



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 and 2017. 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 Board president selects a board member to sit on the improvement team. 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.

Plan for District Improvement Plan 2017-2018

Overview

Plan Name

Plan for District Improvement Plan 2017-2018

Plan Description

Goals Summary

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

#	Goal Name	Goal Details	Goal Type	Total Funding
1	All students will demonstrate knowledge and application of mathematical computation and concepts.	Objectives: 2 Strategies: 2 Activities: 9	Academic	\$63333
2	All students will demonstrate proficiency in applying comprehension strategies along with understanding narrative and informational text.	Objectives: 2 Strategies: 2 Activities: 15	Academic	\$93995
3	All students will demonstrate proficiency in written communication.	Objectives: 1 Strategies: 1 Activities: 7	Academic	\$24000
4	All students will be engaged in a culturally responsive environment that ensures positive relationships with peers and adults.	Objectives: 1 Strategies: 2 Activities: 6	Organizational	\$79500

Goal 1: All students will demonstrate knowledge and application of mathematical computation and concepts.

Measurable Objective 1:

A 10% increase 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 math as measured by a performance level of proficient or advanced in Mathematics by 06/30/2017 as measured by M-STEP, NWEA or other applicable state assessment.

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 - Staff training on researched based progress monitoring tools.	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers across the district will receive training on ways to monitor student progress. 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	07/06/2015	06/30/2019	\$3000	General Fund	Principals, Director of Special Education; Directors of Learning Services, General Education Resource Teachers, Counselors, Assistant Principals, Data & Assessment Coordinator, & Instructional Specialists.

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Activity - Math Extension Courses	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>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.</p> <p>Schools: Bloomfield Hills High School</p>	Direct Instruction	Tier 2	Implement	09/01/2016	06/30/2018	\$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
<p>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.</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 1	Implement	06/01/2017	06/30/2019	\$1333	Title II Part A	Principals; teachers, assistant superintendent
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

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Activity - K-5 Math Resource Review	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Teachers and administrators will engage in a full review of resources for math instruction K-5. This review will be lead by a math teacher leader and will include a review, pilot, and selection phase. The district will select a new math resource for full implementation in the 2018/19 school year.</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, Supplemental Materials	Tier 1	Implement	04/01/2017	06/30/2018	\$7000	General Fund	Administrators, teachers, central office staff, Math 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
<p>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.</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	Teachers, central office staff, IB Teacher Leaders/MYP Coordinators

Measurable Objective 2:

A 10% increase of Black or African-American, Economically Disadvantaged and Students with Disabilities students will demonstrate a proficiency application of mathematical skills in Mathematics by 06/30/2017 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

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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	06/30/2018	\$5000	Title II Part A	administrators, teachers, central office staff

Goal 2: All students will demonstrate proficiency in applying comprehension strategies along with understanding 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, Developmental Studies Center; Common Core State Standards

Tier: Tier 1

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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	06/30/2018	\$7000	Title II Part A	Classroom teachers, support staff, curriculum leaders, principals.
Activity - Technology to enhance learning	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Teachers will utilize technology to engage students and increase proficiency in reading within the content areas. Through various digital programs, teachers can individually differentiate by reading level, strategy implementation, etc. Teachers will access various nonfiction resources available on electronic devices including NewsELA, RazKids, Scholastic, TIME for kids, PebbleGo, etc.</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	09/01/2017	06/30/2018	\$5000	General Fund	Teachers, media specialists, Informational Technology staff, IB Teacher Leaders, administrators.
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

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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. 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	05/01/2017	06/30/2019	\$5000	General Fund	Teachers, Administrators; Director of Special Education; Director of Learning Services
Activity - Inquiry Based Learning	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers and administrators attend training to focus on grade-level strategies and school wide collaboration to promote student learning. Schools: All Schools	Professional Learning	Tier 1	Implement	09/01/2017	06/30/2018	\$6695	Title II Part A	Teachers, Administrators; Director of Special Education; Director of Learning Services; IB Teacher Leader; Instructional Specialists
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 training and an annual Reading Recovery conference to learn about best practice literacy strategies. Schools: Way Elementary School, Eastover Elementary School, Lone Pine Elementary School, Conant Elementary School	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

