



District Improvement Plan

Bloomfield Hills Schools

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Introduction

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

Improvement Plan Stakeholder Involvement

Introduction

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

Improvement Planning Process

Improvement Planning Process

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

The District engages stakeholders in a multitude of ways to gather input, perspective and data when plans for improvement are developed. A comprehensive community survey was administered in the spring of 2014 and again in the spring of 2016, 2017, and 2018. Community Partnership Committees were established six years ago and the DAERR (diversity, academic equity and race relations) committee continues to meet monthly to discuss instructional issues, share thoughts and look at Achievement Gap Data. Each school has their own SIP team and representatives of school teams meet at the district level to review data and discuss goals. The District Administrators meet monthly and have instructional agenda items that revolve around student improvement. The Board of Education has two standing committees; BIC (Board Instruction Committee) and FFLA (Facilities, Finance and Legal Affairs). The agendas for these monthly meetings are posted and the public is invited to attend. Public comment is always encouraged. Additionally, the District Strategic Plan and Guiding Principles were created with input and review from all stakeholders.

All committees are open to the public. To ensure representation from all stakeholder groups, the leadership of each group is asked to appoint or invite representatives. The BIC reviews the District Improvement Goals. The PTOC president ensures that parents are part of the team, and the Bloomfield Hills Education Association and principals help select teachers. Doodle polls are used to schedule meetings that meet the available times of committee members. DAERR meetings are held in the evenings.

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

Community members, including school district parents, reviewed district data from State and District assessments, and were involved in the Strategic Planning process and Achievement Gap conversations. The district also uses electronic means to gather input from the greater community. On-line forums, FAQ's, Ideascale are tools that students, teachers and community members can access 24/7. Teachers and administrators participate in leadership team meetings, curriculum committees and professional development planning sessions and serve as a decision-making body related to school and district improvement process. These participants also are the liaison to and from the larger group of stakeholders they represent.

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 District Improvement Plan is discussed at an open Board Instructional Committee meeting and goals are presented at a public meeting of the board. The DIP is available on the district website. Updates on District Goals, MSTEP, WIDA and Instructional Showcases are a regular part of Board of Education Meetings.

BHS District Improvement Plan 2018-2019

Overview

Plan Name

BHS District Improvement Plan 2018-2019

Plan Description

BHS District Improvement Plan 2018-2019

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	Students will demonstrate grade level mathematical proficiency.	Objectives: 2 Strategies: 3 Activities: 14	Academic	\$438333
2	All students will demonstrate proficiency in applying comprehension strategies to enhance understanding of narrative and informational text.	Objectives: 2 Strategies: 3 Activities: 22	Academic	\$85300
3	All students will demonstrate proficiency in written communication.	Objectives: 1 Strategies: 1 Activities: 10	Academic	\$16000
4	All students will be engaged in a culturally responsive environment that ensures positive relationships with peers and adults.	Objectives: 1 Strategies: 2 Activities: 7	Organizational	\$79500

Goal 1: Students will demonstrate grade level mathematical proficiency.

Measurable Objective 1:

A 3% increase of Kindergarten, First, Second, Third, Fourth, Fifth, Sixth, Seventh, Eighth, Ninth, Tenth, Eleventh, Twelfth and All grade Black or African-American, Asian, White, Economically Disadvantaged, Hispanic or Latino, Homeless, 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 math as measured by a performance level of proficient or advanced in Mathematics by 06/30/2019 as measured by M-STEP, NWEA or other applicable assessments.

Strategy 1:

Targeted Instruction - Staff will utilize best practice research to deliver targeted instruction that meets student needs, particularly strategies that support differentiation for economically disadvantaged, minority students and special education students.

Category: Mathematics

Research Cited: Assisting Students Struggling with Mathematics: Response to Intervention (RTI) for Elementary and Middle Schools; National Implementation of RTI; Marzano's Classroom Instruction That Works; Ron Ritchart's Making Thinking Visible

Tier: Tier 1

Activity - Math Extension Courses	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Select students will be enrolled in a math extension course to enhance and build understanding about core mathematical concepts. Enrollment in the course is student-driven with support from guidance counselors and parents. The goal of the course is to provide mathematical strategies and supports to empower students to excel in mathematics and become independently successful. Schools: Bloomfield Hills High School	Direct Instruction	Tier 2	Implement	09/01/2016	06/30/2019	\$35000	General Fund	High school mathematics teachers; high school administrators, counselors
Activity - Teacher Leadership	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will participate in leadership training focusing on action research within classrooms to increase student learning in math. 4 teachers will participate in the Galileo Leadership Consortium, up to 25 teachers will participate in a PLC focusing on learning in the 21st Century. Schools: Way Elementary School, Bloomfield Hills High School, East Hills Middle School, West Hills Middle School, Eastover Elementary School, Lone Pine Elementary School, Bloomfield Hills Middle School, Conant Elementary School	Professional Learning	Tier 1	Implement	06/01/2017	06/30/2019	\$1333	Title II Part A	Principals; teachers, assistant superintendent

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Activity - Inquiry Based Learning	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Teachers and administrators will attend various inquiry based trainings to focus on grade-level strategies and school-wide collaboration to promote student learning.</p> <p>Schools: Way Elementary School, Bloomfield Hills High School, East Hills Middle School, West Hills Middle School, Eastover Elementary School, Lone Pine Elementary School, Conant Elementary School</p>	Professional Learning	Tier 1	Implement	09/01/2017	06/30/2019	\$7000	General Fund	Principals; Director of Special Education; Director of Learning Services,
Activity - Teaching for conceptual understanding	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Teachers will learn instructional strategies to teach and reinforce conceptual understanding in mathematics.</p> <p>Schools: Way Elementary School, Bloomfield Hills High School, East Hills Middle School, West Hills Middle School, Charles L. Bowers Farm, Eastover Elementary School, Lone Pine Elementary School, Bloomfield Hills Middle School, Conant Elementary School</p>	Professional Learning	Tier 1	Implement	09/07/2015	06/30/2018	\$5000	Title II Part A	New teachers, support staff, administrators, IB Teacher Leader
Activity - Small group support in math instruction	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Through our general education resource room supports, students who are struggling with mathematical concepts will receive direct instruction in a smaller environment. Strategies employed with students include pre-teaching, re-teaching, reflection, differentiated resources, etc. Student placement in this support is driven by data collected at the classroom and building level.</p> <p>Schools: Way Elementary School, Model High School, East Hills Middle School, West Hills Middle School, Eastover Elementary School, Lone Pine Elementary School, Bloomfield Hills Middle School, Conant Elementary School, Pine Lake Elementary School</p>	Direct Instruction	Tier 2	Implement	09/01/2017	06/30/2019	\$0	General Fund	Administrators, counselors, teachers, support staff, Eastover Title 1 staff, General Education Resource Teacher
Activity - Explicit Skill Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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Teachers and Coordinators/IB Teacher Leaders will identify specific skills to be developed in each unit of study. Students will develop skills through learning engagements. These skills will allow for increased achievement on summative assessments in mathematics. Schools: Bloomfield Hills High School, East Hills Middle School, West Hills Middle School, Bloomfield Hills Middle School	Professional Learning	Tier 1		09/01/2017	06/30/2019	\$0	General Fund	Teachers, central office staff, IB Teacher Leaders/MYP Coordinators
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Strategy 2:

Alignment of Instruction, Assessment, and Resources - Employ instructional strategies, assessments, and resources to meet the needs of the students. - Staff will work toward the alignment of Instruction, Assessment, and Resources. Doing so will provide coherence within the discipline, allow for restructuring models of intervention, and provide a greater ability to precision practice through instructional design studies and refinement.

Category: Mathematics

Research Cited: Pearson Product Research Lifecycle for EnVision 2.0, Assisting Students Struggling with Mathematics, Response to Intervention (RTI) for Elementary and Middle Schools, National Implementation of RTI, Marzano's Classroom Instruction That Works

Tier: Tier 1

Activity - Professional learning to monitor student progress of mathematical standards	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The Math Teacher Leader will continue to provide opportunities for teachers to engage in vertical and horizontal alignment conversations and formative assessment to determine student's progress of math standards proficiency. Schools: All Schools	Teacher Collaboration, Materials, Direct Instruction, Curriculum Development, Supplemental Materials, Walkthrough	Tier 1	Implement	09/01/2018	06/30/2021	\$0	No Funding Required	Math Teacher Leader, Math Teachers, Support Teacher, Data & Assessment Coordinator, & Instructional Specialists

Activity - Common Assessments	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Teachers will work collaboratively with common assessments as a systematic approach to determine interventions, monitor progress, improve learning, and share successful instructional practices. Schools: All Schools	Teacher Collaboration, Curriculum Development	Tier 1	Implement	09/01/2018	06/30/2021	\$0	No Funding Required	Math Teacher Leader, Math Teachers, Support Teacher, Data & Assessment Coordinator, & Instructional Specialists
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Activity - Continuous improvement of Instructional Delivery	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All teachers will engage in conversations to use technology to enhance instruction and support curricular materials. Schools: All Schools	Professional Learning	Tier 1	Implement	09/01/2018	06/30/2021	\$0	No Funding Required	Math Teacher Leader, Math Teachers, Support Teacher, Data & Assessment Coordinator, & Instructional Specialists

Activity - FAME	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The Math Teacher Leader will lead a FAME (Formative Assessment for Michigan Educators) team of math teachers to grow in formative assessment practices. Schools: All Schools	Professional Learning	Tier 1	Implement	09/01/2018	06/30/2021	\$0	General Fund	Math Teacher Leader, Math Teachers, Support Teacher, Data & Assessment Coordinator, & Instructional Specialists

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Activity - enVision	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>All K-5 teachers and support staff will participate in training through enVision representatives to support newly adopted elementary curricular materials.</p> <p>Schools: All Schools</p>	Teacher Collaboration, Professional Learning, Materials, Curriculum Development, Supplemental Materials	Tier 1	Implement	05/01/2018	06/30/2021	\$385000	General Fund	Math Teacher Leader, Math Teachers, Support Teacher, Data & Assessment Coordinator, & Instructional Specialists.
Activity - Small group support in math instruction	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Continue training of Math Recovery with General Education Resource Teachers through Oakland Schools.</p> <p>Through our general education resource room supports, students who are struggling with mathematical concepts will receive direct instruction in a smaller environment. Strategies employed with students include pre-teaching, re-teaching, reflection, differentiated resources, etc. Student placement in this support is driven by data collected at the classroom and building level.</p> <p>Schools: Way Elementary School, East Hills Middle School, West Hills Middle School, Eastover Elementary School, Lone Pine Elementary School, Bloomfield Hills Middle School, Conant Elementary School</p>	Teacher Collaboration, Professional Learning, Materials, Curriculum Development, Supplemental Materials	Tier 2	Implement	09/01/2018	06/30/2021	\$0	No Funding Required	Math Teacher Leader, Math Teachers, Support Teacher, Data & Assessment Coordinator, & Instructional Specialists
Activity - Algebra Resource Review	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Led by the Math Teacher Leader, Algebra teachers will engage in a review of resources for Algebra instruction.</p> <p>Schools: Bloomfield Hills High School, East Hills Middle School, West Hills Middle School, Bloomfield Hills Middle School</p>	Professional Learning, Materials, Curriculum Development, Supplemental Materials	Tier 1	Implement	06/01/2018	06/30/2019	\$0	General Fund	Math Teacher Leader, Algebra Teachers, Learning Services Team

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Measurable Objective 2:

A 3% increase of Black or African-American, Economically Disadvantaged and Students with Disabilities students will demonstrate a proficiency application of mathematical skills in Mathematics by 06/30/2019 as measured by state required assessments.

Strategy 1:

Targeted Instruction for Struggling Learners - Staff will research and collaborate on instructional strategies for mathematics particularly those strategies that support differentiation and conceptual understanding for special education, economically disadvantaged and African American students.

Category: Mathematics

Research Cited: Betty Garner's Getting to Got It; Marzano's Classroom Instruction That Works, National Implementation of Rti, J.Van de Walle's Teaching Developmentally; William McCallum and Phil Daro, Common Core

Tier: Tier 2

Activity - Culturally Responsive Teaching	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will be trained in Culturally Responsive Teaching methods to support student learning in mathematics. Schools: Way Elementary School, Bloomfield Hills High School, East Hills Middle School, West Hills Middle School, Charles L. Bowers Farm, Eastover Elementary School, Lone Pine Elementary School, Bloomfield Hills Middle School, Conant Elementary School	Professional Learning	Tier 1	Implement	09/07/2015	06/30/2019	\$5000	Title II Part A	administrators, teachers, central office staff

Goal 2: All students will demonstrate proficiency in applying comprehension strategies to enhance understanding of narrative and informational text.

Measurable Objective 1:

85% of Pre-K, Kindergarten, First, Second, Third, Fourth, Fifth, Sixth, Seventh, Eighth, Ninth, Tenth, Eleventh, Twelfth, Postsecondary, Adult, Ungraded and All grade Black or African-American, Asian, Bottom 30%, White, Children in Foster Care, Economically Disadvantaged, Gifted and Talented, Hispanic or Latino, Homeless, 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 reading at a performance level of "proficient" or "advanced" in Reading by 06/24/2017 as measured by NWEA, MSTEP or other applicable state assessment.

Strategy 1:

Increase volume of non-fiction reading and non-fiction resources. - Reading comprehension strategies will be taught and reinforced with all core and non-core teachers, specifically science, math and social studies teachers. Teachers will use mini-lessons to teach comprehension strategies and strategies to access sophisticated text in their classes. Classroom libraries of virtual and text files including journals, authentic articles and non-fiction books in the subject areas will be developed.

Category: Career and College Ready

Research Cited: Nancy Atwell, Center for Teaching and Learning; Lucy Calkins, Teachers College, Columbia University; AARI, Oakland Schools; Making Meaning,

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Developmental Studies Center; Common Core State Standards

Tier: Tier 1

Activity - Training for core and non-core teachers.	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Train social studies, science, math and other non-core teachers in reading comprehension strategies, focusing on how to create mini-lessons to increase student comprehension of expository text. Reading Recovery teachers participation with Reading Recovery conference.</p> <p>Schools: Way Elementary School, East Hills Middle School, West Hills Middle School, Eastover Elementary School, Lone Pine Elementary School, Bloomfield Hills Middle School, Conant Elementary School</p>	Professional Learning	Tier 1	Monitor	08/01/2016	06/30/2019	\$7000	Title II Part A	Classroom teachers, support staff, curriculum leaders, principals.
Activity - Best Practice Reading Strategies	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Teachers will implement best practice reading strategies including: readers and writers workshop, use of graphic organizers, and thinking routines to help student comprehension of narrative and informational text.</p> <p>Schools: Way Elementary School, Bloomfield Hills High School, East Hills Middle School, West Hills Middle School, Charles L. Bowers Farm, Eastover Elementary School, Lone Pine Elementary School, Bloomfield Hills Middle School, Conant Elementary School</p>	Direct Instruction	Tier 1	Implement	09/01/2016	06/30/2019	\$1000	General Fund	Teachers, support staff, administrators
Activity - Teacher Leadership	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Teachers will participate in leadership training focusing on action research within their classrooms to increase student learning in reading. 4 teachers will participate in a Galileo leadership consortium, up to 25 teachers will participate in a PLC focusing on learning in the 21st century.</p> <p>Schools: Way Elementary School, Bloomfield Hills High School, East Hills Middle School, West Hills Middle School, Charles L. Bowers Farm, Eastover Elementary School, Lone Pine Elementary School, Bloomfield Hills Middle School, Conant Elementary School</p>	Professional Learning	Tier 1	Implement	05/01/2017	06/30/2019	\$5000	General Fund	Teachers, Administrators; Director of Special Education; Director of Learning Services

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Activity - Reading Recovery Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Reading Recovery teachers will attend monthly Reading Recovery training and an annual Reading Recovery conference to learn about best practice literacy strategies.</p> <p>Schools: Way Elementary School, Eastover Elementary School, Lone Pine Elementary School, Conant Elementary School</p>	Professional Learning	Tier 2	Implement	09/01/2017	06/30/2018	\$7800	Title II Part A	Reading Recovery teachers, principals, Reading Recovery teacher leader
Activity - Instructional Specialists	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>The district will use Instructional Specialists as coaches to develop and support the implementation of strong literacy strategies in classrooms K-12. Instructional Specialists will partner with building principals to set school literacy goals and work to support these goals through coaching and broader professional development.</p> <p>Schools: All Schools</p>	Professional Learning	Tier 1		09/01/2017	06/30/2020	\$20000	General Fund	Reading Recovery teachers, principals, Reading Recovery teacher leader, Instructional Specialists
Activity - Developmental Reading Course	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>BHHS has hired a certified reading specialist to create a specialized reading course to be offered at the high school level in the 2017/18 school year. This course as been designed to align with the 9th grade CCSS and will provide identified struggling readers with strategies to build confidence and proficiency in reading. Student data will be used to select eligible students and monitor student success in reading. Students will matriculate from this course into core high school English courses.</p> <p>Schools: Bloomfield Hills High School</p>	Direct Instruction	Tier 3		09/01/2017	06/30/2020	\$20000	General Fund	Principals, teacher
Activity - Adolescent Accelerated Reading Initiative	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Teachers will be trained in AARI to support struggling readers in grades 3-12. Direct and ongoing support through participation in the AARI Network at Oakland Schools will continue.</p> <p>Schools: All Schools</p>	Professional Learning	Tier 2	Implement	09/01/2017	06/30/2020	\$0	General Fund	Principals, teachers

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Activity - Fountas and Pinnell Benchmark Assessment Systems	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers in grades K-9 will be trained in the Fountas and Pinnell Benchmark Assessment Systems 1 & 2. This diagnostic assessment will be used districtwide as one data point to monitor student growth in reading comprehension. This assessment will replace the district's use of DRA. Schools: All Schools	Professional Learning	Tier 1	Monitor	09/01/2017	06/30/2021	\$10000	General Fund	Principals, teachers, central office

Strategy 2:

Alignment of Instruction, Assessment, and Resources - Employ instructional strategies, assessments, and resources to meet the needs of the students. - The staff will be in the process of the alignment of Instruction, assessment, and resources. This will help ensure the district builds the capacity to precision our practice by employing instructional strategies, assessments, and resources to meet the needs of the students.

