



# **School Improvement Plan**

**Bloomfield Hills High School**

**Bloomfield Hills Schools**

Mr. Charlie Hollerith, Principal  
4200 Andover Rd  
Bloomfield Township, MI 48302-2000

# TABLE OF CONTENTS

Introduction .....	1
<b>Improvement Plan Assurance</b>	
Introduction .....	3
Improvement Plan Assurance .....	4
<b>Bloomfield Hills High School 2017-2018</b>	
Overview .....	6
Goals Summary .....	7
Goal 1: All Students will increase their proficiency in Math .....	8
Goal 2: All students will increase their proficiency in Reading, Writing, and Critical Thinking .....	10
Goal 3: To have an inclusive, positive climate and culture .....	13
Goal 4: All students will become proficient in Inquiry and Reflection .....	17
Activity Summary by Funding Source .....	19

## **Introduction**

The SIP is a planning tool designed to address student achievement and system needs identified through the school's comprehensive needs assessment (CNA). Additionally, the SIP provides a method for schools to address the school improvement planning requirements of Public Act 25 of the Revised School Code and the Elementary and Secondary Education Act (ESEA) as applicable.

# **Improvement Plan Assurance**

## **Introduction**

During the 2016-2017 school year, schools will have two options for Goals and Plans. 1. Update Goals and Plans, if necessary, based on analysis of data and Program Evaluation; 2. Complete and upload the Abbreviated Goals and Plans template into ASSIST, based on analysis of data and Program Evaluation.

**Improvement Plan Assurance**

<b>Label</b>	<b>Assurance</b>	<b>Response</b>	<b>Comment</b>	<b>Attachment</b>
1.	Which option was chosen for Goals and Plans?	Goals and Plans in ASSIST	See Goals and Plans in ASSIST	

# **Bloomfield Hills High School 2017-2018**

## **Overview**

### **Plan Name**

Bloomfield Hills High School 2017-2018

### **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 will increase their proficiency in Math	Objectives: 2 Strategies: 4 Activities: 9	Academic	\$0
2	All students will increase their proficiency in Reading, Writing, and Critical Thinking	Objectives: 3 Strategies: 6 Activities: 7	Academic	\$25500
3	To have an inclusive, positive climate and culture	Objectives: 2 Strategies: 7 Activities: 15	Organizational	\$151000
4	All students will become proficient in Inquiry and Reflection.	Objectives: 1 Strategies: 4 Activities: 4	Academic	\$1500

## Goal 1: All Students will increase their proficiency in Math

### Measurable Objective 1:

90% of Ninth, Tenth, Eleventh and Twelfth grade Black or African-American, Economically Disadvantaged and English Learners students will demonstrate a proficiency in their current course in Mathematics by 06/22/2018 as measured by a C or better for both semester grades.

### Strategy 1:

9th and 10th Grade Support - 9th grade students identified for Algebra I and Geometry support will have an additional 45 minutes (or more) with a highly qualified Math teacher through a support block.

9th and 10th Grade interdisciplinary support course

Research Cited: Research indicates additional time on task combined with differentiated learning strategies for each student can help approve overall achievement

Activity - Collaboration Time	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Intervention teacher will use common preparatory time to communicate and plan with the Algebra I and Geometry instructional team.	Professional Learning	09/05/2017	06/22/2018	\$0	No Funding Required	All Algebra I teachers, Geometry teachers, building administration, interventions teacher and district learning services team.

Activity - Identifying students	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The school uses a diagnostic method of identifying students for participation in Algebra I support. Students are recommended for the course if they (1) score 30% or more below average on the NWEA diagnostic, (2) are identified by the building instructional team or (3) are recommended by their previous mathematics teacher. Data Wise protocols to be used.	Academic Support Program	09/05/2017	06/22/2018	\$0	No Funding Required	Building instructional team, Administrative team and math department.