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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. Schools: All Schools	Professional Learning	Tier 1		09/01/2017	06/30/2020	\$20000	General Fund	Reading Recovery teachers, principals, Reading Recovery teacher leader, Instructional Specialists
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Activity - Developmental Reading Course	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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. Schools: Bloomfield Hills High School	Direct Instruction	Tier 3		09/01/2017	06/30/2018	\$20000	General Fund	Principals, teacher

Activity - Small group support in reading instruction	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Through our general education resource room supports, students who are struggling with reading comprehension 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. 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 2		09/01/2017	06/30/2018	\$0	No Funding Required	Reading Recovery teachers, principals, Reading Recovery teacher leader, General Education Resource Teacher

Activity - Adolescent Accelerated Reading Initiative	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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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. Schools: All Schools	Professional Learning	Tier 2	Implement	09/01/2017	06/30/2018	\$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	Implement	09/01/2017	06/30/2018	\$10000	General Fund	Principals, teachers, central office

Activity - Explicit skill development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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 involving reading. Schools: Bloomfield Hills High School, East Hills Middle School, West Hills Middle School, Bloomfield Hills Middle School	Professional Learning	Tier 1		09/01/2017	06/30/2018	\$0	General Fund	Teachers, central office staff, IB Teacher Leaders/MYP Coordinators

Measurable Objective 2:

A 10% increase of English Learners students will demonstrate a proficiency in reading at a performance level of "proficient" or "advanced" in Reading by 06/17/2017 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

Activity - Charting Student Progress (ESL)	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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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: 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	Other	Tier 2	Implement	09/01/2017	06/30/2018	\$500	Title III	Title III coordinator, Title III teachers
Activity - Intervention Plan (ESL)	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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 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	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
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. 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 2	Implement	09/01/2017	06/30/2018	\$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 - 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	09/09/2015	06/30/2018	\$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	06/30/2018	\$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	06/30/2018	\$0	General Fund	Teachers, Principals, Director of Special Education, Director of Learning Services
Activity - District Common Writing Assessment	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Teachers in grades K-10 will engage in grade-level common writing assessments twice per year. Teachers will come together to norm/score student writing with a common rubric. Student exemplars will be selected to be used as models for future writing instruction.</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	Implement	09/01/2017	06/30/2018	\$16000	General Fund	Teachers, Principals, Director of Special Education, Director of Learning Services; IB Teacher Leader

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Activity - Small group support in written communication instruction	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Through our general education resource room supports, students who are struggling with writing skills will receive direct instruction in a smaller environment. Expository writing skills are emphasized. 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	Direct Instruction	Tier 2		09/01/2017	06/30/2018	\$0	General Fund	Administrators, counselors, teachers, support staff, General Education Resource Teacher
Activity - Explicit skill development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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 involving written communication. Schools: Bloomfield Hills High School, East Hills Middle School, West Hills Middle School, Bloomfield Hills Middle School	Professional Learning	Tier 1		09/01/2017	06/30/2018	\$0	General Fund	Teachers, central office staff, IB Teacher Leaders/MYP Coordinators

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

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

SY 2016-2017

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Activity - Restorative Justice Practices	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Staff will deepen their understanding of issues related to social justice and inter-group relations through restorative practices 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>	Professional Learning	Tier 1	Implement	09/02/2014	06/30/2018	\$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
<p>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.</p> <p>Schools: All Schools</p>	Behavioral Support Program, Community Engagement, Teacher Collaboration, Parent Involvement, Professional Learning	Tier 2	Implement	08/04/2014	06/30/2018	\$10000	Title II Part A	Director of Equity Programming

Activity - Global Champions Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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District Improvement Plan

Bloomfield Hills Schools

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. Schools: All Schools	Behavioral Support Program, Curriculum Development, Community Engagement, Policy and Process, Parent Involvement, Professional Learning	Tier 1		09/02/2014	06/30/2018	\$50000	Title II Part A	District administrators and building principals and Coordinator of Equity Programming
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Activity - Diversity Academic Equity & Race Relations (DAERR)	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
DAERR is a community partnership that meets monthly to develop and support cultural equity in all aspects of the school community. Schools: All Schools	Behavioral Support Program, Curriculum Development, Community Engagement, Policy and Process, Academic Support Program, Parent Involvement	Tier 2	Implement	09/01/2014	06/30/2018	\$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
Provide transportation to eligible McKinney-Vento students to and from school. Schools: All Schools	Academic Support Program	Tier 3	Implement	09/08/2015	06/30/2018	\$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

District Improvement Plan

Bloomfield Hills Schools

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. Schools: All Schools	Direct Instruction	Tier 1	Implement	09/01/2017	06/30/2019	\$10000	Title II Part A	School administrators, staff and Coordinator of Equity Programming
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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	06/30/2018	\$7500	Homeless liaison

Title III

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
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	06/30/2018	\$10000	ESL teachers, Title III Coordinator, general education teachers.

