculum Director, principals, teachers

Downriver High School

District Improvement Plan

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Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Credit Recovery	Students will participate in online course work such as credit recovery classes to aid in on time graduation or to improve a low course score (E20/20). (All funding listed in ELA goal/activity)	Academic Support Program	Tier 2	Implement	09/08/2015	06/01/2016	$6627	Staff and Principal
Depth of Knowledge Training (DOK)	All Middle and High School teachers will be given PD to apply knowledge and skill required for successful implementation of DOK 3 & 4 (extending questioning) in all classrooms.	Professional Learning	Tier 1	Implement	09/08/2015	12/17/2015	$0	Assistant Superintendent, Principals and Teachers

Chapman Elementary School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
ELA K-12 Committee	English Language Arts Curriculum Committee - consisting of 4 high school, 4 middle school, 4 upper elementary, and 4 lower elementary teacher members chaired by a Assistant Superintendent. Special Education teachers will be embedded into these members. Working with consultants, the committee focus for this year is refining reading instruction, curriculum, and monitoring of implementation of Reading Workshop and Guided Reading in all K-5 buildings.	Professional Learning	Tier 1	Implement	09/01/2015	06/30/2016	$0	The Assistant Superintendent will be responsible for working with the consultant and members of the committee and provide an agenda, minutes, and evaluation for this activities.
Reading Interventionists and aids	Reading interventionist and aid in each elementary school for at risk students. (Hunter TI Targeted, Weiss TI Schoolwide)	Academic Support Program	Tier 2	Implement	09/02/2014	06/05/2015	$544653	Elementary Principals
Guided Reading Development for Elementary	All teachers will participate in differentiated professional learning, including job embedded modeling and coaching, with a consultant to increase their skills with teaching and using Guided Reading for Differentiated Instruction.	Professional Learning	Tier 1	Implement	09/08/2015	06/01/2016	$21780	Curriculum Director, Principals and teachers

Reader's Workshop Development for Elementary	Consultant will model best practice reading strategy mini-lesson implementation in classrooms at Parsons and Chapman in order for teachers to learn knowledge and skills identified as essential for successful implementation.	Professional Learning	Tier 1	Implement	09/08/2015	06/01/2016	$6000	Curriculum Director, Principals, and teachers
Lego Robotics	Students will use Lego robotics kits in science to support learning in addition to students being invited to participate in an after-school Lego Robotics program run by the Tech Department.	Academic Support Program, Technology	Tier 1		09/08/2015	06/01/2016	$0	Tech Department, Principals, teachers
1:1 Pilot Classrooms	Select classrooms will utilize a 1:1 tech pilot to enage students in learning extentions and supplements to current curriculum. (All funding listed under ELA goal/activity)	Supplemental Materials, Academic Support Program, Technology	Tier 1		09/08/2015	06/01/2016	$37000	Tech Director, curriculum director, principals, teachers
1:1 Pilot Classrooms	Select classrooms will utilize a 1:1 tech pilot to enage students in learning extentions and supplements to current curriculum. (All funding listed under ELA goal/activity)	Supplemental Materials, Academic Support Program, Technology	Tier 1		09/08/2015	06/01/2016	$0	Tech Director, Curriculum Director, Principals, teachers
1:1 Pilot Classrooms	Select classrooms will utilize a 1:1 tech pilot to engage students in learning extensions and supplements to current curriculum. (All funding listed under ELA goal/activity)	Supplemental Materials, Academic Support Program, Technology	Tier 1	Implement	09/08/2015	06/01/2016	$0	Tech Director, Curriculum Director, Principals, teachers
1:1 Pilot Classrooms	Select classrooms will utilize a 1:1 tech pilot to enage students in learning extentions and supplements to current curriculum.	Supplemental Materials, Academic Support Program, Technology	Tier 1	Implement	09/08/2015	06/01/2016	$0	Tech Director, Curriculum Director, principals, teachers