Category: English/Language Arts

Research Cited: Michael Fullan, Richard Elmore, & Mike Schmoker. Nancy Atwell, Center for Teaching and Learning; Lucy Calkins, Teachers College, Columbia University; AARI, Oakland Schools; Making Meaning, Developmental Studies Center; Common Core State Standards

Tier: Tier 1

Activity - Instructional Framework Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Reader's Workshop as an instructional framework is implemented in all K-5 classrooms. Teachers will engage in ongoing learning networks to implement the framework with fidelity while developing common practices, unit alignment and formative assessment tools. Schools: Way Elementary School, East Hills Middle School, West Hills Middle School, Eastover Elementary School, Lone Pine Elementary School, Bloomfield Hills Middle School, Conant Elementary School	Teacher Collaboration, Direct Instruction, Curriculum Development	Tier 1	Implement	09/01/2018	06/30/2021	\$0	Other	Teachers, ELA Teacher Leader, Administrators, LST Team

Activity - Digital and Media Literacy	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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District team will study digital and analog tools to support increased proficiency in reading and communicating. Using various modalities the study team will consider digital and media literacy approaches to better leverage authentic disciplinary experiences and student ownership of learning. Schools: All Schools	Professional Learning	Tier 1		09/01/2018	06/30/2021	\$0	No Funding Required	Teachers, Media Specialists, Informational Technology staff, Teacher Leaders, administrators., LST Team
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Activity - Learning Dispositions	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers and Administrators engage in action research/study around the use of core dispositions and the elements of the learner profile to engage readers and writers in ways that promote responsible action within the local and global community Schools. Schools: All Schools	Professional Learning	Tier 1	Implement	09/01/2018	06/30/2021	\$0	No Funding Required	Teachers, Media Specialists, Informational Technology staff, Teacher Leaders, administrators., LST Team

Activity - Reading Recovery Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Reading Recovery teachers will attend monthly Reading Recovery learning sessions and an annual Reading Recovery conference to learn about best practice literacy strategies. Schools: All Schools	Professional Learning	Tier 2		09/01/2018	06/30/2021	\$3000	General Fund	Reading Recovery teachers, principals, Reading Recovery teacher leader

Activity - Charting Student Progress (ESL)	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will review ESL students' district and state-based assessment data as well as classroom performance, and the results will be documented in students' K-12 Title III district folders. Schools: All Schools	Professional Learning	Tier 2	Implement	09/01/2018	06/30/2021	\$0	No Funding Required	Title III coordinator, Title III teachers

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Activity - Intervention Plan (ESL)	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>ESL teachers will develop an intervention plan for their struggling students, which may include any of the following:</p> <ul style="list-style-type: none"> • ESL Academic Support and Tutorial Classes • Extended learning (summer language support and enrichment, field trips) • Parent communication • Intensive work in small groups • Individualized instruction • Push-in support for content area work in the classroom • Collaboration with Special Education personnel • Collaboration, professional development, and coaching with general education teachers <p>Schools: All Schools</p>	Materials, Direct Instruction, Curriculum Development, Parent Involvement	Tier 2		09/01/2018	06/30/2021	\$0	No Funding Required	ESL Teachers, Title III coordinator
Activity - K-12 Instructional Alignment	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Develop and support the implementation of vertically aligned literacy instruction in K-12 classrooms. Instructional Specialists will partner with building principals to set school literacy goals and work to support these goals through coaching, teacher leadership/capacity building and broader professional development.</p> <p>Schools: All Schools</p>	Professional Learning	Tier 1	Implement	09/01/2018	06/30/2021	\$0	General Fund	Instructional Staff, Teacher Leaders, administrators., LST Team
Activity - K-12 Professional Learning System	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Develop and support the implementation of a district learning lab structure as a mechanism for ongoing, job-embedded professional learning. Instructional Specialists will partner with building principals, teacher leaders and building leadership groups to engage in facilitated observations targeted to support literacy learning.</p> <p>Schools: All Schools</p>	Professional Learning	Tier 1	Implement	09/01/2018	06/30/2021	\$0	No Funding Required	Instructional Staff, Teacher Leaders, administrators., LST Team
Activity - Small group support in reading instruction	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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Through our general education resource room supports, students who read below grade level expectation will receive additional small group instruction. Strategies employed with students include pre-teaching, re-teaching, reflection, differentiated resources, etc. Student placement in this support is driven by data collected at the classroom and building level. Schools: All Schools	Professional Learning	Tier 2	Implement	09/01/2018	06/30/2021	\$0	General Fund	Reading Recovery teachers, principals, Reading Recovery teacher leader, General Education Resource Teacher
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Activity - Assessment for Learning	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers use screener, diagnostic and formative assessment systems in grades K-9. NWEA, Fountas & Pinnell Benchmark Assessment System, and teacher created tools will be used to monitor student progress and design appropriate individualized instruction. Schools: All Schools	Professional Learning	Tier 1	Implement	09/01/2018	06/30/2021	\$0	No Funding Required	Instructional Staff, Administrators., LST Team

Activity - Explicit skill development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Identify specific skills and dispositions to be developed in each unit of study. Students will develop skills through ongoing learning engagements. Schools: Way Elementary School, East Hills Middle School, West Hills Middle School, Eastover Elementary School, Lone Pine Elementary School, Bloomfield Hills Middle School, Conant Elementary School	Professional Learning	Tier 1	Implement	09/01/2018	06/30/2021	\$0	No Funding Required	Instructional Staff, Teacher Leaders, LST Team

Measurable Objective 2:

A 3% increase of English Learners students will demonstrate a proficiency in reading at a performance level of "proficient" or "advanced" in Reading by 06/30/2019 as measured by required State assessments.

Strategy 1:

Progress Monitoring - Teachers will be trained to use a consistent and thorough process for monitoring student progress.

Category: English/Language Arts

Research Cited: National Center for Progress Monitoring, CBM, Rtl.

Tier: Tier 2

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Activity - Charting Student Progress (ESL)	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Teachers will review ESL students' district and state-based assessment data as well as classroom performance, and the results will be documented in students' K-12 Title III district folders.</p> <p>Schools: Way Elementary School, Bloomfield Hills High School, East Hills Middle School, West Hills Middle School, Eastover Elementary School, Lone Pine Elementary School, Bloomfield Hills Middle School, Conant Elementary School</p>	Other	Tier 2	Implement	09/01/2017	06/30/2020	\$500	Title III	Title III coordinator, Title III teachers, Oakland School Title III Consultant
Activity - Intervention Plan (ESL)	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>ESL teachers will develop an intervention plan for their struggling students, which may include any of the following:</p> <ul style="list-style-type: none"> • ESL Academic Support and Tutorial Classes • Extended learning (summer language support and enrichment, field trips) • Parent communication • Intensive work in small groups • Individualized instruction • Push-in support for content area work in the classroom • Collaboration with Special Education personnel • Collaboration, professional development, and coaching with general education teachers <p>Schools: Way Elementary School, Bloomfield Hills High School, East Hills Middle School, West Hills Middle School, Eastover Elementary School, Lone Pine Elementary School, Bloomfield Hills Middle School, Conant Elementary School</p>	Academic Support Program	Tier 2	Implement	09/08/2015	06/30/2018	\$1000	Title III	ESL Teachers, Title III coordinator
Activity - ESL Professional Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Teachers will identify and partner with general education teachers in the core content areas to increase the progress of English Learners. Struggling English Learners will be assigned to general education classrooms where students will receive daily instruction by a general education teacher who has been trained in best practices for language and literacy development for English Learners.</p> <p>Schools: Way Elementary School, Bloomfield Hills High School, East Hills Middle School, West Hills Middle School, Eastover Elementary School, Lone Pine Elementary School, Bloomfield Hills Middle School, Conant Elementary School</p>	Professional Learning	Tier 2	Implement	09/01/2017	06/30/2019	\$10000	Title III	ESL teachers, Title III Coordinator, general education teachers.

Goal 3: All students will demonstrate proficiency in written communication.

Measurable Objective 1:

80% of Pre-K, Kindergarten, First, Second, Third, Fourth, Fifth, Sixth, Seventh, Eighth, Ninth, Tenth, Eleventh, Twelfth, Postsecondary, Adult, Ungraded and All grade Black or African-American, Asian, Bottom 30%, White, Children in Foster Care, Economically Disadvantaged, Gifted and Talented, Hispanic or Latino, Homeless, Students with Disabilities, English Learners, Two or More Races, American Indian or Alaska Native and Native Hawaiian or Other Pacific Islander students will demonstrate a proficiency in writing as measured by a performance level of proficient or advanced in Writing by 06/17/2016 as measured by district designed and adopted rubrics. .

Strategy 1:

Alignment of Instruction, Assessment, and Resources - Employ instructional strategies, assessments, and resources to meet the needs of the students. - Teachers will meet in grade level teams to align instructional strategies, assessments and resources based on best practices in writing instruction. Teachers will teach literary essays, writing the argument and informational writing as appropriate for each grade level. Specific skills for academic writing will be taught, including claim, evidence and analytical commentary. The writing processes of pre-writing, writing, editing and revising will be modeled and expected. Students will produce formal and informal writing pieces using increasingly complex writing skills each year. Teachers will create and consistently use assessment criteria rubrics. Teachers in grades K-5 will utilize Calkin's Writing Pathways rubrics to provide feedback to student writing.

Category: English/Language Arts

Research Cited: Lucy Calkins, Columbia University; MYP assessment criteria; PYP Inquiry Units of Study; Harvard's Project Zero Visible Thinking; Perkin's, Making Learning Whole; Oakland Schools Units of Study

Tier: Tier 1

Activity - Professional Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Training for teachers in best practices for writing instruction including the development of common writing prompts and aligned rubrics. Schools: Way Elementary School, Bloomfield Hills High School, East Hills Middle School, West Hills Middle School, Charles L. Bowers Farm, Eastover Elementary School, Lone Pine Elementary School, Bloomfield Hills Middle School, Conant Elementary School	Professional Learning	Tier 1		08/01/2015	06/30/2018	\$1000	General Fund	Teachers, Director of Learning Services, curriculum leaders, administrators.

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

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<p>IB Teacher Leaders will coordinate with the English Teacher Leader to lead teachers in developing common rubrics for Argument, Information, and Narrative writing to align with the necessary MYP Criteria.</p> <p>Schools: Bloomfield Hills High School, East Hills Middle School, West Hills Middle School, Bloomfield Hills Middle School</p>	Curriculum Development	Tier 1	Implement	09/01/2018	06/30/2019	\$5000	General Fund	Principals, IB Teacher Leaders, teachers, curriculum leaders
Activity - Writer's Workshop	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Principals will monitor that Writer's Workshop strategies are implemented in K-8 classrooms. Teachers who are new or not implementing Writer's Workshop with fidelity will attend training.</p> <p>Schools: Way Elementary School, Bloomfield Hills High School, East Hills Middle School, West Hills Middle School, Charles L. Bowers Farm, Eastover Elementary School, Lone Pine Elementary School, Bloomfield Hills Middle School, Conant Elementary School</p>	Direct Instruction	Tier 1	Implement	09/01/2017	06/30/2020	\$2000	General Fund	Teachers, curriculum leaders, administrators
Activity - Writing Pathways Rubrics	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Teachers in grades K-5 will be trained on implementing the Writing Pathways' rubrics to be used to give feedback to student writers and to inform classroom instruction. Professional development around these rubrics will build discussion around best practices in writing.</p> <p>Schools: Way Elementary School, East Hills Middle School, West Hills Middle School, Eastover Elementary School, Lone Pine Elementary School, Conant Elementary School</p>	Professional Learning	Tier 1	Implement	09/01/2017	06/30/2019	\$0	General Fund	Teachers, Principals, Director of Special Education, Director of Learning Services
Activity - Small group support in written communication instruction	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Students who are working below grade level expectation with narrative and expository writing experiences will receive direct instruction in a smaller environment through our general education resource room supports. Strategies employed with students include pre-teaching, re-teaching, reflection, differentiated resources, etc. Student support is driven by data collected at the classroom and building level.</p> <p>Schools: All Schools</p>	Direct Instruction	Tier 2		09/01/2017	06/30/2019	\$0	General Fund	Administrators, counselors, teachers, support staff, General Education Resource Teacher

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Activity - Explicit skill development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Identify specific skills and dispositions to be developed in each unit of study. Students will develop skills through ongoing learning engagements.</p> <p>Schools: Bloomfield Hills High School, East Hills Middle School, West Hills Middle School, Bloomfield Hills Middle School</p>	Professional Learning	Tier 1		09/01/2017	06/30/2019	\$0	General Fund	Instructional Staff, Teacher Leaders, LST Team
Activity - Instructional Framework Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Writer's Workshop as an instructional framework is implemented in all K-5 classrooms. Teachers will engage in ongoing learning networks to implement the framework with fidelity while developing common practices, unit alignment and formative assessment tools.</p> <p>Schools: Way Elementary School, East Hills Middle School, West Hills Middle School, Eastover Elementary School, Lone Pine Elementary School, Bloomfield Hills Middle School, Conant Elementary School</p>	Professional Learning, Direct Instruction	Tier 1	Monitor	09/01/2018	06/30/2021	\$0	General Fund	Teachers, ELA Teacher Leader, Administrators, LST Team
Activity - K-12 Professional Learning System	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Develop and support the implementation of a district learning lab structure as a mechanism for ongoing, job-embedded professional learning. Instructional Specialists will partner with building principals, teacher leaders and to support literacy learning.</p> <p>Schools: All Schools</p>	Professional Learning	Tier 1	Implement	09/01/2018	06/30/2021	\$8000	General Fund	Teachers, curriculum leaders, administrators
Activity - FAME	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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<p>A Formative Assessment Team (FAME) will study formative assessment tools and utilize learning progressions to guide student goal setting and self-assessment.</p> <p>Schools: All Schools</p>	Professional Learning	Tier 1	Monitor	09/01/2018	06/30/2019	\$0	No Funding Required	Teachers, Principals, Director of Special Education, Director of Learning Services; Instructional Specialists, IB Teacher Leader
Activity - Writing Assessment	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>K-8 instructional staff will continue to utilize the Writing Pathways' Learning Continuum to inform classroom instruction. Feedback and formative assessment will support writers' growth in all genre. Professional development around these rubrics will build alignment with K-8 writing instruction.</p> <p>K-10 instructional staff will engage in grade-level common writing assessments twice per year. Teachers will collaborate to norm student writing with a common rubric. Student exemplars will be selected to be used as models for future writing instruction.</p> <p>Schools: All Schools</p>	Professional Learning	Tier 1	Monitor	09/01/2018	06/30/2019	\$0	No Funding Required	Teachers, Principals, Director of Special Education, Director of Learning Services; Instructional Specialists, IB Teacher Leader

Goal 4: All students will be engaged in a culturally responsive environment that ensures positive relationships with peers and adults.