District Improvement Plan

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	06/30/2018	\$500	Title III coordinator, Title III teachers
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Title II Part A

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
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
Restorative Justice Practices	Staff will deepen their understanding of issues related to social justice and inter-group relations through restorative practices training.	Professional Learning	Tier 1	Implement	09/02/2014	06/30/2018	\$2000	Staff, administrators, learning services team, and Director of Equity Programming.
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
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.	Behavioral Support Program, Community Engagement, Teacher Collaboration, Parent Involvement, Professional Learning	Tier 2	Implement	08/04/2014	06/30/2018	\$10000	Director of Equity Programming

District Improvement Plan

Bloomfield Hills Schools

Inquiry Based Learning	Teachers and administrators attend training to focus on grade-level strategies and school wide collaboration to promote student learning.	Professional Learning	Tier 1	Implement	09/01/2017	06/30/2018	\$6695	Teachers, Administrators; Director of Special Education; Director of Learning Services; IB Teacher Leader; Instructional Specialists
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	06/30/2018	\$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.	Behavioral Support Program, Curriculum Development, Community Engagement, Policy and Process, Parent Involvement, Professional Learning	Tier 1		09/02/2014	06/30/2018	\$50000	District administrators and building principals and Coordinator 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

District Improvement Plan

Bloomfield Hills Schools

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	06/30/2018	\$7000	Classroom teachers, support staff, curriculum leaders, principals.
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General Fund

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	06/30/2018	\$35000	High school mathematics teachers; high school administrators, counselors
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
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 has 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	06/30/2018	\$20000	Principals, teacher

District Improvement Plan

Bloomfield Hills Schools

District Common Writing Assessment	Teachers in grades K-10 will engage in grade-level common writing assessments twice per year. Teachers will come together to norm/score student writing with a common rubric. Student exemplars will be selected to be used as models for future writing instruction.	Professional Learning	Tier 1	Implement	09/01/2017	06/30/2018	\$16000	Teachers, Principals, Director of Special Education, Director of Learning Services; IB Teacher Leader
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	06/30/2018	\$0	Principals, teachers
Small group support in written communication instruction	Through our general education resource room supports, students who are struggling with writing skills will receive direct instruction in a smaller environment. Expository writing skills are emphasized. 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		09/01/2017	06/30/2018	\$0	Administrators, counselors, teachers, support staff, General Education Resource Teacher
Technology to enhance learning	Teachers will utilize technology to engage students and increase proficiency in reading within the content areas. Through various digital programs, teachers can individually differentiate by reading level, strategy implementation, etc. Teachers will access various nonfiction resources available on electronic devices including NewsELA, RazKids, Scholastic, TIME for kids, PebbleGo, etc.	Professional Learning	Tier 1	Implement	09/01/2017	06/30/2018	\$5000	Teachers, media specialists, Informational Technology staff, IB Teacher 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	06/30/2018	\$2000	Teachers, curriculum leaders, administrators
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	06/30/2018	\$0	Teachers, Principals, Director of Special Education, Director of Learning Services

District Improvement Plan

Bloomfield Hills Schools

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.
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
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,
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 involving reading.	Professional Learning	Tier 1		09/01/2017	06/30/2018	\$0	Teachers, central office staff, IB Teacher Leaders/MYP Coordinators
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	09/09/2015	06/30/2018	\$5000	Principals, IB Teacher Leaders, teachers, curriculum leaders
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