### Strategy 2:

11th and 12th Grade Support - Possible Algebra 2/Pre-Calc Support Course

Possible Calculus Support Course

## School Improvement Plan

Bloomfield Hills High School

Algebra 2A/2B two year sequence course

Additional elective course offerings such as Statistics and Financial Literacy

Research Cited: Research indicates additional time on task combined with differentiated learning strategies for each student can help approve overall achievement

Activity - Support Classes	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students in Algebra II or Precalculus may enroll in an additional support hour where they will receive guidance and reinforcement in their current math course.	Professional Learning	09/02/2014	06/15/2015	\$0	No Funding Required	Algebra II teachers, Precalculus teachers, Support teacher, building administration, and district learning services team.
Activity - Elective Courses	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students may enroll as juniors and seniors in two elective math courses, Statistics and Financial Literacy, designed to provide them with real-world practical applications of math skills.	Academic Support Program	06/14/2016	06/09/2017	\$0	No Funding Required	Building instructional team, Administrative team and math department.
Activity - Algebra 2A / 2B	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students may choose to take Algebra II over two years rather than one. This sequence is called Algebra 2A and Algebra 2B.	Academic Support Program	09/05/2017	06/15/2018	\$0	No Funding Required	Algebra 2A and 2B teachers, building administrators

### Measurable Objective 2:

70% of Eleventh grade students will demonstrate a proficiency in Common Core Math Standards in Mathematics by 06/08/2018 as measured by Achievement on state mandated standardizes testing / SAT.

### Strategy 1:

Planning Time - Math teachers will collaborate to write common unit and end of course assessments to be give to all math students within a given course.

Research Cited: The Power of Collaborative Learning (Chris Hazelton, Debbie Maier)

## School Improvement Plan

Bloomfield Hills High School

Activity - Common Assessment	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers of a particular math course, working during common planning time, will write common unit and end of course assessments based upon current assessment data.	Professional Learning	09/08/2015	06/17/2016	\$0	No Funding Required	Math teachers, building administration, and district learning services team.

Activity - Best Practices	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Math teachers will use common planning time to discuss and identify best practices for instruction and assessment working within and outside their learning community.	Professional Learning	09/08/2015	06/17/2016	\$0	No Funding Required	Math teachers, building administration, and district learning services team.

Activity - Monthly Department Time	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Math teachers will meet after school once a month to discuss curriculum and alignment issues within the department.	Academic Support Program	09/06/2016	06/09/2017	\$0	No Funding Required	Members of mathematics department

### Strategy 2:

Atlas Rubicon - All Math teachers will upload their units to Atlas Rubicon to allow them to share various instructional units and to validate alignment of common core standards within their course and department.

Research Cited: Oakland Schools

Activity - Collaboration	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Math teachers will meet during common planning to review curriculum and upload any changes or additions to Atlas.	Professional Learning	09/02/2014	06/15/2015	\$0	No Funding Required	Math teachers, building administration and district learning services team..

## Goal 2: All students will increase their proficiency in Reading, Writing, and Critical Thinking

### Measurable Objective 1:

80% of Sixth, Seventh, Eighth, Ninth, Tenth, Eleventh and Twelfth grade Black or African-American, Asian, Bottom 30%, White, Economically Disadvantaged, Gifted and Talented, Hispanic or Latino, Students with Disabilities, English Learners, Two or More Races, American Indian or Alaska Native and Native Hawaiian or Other Pacific Islander students will demonstrate a proficiency in Common Core ELA Standards in English Language Arts by 06/17/2016 as measured by Proficiency on summative state and local assessments.

### Strategy 1:

Common Core State Standards - Teachers will implement Common Core State Standards within the ELA curriculum

Research Cited: MDE

Activity - Professional Development	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will meet regularly together and with district Learning Services Team/Curriculum Area Leaders to review student data and to prioritize areas of focus.	Professional Learning	09/08/2015	06/17/2016	\$0	No Funding Required	Teachers, building administrators and District Learning Services Team.

Activity - Atlas Rubicon	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
ELA teachers will review and update in Atlas Rubicon all courses to ensure alignment. New tenth grade American Studies course to be included in newly designed units in Atlas Rubicon.	Professional Learning	09/08/2015	06/17/2016	\$0	No Funding Required	ELA teachers, building and district learning services team,

### Strategy 2:

9th and 10th Grade LC Teams - 9th and 10th grade Learning Communities' ELA teachers will meet and collaborate on effective instruction and assessment of students during mutual common planning times bi-weekly.