Measurable Objective 1:

demonstrate a behavior that is culturally responsive and inclusive of all students, families and community members by 06/30/2017 as measured by student, staff and community surveys..

Strategy 1:

Culturally Responsive Teaching - Teachers will understand how attitudes, biases, and body language, whether intentional or not, influence student engagement and learning. They will learn about research and practices that when implemented with fidelity will create an environment that promotes understanding, acceptance and inclusion. Specific focus will be on strategies that allow all students, especially minority and economically disadvantaged students, to achieve the same proficiency levels as their peers.

Category: School Culture

SY 2017-2018

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District Improvement Plan

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Research Cited: Gary Howard Achievement Gap Triangle; Geneva Gay's Culturally Responsive Teaching; Project Based Learning; Ron Ritchart's Making Thinking Visible;

Tier: Tier 1

Activity - Restorative Practices	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Staff will deepen their understanding of how to strengthen relationships with individuals as well as social connections within community through restorative practices training. Schools: Way Elementary School, Bloomfield Hills High School, East Hills Middle School, West Hills Middle School, Charles L. Bowers Farm, Eastover Elementary School, Lone Pine Elementary School, Bloomfield Hills Middle School, Conant Elementary School	Professional Learning	Tier 1	Implement	09/01/2018	06/30/2021	\$2000	Title II Part A	Staff, administrators, learning services team, and Director of Equity Programming.

Strategy 2:

Create a Culturally Responsive Community - The district will facilitate Global Champion training for teams of teachers, administrators, community members, and central office staff ensuring broad representation from each building/department. The goal of the training is to come up with a team of stakeholders who will serve, support and develop culturally responsive behaviors. Global Champions will serve as advocates for all students and families.

Category:

Research Cited: Glen Singleton, Munirah Mawusi, Gary Howard, Eileen Kugler, and Alexandria Neason.

Tier: Tier 1

Activity - Institute for Healing Racism	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The Institute for Healing Racism continues to bring together diverse groups of people to explore and address issues of race and racism. Participants have the opportunity to examine how the "dis-ease" of racism affects ALL people and develop skills to detect and help eliminate institutional racism in our daily environments; home, work, education, community, organization and business. Schools: All Schools	Teacher Collaboration, Professional Learning, Behavioral Support Program, Community Engagement, Parent Involvement	Tier 2	Implement	09/01/2018	06/30/2019	\$10000	Title II Part A	Director of Equity Programming

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Activity - Global Champions Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Masters Champions is a four-day training session focusing on deepening the development of those who have been previously trained in Global Champions in the support of creating culturally responsive environments, processes, policies, teaching and learning.</p> <p>Schools: All Schools</p>	Professional Learning, Policy and Process, Behavioral Support Program, Community Engagement, Curriculum Development, Parent Involvement	Tier 1		09/01/2018	06/30/2019	\$50000	Title II Part A	District administrators and building principals and Coordinator of Equity Programming
Activity - Diversity Academic Equity & Race Relations (DAERR)	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>DAERR is a community partnership that meets monthly to develop and support cultural equity in all aspects of the school community.</p> <p>Schools: All Schools</p>	Academic Support Program, Policy and Process, Behavioral Support Program, Community Engagement, Curriculum Development, Parent Involvement	Tier 2	Implement	09/01/2014	06/30/2019	\$0	General Fund	Central office administration
Activity - Providing transportation to eligible McKinney-Vento students to and from school.	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Provide transportation to eligible McKinney-Vento students to and from school.</p> <p>Schools: All Schools</p>	Academic Support Program	Tier 3	Implement	09/08/2015	06/30/2019	\$7500	Title I Part A	Homeless liaison
Activity - Student Voice workshops	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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<p>Student Voice workshops are learning opportunities for students to engage in leading the creation of equitable and inclusive school environments. There are 2 of these sessions available for high school students. In addition, there is advanced session for those interested in facilitating this workshop for elementary/middle school students.</p> <p>Schools: All Schools</p>	Direct Instruction	Tier 1	Implement	09/01/2017	06/30/2019	\$10000	Title II Part A	School administrators, staff and Coordinator of Equity Programming
Activity - Modeling Equitable Leadership	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Develop a districtwide Assistant Principal Cohort network focused on designing staff meetings and building based professional learning around equitable and inclusive practices. In addition, the cohort will develop a common discipline process and practices around Restorative Practices.</p> <p>Schools: All Schools</p>	Teacher Collaboration, Professional Learning	Tier 1	Implement	09/01/2018	06/30/2019	\$0	No Funding Required	School administrators, Learning Services Team

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
Providing transportation to eligible McKinney-Vento students to and from school.	Provide transportation to eligible McKinney-Vento students to and from school.	Academic Support Program	Tier 3	Implement	09/08/2015	06/30/2019	\$7500	Homeless liaison

Other

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Instructional Framework Development	Reader's Workshop as an instructional framework is implemented in all K-5 classrooms. Teachers will engage in ongoing learning networks to implement the framework with fidelity while developing common practices, unit alignment and formative assessment tools.	Teacher Collaboration, Direct Instruction, Curriculum Development	Tier 1	Implement	09/01/2018	06/30/2021	\$0	Teachers, ELA Teacher Leader, Administrators, LST Team

General Fund

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Writing Pathways Rubrics	Teachers in grades K-5 will be trained on implementing the Writing Pathways' rubrics to be used to give feedback to student writers and to inform classroom instruction. Professional development around these rubrics will build discussion around best practices in writing.	Professional Learning	Tier 1	Implement	09/01/2017	06/30/2019	\$0	Teachers, Principals, Director of Special Education, Director of Learning Services

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Professional Development	Training for teachers in best practices for writing instruction including the development of common writing prompts and aligned rubrics.	Professional Learning	Tier 1		08/01/2015	06/30/2018	\$1000	Teachers, Director of Learning Services, curriculum leaders, administrators.
Diversity Academic Equity & Race Relations (DAERR)	DAERR is a community partnership that meets monthly to develop and support cultural equity in all aspects of the school community.	Academic Support Program, Policy and Process, Behavioral Support Program, Community Engagement, Curriculum Development, Parent Involvement	Tier 2	Implement	09/01/2014	06/30/2019	\$0	Central office administration
Small group support in written communication instruction	Students who are working below grade level expectation with narrative and expository writing experiences will receive direct instruction in a smaller environment through our general education resource room supports. Strategies employed with students include pre-teaching, re-teaching, reflection, differentiated resources, etc. Student support is driven by data collected at the classroom and building level.	Direct Instruction	Tier 2		09/01/2017	06/30/2019	\$0	Administrators, counselors, teachers, support staff, General Education Resource Teacher
FAME	The Math Teacher Leader will lead a FAME (Formative Assessment for Michigan Educators) team of math teachers to grow in formative assessment practices.	Professional Learning	Tier 1	Implement	09/01/2018	06/30/2021	\$0	Math Teacher Leader, Math Teachers, Support Teacher, Data & Assessment Coordinator, & Instructional Specialists

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K-12 Professional Learning System	Develop and support the implementation of a district learning lab structure as a mechanism for ongoing, job-embedded professional learning. Instructional Specialists will partner with building principals, teacher leaders and to support literacy learning.	Professional Learning	Tier 1	Implement	09/01/2018	06/30/2021	\$8000	Teachers, curriculum leaders, administrators
Writer's Workshop	Principals will monitor that Writer's Workshop strategies are implemented in K-8 classrooms. Teachers who are new or not implementing Writer's Workshop with fidelity will attend training.	Direct Instruction	Tier 1	Implement	09/01/2017	06/30/2020	\$2000	Teachers, curriculum leaders, administrators
Instructional Specialists	The district will use Instructional Specialists as coaches to develop and support the implementation of strong literacy strategies in classrooms K-12. Instructional Specialists will partner with building principals to set school literacy goals and work to support these goals through coaching and broader professional development.	Professional Learning	Tier 1		09/01/2017	06/30/2020	\$20000	Reading Recovery teachers, principals, Reading Recovery teacher leader, Instructional Specialists
Instructional Framework Development	Writer's Workshop as an instructional framework is implemented in all K-5 classrooms. Teachers will engage in ongoing learning networks to implement the framework with fidelity while developing common practices, unit alignment and formative assessment tools.	Professional Learning, Direct Instruction	Tier 1	Monitor	09/01/2018	06/30/2021	\$0	Teachers, ELA Teacher Leader, Administrators, LST Team
Developmental Reading Course	BHHS has hired a certified reading specialist to create a specialized reading course to be offered at the high school level in the 2017/18 school year. This course as been designed to align with the 9th grade CCSS and will provide identified struggling readers with strategies to build confidence and proficiency in reading. Student data will be used to select eligible students and monitor student success in reading. Students will matriculate from this course into core high school English courses.	Direct Instruction	Tier 3		09/01/2017	06/30/2020	\$20000	Principals, teacher
Utilize MYP Assessment Criteria	IB Teacher Leaders will coordinate with the English Teacher Leader to lead teachers in developing common rubrics for Argument, Information, and Narrative writing to align with the necessary MYP Criteria.	Curriculum Development	Tier 1	Implement	09/01/2018	06/30/2019	\$5000	Principals, IB Teacher Leaders, teachers, curriculum leaders

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Teacher Leadership	Teachers will participate in leadership training focusing on action research within their classrooms to increase student learning in reading. 4 teachers will participate in a Galileo leadership consortium, up to 25 teachers will participate in a PLC focusing on learning in the 21st century.	Professional Learning	Tier 1	Implement	05/01/2017	06/30/2019	\$5000	Teachers, Administrators; Director of Special Education; Director of Learning Services
Adolescent Accelerated Reading Initiative	Teachers will be trained in AARI to support struggling readers in grades 3-12. Direct and ongoing support through participation in the AARI Network at Oakland Schools will continue.	Professional Learning	Tier 2	Implement	09/01/2017	06/30/2020	\$0	Principals, teachers
Explicit Skill Development	Teachers and Coordinators/IB Teacher Leaders will identify specific skills to be developed in each unit of study. Students will develop skills through learning engagements. These skills will allow for increased achievement on summative assessments in mathematics.	Professional Learning	Tier 1		09/01/2017	06/30/2019	\$0	Teachers, central office staff, IB Teacher Leaders/MYP Coordinators
Inquiry Based Learning	Teachers and administrators will attend various inquiry based trainings to focus on grade-level strategies and school-wide collaboration to promote student learning.	Professional Learning	Tier 1	Implement	09/01/2017	06/30/2019	\$7000	Principals; Director of Special Education; Director of Learning Services,
Fountas and Pinnell Benchmark Assessment Systems	Teachers in grades K-9 will be trained in the Fountas and Pinnell Benchmark Assessment Systems 1 & 2. This diagnostic assessment will be used districtwide as one data point to monitor student growth in reading comprehension. This assessment will replace the district's use of DRA.	Professional Learning	Tier 1	Monitor	09/01/2017	06/30/2021	\$10000	Principals, teachers, central office
Reading Recovery Training	Reading Recovery teachers will attend monthly Reading Recovery learning sessions and an annual Reading Recovery conference to learn about best practice literacy strategies.	Professional Learning	Tier 2		09/01/2018	06/30/2021	\$3000	Reading Recovery teachers, principals, Reading Recovery teacher leader

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Small group support in math instruction	Through our general education resource room supports, students who are struggling with mathematical concepts will receive direct instruction in a smaller environment. Strategies employed with students include pre-teaching, re-teaching, reflection, differentiated resources, etc. Student placement in this support is driven by data collected at the classroom and building level.	Direct Instruction	Tier 2	Implement	09/01/2017	06/30/2019	\$0	Administrators, counselors, teachers, support staff, Eastover Title 1 staff, General Education Resource Teacher
Math Extension Courses	Select students will be enrolled in a math extension course to enhance and build understanding about core mathematical concepts. Enrollment in the course is student-driven with support from guidance counselors and parents. The goal of the course is to provide mathematical strategies and supports to empower students to excel in mathematics and become independently successful.	Direct Instruction	Tier 2	Implement	09/01/2016	06/30/2019	\$35000	High school mathematics teachers; high school administrators, counselors
K-12 Instructional Alignment	Develop and support the implementation of vertically aligned literacy instruction in K-12 classrooms. Instructional Specialists will partner with building principals to set school literacy goals and work to support these goals through coaching, teacher leadership/capacity building and broader professional development.	Professional Learning	Tier 1	Implement	09/01/2018	06/30/2021	\$0	Instructional Staff, Teacher Leaders, administrators., LST Team
Explicit skill development	Identify specific skills and dispositions to be developed in each unit of study. Students will develop skills through ongoing learning engagements.	Professional Learning	Tier 1		09/01/2017	06/30/2019	\$0	Instructional Staff, Teacher Leaders, LST Team
enVision	All K-5 teachers and support staff will participate in training through enVision representatives to support newly adopted elementary curricular materials.	Teacher Collaboration, Professional Learning, Materials, Curriculum Development, Supplemental Materials	Tier 1	Implement	05/01/2018	06/30/2021	\$385000	Math Teacher Leader, Math Teachers, Support Teacher, Data & Assessment Coordinator, & Instructional Specialists.

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Small group support in reading instruction	Through our general education resource room supports, students who read below grade level expectation will receive additional small group instruction. Strategies employed with students include pre-teaching, re-teaching, reflection, differentiated resources, etc. Student placement in this support is driven by data collected at the classroom and building level.	Professional Learning	Tier 2	Implement	09/01/2018	06/30/2021	\$0	Reading Recovery teachers, principals, Reading Recovery teacher leader, General Education Resource Teacher
Algebra Resource Review	Led by the Math Teacher Leader, Algebra teachers will engage in a review of resources for Algebra instruction.	Professional Learning, Materials, Curriculum Development, Supplemental Materials	Tier 1	Implement	06/01/2018	06/30/2019	\$0	Math Teacher Leader, Algebra Teachers, Learning Services Team
Best Practice Reading Strategies	Teachers will implement best practice reading strategies including: readers and writers workshop, use of graphic organizers, and thinking routines to help student comprehension of narrative and informational text.	Direct Instruction	Tier 1	Implement	09/01/2016	06/30/2019	\$1000	Teachers, support staff, administrators

Title III

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Charting Student Progress (ESL)	Teachers will review ESL students' district and state-based assessment data as well as classroom performance, and the results will be documented in students' K-12 Title III district folders.	Other	Tier 2	Implement	09/01/2017	06/30/2020	\$500	Title III coordinator, Title III teachers, Oakland School Title III Consultant

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Intervention Plan (ESL)	ESL teachers will develop an intervention plan for their struggling students, which may include any of the following: <ul style="list-style-type: none"> • ESL Academic Support and Tutorial Classes • Extended learning (summer language support and enrichment, field trips) • Parent communication • Intensive work in small groups • Individualized instruction • Push-in support for content area work in the classroom • Collaboration with Special Education personnel • Collaboration, professional development, and coaching with general education teachers 	Academic Support Program	Tier 2	Implement	09/08/2015	06/30/2018	\$1000	ESL Teachers, Title III coordinator
ESL Professional Development	Teachers will identify and partner with general education teachers in the core content areas to increase the progress of English Learners. Struggling English Learners will be assigned to general education classrooms where students will receive daily instruction by a general education teacher who has been trained in best practices for language and literacy development for English Learners.	Professional Learning	Tier 2	Implement	09/01/2017	06/30/2019	\$10000	ESL teachers, Title III Coordinator, general education teachers.