District Improvement Plan

Bloomfield Hills Schools

Staff training on researched based progress monitoring tools.	Teachers across the district will receive training on ways to monitor student progress.	Professional Learning	Tier 1	Implement	07/06/2015	06/30/2019	\$3000	Principals, Director of Special Education; Directors of Learning Services, General Education Resource Teachers, Counselors, Assistant Principals, Data & Assessment Coordinator, & Instructional Specialists.
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.	Behavioral Support Program, Curriculum Development, Community Engagement, Policy and Process, Academic Support Program, Parent Involvement	Tier 2	Implement	09/01/2014	06/30/2018	\$0	Central office administration
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	Implement	09/01/2017	06/30/2018	\$10000	Principals, teachers, central office

District Improvement Plan

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
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
K-5 Math Resource Review	Teachers and administrators will engage in a full review of resources for math instruction K-5. This review will be lead by a math teacher leader and will include a review, pilot, and selection phase. The district will select a new math resource for full implementation in the 2018/19 school year.	Professional Learning, Supplemental Materials	Tier 1	Implement	04/01/2017	06/30/2018	\$7000	Administrators, teachers, central office staff, Math Teacher Leader
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 involving written communication.	Professional Learning	Tier 1		09/01/2017	06/30/2018	\$0	Teachers, central office staff, IB Teacher Leaders/MYP Coordinators

No Funding Required

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

Bloomfield Hills Schools

Small group support in reading instruction	Through our general education resource room supports, students who are struggling with reading comprehension 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.	Professional Learning	Tier 2		09/01/2017	06/30/2018	\$0	Reading Recovery teachers, principals, Reading Recovery teacher leader, General Education Resource Teacher
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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
Inquiry Based Learning	Teachers and administrators attend training to focus on grade-level strategies and school wide collaboration to promote student learning.	Professional Learning	Tier 1	Implement	09/01/2017	06/30/2018	\$6695	Teachers, Administrators; Director of Special Education; Director of Learning Services; IB Teacher Leader; Instructional Specialists
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.	Behavioral Support Program, Community Engagement, Teacher Collaboration, Parent Involvement, Professional Learning	Tier 2	Implement	08/04/2014	06/30/2018	\$10000	Director of Equity Programming

District Improvement Plan

Bloomfield Hills Schools

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.	Behavioral Support Program, Curriculum Development, Community Engagement, Policy and Process, Parent Involvement, Professional Learning	Tier 1		09/02/2014	06/30/2018	\$50000	District administrators and building principals and Coordinator of Equity Programming
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.	Behavioral Support Program, Curriculum Development, Community Engagement, Policy and Process, Academic Support Program, Parent Involvement	Tier 2	Implement	09/01/2014	06/30/2018	\$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	06/30/2018	\$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	06/30/2018	\$0	Principals, teachers

District Improvement Plan

Bloomfield Hills Schools

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	Implement	09/01/2017	06/30/2018	\$10000	Principals, teachers, central office
Small group support in written communication instruction	Through our general education resource room supports, students who are struggling with writing skills will receive direct instruction in a smaller environment. Expository writing skills are emphasized. 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		09/01/2017	06/30/2018	\$0	Administrators, counselors, teachers, support staff, General Education Resource Teacher
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

West Hills Middle School

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

Bloomfield Hills Schools

Staff training on researched based progress monitoring tools.	Teachers across the district will receive training on ways to monitor student progress.	Professional Learning	Tier 1	Implement	07/06/2015	06/30/2019	\$3000	Principals, Director of Special Education; Directors of Learning Services, General Education Resource Teachers, Counselors, Assistant Principals, Data & Assessment Coordinator, & Instructional Specialists.
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	06/30/2018	\$7000	Classroom teachers, support staff, curriculum leaders, principals.
Technology to enhance learning	Teachers will utilize technology to engage students and increase proficiency in reading within the content areas. Through various digital programs, teachers can individually differentiate by reading level, strategy implementation, etc. Teachers will access various nonfiction resources available on electronic devices including NewsELA, RazKids, Scholastic, TIME for kids, PebbleGo, etc.	Professional Learning	Tier 1	Implement	09/01/2017	06/30/2018	\$5000	Teachers, media specialists, Informational Technology staff, IB Teacher Leaders, administrators.
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

District Improvement Plan

Bloomfield Hills Schools

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	09/09/2015	06/30/2018	\$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	06/30/2018	\$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

District Improvement Plan

Bloomfield Hills Schools

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	06/30/2018	\$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	06/30/2018	\$500	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 	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	06/30/2018	\$10000	ESL teachers, Title III Coordinator, general education teachers.
Restorative Justice Practices	Staff will deepen their understanding of issues related to social justice and inter-group relations through restorative practices training.	Professional Learning	Tier 1	Implement	09/02/2014	06/30/2018	\$2000	Staff, administrators, learning services team, and Director of Equity Programming.