Research Cited: Various

Activity - Bi-weekly collaboration	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
ELA teachers will meet bi-weekly to review student performance data and to implement research based instructional strategies to help students improve their level of performance.	Professional Learning	09/02/2014	06/08/2015	\$0	No Funding Required	ELA teachers, building administrators

## School Improvement Plan

Bloomfield Hills High School

### Measurable Objective 2:

A 15% increase of Ninth, Tenth, Eleventh and Twelfth grade Students with Disabilities students will demonstrate a proficiency in reading comprehension in Reading by 06/17/2016 as measured by Proficiency on summative state and building assessments.

#### Strategy 1:

Reading Fluency and Decoding - Fountas and Pinnell program to be implemented to help improve reading fluency and decoding skills.

Research Cited: Oakland Schools

Activity - 9th/10th Grade Support Classes	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
ELA teachers in conjunction with Special Education teachers will implement a multi-level program on reading fluency and decoding skills during a support hour for identified students. This will include the monitoring of student progress data.	Academic Support Program	09/08/2015	06/17/2016	\$5000	General Fund	ELA and special education teachers, building administration, and district learning services team.

#### Strategy 2:

Reading Comprehension - To develop a variety of research based strategies to help all students with disabilities improve their reading comprehension.

Research Cited: Various

Activity - Professional Development	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Special Education Director, building administration and special education teachers to investigate and implement a program to help improve reading comprehension.	Professional Learning	09/08/2015	06/17/2016	\$10000	District Funding	Special Education Director, district learning services team, and building administration.

### Measurable Objective 3:

90% of Sixth, Seventh, Eighth, Ninth, Tenth, Eleventh and Twelfth grade Black or African-American, Asian, Bottom 30%, 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 complete a portfolio or performance assessment which demonstrates critical thinking skills in English Language Arts by 06/17/2016 as measured by Local rubrics based upon Middle Years Programme criteria and Common Core State Standards.

#### Strategy 1:

Middle Years Programme - Teachers will be trained on critical thinking as part of the MYP assessment criteria.

## School Improvement Plan

Bloomfield Hills High School

Research Cited: International Baccalaureate Programme

Activity - Training	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will be trained through Middle Years Coordinator and MYP workshops on various instructional and assessment techniques to support critical thinking.	Professional Learning	09/08/2015	06/17/2016	\$10000	General Fund	Principal and Middle Years Programme Coordinator

### Strategy 2:

Visible Thinking - Train teachers on effective questioning protocols to develop critical thinking.

Research Cited: Harvard Visible Thinking

Activity - Workshop	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
To expand Cultures of Thinking (Visible Thinking) professional development within the building. This would include using inaugural high school and Model school teams together to lead this program with staff.	Professional Learning	09/08/2015	06/17/2016	\$500	General Fund	Assistant Superintendent, Principal and volunteer teachers from high school and Model high school.

## Goal 3: To have an inclusive, positive climate and culture

### Measurable Objective 1:

collaborate to build relationships between various school stakeholders by 06/16/2017 as measured by national and local survey data throughout the 2016-17 school year.

### Strategy 1:

Grow use of Restorative Practices - Our goal is to train as many staff in the use of Restorative Practices in order to help build a positive classroom environment and learning community throughout the school.

Research Cited: State and national data on Restorative Practices.

Activity - Training	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
---------------------	---------------	------------	----------	-------------------	-------------------	-------------------

## School Improvement Plan

Bloomfield Hills High School

Two day trainings in the use of Restorative Practices	Behavioral Support Program, Professional Learning	08/01/2015	06/08/2018	\$50000	District Funding	Bill Boyle, Margaret Schultz
---	---	------------	------------	---------	------------------	------------------------------

Activity - Use Restorative Practices with more students	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Utilize trained staff to use Restorative Practices principles with students in a multitude of settings including general classroom issues and disciplinary issues.	Behavioral Support Program	09/06/2016	06/15/2018	\$0	No Funding Required	Trained teachers in the building.

### Strategy 2:

Global Student and Staff Leader Program - Staff and students will be trained to become global leaders within our building to help support an environment of equity and inclusion.