Title II Part A

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Restorative Practices	Staff will deepen their understanding of how to strengthen relationships with individuals as well as social connections within community through restorative practices training.	Professional Learning	Tier 1	Implement	09/01/2018	06/30/2021	\$2000	Staff, administrators, learning services team, and Director of Equity Programming.
Teacher Leadership	Teachers will participate in leadership training focusing on action research within classrooms to increase student learning in math. 4 teachers will participate in the Galileo Leadership Consortium, up to 25 teachers will participate in a PLC focusing on learning in the 21st Century.	Professional Learning	Tier 1	Implement	06/01/2017	06/30/2019	\$1333	Principals; teachers, assistant superintendent

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Student Voice workshops	Student Voice workshops are learning opportunities for students to engage in leading the creation of equitable and inclusive school environments. There are 2 of these sessions available for high school students. In addition, there is advanced session for those interested in facilitating this workshop for elementary/middle school students.	Direct Instruction	Tier 1	Implement	09/01/2017	06/30/2019	\$10000	School administrators, staff and Coordinator of Equity Programming
Culturally Responsive Teaching	Teachers will be trained in Culturally Responsive Teaching methods to support student learning in mathematics.	Professional Learning	Tier 1	Implement	09/07/2015	06/30/2019	\$5000	administrators, teachers, central office staff
Global Champions Training	Masters Champions is a four-day training session focusing on deepening the development of those who have been previously trained in Global Champions in the support of creating culturally responsive environments, processes, policies, teaching and learning.	Professional Learning, Policy and Process, Behavioral Support Program, Community Engagement, Curriculum Development, Parent Involvement	Tier 1		09/01/2018	06/30/2019	\$50000	District administrators and building principals and Coordinator of Equity Programming
Training for core and non-core teachers.	Train social studies, science, math and other non-core teachers in reading comprehension strategies, focusing on how to create mini-lessons to increase student comprehension of expository text. Reading Recovery teachers participation with Reading Recovery conference.	Professional Learning	Tier 1	Monitor	08/01/2016	06/30/2019	\$7000	Classroom teachers, support staff, curriculum leaders, principals.
Reading Recovery Training	Reading Recovery teachers will attend monthly Reading Recovery training and an annual Reading Recovery conference to learn about best practice literacy strategies.	Professional Learning	Tier 2	Implement	09/01/2017	06/30/2018	\$7800	Reading Recovery teachers, principals, Reading Recovery teacher leader

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Institute for Healing Racism	The Institute for Healing Racism continues to bring together diverse groups of people to explore and address issues of race and racism. Participants have the opportunity to examine how the “disease” of racism affects ALL people and develop skills to detect and help eliminate institutional racism in our daily environments; home, work, education, community, organization and business.	Teacher Collaboration, Professional Learning, Behavioral Support Program, Community Engagement, Parent Involvement	Tier 2	Implement	09/01/2018	06/30/2019	\$10000	Director of Equity Programming
Teaching for conceptual understanding	Teachers will learn instructional strategies to teach and reinforce conceptual understanding in mathematics.	Professional Learning	Tier 1	Implement	09/07/2015	06/30/2018	\$5000	New teachers, support staff, administrators, IB Teacher Leader

No Funding Required

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Learning Dispositions	Teachers and Administrators engage in action research/study around the use of core dispositions and the elements of the learner profile to engage readers and writers in ways that promote responsible action within the local and global community Schools.	Professional Learning	Tier 1	Implement	09/01/2018	06/30/2021	\$0	Teachers, Media Specialists, Informational Technology staff, Teacher Leaders, administrators., LST Team

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Writing Assessment	<p>K-8 instructional staff will continue to utilize the Writing Pathways' Learning Continuum to inform classroom instruction. Feedback and formative assessment will support writers' growth in all genre. Professional development around these rubrics will build alignment with K-8 writing instruction.</p> <p>K-10 instructional staff will engage in grade-level common writing assessments twice per year. Teachers will collaborate to norm student writing with a common rubric. Student exemplars will be selected to be used as models for future writing instruction.</p>	Professional Learning	Tier 1	Monitor	09/01/2018	06/30/2019	\$0	Teachers, Principals, Director of Special Education, Director of Learning Services; Instructional Specialists, IB Teacher Leader
Explicit skill development	Identify specific skills and dispositions to be developed in each unit of study. Students will develop skills through ongoing learning engagements.	Professional Learning	Tier 1	Implement	09/01/2018	06/30/2021	\$0	Instructional Staff, Teacher Leaders, LST Team
Digital and Media Literacy	District team will study digital and analog tools to support increased proficiency in reading and communicating. Using various modalities the study team will consider digital and media literacy approaches to better leverage authentic disciplinary experiences and student ownership of learning.	Professional Learning	Tier 1		09/01/2018	06/30/2021	\$0	Teachers, Media Specialists, Informational Technology staff, Teacher Leaders, administrators., LST Team
Common Assessments	Teachers will work collaboratively with common assessments as a systematic approach to determine interventions, monitor progress, improve learning, and share successful instructional practices.	Teacher Collaboration, Curriculum Development	Tier 1	Implement	09/01/2018	06/30/2021	\$0	Math Teacher Leader, Math Teachers, Support Teacher, Data & Assessment Coordinator, & Instructional Specialists
Modeling Equitable Leadership	Develop a districtwide Assistant Principal Cohort network focused on designing staff meetings and building based professional learning around equitable and inclusive practices. In addition, the cohort will develop a common discipline process and practices around Restorative Practices.	Teacher Collaboration, Professional Learning	Tier 1	Implement	09/01/2018	06/30/2019	\$0	School administrators, Learning Services Team

District Improvement Plan

Bloomfield Hills Schools

K-12 Professional Learning System	Develop and support the implementation of a district learning lab structure as a mechanism for ongoing, job-embedded professional learning. Instructional Specialists will partner with building principals, teacher leaders and building leadership groups to engage in facilitated observations targeted to support literacy learning.	Professional Learning	Tier 1	Implement	09/01/2018	06/30/2021	\$0	Instructional Staff, Teacher Leaders, administrators., LST Team
Intervention Plan (ESL)	ESL teachers will develop an intervention plan for their struggling students, which may include any of the following: <ul style="list-style-type: none"> • ESL Academic Support and Tutorial Classes • Extended learning (summer language support and enrichment, field trips) • Parent communication • Intensive work in small groups • Individualized instruction • Push-in support for content area work in the classroom • Collaboration with Special Education personnel • Collaboration, professional development, and coaching with general education teachers 	Materials, Direct Instruction, Curriculum Development, Parent Involvement	Tier 2		09/01/2018	06/30/2021	\$0	ESL Teachers, Title III coordinator
Professional learning to monitor student progress of mathematical standards	The Math Teacher Leader will continue to provide opportunities for teachers to engage in vertical and horizontal alignment conversations and formative assessment to determine student's progress of math standards proficiency.	Teacher Collaboration, Materials, Direct Instruction, Curriculum Development, Supplemental Materials, Walkthrough	Tier 1	Implement	09/01/2018	06/30/2021	\$0	Math Teacher Leader, Math Teachers, Support Teacher, Data & Assessment Coordinator, & Instructional Specialists
Assessment for Learning	Teachers use screener, diagnostic and formative assessment systems in grades K-9. NWEA, Fountas & Pinnell Benchmark Assessment System, and teacher created tools will be used to monitor student progress and design appropriate individualized instruction.	Professional Learning	Tier 1	Implement	09/01/2018	06/30/2021	\$0	Instructional Staff, Administrators., LST Team

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Bloomfield Hills Schools

Small group support in math instruction	<p>Continue training of Math Recovery with General Education Resource Teachers through Oakland Schools.</p> <p>Through our general education resource room supports, students who are struggling with mathematical concepts will receive direct instruction in a smaller environment. Strategies employed with students include pre-teaching, re-teaching, reflection, differentiated resources, etc. Student placement in this support is driven by data collected at the classroom and building level.</p>	Teacher Collaboration, Professional Learning, Materials, Curriculum Development, Supplemental Materials	Tier 2	Implement	09/01/2018	06/30/2021	\$0	Math Teacher Leader, Math Teachers, Support Teacher, Data & Assessment Coordinator, & Instructional Specialists
Charting Student Progress (ESL)	Teachers will review ESL students' district and state-based assessment data as well as classroom performance, and the results will be documented in students' K-12 Title III district folders.	Professional Learning	Tier 2	Implement	09/01/2018	06/30/2021	\$0	Title III coordinator, Title III teachers
Continuous improvement of Instructional Delivery	All teachers will engage in conversations to use technology to enhance instruction and support curricular materials.	Professional Learning	Tier 1	Implement	09/01/2018	06/30/2021	\$0	Math Teacher Leader, Math Teachers, Support Teacher, Data & Assessment Coordinator, & Instructional Specialists
FAME	A Formative Assessment Team (FAME) will study formative assessment tools and utilize learning progressions to guide student goal setting and self-assessment.	Professional Learning	Tier 1	Monitor	09/01/2018	06/30/2019	\$0	Teachers, Principals, Director of Special Education, Director of Learning Services; Instructional Specialists, IB Teacher Leader

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
Institute for Healing Racism	The Institute for Healing Racism continues to bring together diverse groups of people to explore and address issues of race and racism. Participants have the opportunity to examine how the “disease” of racism affects ALL people and develop skills to detect and help eliminate institutional racism in our daily environments; home, work, education, community, organization and business.	Teacher Collaboration, Professional Learning, Behavioral Support Program, Community Engagement, Parent Involvement	Tier 2	Implement	09/01/2018	06/30/2019	\$10000	Director of Equity Programming
Global Champions Training	Masters Champions is a four-day training session focusing on deepening the development of those who have been previously trained in Global Champions in the support of creating culturally responsive environments, processes, policies, teaching and learning.	Professional Learning, Policy and Process, Behavioral Support Program, Community Engagement, Curriculum Development, Parent Involvement	Tier 1		09/01/2018	06/30/2019	\$50000	District administrators and building principals and Coordinator of Equity Programming

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Bloomfield Hills Schools

Diversity Academic Equity & Race Relations (DAERR)	DAERR is a community partnership that meets monthly to develop and support cultural equity in all aspects of the school community.	Academic Support Program, Policy and Process, Behavioral Support Program, Community Engagement, Curriculum Development, Parent Involvement	Tier 2	Implement	09/01/2014	06/30/2019	\$0	Central office administration
Providing transportation to eligible McKinney-Vento students to and from school.	Provide transportation to eligible McKinney-Vento students to and from school.	Academic Support Program	Tier 3	Implement	09/08/2015	06/30/2019	\$7500	Homeless liaison
Instructional Specialists	The district will use Instructional Specialists as coaches to develop and support the implementation of strong literacy strategies in classrooms K-12. Instructional Specialists will partner with building principals to set school literacy goals and work to support these goals through coaching and broader professional development.	Professional Learning	Tier 1		09/01/2017	06/30/2020	\$20000	Reading Recovery teachers, principals, Reading Recovery teacher leader, Instructional Specialists
Adolescent Accelerated Reading Initiative	Teachers will be trained in AARI to support struggling readers in grades 3-12. Direct and ongoing support through participation in the AARI Network at Oakland Schools will continue.	Professional Learning	Tier 2	Implement	09/01/2017	06/30/2020	\$0	Principals, teachers
Fountas and Pinnell Benchmark Assessment Systems	Teachers in grades K-9 will be trained in the Fountas and Pinnell Benchmark Assessment Systems 1 & 2. This diagnostic assessment will be used districtwide as one data point to monitor student growth in reading comprehension. This assessment will replace the district's use of DRA.	Professional Learning	Tier 1	Monitor	09/01/2017	06/30/2021	\$10000	Principals, teachers, central office
Small group support in written communication instruction	Students who are working below grade level expectation with narrative and expository writing experiences will receive direct instruction in a smaller environment through our general education resource room supports. Strategies employed with students include pre-teaching, re-teaching, reflection, differentiated resources, etc. Student support is driven by data collected at the classroom and building level.	Direct Instruction	Tier 2		09/01/2017	06/30/2019	\$0	Administrators, counselors, teachers, support staff, General Education Resource Teacher

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Bloomfield Hills Schools

Student Voice workshops	Student Voice workshops are learning opportunities for students to engage in leading the creation of equitable and inclusive school environments. There are 2 of these sessions available for high school students. In addition, there is advanced session for those interested in facilitating this workshop for elementary/middle school students.	Direct Instruction	Tier 1	Implement	09/01/2017	06/30/2019	\$10000	School administrators, staff and Coordinator of Equity Programming
Professional learning to monitor student progress of mathematical standards	The Math Teacher Leader will continue to provide opportunities for teachers to engage in vertical and horizontal alignment conversations and formative assessment to determine student's progress of math standards proficiency.	Teacher Collaboration, Materials, Direct Instruction, Curriculum Development, Supplemental Materials, Walkthrough	Tier 1	Implement	09/01/2018	06/30/2021	\$0	Math Teacher Leader, Math Teachers, Support Teacher, Data & Assessment Coordinator, & Instructional Specialists
Common Assessments	Teachers will work collaboratively with common assessments as a systematic approach to determine interventions, monitor progress, improve learning, and share successful instructional practices.	Teacher Collaboration, Curriculum Development	Tier 1	Implement	09/01/2018	06/30/2021	\$0	Math Teacher Leader, Math Teachers, Support Teacher, Data & Assessment Coordinator, & Instructional Specialists
Continuous improvement of Instructional Delivery	All teachers will engage in conversations to use technology to enhance instruction and support curricular materials.	Professional Learning	Tier 1	Implement	09/01/2018	06/30/2021	\$0	Math Teacher Leader, Math Teachers, Support Teacher, Data & Assessment Coordinator, & Instructional Specialists

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FAME	The Math Teacher Leader will lead a FAME (Formative Assessment for Michigan Educators) team of math teachers to grow in formative assessment practices.	Professional Learning	Tier 1	Implement	09/01/2018	06/30/2021	\$0	Math Teacher Leader, Math Teachers, Support Teacher, Data & Assessment Coordinator, & Instructional Specialists
enVision	All K-5 teachers and support staff will participate in training through enVision representatives to support newly adopted elementary curricular materials.	Teacher Collaboration, Professional Learning, Materials, Curriculum Development, Supplemental Materials	Tier 1	Implement	05/01/2018	06/30/2021	\$385000	Math Teacher Leader, Math Teachers, Support Teacher, Data & Assessment Coordinator, & Instructional Specialists.
Digital and Media Literacy	District team will study digital and analog tools to support increased proficiency in reading and communicating. Using various modalities the study team will consider digital and media literacy approaches to better leverage authentic disciplinary experiences and student ownership of learning.	Professional Learning	Tier 1		09/01/2018	06/30/2021	\$0	Teachers, Media Specialists, Informational Technology staff, Teacher Leaders, administrators., LST Team

District Improvement Plan

Bloomfield Hills Schools

Learning Dispositions	Teachers and Administrators engage in action research/study around the use of core dispositions and the elements of the learner profile to engage readers and writers in ways that promote responsible action within the local and global community Schools.	Professional Learning	Tier 1	Implement	09/01/2018	06/30/2021	\$0	Teachers, Media Specialists, Informational Technology staff, Teacher Leaders, administrators., LST Team
Reading Recovery Training	Reading Recovery teachers will attend monthly Reading Recovery learning sessions and an annual Reading Recovery conference to learn about best practice literacy strategies.	Professional Learning	Tier 2		09/01/2018	06/30/2021	\$3000	Reading Recovery teachers, principals, Reading Recovery teacher leader
Charting Student Progress (ESL)	Teachers will review ESL students' district and state-based assessment data as well as classroom performance, and the results will be documented in students' K-12 Title III district folders.	Professional Learning	Tier 2	Implement	09/01/2018	06/30/2021	\$0	Title III coordinator, Title III teachers
Intervention Plan (ESL)	ESL teachers will develop an intervention plan for their struggling students, which may include any of the following: <ul style="list-style-type: none"> • ESL Academic Support and Tutorial Classes • Extended learning (summer language support and enrichment, field trips) • Parent communication • Intensive work in small groups • Individualized instruction • Push-in support for content area work in the classroom • Collaboration with Special Education personnel • Collaboration, professional development, and coaching with general education teachers 	Materials, Direct Instruction, Curriculum Development, Parent Involvement	Tier 2		09/01/2018	06/30/2021	\$0	ESL Teachers, Title III coordinator
K-12 Instructional Alignment	Develop and support the implementation of vertically aligned literacy instruction in K-12 classrooms. Instructional Specialists will partner with building principals to set school literacy goals and work to support these goals through coaching, teacher leadership/capacity building and broader professional development.	Professional Learning	Tier 1	Implement	09/01/2018	06/30/2021	\$0	Instructional Staff, Teacher Leaders, administrators., LST Team