District Improvement Plan

Bloomfield Hills Schools

K-5 Math Resource Review	Teachers and administrators will engage in a full review of resources for math instruction K-5. This review will be lead by a math teacher leader and will include a review, pilot, and selection phase. The district will select a new math resource for full implementation in the 2018/19 school year.	Professional Learning, Supplemental Materials	Tier 1	Implement	04/01/2017	06/30/2018	\$7000	Administrators, teachers, central office staff, Math Teacher Leader
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
Small group support in reading instruction	Through our general education resource room supports, students who are struggling with reading comprehension 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.	Professional Learning	Tier 2		09/01/2017	06/30/2018	\$0	Reading Recovery teachers, principals, Reading Recovery teacher leader, 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 involving reading.	Professional Learning	Tier 1		09/01/2017	06/30/2018	\$0	Teachers, central office staff, IB Teacher Leaders/MYP Coordinators

District Improvement Plan

Bloomfield Hills Schools

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	06/30/2018	\$0	Teachers, Principals, Director of Special Education, Director of Learning Services
District Common Writing Assessment	Teachers in grades K-10 will engage in grade-level common writing assessments twice per year. Teachers will come together to norm/score student writing with a common rubric. Student exemplars will be selected to be used as models for future writing instruction.	Professional Learning	Tier 1	Implement	09/01/2017	06/30/2018	\$16000	Teachers, Principals, Director of Special Education, Director of Learning Services; IB Teacher Leader
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 involving written communication.	Professional Learning	Tier 1		09/01/2017	06/30/2018	\$0	Teachers, central office staff, IB Teacher Leaders/MYP Coordinators

Way Elementary School

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

Bloomfield Hills Schools

Staff training on researched based progress monitoring tools.	Teachers across the district will receive training on ways to monitor student progress.	Professional Learning	Tier 1	Implement	07/06/2015	06/30/2019	\$3000	Principals, Director of Special Education; Directors of Learning Services, General Education Resource Teachers, Counselors, Assistant Principals, Data & Assessment Coordinator, & Instructional Specialists.
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	06/30/2018	\$7000	Classroom teachers, support staff, curriculum leaders, principals.
Technology to enhance learning	Teachers will utilize technology to engage students and increase proficiency in reading within the content areas. Through various digital programs, teachers can individually differentiate by reading level, strategy implementation, etc. Teachers will access various nonfiction resources available on electronic devices including NewsELA, RazKids, Scholastic, TIME for kids, PebbleGo, etc.	Professional Learning	Tier 1	Implement	09/01/2017	06/30/2018	\$5000	Teachers, media specialists, Informational Technology staff, IB Teacher Leaders, administrators.
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

District Improvement Plan

Bloomfield Hills Schools

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	06/30/2018	\$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

District Improvement Plan

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	06/30/2018	\$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	06/30/2018	\$500	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 	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	06/30/2018	\$10000	ESL teachers, Title III Coordinator, general education teachers.

District Improvement Plan

Bloomfield Hills Schools

Restorative Justice Practices	Staff will deepen their understanding of issues related to social justice and inter-group relations through restorative practices training.	Professional Learning	Tier 1	Implement	09/02/2014	06/30/2018	\$2000	Staff, administrators, learning services team, and Director of Equity Programming.
K-5 Math Resource Review	Teachers and administrators will engage in a full review of resources for math instruction K-5. This review will be lead by a math teacher leader and will include a review, pilot, and selection phase. The district will select a new math resource for full implementation in the 2018/19 school year.	Professional Learning, Supplemental Materials	Tier 1	Implement	04/01/2017	06/30/2018	\$7000	Administrators, teachers, central office staff, Math Teacher Leader
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
Small group support in reading instruction	Through our general education resource room supports, students who are struggling with reading comprehension 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.	Professional Learning	Tier 2		09/01/2017	06/30/2018	\$0	Reading Recovery teachers, principals, Reading Recovery teacher leader, 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	06/30/2018	\$0	Teachers, Principals, Director of Special Education, Director of Learning Services