Research Cited: Munirah Muwasi, Forest Hills School District

Activity - Training	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Staff will be trained in Global Champion workshops or Institute for Healing Racism workshop series. These are multiple day trainings throughout the year.	Behavioral Support Program, Policy and Process, Community Engagement, Professional Learning, Parent Involvement, Extra Curricular	09/08/2014	06/15/2018	\$100000	District Funding	Munirah Muwasi, Bill Boyle, high school administration and staff

### Strategy 3:

Parents as School Stakeholders - To develop/formalize opportunities for parents as school stakeholders.

Research Cited: Parent Involvement Research

Activity - PT/Curriculum Event Restructuring	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
We will work with various parent stakeholder groups such as Principal's Advisory Committee, PTO and Global Education Team to restructure events in order to improve parent participation and communication.	Policy and Process, Community Engagement, Parent Involvement	09/06/2016	06/16/2017	\$0	No Funding Required	Administration, PAC, PTO and Global Education Team



## School Improvement Plan

Bloomfield Hills High School

Activity - Cultivate two-way parent communication	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Communicate school policies & procedures via multiple avenues and solicit parent feedback on various school initiatives as needed through multiple avenues, including but not limited to surveys.	Parent Involvement	09/06/2016	06/15/2018	\$0	No Funding Required	District and building communication staff; Principal

### Strategy 4:

Grow student representation - We want to grow our student voice throughout the building to create a more positive sense of buy-in and build relationships between the staff and students in the building. Adult stakeholders in the building will actively look for ways to solicit student voice and incorporate those opinions into policy/procedure decisions where able.

Activity - Continue Student Voice Group	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Continue the Student Voice Group during upcoming school years.	Policy and Process, Community Engagement	09/05/2016	06/15/2018	\$0	No Funding Required	Administration representative to meet with students.

Activity - Explore Student Leadership opportunities	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Look at current Student Leadership demographic make-up; determine best size, make-up and selection process. Decide how to leverage current student clubs. Topics for groups could include Advisory, general policies and student governance organizational structure.	Other - Student Engagement, Policy and Process, Community Engagement	09/06/2016	06/15/2018	\$0	No Funding Required	Administration, Student Leadership Teachers, Faculty Club Sponsors.

### Strategy 5:

Build Staff Relationships & Trust - In order to foster a more positive climate and culture, staff relationships are an integral part of that equation. A staff that has a positive view of their colleagues and trust each other will be more productive and successful in their teaching. The school will look at ways to bring various teacher groups together both inside of school and outside of school. Groups could be heterogeneous Learning Community groups or homogeneous discipline or grade level groupings.

Activity - Department Meeting time	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Departments will be given regular meeting time to together. Formally, this will occur at least once per month during the school year.	Policy and Process, Professional Learning	09/06/2016	06/15/2018	\$0	No Funding Required	All teachers in the building.

## School Improvement Plan

Bloomfield Hills High School

Activity - Grade Level Meeting Time	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All teachers will be given time to meet as a grade level. Formally, this will occur at least once a month during the school year. Teachers will also have the ability to break in to smaller groups of teachers that have the same class.	Policy and Process, Professional Learning	09/06/2016	06/15/2018	\$0	No Funding Required	All teachers in the building.
Activity - Social Committee	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
A committee shall be formed to grow activities to teachers to foster and grow relationships both inside the school and outside the school. The goal is to have activities held monthly.	Other - Faculty Engagement, Professional Learning	09/06/2016	06/15/2018	\$1000	Other	Principal and Social Committee staff made up of both Faculty and staff.

### Measurable Objective 2:

collaborate to build respect and ownership within our student body. by 06/15/2018 as measured by national and local survey data.

### Strategy 1:

Review school policies and procedures - Review policies and procedures for standardization across the school. Groups shall be formed to look at various policies/procedures including attendance, student voice and learning community best practices.

Activity - Review attendance policies	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Create a committee to analyze our current policy, determine alternate policies and move a new through the district.	Policy and Process	09/06/2016	06/15/2018	\$0	No Funding Required	Building administration and faculty on committee.
Activity - Improve student voice	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Work with existing student groups (e.g. Student Leadership, clubs, and Student Voice Group) to improve student voice.	Other - Student Engagement, Policy and Process	09/06/2016	06/08/2018	\$0	No Funding Required	Building administration and faculty.
Activity - Collaborate with Learning Communities on determining best practices	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Use the current Learning Community groups to determine best practices on school policies and procedures in correlation to respect and ownership with students.	Other - Faculty Engagement, Policy and Process	09/06/2016	06/15/2018	\$0	No Funding Required	Learning Community faculty.