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K-12 Professional Learning System	Develop and support the implementation of a district learning lab structure as a mechanism for ongoing, job-embedded professional learning. Instructional Specialists will partner with building principals, teacher leaders and building leadership groups to engage in facilitated observations targeted to support literacy learning.	Professional Learning	Tier 1	Implement	09/01/2018	06/30/2021	\$0	Instructional Staff, Teacher Leaders, administrators., LST Team
Small group support in reading instruction	Through our general education resource room supports, students who read below grade level expectation will receive additional small group instruction. Strategies employed with students include pre-teaching, re-teaching, reflection, differentiated resources, etc. Student placement in this support is driven by data collected at the classroom and building level.	Professional Learning	Tier 2	Implement	09/01/2018	06/30/2021	\$0	Reading Recovery teachers, principals, Reading Recovery teacher leader, General Education Resource Teacher
Assessment for Learning	Teachers use screener, diagnostic and formative assessment systems in grades K-9. NWEA, Fountas & Pinnell Benchmark Assessment System, and teacher created tools will be used to monitor student progress and design appropriate individualized instruction.	Professional Learning	Tier 1	Implement	09/01/2018	06/30/2021	\$0	Instructional Staff, Administrators., LST Team
K-12 Professional Learning System	Develop and support the implementation of a district learning lab structure as a mechanism for ongoing, job-embedded professional learning. Instructional Specialists will partner with building principals, teacher leaders and to support literacy learning.	Professional Learning	Tier 1	Implement	09/01/2018	06/30/2021	\$8000	Teachers, curriculum leaders, administrators
FAME	A Formative Assessment Team (FAME) will study formative assessment tools and utilize learning progressions to guide student goal setting and self-assessment.	Professional Learning	Tier 1	Monitor	09/01/2018	06/30/2019	\$0	Teachers, Principals, Director of Special Education, Director of Learning Services; Instructional Specialists, IB Teacher Leader

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Writing Assessment	<p>K-8 instructional staff will continue to utilize the Writing Pathways' Learning Continuum to inform classroom instruction. Feedback and formative assessment will support writers' growth in all genre. Professional development around these rubrics will build alignment with K-8 writing instruction.</p> <p>K-10 instructional staff will engage in grade-level common writing assessments twice per year. Teachers will collaborate to norm student writing with a common rubric. Student exemplars will be selected to be used as models for future writing instruction.</p>	Professional Learning	Tier 1	Monitor	09/01/2018	06/30/2019	\$0	Teachers, Principals, Director of Special Education, Director of Learning Services; Instructional Specialists, IB Teacher Leader
Modeling Equitable Leadership	Develop a districtwide Assistant Principal Cohort network focused on designing staff meetings and building based professional learning around equitable and inclusive practices. In addition, the cohort will develop a common discipline process and practices around Restorative Practices.	Teacher Collaboration, Professional Learning	Tier 1	Implement	09/01/2018	06/30/2019	\$0	School administrators, Learning Services Team

West Hills Middle School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Training for core and non-core teachers.	Train social studies, science, math and other non-core teachers in reading comprehension strategies, focusing on how to create mini-lessons to increase student comprehension of expository text. Reading Recovery teachers participation with Reading Recovery conference.	Professional Learning	Tier 1	Monitor	08/01/2016	06/30/2019	\$7000	Classroom teachers, support staff, curriculum leaders, principals.
Best Practice Reading Strategies	Teachers will implement best practice reading strategies including: readers and writers workshop, use of graphic organizers, and thinking routines to help student comprehension of narrative and informational text.	Direct Instruction	Tier 1	Implement	09/01/2016	06/30/2019	\$1000	Teachers, support staff, administrators
Professional Development	Training for teachers in best practices for writing instruction including the development of common writing prompts and aligned rubrics.	Professional Learning	Tier 1		08/01/2015	06/30/2018	\$1000	Teachers, Director of Learning Services, curriculum leaders, administrators.

District Improvement Plan

Bloomfield Hills Schools

Utilize MYP Assessment Criteria	IB Teacher Leaders will coordinate with the English Teacher Leader to lead teachers in developing common rubrics for Argument, Information, and Narrative writing to align with the necessary MYP Criteria.	Curriculum Development	Tier 1	Implement	09/01/2018	06/30/2019	\$5000	Principals, IB Teacher Leaders, teachers, curriculum leaders
Writer's Workshop	Principals will monitor that Writer's Workshop strategies are implemented in K-8 classrooms. Teachers who are new or not implementing Writer's Workshop with fidelity will attend training.	Direct Instruction	Tier 1	Implement	09/01/2017	06/30/2020	\$2000	Teachers, curriculum leaders, administrators
Teacher Leadership	Teachers will participate in leadership training focusing on action research within their classrooms to increase student learning in reading. 4 teachers will participate in a Galileo leadership consortium, up to 25 teachers will participate in a PLC focusing on learning in the 21st century.	Professional Learning	Tier 1	Implement	05/01/2017	06/30/2019	\$5000	Teachers, Administrators; Director of Special Education; Director of Learning Services
Teacher Leadership	Teachers will participate in leadership training focusing on action research within classrooms to increase student learning in math. 4 teachers will participate in the Galileo Leadership Consortium, up to 25 teachers will participate in a PLC focusing on learning in the 21st Century.	Professional Learning	Tier 1	Implement	06/01/2017	06/30/2019	\$1333	Principals; teachers, assistant superintendent
Inquiry Based Learning	Teachers and administrators will attend various inquiry based trainings to focus on grade-level strategies and school-wide collaboration to promote student learning.	Professional Learning	Tier 1	Implement	09/01/2017	06/30/2019	\$7000	Principals; Director of Special Education; Director of Learning Services,
Teaching for conceptual understanding	Teachers will learn instructional strategies to teach and reinforce conceptual understanding in mathematics.	Professional Learning	Tier 1	Implement	09/07/2015	06/30/2018	\$5000	New teachers, support staff, administrators, IB Teacher Leader
Culturally Responsive Teaching	Teachers will be trained in Culturally Responsive Teaching methods to support student learning in mathematics.	Professional Learning	Tier 1	Implement	09/07/2015	06/30/2019	\$5000	administrators, teachers, central office staff

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Charting Student Progress (ESL)	Teachers will review ESL students' district and state-based assessment data as well as classroom performance, and the results will be documented in students' K-12 Title III district folders.	Other	Tier 2	Implement	09/01/2017	06/30/2020	\$500	Title III coordinator, Title III teachers, Oakland School Title III Consultant
Intervention Plan (ESL)	ESL teachers will develop an intervention plan for their struggling students, which may include any of the following: <ul style="list-style-type: none"> • ESL Academic Support and Tutorial Classes • Extended learning (summer language support and enrichment, field trips) • Parent communication • Intensive work in small groups • Individualized instruction • Push-in support for content area work in the classroom • Collaboration with Special Education personnel • Collaboration, professional development, and coaching with general education teachers 	Academic Support Program	Tier 2	Implement	09/08/2015	06/30/2018	\$1000	ESL Teachers, Title III coordinator
ESL Professional Development	Teachers will identify and partner with general education teachers in the core content areas to increase the progress of English Learners. Struggling English Learners will be assigned to general education classrooms where students will receive daily instruction by a general education teacher who has been trained in best practices for language and literacy development for English Learners.	Professional Learning	Tier 2	Implement	09/01/2017	06/30/2019	\$10000	ESL teachers, Title III Coordinator, general education teachers.
Restorative Practices	Staff will deepen their understanding of how to strengthen relationships with individuals as well as social connections within community through restorative practices training.	Professional Learning	Tier 1	Implement	09/01/2018	06/30/2021	\$2000	Staff, administrators, learning services team, and Director of Equity Programming.

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Bloomfield Hills Schools

Small group support in math instruction	Through our general education resource room supports, students who are struggling with mathematical concepts will receive direct instruction in a smaller environment. Strategies employed with students include pre-teaching, re-teaching, reflection, differentiated resources, etc. Student placement in this support is driven by data collected at the classroom and building level.	Direct Instruction	Tier 2	Implement	09/01/2017	06/30/2019	\$0	Administrators, counselors, teachers, support staff, Eastover Title 1 staff, General Education Resource Teacher
Explicit Skill Development	Teachers and Coordinators/IB Teacher Leaders will identify specific skills to be developed in each unit of study. Students will develop skills through learning engagements. These skills will allow for increased achievement on summative assessments in mathematics.	Professional Learning	Tier 1		09/01/2017	06/30/2019	\$0	Teachers, central office staff, IB Teacher Leaders/MYP Coordinators
Writing Pathways Rubrics	Teachers in grades K-5 will be trained on implementing the Writing Pathways' rubrics to be used to give feedback to student writers and to inform classroom instruction. Professional development around these rubrics will build discussion around best practices in writing.	Professional Learning	Tier 1	Implement	09/01/2017	06/30/2019	\$0	Teachers, Principals, Director of Special Education, Director of Learning Services
Explicit skill development	Identify specific skills and dispositions to be developed in each unit of study. Students will develop skills through ongoing learning engagements.	Professional Learning	Tier 1		09/01/2017	06/30/2019	\$0	Instructional Staff, Teacher Leaders, LST Team
Small group support in math instruction	Continue training of Math Recovery with General Education Resource Teachers through Oakland Schools. Through our general education resource room supports, students who are struggling with mathematical concepts will receive direct instruction in a smaller environment. Strategies employed with students include pre-teaching, re-teaching, reflection, differentiated resources, etc. Student placement in this support is driven by data collected at the classroom and building level.	Teacher Collaboration, Professional Learning, Materials, Curriculum Development, Supplemental Materials	Tier 2	Implement	09/01/2018	06/30/2021	\$0	Math Teacher Leader, Math Teachers, Support Teacher, Data & Assessment Coordinator, & Instructional Specialists

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Algebra Resource Review	Led by the Math Teacher Leader, Algebra teachers will engage in a review of resources for Algebra instruction.	Professional Learning, Materials, Curriculum Development, Supplemental Materials	Tier 1	Implement	06/01/2018	06/30/2019	\$0	Math Teacher Leader, Algebra Teachers, Learning Services Team
Instructional Framework Development	Reader's Workshop as an instructional framework is implemented in all K-5 classrooms. Teachers will engage in ongoing learning networks to implement the framework with fidelity while developing common practices, unit alignment and formative assessment tools.	Teacher Collaboration, Direct Instruction, Curriculum Development	Tier 1	Implement	09/01/2018	06/30/2021	\$0	Teachers, ELA Teacher Leader, Administrators, LST Team
Explicit skill development	Identify specific skills and dispositions to be developed in each unit of study. Students will develop skills through ongoing learning engagements.	Professional Learning	Tier 1	Implement	09/01/2018	06/30/2021	\$0	Instructional Staff, Teacher Leaders, LST Team
Instructional Framework Development	Writer's Workshop as an instructional framework is implemented in all K-5 classrooms. Teachers will engage in ongoing learning networks to implement the framework with fidelity while developing common practices, unit alignment and formative assessment tools.	Professional Learning, Direct Instruction	Tier 1	Monitor	09/01/2018	06/30/2021	\$0	Teachers, ELA Teacher Leader, Administrators, LST Team

Way Elementary School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Training for core and non-core teachers.	Train social studies, science, math and other non-core teachers in reading comprehension strategies, focusing on how to create mini-lessons to increase student comprehension of expository text. Reading Recovery teachers participation with Reading Recovery conference.	Professional Learning	Tier 1	Monitor	08/01/2016	06/30/2019	\$7000	Classroom teachers, support staff, curriculum leaders, principals.
Best Practice Reading Strategies	Teachers will implement best practice reading strategies including: readers and writers workshop, use of graphic organizers, and thinking routines to help student comprehension of narrative and informational text.	Direct Instruction	Tier 1	Implement	09/01/2016	06/30/2019	\$1000	Teachers, support staff, administrators

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Professional Development	Training for teachers in best practices for writing instruction including the development of common writing prompts and aligned rubrics.	Professional Learning	Tier 1		08/01/2015	06/30/2018	\$1000	Teachers, Director of Learning Services, curriculum leaders, administrators.
Writer's Workshop	Principals will monitor that Writer's Workshop strategies are implemented in K-8 classrooms. Teachers who are new or not implementing Writer's Workshop with fidelity will attend training.	Direct Instruction	Tier 1	Implement	09/01/2017	06/30/2020	\$2000	Teachers, curriculum leaders, administrators
Teacher Leadership	Teachers will participate in leadership training focusing on action research within their classrooms to increase student learning in reading. 4 teachers will participate in a Galileo leadership consortium, up to 25 teachers will participate in a PLC focusing on learning in the 21st century.	Professional Learning	Tier 1	Implement	05/01/2017	06/30/2019	\$5000	Teachers, Administrators; Director of Special Education; Director of Learning Services
Teacher Leadership	Teachers will participate in leadership training focusing on action research within classrooms to increase student learning in math. 4 teachers will participate in the Galileo Leadership Consortium, up to 25 teachers will participate in a PLC focusing on learning in the 21st Century.	Professional Learning	Tier 1	Implement	06/01/2017	06/30/2019	\$1333	Principals; teachers, assistant superintendent
Inquiry Based Learning	Teachers and administrators will attend various inquiry based trainings to focus on grade-level strategies and school-wide collaboration to promote student learning.	Professional Learning	Tier 1	Implement	09/01/2017	06/30/2019	\$7000	Principals; Director of Special Education; Director of Learning Services,
Reading Recovery Training	Reading Recovery teachers will attend monthly Reading Recovery training and an annual Reading Recovery conference to learn about best practice literacy strategies.	Professional Learning	Tier 2	Implement	09/01/2017	06/30/2018	\$7800	Reading Recovery teachers, principals, Reading Recovery teacher leader

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Teaching for conceptual understanding	Teachers will learn instructional strategies to teach and reinforce conceptual understanding in mathematics.	Professional Learning	Tier 1	Implement	09/07/2015	06/30/2018	\$5000	New teachers, support staff, administrators, IB Teacher Leader
Culturally Responsive Teaching	Teachers will be trained in Culturally Responsive Teaching methods to support student learning in mathematics.	Professional Learning	Tier 1	Implement	09/07/2015	06/30/2019	\$5000	administrators, teachers, central office staff
Charting Student Progress (ESL)	Teachers will review ESL students' district and state-based assessment data as well as classroom performance, and the results will be documented in students' K-12 Title III district folders.	Other	Tier 2	Implement	09/01/2017	06/30/2020	\$500	Title III coordinator, Title III teachers, Oakland School Title III Consultant
Intervention Plan (ESL)	ESL teachers will develop an intervention plan for their struggling students, which may include any of the following: <ul style="list-style-type: none"> • ESL Academic Support and Tutorial Classes • Extended learning (summer language support and enrichment, field trips) • Parent communication • Intensive work in small groups • Individualized instruction • Push-in support for content area work in the classroom • Collaboration with Special Education personnel • Collaboration, professional development, and coaching with general education teachers 	Academic Support Program	Tier 2	Implement	09/08/2015	06/30/2018	\$1000	ESL Teachers, Title III coordinator
ESL Professional Development	Teachers will identify and partner with general education teachers in the core content areas to increase the progress of English Learners. Struggling English Learners will be assigned to general education classrooms where students will receive daily instruction by a general education teacher who has been trained in best practices for language and literacy development for English Learners.	Professional Learning	Tier 2	Implement	09/01/2017	06/30/2019	\$10000	ESL teachers, Title III Coordinator, general education teachers.