District Improvement Plan

Bloomfield Hills Schools

District Common Writing Assessment	Teachers in grades K-10 will engage in grade-level common writing assessments twice per year. Teachers will come together to norm/score student writing with a common rubric. Student exemplars will be selected to be used as models for future writing instruction.	Professional Learning	Tier 1	Implement	09/01/2017	06/30/2018	\$16000	Teachers, Principals, Director of Special Education, Director of Learning Services; IB Teacher Leader
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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

Lone Pine Elementary School

District Improvement Plan

Bloomfield Hills Schools

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Staff training on researched based progress monitoring tools.	Teachers across the district will receive training on ways to monitor student progress.	Professional Learning	Tier 1	Implement	07/06/2015	06/30/2019	\$3000	Principals, Director of Special Education; Directors of Learning Services, General Education Resource Teachers, Counselors, Assistant Principals, Data & Assessment Coordinator, & Instructional Specialists.
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	06/30/2018	\$7000	Classroom teachers, support staff, curriculum leaders, principals.
Technology to enhance learning	Teachers will utilize technology to engage students and increase proficiency in reading within the content areas. Through various digital programs, teachers can individually differentiate by reading level, strategy implementation, etc. Teachers will access various nonfiction resources available on electronic devices including NewsELA, RazKids, Scholastic, TIME for kids, PebbleGo, etc.	Professional Learning	Tier 1	Implement	09/01/2017	06/30/2018	\$5000	Teachers, media specialists, Informational Technology staff, IB Teacher Leaders, administrators.
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

District Improvement Plan

Bloomfield Hills Schools

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	06/30/2018	\$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

District Improvement Plan

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	06/30/2018	\$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	06/30/2018	\$500	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 	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	06/30/2018	\$10000	ESL teachers, Title III Coordinator, general education teachers.

District Improvement Plan

Bloomfield Hills Schools

Restorative Justice Practices	Staff will deepen their understanding of issues related to social justice and inter-group relations through restorative practices training.	Professional Learning	Tier 1	Implement	09/02/2014	06/30/2018	\$2000	Staff, administrators, learning services team, and Director of Equity Programming.
K-5 Math Resource Review	Teachers and administrators will engage in a full review of resources for math instruction K-5. This review will be lead by a math teacher leader and will include a review, pilot, and selection phase. The district will select a new math resource for full implementation in the 2018/19 school year.	Professional Learning, Supplemental Materials	Tier 1	Implement	04/01/2017	06/30/2018	\$7000	Administrators, teachers, central office staff, Math Teacher Leader
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
Small group support in reading instruction	Through our general education resource room supports, students who are struggling with reading comprehension 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.	Professional Learning	Tier 2		09/01/2017	06/30/2018	\$0	Reading Recovery teachers, principals, Reading Recovery teacher leader, 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	06/30/2018	\$0	Teachers, Principals, Director of Special Education, Director of Learning Services

District Improvement Plan

Bloomfield Hills Schools

District Common Writing Assessment	Teachers in grades K-10 will engage in grade-level common writing assessments twice per year. Teachers will come together to norm/score student writing with a common rubric. Student exemplars will be selected to be used as models for future writing instruction.	Professional Learning	Tier 1	Implement	09/01/2017	06/30/2018	\$16000	Teachers, Principals, Director of Special Education, Director of Learning Services; IB Teacher Leader
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Eastover Elementary School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Staff training on researched based progress monitoring tools.	Teachers across the district will receive training on ways to monitor student progress.	Professional Learning	Tier 1	Implement	07/06/2015	06/30/2019	\$3000	Principals, Director of Special Education; Directors of Learning Services, General Education Resource Teachers, Counselors, Assistant Principals, Data & Assessment Coordinator, & Instructional Specialists.
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	06/30/2018	\$7000	Classroom teachers, support staff, curriculum leaders, principals.