## School Improvement Plan

Bloomfield Hills High School

### Strategy 2:

Review classroom policies and procedures - Review policies and procedures for standardization within the classroom. Groups shall be formed to look at various classroom policies/procedures including classroom management and learning community best practices.

Activity - Review classroom policies and procedures	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Review classroom policies and procedures in regards to standardization.	Behavioral Support Program, Academic Support Program, Policy and Process, Professional Learning	09/06/2016	06/15/2018	\$0	No Funding Required	Building faculty and administration

Activity - Determine Learning Community Best Practices	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Collaborate with existing Learning Communities to determine best practices regarding respect and ownership with students.	Behavioral Support Program, Academic Support Program, Policy and Process, Professional Learning	09/06/2016	06/15/2018	\$0	No Funding Required	Building faculty and staff.

## Goal 4: All students will become proficient in Inquiry and Reflection.

### Measurable Objective 1:

70% of Eleventh grade Black or African-American, Economically Disadvantaged and Students with Disabilities students will demonstrate a proficiency in Inquiry and Reflection practices in Science by 06/08/2018 as measured by m-step scores in Inquiry and Reflection..

### Strategy 1:

NGSX training for all Science teachers - All teachers will be trained in the NGSS standards in order to implement into their current courses.

Research Cited: NGSS is mandated curriculum

Activity - Teacher Collaboration	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
----------------------------------	---------------	------------	----------	-------------------	-------------------	-------------------

## School Improvement Plan

Bloomfield Hills High School

Science teachers will collaborate to incorporate NGSS standards once training is completed.	Direct Instruction, Academic Support Program	09/06/2016	06/08/2018	\$0	No Funding Required	All Science teachers
---	--	------------	------------	-----	---------------------	----------------------

### Strategy 2:

Implementation of template - All Science teachers will implement the template design for Scientific Method

Activity - Assessment of template document	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All students taking a science class will use the template in their lab settings.	Behavioral Support Program, Academic Support Program	09/05/2017	06/07/2019	\$0	No Funding Required	All Science teachers

### Strategy 3:

Assesment of Scientific Method design template - All science teachers will work together to have a similar grading technique with the template design.

Activity - Reveiw of grade distribution each semester	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All Science teachers will meet to review distribution of student grades using the Scientific Method Design template	Academic Support Program	09/06/2016	06/09/2017	\$0	No Funding Required	All Science teachers

### Strategy 4:

Curriculum offering changes - The science classes will be restructured to offer Earth and Space Science to 10th graders in the 2017-2018 school year as an option.

Research Cited: Earth Science standards are heavy in the NGSS so we are increasing access for students.

Activity - Curriculum Development	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will be collaborating on building the curriculum for the Earth and Space Science course.	Direct Instruction, Academic Support Program	03/13/2017	08/21/2017	\$1500	General Fund	All certified Earth Science teachers.

## Activity Summary by Funding Source

Below is a breakdown of your activities by funding source

### No Funding Required

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
PT/Curriculum Event Restructuring	We will work with various parent stakeholder groups such as Principal's Advisory Committee, PTO and Global Education Team to restructure events in order to improve parent participation and communication.	Policy and Process, Community Engagement, Parent Involvement	09/06/2016	06/16/2017	\$0	Administration, PAC, PTO and Global Education Team
Collaborate with Learning Communities on determining best practices	Use the current Learning Community groups to determine best practices on school policies and procedures in correlation to respect and ownership with students.	Other - Faculty Engagement, Policy and Process	09/06/2016	06/15/2018	\$0	Learning Community faculty.
Teacher Collaboration	Science teachers will collaborate to incorporate NGSS standards once training is completed.	Direct Instruction, Academic Support Program	09/06/2016	06/08/2018	\$0	All Science teachers
Determine Learning Community Best Practices	Collaborate with existing Learning Communities to determine best practices regarding respect and ownership with students.	Behavioral Support Program, Academic Support Program, Policy and Process, Professional Learning	09/06/2016	06/15/2018	\$0	Building faculty and staff.
Bi-weekly collaboration	ELA teachers will meet bi-weekly to review student performance data and to implement research based instructional strategies to help students improve their level of performance.	Professional Learning	09/02/2014	06/08/2015	\$0	ELA teachers, building administrators