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Restorative Practices	Staff will deepen their understanding of how to strengthen relationships with individuals as well as social connections within community through restorative practices training.	Professional Learning	Tier 1	Implement	09/01/2018	06/30/2021	\$2000	Staff, administrators, learning services team, and Director of Equity Programming.
Small group support in math instruction	Through our general education resource room supports, students who are struggling with mathematical concepts will receive direct instruction in a smaller environment. Strategies employed with students include pre-teaching, re-teaching, reflection, differentiated resources, etc. Student placement in this support is driven by data collected at the classroom and building level.	Direct Instruction	Tier 2	Implement	09/01/2017	06/30/2019	\$0	Administrators, counselors, teachers, support staff, Eastover Title 1 staff, General Education Resource Teacher
Writing Pathways Rubrics	Teachers in grades K-5 will be trained on implementing the Writing Pathways' rubrics to be used to give feedback to student writers and to inform classroom instruction. Professional development around these rubrics will build discussion around best practices in writing.	Professional Learning	Tier 1	Implement	09/01/2017	06/30/2019	\$0	Teachers, Principals, Director of Special Education, Director of Learning Services
Small group support in math instruction	Continue training of Math Recovery with General Education Resource Teachers through Oakland Schools. Through our general education resource room supports, students who are struggling with mathematical concepts will receive direct instruction in a smaller environment. Strategies employed with students include pre-teaching, re-teaching, reflection, differentiated resources, etc. Student placement in this support is driven by data collected at the classroom and building level.	Teacher Collaboration, Professional Learning, Materials, Curriculum Development, Supplemental Materials	Tier 2	Implement	09/01/2018	06/30/2021	\$0	Math Teacher Leader, Math Teachers, Support Teacher, Data & Assessment Coordinator, & Instructional Specialists
Instructional Framework Development	Reader's Workshop as an instructional framework is implemented in all K-5 classrooms. Teachers will engage in ongoing learning networks to implement the framework with fidelity while developing common practices, unit alignment and formative assessment tools.	Teacher Collaboration, Direct Instruction, Curriculum Development	Tier 1	Implement	09/01/2018	06/30/2021	\$0	Teachers, ELA Teacher Leader, Administrators, LST Team

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Bloomfield Hills Schools

Explicit skill development	Identify specific skills and dispositions to be developed in each unit of study. Students will develop skills through ongoing learning engagements.	Professional Learning	Tier 1	Implement	09/01/2018	06/30/2021	\$0	Instructional Staff, Teacher Leaders, LST Team
Instructional Framework Development	Writer's Workshop as an instructional framework is implemented in all K-5 classrooms. Teachers will engage in ongoing learning networks to implement the framework with fidelity while developing common practices, unit alignment and formative assessment tools.	Professional Learning, Direct Instruction	Tier 1	Monitor	09/01/2018	06/30/2021	\$0	Teachers, ELA Teacher Leader, Administrators, LST Team

Pine Lake Elementary School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Small group support in math instruction	Through our general education resource room supports, students who are struggling with mathematical concepts will receive direct instruction in a smaller environment. Strategies employed with students include pre-teaching, re-teaching, reflection, differentiated resources, etc. Student placement in this support is driven by data collected at the classroom and building level.	Direct Instruction	Tier 2	Implement	09/01/2017	06/30/2019	\$0	Administrators, counselors, teachers, support staff, Eastover Title 1 staff, General Education Resource Teacher

Model High School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Small group support in math instruction	Through our general education resource room supports, students who are struggling with mathematical concepts will receive direct instruction in a smaller environment. Strategies employed with students include pre-teaching, re-teaching, reflection, differentiated resources, etc. Student placement in this support is driven by data collected at the classroom and building level.	Direct Instruction	Tier 2	Implement	09/01/2017	06/30/2019	\$0	Administrators, counselors, teachers, support staff, Eastover Title 1 staff, General Education Resource Teacher

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Bloomfield Hills Schools

Lone Pine Elementary School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Training for core and non-core teachers.	Train social studies, science, math and other non-core teachers in reading comprehension strategies, focusing on how to create mini-lessons to increase student comprehension of expository text. Reading Recovery teachers participation with Reading Recovery conference.	Professional Learning	Tier 1	Monitor	08/01/2016	06/30/2019	\$7000	Classroom teachers, support staff, curriculum leaders, principals.
Best Practice Reading Strategies	Teachers will implement best practice reading strategies including: readers and writers workshop, use of graphic organizers, and thinking routines to help student comprehension of narrative and informational text.	Direct Instruction	Tier 1	Implement	09/01/2016	06/30/2019	\$1000	Teachers, support staff, administrators
Professional Development	Training for teachers in best practices for writing instruction including the development of common writing prompts and aligned rubrics.	Professional Learning	Tier 1		08/01/2015	06/30/2018	\$1000	Teachers, Director of Learning Services, curriculum leaders, administrators.
Writer's Workshop	Principals will monitor that Writer's Workshop strategies are implemented in K-8 classrooms. Teachers who are new or not implementing Writer's Workshop with fidelity will attend training.	Direct Instruction	Tier 1	Implement	09/01/2017	06/30/2020	\$2000	Teachers, curriculum leaders, administrators
Teacher Leadership	Teachers will participate in leadership training focusing on action research within their classrooms to increase student learning in reading. 4 teachers will participate in a Galileo leadership consortium, up to 25 teachers will participate in a PLC focusing on learning in the 21st century.	Professional Learning	Tier 1	Implement	05/01/2017	06/30/2019	\$5000	Teachers, Administrators; Director of Special Education; Director of Learning Services
Teacher Leadership	Teachers will participate in leadership training focusing on action research within classrooms to increase student learning in math. 4 teachers will participate in the Galileo Leadership Consortium, up to 25 teachers will participate in a PLC focusing on learning in the 21st Century.	Professional Learning	Tier 1	Implement	06/01/2017	06/30/2019	\$1333	Principals; teachers, assistant superintendent

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Bloomfield Hills Schools

Inquiry Based Learning	Teachers and administrators will attend various inquiry based trainings to focus on grade-level strategies and school-wide collaboration to promote student learning.	Professional Learning	Tier 1	Implement	09/01/2017	06/30/2019	\$7000	Principals; Director of Special Education; Director of Learning Services,
Reading Recovery Training	Reading Recovery teachers will attend monthly Reading Recovery training and an annual Reading Recovery conference to learn about best practice literacy strategies.	Professional Learning	Tier 2	Implement	09/01/2017	06/30/2018	\$7800	Reading Recovery teachers, principals, Reading Recovery teacher leader
Teaching for conceptual understanding	Teachers will learn instructional strategies to teach and reinforce conceptual understanding in mathematics.	Professional Learning	Tier 1	Implement	09/07/2015	06/30/2018	\$5000	New teachers, support staff, administrators, IB Teacher Leader
Culturally Responsive Teaching	Teachers will be trained in Culturally Responsive Teaching methods to support student learning in mathematics.	Professional Learning	Tier 1	Implement	09/07/2015	06/30/2019	\$5000	administrators, teachers, central office staff
Charting Student Progress (ESL)	Teachers will review ESL students' district and state-based assessment data as well as classroom performance, and the results will be documented in students' K-12 Title III district folders.	Other	Tier 2	Implement	09/01/2017	06/30/2020	\$500	Title III coordinator, Title III teachers, Oakland School Title III Consultant
Intervention Plan (ESL)	ESL teachers will develop an intervention plan for their struggling students, which may include any of the following: <ul style="list-style-type: none"> • ESL Academic Support and Tutorial Classes • Extended learning (summer language support and enrichment, field trips) • Parent communication • Intensive work in small groups • Individualized instruction • Push-in support for content area work in the classroom • Collaboration with Special Education personnel • Collaboration, professional development, and coaching with general education teachers 	Academic Support Program	Tier 2	Implement	09/08/2015	06/30/2018	\$1000	ESL Teachers, Title III coordinator

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Bloomfield Hills Schools

ESL Professional Development	Teachers will identify and partner with general education teachers in the core content areas to increase the progress of English Learners. Struggling English Learners will be assigned to general education classrooms where students will receive daily instruction by a general education teacher who has been trained in best practices for language and literacy development for English Learners.	Professional Learning	Tier 2	Implement	09/01/2017	06/30/2019	\$10000	ESL teachers, Title III Coordinator, general education teachers.
Restorative Practices	Staff will deepen their understanding of how to strengthen relationships with individuals as well as social connections within community through restorative practices training.	Professional Learning	Tier 1	Implement	09/01/2018	06/30/2021	\$2000	Staff, administrators, learning services team, and Director of Equity Programming.
Small group support in math instruction	Through our general education resource room supports, students who are struggling with mathematical concepts will receive direct instruction in a smaller environment. Strategies employed with students include pre-teaching, re-teaching, reflection, differentiated resources, etc. Student placement in this support is driven by data collected at the classroom and building level.	Direct Instruction	Tier 2	Implement	09/01/2017	06/30/2019	\$0	Administrators, counselors, teachers, support staff, Eastover Title 1 staff, General Education Resource Teacher
Writing Pathways Rubrics	Teachers in grades K-5 will be trained on implementing the Writing Pathways' rubrics to be used to give feedback to student writers and to inform classroom instruction. Professional development around these rubrics will build discussion around best practices in writing.	Professional Learning	Tier 1	Implement	09/01/2017	06/30/2019	\$0	Teachers, Principals, Director of Special Education, Director of Learning Services

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Bloomfield Hills Schools

Small group support in math instruction	Continue training of Math Recovery with General Education Resource Teachers through Oakland Schools. Through our general education resource room supports, students who are struggling with mathematical concepts will receive direct instruction in a smaller environment. Strategies employed with students include pre-teaching, re-teaching, reflection, differentiated resources, etc. Student placement in this support is driven by data collected at the classroom and building level.	Teacher Collaboration, Professional Learning, Materials, Curriculum Development, Supplemental Materials	Tier 2	Implement	09/01/2018	06/30/2021	\$0	Math Teacher Leader, Math Teachers, Support Teacher, Data & Assessment Coordinator, & Instructional Specialists
Instructional Framework Development	Reader's Workshop as an instructional framework is implemented in all K-5 classrooms. Teachers will engage in ongoing learning networks to implement the framework with fidelity while developing common practices, unit alignment and formative assessment tools.	Teacher Collaboration, Direct Instruction, Curriculum Development	Tier 1	Implement	09/01/2018	06/30/2021	\$0	Teachers, ELA Teacher Leader, Administrators, LST Team
Explicit skill development	Identify specific skills and dispositions to be developed in each unit of study. Students will develop skills through ongoing learning engagements.	Professional Learning	Tier 1	Implement	09/01/2018	06/30/2021	\$0	Instructional Staff, Teacher Leaders, LST Team
Instructional Framework Development	Writer's Workshop as an instructional framework is implemented in all K-5 classrooms. Teachers will engage in ongoing learning networks to implement the framework with fidelity while developing common practices, unit alignment and formative assessment tools.	Professional Learning, Direct Instruction	Tier 1	Monitor	09/01/2018	06/30/2021	\$0	Teachers, ELA Teacher Leader, Administrators, LST Team

Eastover Elementary School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Training for core and non-core teachers.	Train social studies, science, math and other non-core teachers in reading comprehension strategies, focusing on how to create mini-lessons to increase student comprehension of expository text. Reading Recovery teachers participation with Reading Recovery conference.	Professional Learning	Tier 1	Monitor	08/01/2016	06/30/2019	\$7000	Classroom teachers, support staff, curriculum leaders, principals.

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Bloomfield Hills Schools

Best Practice Reading Strategies	Teachers will implement best practice reading strategies including: readers and writers workshop, use of graphic organizers, and thinking routines to help student comprehension of narrative and informational text.	Direct Instruction	Tier 1	Implement	09/01/2016	06/30/2019	\$1000	Teachers, support staff, administrators
Professional Development	Training for teachers in best practices for writing instruction including the development of common writing prompts and aligned rubrics.	Professional Learning	Tier 1		08/01/2015	06/30/2018	\$1000	Teachers, Director of Learning Services, curriculum leaders, administrators.
Writer's Workshop	Principals will monitor that Writer's Workshop strategies are implemented in K-8 classrooms. Teachers who are new or not implementing Writer's Workshop with fidelity will attend training.	Direct Instruction	Tier 1	Implement	09/01/2017	06/30/2020	\$2000	Teachers, curriculum leaders, administrators
Teacher Leadership	Teachers will participate in leadership training focusing on action research within their classrooms to increase student learning in reading. 4 teachers will participate in a Galileo leadership consortium, up to 25 teachers will participate in a PLC focusing on learning in the 21st century.	Professional Learning	Tier 1	Implement	05/01/2017	06/30/2019	\$5000	Teachers, Administrators; Director of Special Education; Director of Learning Services
Teacher Leadership	Teachers will participate in leadership training focusing on action research within classrooms to increase student learning in math. 4 teachers will participate in the Galileo Leadership Consortium, up to 25 teachers will participate in a PLC focusing on learning in the 21st Century.	Professional Learning	Tier 1	Implement	06/01/2017	06/30/2019	\$1333	Principals; teachers, assistant superintendent
Inquiry Based Learning	Teachers and administrators will attend various inquiry based trainings to focus on grade-level strategies and school-wide collaboration to promote student learning.	Professional Learning	Tier 1	Implement	09/01/2017	06/30/2019	\$7000	Principals; Director of Special Education; Director of Learning Services,
Reading Recovery Training	Reading Recovery teachers will attend monthly Reading Recovery training and an annual Reading Recovery conference to learn about best practice literacy strategies.	Professional Learning	Tier 2	Implement	09/01/2017	06/30/2018	\$7800	Reading Recovery teachers, principals, Reading Recovery teacher leader

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Bloomfield Hills Schools

Teaching for conceptual understanding	Teachers will learn instructional strategies to teach and reinforce conceptual understanding in mathematics.	Professional Learning	Tier 1	Implement	09/07/2015	06/30/2018	\$5000	New teachers, support staff, administrators, IB Teacher Leader
Culturally Responsive Teaching	Teachers will be trained in Culturally Responsive Teaching methods to support student learning in mathematics.	Professional Learning	Tier 1	Implement	09/07/2015	06/30/2019	\$5000	administrators, teachers, central office staff
Charting Student Progress (ESL)	Teachers will review ESL students' district and state-based assessment data as well as classroom performance, and the results will be documented in students' K-12 Title III district folders.	Other	Tier 2	Implement	09/01/2017	06/30/2020	\$500	Title III coordinator, Title III teachers, Oakland School Title III Consultant
Intervention Plan (ESL)	ESL teachers will develop an intervention plan for their struggling students, which may include any of the following: <ul style="list-style-type: none"> • ESL Academic Support and Tutorial Classes • Extended learning (summer language support and enrichment, field trips) • Parent communication • Intensive work in small groups • Individualized instruction • Push-in support for content area work in the classroom • Collaboration with Special Education personnel • Collaboration, professional development, and coaching with general education teachers 	Academic Support Program	Tier 2	Implement	09/08/2015	06/30/2018	\$1000	ESL Teachers, Title III coordinator
ESL Professional Development	Teachers will identify and partner with general education teachers in the core content areas to increase the progress of English Learners. Struggling English Learners will be assigned to general education classrooms where students will receive daily instruction by a general education teacher who has been trained in best practices for language and literacy development for English Learners.	Professional Learning	Tier 2	Implement	09/01/2017	06/30/2019	\$10000	ESL teachers, Title III Coordinator, general education teachers.