District Improvement Plan

Bloomfield Hills Schools

Technology to enhance learning	Teachers will utilize technology to engage students and increase proficiency in reading within the content areas. Through various digital programs, teachers can individually differentiate by reading level, strategy implementation, etc. Teachers will access various nonfiction resources available on electronic devices including NewsELA, RazKids, Scholastic, TIME for kids, PebbleGo, etc.	Professional Learning	Tier 1	Implement	09/01/2017	06/30/2018	\$5000	Teachers, media specialists, Informational Technology staff, IB Teacher Leaders, administrators.
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	06/30/2018	\$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

District Improvement Plan

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	06/30/2018	\$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	06/30/2018	\$500	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 	Academic Support Program	Tier 2	Implement	09/08/2015	06/30/2018	\$1000	ESL Teachers, Title III coordinator

District Improvement Plan

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	06/30/2018	\$10000	ESL teachers, Title III Coordinator, general education teachers.
Restorative Justice Practices	Staff will deepen their understanding of issues related to social justice and inter-group relations through restorative practices training.	Professional Learning	Tier 1	Implement	09/02/2014	06/30/2018	\$2000	Staff, administrators, learning services team, and Director of Equity Programming.
K-5 Math Resource Review	Teachers and administrators will engage in a full review of resources for math instruction K-5. This review will be lead by a math teacher leader and will include a review, pilot, and selection phase. The district will select a new math resource for full implementation in the 2018/19 school year.	Professional Learning, Supplemental Materials	Tier 1	Implement	04/01/2017	06/30/2018	\$7000	Administrators, teachers, central office staff, Math Teacher Leader
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
Small group support in reading instruction	Through our general education resource room supports, students who are struggling with reading comprehension 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.	Professional Learning	Tier 2		09/01/2017	06/30/2018	\$0	Reading Recovery teachers, principals, Reading Recovery teacher leader, General Education Resource Teacher

District Improvement Plan

Bloomfield Hills Schools

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	06/30/2018	\$0	Teachers, Principals, Director of Special Education, Director of Learning Services
District Common Writing Assessment	Teachers in grades K-10 will engage in grade-level common writing assessments twice per year. Teachers will come together to norm/score student writing with a common rubric. Student exemplars will be selected to be used as models for future writing instruction.	Professional Learning	Tier 1	Implement	09/01/2017	06/30/2018	\$16000	Teachers, Principals, Director of Special Education, Director of Learning Services; IB Teacher Leader

East Hills Middle School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Staff training on researched based progress monitoring tools.	Teachers across the district will receive training on ways to monitor student progress.	Professional Learning	Tier 1	Implement	07/06/2015	06/30/2019	\$3000	Principals, Director of Special Education; Directors of Learning Services, General Education Resource Teachers, Counselors, Assistant Principals, Data & Assessment Coordinator, & Instructional Specialists.

District Improvement Plan

Bloomfield Hills Schools

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	06/30/2018	\$7000	Classroom teachers, support staff, curriculum leaders, principals.
Technology to enhance learning	Teachers will utilize technology to engage students and increase proficiency in reading within the content areas. Through various digital programs, teachers can individually differentiate by reading level, strategy implementation, etc. Teachers will access various nonfiction resources available on electronic devices including NewsELA, RazKids, Scholastic, TIME for kids, PebbleGo, etc.	Professional Learning	Tier 1	Implement	09/01/2017	06/30/2018	\$5000	Teachers, media specialists, Informational Technology staff, IB Teacher Leaders, administrators.
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	09/09/2015	06/30/2018	\$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	06/30/2018	\$2000	Teachers, curriculum leaders, administrators

District Improvement Plan

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	06/30/2018	\$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	06/30/2018	\$500	Title III coordinator, Title III teachers

District Improvement Plan

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	06/30/2018	\$10000	ESL teachers, Title III Coordinator, general education teachers.
Restorative Justice Practices	Staff will deepen their understanding of issues related to social justice and inter-group relations through restorative practices training.	Professional Learning	Tier 1	Implement	09/02/2014	06/30/2018	\$2000	Staff, administrators, learning services team, and Director of Equity Programming.
K-5 Math Resource Review	Teachers and administrators will engage in a full review of resources for math instruction K-5. This review will be lead by a math teacher leader and will include a review, pilot, and selection phase. The district will select a new math resource for full implementation in the 2018/19 school year.	Professional Learning, Supplemental Materials	Tier 1	Implement	04/01/2017	06/30/2018	\$7000	Administrators, teachers, central office staff, Math Teacher Leader