## School Improvement Plan

Bloomfield Hills High School

Collaboration Time	Intervention teacher will use common preparatory time to communicate and plan with the Algebra I and Geometry instructional team.	Professional Learning	09/05/2017	06/22/2018	\$0	All Algebra I teachers, Geometry teachers, building administration, interventions teacher and district learning services team.
Cultivate two-way parent communication	Communicate school policies & procedures via multiple avenues and solicit parent feedback on various school initiatives as needed through multiple avenues, including but not limited to surveys.	Parent Involvement	09/06/2016	06/15/2018	\$0	District and building communication staff; Principal
Best Practices	Math teachers will use common planning time to discuss and identify best practices for instruction and assessment working within and outside their learning community.	Professional Learning	09/08/2015	06/17/2016	\$0	Math teachers, building administration, and district learning services team.
Continue Student Voice Group	Continue the Student Voice Group during upcoming school years.	Policy and Process, Community Engagement	09/05/2016	06/15/2018	\$0	Administration representative to meet with students.
Review classroom policies and procedures	Review classroom policies and procedures in regards to standardization.	Behavioral Support Program, Academic Support Program, Policy and Process, Professional Learning	09/06/2016	06/15/2018	\$0	Building faculty and administration
Improve student voice	Work with existing student groups (e.g. Student Leadership, clubs, and Student Voice Group) to improve student voice.	Other - Student Engagement, Policy and Process	09/06/2016	06/08/2018	\$0	Building administration and faculty.

# School Improvement Plan

Bloomfield Hills High School

Algebra 2A / 2B	Students may choose to take Algebra II over two years rather than one. This sequence is called Algebra 2A and Algebra 2B.	Academic Support Program	09/05/2017	06/15/2018	\$0	Algebra 2A and 2B teachers, building administrators
Explore Student Leadership opportunities	Look at current Student Leadership demographic make-up; determine best size, make-up and selection process. Decide how to leverage current student clubs. Topics for groups could include Advisory, general policies and student governance organizational structure.	Other - Student Engagement, Policy and Process, Community Engagement	09/06/2016	06/15/2018	\$0	Administration, Student Leadership Teachers, Faculty Club Sponsors.
Support Classes	Students in Algebra II or Precalculus may enroll in an additional support hour where they will receive guidance and reinforcement in their current math course.	Professional Learning	09/02/2014	06/15/2015	\$0	Algebra II teachers, Precalculus teachers, Support teacher, building administration, and district learning services team.
Review attendance policies	Create a committee to analyze our current policy, determine alternate policies and move a new through the district.	Policy and Process	09/06/2016	06/15/2018	\$0	Building administration and faculty on committee.
Reveiw of grade distribution each semester	All Science teachers will meet to review distribution of student grades using the Scientific Method Design template	Academic Support Program	09/06/2016	06/09/2017	\$0	All Science teachers
Department Meeting time	Departments will be given regular meeting time to together. Formally, this will occur at least once per month during the school year.	Policy and Process, Professional Learning	09/06/2016	06/15/2018	\$0	All teachers in the building.
Common Assessment	Teachers of a particular math course, working during common planning time, will write common unit and end of course assessments based upon current assessment data.	Professional Learning	09/08/2015	06/17/2016	\$0	Math teachers, building administration, and district learning services team.
Atlas Rubicon	ELA teachers will review and update in Atlas Rubicon all courses to ensure alignment. New tenth grade American Studies course to be included in newly designed units in Atlas Rubicon.	Professional Learning	09/08/2015	06/17/2016	\$0	ELA teachers, building and district learning services team,