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Bloomfield Hills Schools

Restorative Practices	Staff will deepen their understanding of how to strengthen relationships with individuals as well as social connections within community through restorative practices training.	Professional Learning	Tier 1	Implement	09/01/2018	06/30/2021	\$2000	Staff, administrators, learning services team, and Director of Equity Programming.
Small group support in math instruction	Through our general education resource room supports, students who are struggling with mathematical concepts will receive direct instruction in a smaller environment. Strategies employed with students include pre-teaching, re-teaching, reflection, differentiated resources, etc. Student placement in this support is driven by data collected at the classroom and building level.	Direct Instruction	Tier 2	Implement	09/01/2017	06/30/2019	\$0	Administrators, counselors, teachers, support staff, Eastover Title 1 staff, General Education Resource Teacher
Writing Pathways Rubrics	Teachers in grades K-5 will be trained on implementing the Writing Pathways' rubrics to be used to give feedback to student writers and to inform classroom instruction. Professional development around these rubrics will build discussion around best practices in writing.	Professional Learning	Tier 1	Implement	09/01/2017	06/30/2019	\$0	Teachers, Principals, Director of Special Education, Director of Learning Services
Small group support in math instruction	Continue training of Math Recovery with General Education Resource Teachers through Oakland Schools. Through our general education resource room supports, students who are struggling with mathematical concepts will receive direct instruction in a smaller environment. Strategies employed with students include pre-teaching, re-teaching, reflection, differentiated resources, etc. Student placement in this support is driven by data collected at the classroom and building level.	Teacher Collaboration, Professional Learning, Materials, Curriculum Development, Supplemental Materials	Tier 2	Implement	09/01/2018	06/30/2021	\$0	Math Teacher Leader, Math Teachers, Support Teacher, Data & Assessment Coordinator, & Instructional Specialists
Instructional Framework Development	Reader's Workshop as an instructional framework is implemented in all K-5 classrooms. Teachers will engage in ongoing learning networks to implement the framework with fidelity while developing common practices, unit alignment and formative assessment tools.	Teacher Collaboration, Direct Instruction, Curriculum Development	Tier 1	Implement	09/01/2018	06/30/2021	\$0	Teachers, ELA Teacher Leader, Administrators, LST Team

District Improvement Plan

Bloomfield Hills Schools

Explicit skill development	Identify specific skills and dispositions to be developed in each unit of study. Students will develop skills through ongoing learning engagements.	Professional Learning	Tier 1	Implement	09/01/2018	06/30/2021	\$0	Instructional Staff, Teacher Leaders, LST Team
Instructional Framework Development	Writer's Workshop as an instructional framework is implemented in all K-5 classrooms. Teachers will engage in ongoing learning networks to implement the framework with fidelity while developing common practices, unit alignment and formative assessment tools.	Professional Learning, Direct Instruction	Tier 1	Monitor	09/01/2018	06/30/2021	\$0	Teachers, ELA Teacher Leader, Administrators, LST Team

East Hills Middle School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Training for core and non-core teachers.	Train social studies, science, math and other non-core teachers in reading comprehension strategies, focusing on how to create mini-lessons to increase student comprehension of expository text. Reading Recovery teachers participation with Reading Recovery conference.	Professional Learning	Tier 1	Monitor	08/01/2016	06/30/2019	\$7000	Classroom teachers, support staff, curriculum leaders, principals.
Best Practice Reading Strategies	Teachers will implement best practice reading strategies including: readers and writers workshop, use of graphic organizers, and thinking routines to help student comprehension of narrative and informational text.	Direct Instruction	Tier 1	Implement	09/01/2016	06/30/2019	\$1000	Teachers, support staff, administrators
Professional Development	Training for teachers in best practices for writing instruction including the development of common writing prompts and aligned rubrics.	Professional Learning	Tier 1		08/01/2015	06/30/2018	\$1000	Teachers, Director of Learning Services, curriculum leaders, administrators.
Utilize MYP Assessment Criteria	IB Teacher Leaders will coordinate with the English Teacher Leader to lead teachers in developing common rubrics for Argument, Information, and Narrative writing to align with the necessary MYP Criteria.	Curriculum Development	Tier 1	Implement	09/01/2018	06/30/2019	\$5000	Principals, IB Teacher Leaders, teachers, curriculum leaders
Writer's Workshop	Principals will monitor that Writer's Workshop strategies are implemented in K-8 classrooms. Teachers who are new or not implementing Writer's Workshop with fidelity will attend training.	Direct Instruction	Tier 1	Implement	09/01/2017	06/30/2020	\$2000	Teachers, curriculum leaders, administrators

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Bloomfield Hills Schools

Teacher Leadership	Teachers will participate in leadership training focusing on action research within their classrooms to increase student learning in reading. 4 teachers will participate in a Galileo leadership consortium, up to 25 teachers will participate in a PLC focusing on learning in the 21st century.	Professional Learning	Tier 1	Implement	05/01/2017	06/30/2019	\$5000	Teachers, Administrators; Director of Special Education; Director of Learning Services
Teacher Leadership	Teachers will participate in leadership training focusing on action research within classrooms to increase student learning in math. 4 teachers will participate in the Galileo Leadership Consortium, up to 25 teachers will participate in a PLC focusing on learning in the 21st Century.	Professional Learning	Tier 1	Implement	06/01/2017	06/30/2019	\$1333	Principals; teachers, assistant superintendent
Inquiry Based Learning	Teachers and administrators will attend various inquiry based trainings to focus on grade-level strategies and school-wide collaboration to promote student learning.	Professional Learning	Tier 1	Implement	09/01/2017	06/30/2019	\$7000	Principals; Director of Special Education; Director of Learning Services,
Teaching for conceptual understanding	Teachers will learn instructional strategies to teach and reinforce conceptual understanding in mathematics.	Professional Learning	Tier 1	Implement	09/07/2015	06/30/2018	\$5000	New teachers, support staff, administrators, IB Teacher Leader
Culturally Responsive Teaching	Teachers will be trained in Culturally Responsive Teaching methods to support student learning in mathematics.	Professional Learning	Tier 1	Implement	09/07/2015	06/30/2019	\$5000	administrators, teachers, central office staff
Charting Student Progress (ESL)	Teachers will review ESL students' district and state-based assessment data as well as classroom performance, and the results will be documented in students' K-12 Title III district folders.	Other	Tier 2	Implement	09/01/2017	06/30/2020	\$500	Title III coordinator, Title III teachers, Oakland School Title III Consultant

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Bloomfield Hills Schools

Intervention Plan (ESL)	ESL teachers will develop an intervention plan for their struggling students, which may include any of the following: <ul style="list-style-type: none"> • ESL Academic Support and Tutorial Classes • Extended learning (summer language support and enrichment, field trips) • Parent communication • Intensive work in small groups • Individualized instruction • Push-in support for content area work in the classroom • Collaboration with Special Education personnel • Collaboration, professional development, and coaching with general education teachers 	Academic Support Program	Tier 2	Implement	09/08/2015	06/30/2018	\$1000	ESL Teachers, Title III coordinator
ESL Professional Development	Teachers will identify and partner with general education teachers in the core content areas to increase the progress of English Learners. Struggling English Learners will be assigned to general education classrooms where students will receive daily instruction by a general education teacher who has been trained in best practices for language and literacy development for English Learners.	Professional Learning	Tier 2	Implement	09/01/2017	06/30/2019	\$10000	ESL teachers, Title III Coordinator, general education teachers.
Restorative Practices	Staff will deepen their understanding of how to strengthen relationships with individuals as well as social connections within community through restorative practices training.	Professional Learning	Tier 1	Implement	09/01/2018	06/30/2021	\$2000	Staff, administrators, learning services team, and Director of Equity Programming.
Small group support in math instruction	Through our general education resource room supports, students who are struggling with mathematical concepts will receive direct instruction in a smaller environment. Strategies employed with students include pre-teaching, re-teaching, reflection, differentiated resources, etc. Student placement in this support is driven by data collected at the classroom and building level.	Direct Instruction	Tier 2	Implement	09/01/2017	06/30/2019	\$0	Administrators, counselors, teachers, support staff, Eastover Title 1 staff, General Education Resource Teacher

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Bloomfield Hills Schools

Explicit Skill Development	Teachers and Coordinators/IB Teacher Leaders will identify specific skills to be developed in each unit of study. Students will develop skills through learning engagements. These skills will allow for increased achievement on summative assessments in mathematics.	Professional Learning	Tier 1		09/01/2017	06/30/2019	\$0	Teachers, central office staff, IB Teacher Leaders/MYP Coordinators
Writing Pathways Rubrics	Teachers in grades K-5 will be trained on implementing the Writing Pathways' rubrics to be used to give feedback to student writers and to inform classroom instruction. Professional development around these rubrics will build discussion around best practices in writing.	Professional Learning	Tier 1	Implement	09/01/2017	06/30/2019	\$0	Teachers, Principals, Director of Special Education, Director of Learning Services
Explicit skill development	Identify specific skills and dispositions to be developed in each unit of study. Students will develop skills through ongoing learning engagements.	Professional Learning	Tier 1		09/01/2017	06/30/2019	\$0	Instructional Staff, Teacher Leaders, LST Team
Small group support in math instruction	Continue training of Math Recovery with General Education Resource Teachers through Oakland Schools. Through our general education resource room supports, students who are struggling with mathematical concepts will receive direct instruction in a smaller environment. Strategies employed with students include pre-teaching, re-teaching, reflection, differentiated resources, etc. Student placement in this support is driven by data collected at the classroom and building level.	Teacher Collaboration, Professional Learning, Materials, Curriculum Development, Supplemental Materials	Tier 2	Implement	09/01/2018	06/30/2021	\$0	Math Teacher Leader, Math Teachers, Support Teacher, Data & Assessment Coordinator, & Instructional Specialists
Algebra Resource Review	Led by the Math Teacher Leader, Algebra teachers will engage in a review of resources for Algebra instruction.	Professional Learning, Materials, Curriculum Development, Supplemental Materials	Tier 1	Implement	06/01/2018	06/30/2019	\$0	Math Teacher Leader, Algebra Teachers, Learning Services Team

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Bloomfield Hills Schools

Instructional Framework Development	Reader's Workshop as an instructional framework is implemented in all K-5 classrooms. Teachers will engage in ongoing learning networks to implement the framework with fidelity while developing common practices, unit alignment and formative assessment tools.	Teacher Collaboration, Direct Instruction, Curriculum Development	Tier 1	Implement	09/01/2018	06/30/2021	\$0	Teachers, ELA Teacher Leader, Administrators, LST Team
Explicit skill development	Identify specific skills and dispositions to be developed in each unit of study. Students will develop skills through ongoing learning engagements.	Professional Learning	Tier 1	Implement	09/01/2018	06/30/2021	\$0	Instructional Staff, Teacher Leaders, LST Team
Instructional Framework Development	Writer's Workshop as an instructional framework is implemented in all K-5 classrooms. Teachers will engage in ongoing learning networks to implement the framework with fidelity while developing common practices, unit alignment and formative assessment tools.	Professional Learning, Direct Instruction	Tier 1	Monitor	09/01/2018	06/30/2021	\$0	Teachers, ELA Teacher Leader, Administrators, LST Team

Conant Elementary School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Training for core and non-core teachers.	Train social studies, science, math and other non-core teachers in reading comprehension strategies, focusing on how to create mini-lessons to increase student comprehension of expository text. Reading Recovery teachers participation with Reading Recovery conference.	Professional Learning	Tier 1	Monitor	08/01/2016	06/30/2019	\$7000	Classroom teachers, support staff, curriculum leaders, principals.
Best Practice Reading Strategies	Teachers will implement best practice reading strategies including: readers and writers workshop, use of graphic organizers, and thinking routines to help student comprehension of narrative and informational text.	Direct Instruction	Tier 1	Implement	09/01/2016	06/30/2019	\$1000	Teachers, support staff, administrators
Professional Development	Training for teachers in best practices for writing instruction including the development of common writing prompts and aligned rubrics.	Professional Learning	Tier 1		08/01/2015	06/30/2018	\$1000	Teachers, Director of Learning Services, curriculum leaders, administrators.

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Bloomfield Hills Schools

Writer's Workshop	Principals will monitor that Writer's Workshop strategies are implemented in K-8 classrooms. Teachers who are new or not implementing Writer's Workshop with fidelity will attend training.	Direct Instruction	Tier 1	Implement	09/01/2017	06/30/2020	\$2000	Teachers, curriculum leaders, administrators
Teacher Leadership	Teachers will participate in leadership training focusing on action research within their classrooms to increase student learning in reading. 4 teachers will participate in a Galileo leadership consortium, up to 25 teachers will participate in a PLC focusing on learning in the 21st century.	Professional Learning	Tier 1	Implement	05/01/2017	06/30/2019	\$5000	Teachers, Administrators; Director of Special Education; Director of Learning Services
Teacher Leadership	Teachers will participate in leadership training focusing on action research within classrooms to increase student learning in math. 4 teachers will participate in the Galileo Leadership Consortium, up to 25 teachers will participate in a PLC focusing on learning in the 21st Century.	Professional Learning	Tier 1	Implement	06/01/2017	06/30/2019	\$1333	Principals; teachers, assistant superintendent
Inquiry Based Learning	Teachers and administrators will attend various inquiry based trainings to focus on grade-level strategies and school-wide collaboration to promote student learning.	Professional Learning	Tier 1	Implement	09/01/2017	06/30/2019	\$7000	Principals; Director of Special Education; Director of Learning Services,
Reading Recovery Training	Reading Recovery teachers will attend monthly Reading Recovery training and an annual Reading Recovery conference to learn about best practice literacy strategies.	Professional Learning	Tier 2	Implement	09/01/2017	06/30/2018	\$7800	Reading Recovery teachers, principals, Reading Recovery teacher leader
Teaching for conceptual understanding	Teachers will learn instructional strategies to teach and reinforce conceptual understanding in mathematics.	Professional Learning	Tier 1	Implement	09/07/2015	06/30/2018	\$5000	New teachers, support staff, administrators, IB Teacher Leader
Culturally Responsive Teaching	Teachers will be trained in Culturally Responsive Teaching methods to support student learning in mathematics.	Professional Learning	Tier 1	Implement	09/07/2015	06/30/2019	\$5000	administrators, teachers, central office staff

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Bloomfield Hills Schools

Charting Student Progress (ESL)	Teachers will review ESL students' district and state-based assessment data as well as classroom performance, and the results will be documented in students' K-12 Title III district folders.	Other	Tier 2	Implement	09/01/2017	06/30/2020	\$500	Title III coordinator, Title III teachers, Oakland School Title III Consultant
Intervention Plan (ESL)	ESL teachers will develop an intervention plan for their struggling students, which may include any of the following: <ul style="list-style-type: none"> • ESL Academic Support and Tutorial Classes • Extended learning (summer language support and enrichment, field trips) • Parent communication • Intensive work in small groups • Individualized instruction • Push-in support for content area work in the classroom • Collaboration with Special Education personnel • Collaboration, professional development, and coaching with general education teachers 	Academic Support Program	Tier 2	Implement	09/08/2015	06/30/2018	\$1000	ESL Teachers, Title III coordinator
ESL Professional Development	Teachers will identify and partner with general education teachers in the core content areas to increase the progress of English Learners. Struggling English Learners will be assigned to general education classrooms where students will receive daily instruction by a general education teacher who has been trained in best practices for language and literacy development for English Learners.	Professional Learning	Tier 2	Implement	09/01/2017	06/30/2019	\$10000	ESL teachers, Title III Coordinator, general education teachers.
Restorative Practices	Staff will deepen their understanding of how to strengthen relationships with individuals as well as social connections within community through restorative practices training.	Professional Learning	Tier 1	Implement	09/01/2018	06/30/2021	\$2000	Staff, administrators, learning services team, and Director of Equity Programming.

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Bloomfield Hills Schools

Small group support in math instruction	Through our general education resource room supports, students who are struggling with mathematical concepts will receive direct instruction in a smaller environment. Strategies employed with students include pre-teaching, re-teaching, reflection, differentiated resources, etc. Student placement in this support is driven by data collected at the classroom and building level.	Direct Instruction	Tier 2	Implement	09/01/2017	06/30/2019	\$0	Administrators, counselors, teachers, support staff, Eastover Title 1 staff, General Education Resource Teacher
Writing Pathways Rubrics	Teachers in grades K-5 will be trained on implementing the Writing Pathways' rubrics to be used to give feedback to student writers and to inform classroom instruction. Professional development around these rubrics will build discussion around best practices in writing.	Professional Learning	Tier 1	Implement	09/01/2017	06/30/2019	\$0	Teachers, Principals, Director of Special Education, Director of Learning Services
Small group support in math instruction	Continue training of Math Recovery with General Education Resource Teachers through Oakland Schools. Through our general education resource room supports, students who are struggling with mathematical concepts will receive direct instruction in a smaller environment. Strategies employed with students include pre-teaching, re-teaching, reflection, differentiated resources, etc. Student placement in this support is driven by data collected at the classroom and building level.	Teacher Collaboration, Professional Learning, Materials, Curriculum Development, Supplemental Materials	Tier 2	Implement	09/01/2018	06/30/2021	\$0	Math Teacher Leader, Math Teachers, Support Teacher, Data & Assessment Coordinator, & Instructional Specialists
Instructional Framework Development	Reader's Workshop as an instructional framework is implemented in all K-5 classrooms. Teachers will engage in ongoing learning networks to implement the framework with fidelity while developing common practices, unit alignment and formative assessment tools.	Teacher Collaboration, Direct Instruction, Curriculum Development	Tier 1	Implement	09/01/2018	06/30/2021	\$0	Teachers, ELA Teacher Leader, Administrators, LST Team
Explicit skill development	Identify specific skills and dispositions to be developed in each unit of study. Students will develop skills through ongoing learning engagements.	Professional Learning	Tier 1	Implement	09/01/2018	06/30/2021	\$0	Instructional Staff, Teacher Leaders, LST Team

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Instructional Framework Development	Writer's Workshop as an instructional framework is implemented in all K-5 classrooms. Teachers will engage in ongoing learning networks to implement the framework with fidelity while developing common practices, unit alignment and formative assessment tools.	Professional Learning, Direct Instruction	Tier 1	Monitor	09/01/2018	06/30/2021	\$0	Teachers, ELA Teacher Leader, Administrators, LST Team
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Charles L. Bowers Farm

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Best Practice Reading Strategies	Teachers will implement best practice reading strategies including: readers and writers workshop, use of graphic organizers, and thinking routines to help student comprehension of narrative and informational text.	Direct Instruction	Tier 1	Implement	09/01/2016	06/30/2019	\$1000	Teachers, support staff, administrators
Professional Development	Training for teachers in best practices for writing instruction including the development of common writing prompts and aligned rubrics.	Professional Learning	Tier 1		08/01/2015	06/30/2018	\$1000	Teachers, Director of Learning Services, curriculum leaders, administrators.
Writer's Workshop	Principals will monitor that Writer's Workshop strategies are implemented in K-8 classrooms. Teachers who are new or not implementing Writer's Workshop with fidelity will attend training.	Direct Instruction	Tier 1	Implement	09/01/2017	06/30/2020	\$2000	Teachers, curriculum leaders, administrators
Teacher Leadership	Teachers will participate in leadership training focusing on action research within their classrooms to increase student learning in reading. 4 teachers will participate in a Galileo leadership consortium, up to 25 teachers will participate in a PLC focusing on learning in the 21st century.	Professional Learning	Tier 1	Implement	05/01/2017	06/30/2019	\$5000	Teachers, Administrators; Director of Special Education; Director of Learning Services
Teaching for conceptual understanding	Teachers will learn instructional strategies to teach and reinforce conceptual understanding in mathematics.	Professional Learning	Tier 1	Implement	09/07/2015	06/30/2018	\$5000	New teachers, support staff, administrators, IB Teacher Leader

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Culturally Responsive Teaching	Teachers will be trained in Culturally Responsive Teaching methods to support student learning in mathematics.	Professional Learning	Tier 1	Implement	09/07/2015	06/30/2019	\$5000	administrators, teachers, central office staff
Restorative Practices	Staff will deepen their understanding of how to strengthen relationships with individuals as well as social connections within community through restorative practices training.	Professional Learning	Tier 1	Implement	09/01/2018	06/30/2021	\$2000	Staff, administrators, learning services team, and Director of Equity Programming.

Bloomfield Hills Middle School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Training for core and non-core teachers.	Train social studies, science, math and other non-core teachers in reading comprehension strategies, focusing on how to create mini-lessons to increase student comprehension of expository text. Reading Recovery teachers participation with Reading Recovery conference.	Professional Learning	Tier 1	Monitor	08/01/2016	06/30/2019	\$7000	Classroom teachers, support staff, curriculum leaders, principals.
Best Practice Reading Strategies	Teachers will implement best practice reading strategies including: readers and writers workshop, use of graphic organizers, and thinking routines to help student comprehension of narrative and informational text.	Direct Instruction	Tier 1	Implement	09/01/2016	06/30/2019	\$1000	Teachers, support staff, administrators
Professional Development	Training for teachers in best practices for writing instruction including the development of common writing prompts and aligned rubrics.	Professional Learning	Tier 1		08/01/2015	06/30/2018	\$1000	Teachers, Director of Learning Services, curriculum leaders, administrators.
Utilize MYP Assessment Criteria	IB Teacher Leaders will coordinate with the English Teacher Leader to lead teachers in developing common rubrics for Argument, Information, and Narrative writing to align with the necessary MYP Criteria.	Curriculum Development	Tier 1	Implement	09/01/2018	06/30/2019	\$5000	Principals, IB Teacher Leaders, teachers, curriculum leaders

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Writer's Workshop	Principals will monitor that Writer's Workshop strategies are implemented in K-8 classrooms. Teachers who are new or not implementing Writer's Workshop with fidelity will attend training.	Direct Instruction	Tier 1	Implement	09/01/2017	06/30/2020	\$2000	Teachers, curriculum leaders, administrators
Teacher Leadership	Teachers will participate in leadership training focusing on action research within their classrooms to increase student learning in reading. 4 teachers will participate in a Galileo leadership consortium, up to 25 teachers will participate in a PLC focusing on learning in the 21st century.	Professional Learning	Tier 1	Implement	05/01/2017	06/30/2019	\$5000	Teachers, Administrators; Director of Special Education; Director of Learning Services
Teacher Leadership	Teachers will participate in leadership training focusing on action research within classrooms to increase student learning in math. 4 teachers will participate in the Galileo Leadership Consortium, up to 25 teachers will participate in a PLC focusing on learning in the 21st Century.	Professional Learning	Tier 1	Implement	06/01/2017	06/30/2019	\$1333	Principals; teachers, assistant superintendent
Teaching for conceptual understanding	Teachers will learn instructional strategies to teach and reinforce conceptual understanding in mathematics.	Professional Learning	Tier 1	Implement	09/07/2015	06/30/2018	\$5000	New teachers, support staff, administrators, IB Teacher Leader
Culturally Responsive Teaching	Teachers will be trained in Culturally Responsive Teaching methods to support student learning in mathematics.	Professional Learning	Tier 1	Implement	09/07/2015	06/30/2019	\$5000	administrators, teachers, central office staff
Charting Student Progress (ESL)	Teachers will review ESL students' district and state-based assessment data as well as classroom performance, and the results will be documented in students' K-12 Title III district folders.	Other	Tier 2	Implement	09/01/2017	06/30/2020	\$500	Title III coordinator, Title III teachers, Oakland School Title III Consultant

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Intervention Plan (ESL)	ESL teachers will develop an intervention plan for their struggling students, which may include any of the following: <ul style="list-style-type: none"> • ESL Academic Support and Tutorial Classes • Extended learning (summer language support and enrichment, field trips) • Parent communication • Intensive work in small groups • Individualized instruction • Push-in support for content area work in the classroom • Collaboration with Special Education personnel • Collaboration, professional development, and coaching with general education teachers 	Academic Support Program	Tier 2	Implement	09/08/2015	06/30/2018	\$1000	ESL Teachers, Title III coordinator
ESL Professional Development	Teachers will identify and partner with general education teachers in the core content areas to increase the progress of English Learners. Struggling English Learners will be assigned to general education classrooms where students will receive daily instruction by a general education teacher who has been trained in best practices for language and literacy development for English Learners.	Professional Learning	Tier 2	Implement	09/01/2017	06/30/2019	\$10000	ESL teachers, Title III Coordinator, general education teachers.
Restorative Practices	Staff will deepen their understanding of how to strengthen relationships with individuals as well as social connections within community through restorative practices training.	Professional Learning	Tier 1	Implement	09/01/2018	06/30/2021	\$2000	Staff, administrators, learning services team, and Director of Equity Programming.
Small group support in math instruction	Through our general education resource room supports, students who are struggling with mathematical concepts will receive direct instruction in a smaller environment. Strategies employed with students include pre-teaching, re-teaching, reflection, differentiated resources, etc. Student placement in this support is driven by data collected at the classroom and building level.	Direct Instruction	Tier 2	Implement	09/01/2017	06/30/2019	\$0	Administrators, counselors, teachers, support staff, Eastover Title 1 staff, General Education Resource Teacher

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Explicit Skill Development	Teachers and Coordinators/IB Teacher Leaders will identify specific skills to be developed in each unit of study. Students will develop skills through learning engagements. These skills will allow for increased achievement on summative assessments in mathematics.	Professional Learning	Tier 1		09/01/2017	06/30/2019	\$0	Teachers, central office staff, IB Teacher Leaders/MYP Coordinators
Explicit skill development	Identify specific skills and dispositions to be developed in each unit of study. Students will develop skills through ongoing learning engagements.	Professional Learning	Tier 1		09/01/2017	06/30/2019	\$0	Instructional Staff, Teacher Leaders, LST Team
Small group support in math instruction	Continue training of Math Recovery with General Education Resource Teachers through Oakland Schools. Through our general education resource room supports, students who are struggling with mathematical concepts will receive direct instruction in a smaller environment. Strategies employed with students include pre-teaching, re-teaching, reflection, differentiated resources, etc. Student placement in this support is driven by data collected at the classroom and building level.	Teacher Collaboration, Professional Learning, Materials, Curriculum Development, Supplemental Materials	Tier 2	Implement	09/01/2018	06/30/2021	\$0	Math Teacher Leader, Math Teachers, Support Teacher, Data & Assessment Coordinator, & Instructional Specialists
Algebra Resource Review	Led by the Math Teacher Leader, Algebra teachers will engage in a review of resources for Algebra instruction.	Professional Learning, Materials, Curriculum Development, Supplemental Materials	Tier 1	Implement	06/01/2018	06/30/2019	\$0	Math Teacher Leader, Algebra Teachers, Learning Services Team
Instructional Framework Development	Reader's Workshop as an instructional framework is implemented in all K-5 classrooms. Teachers will engage in ongoing learning networks to implement the framework with fidelity while developing common practices, unit alignment and formative assessment tools.	Teacher Collaboration, Direct Instruction, Curriculum Development	Tier 1	Implement	09/01/2018	06/30/2021	\$0	Teachers, ELA Teacher Leader, Administrators, LST Team
Explicit skill development	Identify specific skills and dispositions to be developed in each unit of study. Students will develop skills through ongoing learning engagements.	Professional Learning	Tier 1	Implement	09/01/2018	06/30/2021	\$0	Instructional Staff, Teacher Leaders, LST Team

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Instructional Framework Development	Writer's Workshop as an instructional framework is implemented in all K-5 classrooms. Teachers will engage in ongoing learning networks to implement the framework with fidelity while developing common practices, unit alignment and formative assessment tools.	Professional Learning, Direct Instruction	Tier 1	Monitor	09/01/2018	06/30/2021	\$0	Teachers, ELA Teacher Leader, Administrators, LST Team
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Bloomfield Hills High School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Math Extension Courses	Select students will be enrolled in a math extension course to enhance and build understanding about core mathematical concepts. Enrollment in the course is student-driven with support from guidance counselors and parents. The goal of the course is to provide mathematical strategies and supports to empower students to excel in mathematics and become independently successful.	Direct Instruction	Tier 2	Implement	09/01/2016	06/30/2019	\$35000	High school mathematics teachers; high school administrators, counselors
Best Practice Reading Strategies	Teachers will implement best practice reading strategies including: readers and writers workshop, use of graphic organizers, and thinking routines to help student comprehension of narrative and informational text.	Direct Instruction	Tier 1	Implement	09/01/2016	06/30/2019	\$1000	Teachers, support staff, administrators
Professional Development	Training for teachers in best practices for writing instruction including the development of common writing prompts and aligned rubrics.	Professional Learning	Tier 1		08/01/2015	06/30/2018	\$1000	Teachers, Director of Learning Services, curriculum leaders, administrators.
Utilize MYP Assessment Criteria	IB Teacher Leaders will coordinate with the English Teacher Leader to lead teachers in developing common rubrics for Argument, Information, and Narrative writing to align with the necessary MYP Criteria.	Curriculum Development	Tier 1	Implement	09/01/2018	06/30/2019	\$5000	Principals, IB Teacher Leaders, teachers, curriculum leaders
Writer's Workshop	Principals will monitor that Writer's Workshop strategies are implemented in K-8 classrooms. Teachers who are new or not implementing Writer's Workshop with fidelity will attend training.	Direct Instruction	Tier 1	Implement	09/01/2017	06/30/2020	\$2000	Teachers, curriculum leaders, administrators

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Teacher Leadership	Teachers will participate in leadership training focusing on action research within their classrooms to increase student learning in reading. 4 teachers will participate in a Galileo leadership consortium, up to 25 teachers will participate in a PLC focusing on learning in the 21st century.	Professional Learning	Tier 1	Implement	05/01/2017	06/30/2019	\$5000	Teachers, Administrators; Director of Special Education; Director of Learning Services
Teacher Leadership	Teachers will participate in leadership training focusing on action research within classrooms to increase student learning in math. 4 teachers will participate in the Galileo Leadership Consortium, up to 25 teachers will participate in a PLC focusing on learning in the 21st Century.	Professional Learning	Tier 1	Implement	06/01/2017	06/30/2019	\$1333	Principals; teachers, assistant superintendent
Inquiry Based Learning	Teachers and administrators will attend various inquiry based trainings to focus on grade-level strategies and school-wide collaboration to promote student learning.	Professional Learning	Tier 1	Implement	09/01/2017	06/30/2019	\$7000	Principals; Director of Special Education; Director of Learning Services,
Teaching for conceptual understanding	Teachers will learn instructional strategies to teach and reinforce conceptual understanding in mathematics.	Professional Learning	Tier 1	Implement	09/07/2015	06/30/2018	\$5000	New teachers, support staff, administrators, IB Teacher Leader
Culturally Responsive Teaching	Teachers will be trained in Culturally Responsive Teaching methods to support student learning in mathematics.	Professional Learning	Tier 1	Implement	09/07/2015	06/30/2019	\$5000	administrators, teachers, central office staff
Charting Student Progress (ESL)	Teachers will review ESL students' district and state-based assessment data as well as classroom performance, and the results will be documented in students' K-12 Title III district folders.	Other	Tier 2	Implement	09/01/2017	06/30/2020	\$500	Title III coordinator, Title III teachers, Oakland School Title III Consultant

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Intervention Plan (ESL)	ESL teachers will develop an intervention plan for their struggling students, which may include any of the following: <ul style="list-style-type: none"> • ESL Academic Support and Tutorial Classes • Extended learning (summer language support and enrichment, field trips) • Parent communication • Intensive work in small groups • Individualized instruction • Push-in support for content area work in the classroom • Collaboration with Special Education personnel • Collaboration, professional development, and coaching with general education teachers 	Academic Support Program	Tier 2	Implement	09/08/2015	06/30/2018	\$1000	ESL Teachers, Title III coordinator
ESL Professional Development	Teachers will identify and partner with general education teachers in the core content areas to increase the progress of English Learners. Struggling English Learners will be assigned to general education classrooms where students will receive daily instruction by a general education teacher who has been trained in best practices for language and literacy development for English Learners.	Professional Learning	Tier 2	Implement	09/01/2017	06/30/2019	\$10000	ESL teachers, Title III Coordinator, general education teachers.
Restorative Practices	Staff will deepen their understanding of how to strengthen relationships with individuals as well as social connections within community through restorative practices training.	Professional Learning	Tier 1	Implement	09/01/2018	06/30/2021	\$2000	Staff, administrators, learning services team, and Director of Equity Programming.
Explicit Skill Development	Teachers and Coordinators/IB Teacher Leaders will identify specific skills to be developed in each unit of study. Students will develop skills through learning engagements. These skills will allow for increased achievement on summative assessments in mathematics.	Professional Learning	Tier 1		09/01/2017	06/30/2019	\$0	Teachers, central office staff, IB Teacher Leaders/MYP Coordinators

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Developmental Reading Course	BHHS has hired a certified reading specialist to create a specialized reading course to be offered at the high school level in the 2017/18 school year. This course as been designed to align with the 9th grade CCSS and will provide identified struggling readers with strategies to build confidence and proficiency in reading. Student data will be used to select eligible students and monitor student success in reading. Students will matriculate from this course into core high school English courses.	Direct Instruction	Tier 3		09/01/2017	06/30/2020	\$20000	Principals, teacher
Explicit skill development	Identify specific skills and dispositions to be developed in each unit of study. Students will develop skills through ongoing learning engagements.	Professional Learning	Tier 1		09/01/2017	06/30/2019	\$0	Instructional Staff, Teacher Leaders, LST Team
Algebra Resource Review	Led by the Math Teacher Leader, Algebra teachers will engage in a review of resources for Algebra instruction.	Professional Learning, Materials, Curriculum Development, Supplemental Materials	Tier 1	Implement	06/01/2018	06/30/2019	\$0	Math Teacher Leader, Algebra Teachers, Learning Services Team