## School Improvement Plan

Bloomfield Hills High School

Collaboration	Math teachers will meet during common planning to review curriculum and upload any changes or additions to Atlas.	Professional Learning	09/02/2014	06/15/2015	\$0	Math teachers, building administration and district learning services team..
Monthly Department Time	Math teachers will meet after school once a month to discuss curriculum and alignment issues within the department.	Academic Support Program	09/06/2016	06/09/2017	\$0	Members of mathematics department
Professional Development	Teachers will meet regularly together and with district Learning Services Team/Curriculum Area Leaders to review student data and to prioritize areas of focus.	Professional Learning	09/08/2015	06/17/2016	\$0	Teachers, building administrators and District Learning Services Team.
Assessment of template document	All students taking a science class will use the template in their lab settings.	Behavioral Support Program, Academic Support Program	09/05/2017	06/07/2019	\$0	All Science teachers
Use Restorative Practices with more students	Utilize trained staff to use Restorative Practices principles with students in a multitude of settings including general classroom issues and disciplinary issues.	Behavioral Support Program	09/06/2016	06/15/2018	\$0	Trained teachers in the building.
Identifying students	The school uses a diagnostic method of identifying students for participation in Algebra I support. Students are recommended for the course if they (1) score 30% of more below average on the NWEA diagnostic, (2) are identified by the building instructional team or (3) are recommended by their previous mathematics teacher. Data Wise protocols to be used.	Academic Support Program	09/05/2017	06/22/2018	\$0	Building instructional team, Administrative team and math department.
Elective Courses	Students may enroll as juniors and seniors in two elective math courses, Statistics and Financial Literacy, designed to provide them with real-world practical applications of math skills.	Academic Support Program	06/14/2016	06/09/2017	\$0	Building instructional team, Administrative team and math department.
Grade Level Meeting Time	All teachers will be given time to meet as a grade level. Formally, this will occur at least once a month during the school year. Teachers will also have the ability to break in to smaller groups of teachers that have the same class.	Policy and Process, Professional Learning	09/06/2016	06/15/2018	\$0	All teachers in the building.
<b>Total</b>					<b>\$0</b>	



## School Improvement Plan

Bloomfield Hills High School

### Other

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Social Committee	A committee shall be formed to grow activities to teachers to foster and grow relationships both inside the school and outside the school. The goal is to have activities held monthly.	Other - Faculty Engagement, Professional Learning	09/06/2016	06/15/2018	\$1000	Principal and Social Committee staff made up of both Faculty and staff.
<b>Total</b>					\$1000	

### District Funding

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Training	Two day trainings in the use of Restorative Practices	Behavioral Support Program, Professional Learning	08/01/2015	06/08/2018	\$50000	Bill Boyle, Margaret Schultz
Professional Development	Special Education Director, building administration and special education teachers to investigate and implement a program to help improve reading comprehension.	Professional Learning	09/08/2015	06/17/2016	\$10000	Special Education Director, district learning services team, and building administration .
Training	Staff will be trained in Global Champion workshops or Institute for Healing Racism workshop series. These are multiple day trainings throughout the year.	Behavioral Support Program, Policy and Process, Community Engagement, Professional Learning, Parent Involvement, Extra Curricular	09/08/2014	06/15/2018	\$100000	Munirah Muwasi, Bill Boyle, high school administration and staff
<b>Total</b>					\$160000	

**School Improvement Plan**

Bloomfield Hills High School

**General Fund**

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Workshop	To expand Cultures of Thinking (Visible Thinking) professional development within the building. This would include using inaugural high school and Model school teams together to lead this program with staff.	Professional Learning	09/08/2015	06/17/2016	\$500	Assistant Superintendent, Principal and volunteer teachers from high school and Model high school.
Curriculum Development	Teachers will be collaborating on building the curriculum for the Earth and Space Science course.	Direct Instruction, Academic Support Program	03/13/2017	08/21/2017	\$1500	All certified Earth Science teachers.
9th/10th Grade Support Classes	ELA teachers in conjunction with Special Education teachers will implement a multi-level program on reading fluency and decoding skills during a support hour for identified students. This will include the monitoring of student progress data.	Academic Support Program	09/08/2015	06/17/2016	\$5000	ELA and special education teachers, building administration, and district learning services team.
Training	Teachers will be trained through Middle Years Coordinator and MYP workshops on various instructional and assessment techniques to support critical thinking.	Professional Learning	09/08/2015	06/17/2016	\$10000	Principal and Middle Years Programme Coordinator
<b>Total</b>					<b>\$17000</b>	