District Improvement Plan

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
Small group support in reading instruction	Through our general education resource room supports, students who are struggling with reading comprehension 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.	Professional Learning	Tier 2		09/01/2017	06/30/2018	\$0	Reading Recovery teachers, principals, Reading Recovery teacher leader, 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 involving reading.	Professional Learning	Tier 1		09/01/2017	06/30/2018	\$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	06/30/2018	\$0	Teachers, Principals, Director of Special Education, Director of Learning Services

District Improvement Plan

Bloomfield Hills Schools

District Common Writing Assessment	Teachers in grades K-10 will engage in grade-level common writing assessments twice per year. Teachers will come together to norm/score student writing with a common rubric. Student exemplars will be selected to be used as models for future writing instruction.	Professional Learning	Tier 1	Implement	09/01/2017	06/30/2018	\$16000	Teachers, Principals, Director of Special Education, Director of Learning Services; IB Teacher Leader
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 involving written communication.	Professional Learning	Tier 1		09/01/2017	06/30/2018	\$0	Teachers, central office staff, IB Teacher Leaders/MYP Coordinators

Conant Elementary School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Staff training on researched based progress monitoring tools.	Teachers across the district will receive training on ways to monitor student progress.	Professional Learning	Tier 1	Implement	07/06/2015	06/30/2019	\$3000	Principals, Director of Special Education; Directors of Learning Services, General Education Resource Teachers, Counselors, Assistant Principals, Data & Assessment Coordinator, & Instructional Specialists.

District Improvement Plan

Bloomfield Hills Schools

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	06/30/2018	\$7000	Classroom teachers, support staff, curriculum leaders, principals.
Technology to enhance learning	Teachers will utilize technology to engage students and increase proficiency in reading within the content areas. Through various digital programs, teachers can individually differentiate by reading level, strategy implementation, etc. Teachers will access various nonfiction resources available on electronic devices including NewsELA, RazKids, Scholastic, TIME for kids, PebbleGo, etc.	Professional Learning	Tier 1	Implement	09/01/2017	06/30/2018	\$5000	Teachers, media specialists, Informational Technology staff, IB Teacher Leaders, administrators.
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	06/30/2018	\$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

District Improvement Plan

Bloomfield Hills Schools

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	06/30/2018	\$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	06/30/2018	\$500	Title III coordinator, Title III teachers

District Improvement Plan

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	06/30/2018	\$10000	ESL teachers, Title III Coordinator, general education teachers.
Restorative Justice Practices	Staff will deepen their understanding of issues related to social justice and inter-group relations through restorative practices training.	Professional Learning	Tier 1	Implement	09/02/2014	06/30/2018	\$2000	Staff, administrators, learning services team, and Director of Equity Programming.
K-5 Math Resource Review	Teachers and administrators will engage in a full review of resources for math instruction K-5. This review will be lead by a math teacher leader and will include a review, pilot, and selection phase. The district will select a new math resource for full implementation in the 2018/19 school year.	Professional Learning, Supplemental Materials	Tier 1	Implement	04/01/2017	06/30/2018	\$7000	Administrators, teachers, central office staff, Math Teacher Leader

District Improvement Plan

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
Small group support in reading instruction	Through our general education resource room supports, students who are struggling with reading comprehension 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.	Professional Learning	Tier 2		09/01/2017	06/30/2018	\$0	Reading Recovery teachers, principals, Reading Recovery teacher leader, 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	06/30/2018	\$0	Teachers, Principals, Director of Special Education, Director of Learning Services
District Common Writing Assessment	Teachers in grades K-10 will engage in grade-level common writing assessments twice per year. Teachers will come together to norm/score student writing with a common rubric. Student exemplars will be selected to be used as models for future writing instruction.	Professional Learning	Tier 1	Implement	09/01/2017	06/30/2018	\$16000	Teachers, Principals, Director of Special Education, Director of Learning Services; IB Teacher Leader

Charles L. Bowers Farm

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

Bloomfield Hills Schools

Technology to enhance learning	Teachers will utilize technology to engage students and increase proficiency in reading within the content areas. Through various digital programs, teachers can individually differentiate by reading level, strategy implementation, etc. Teachers will access various nonfiction resources available on electronic devices including NewsELA, RazKids, Scholastic, TIME for kids, PebbleGo, etc.	Professional Learning	Tier 1	Implement	09/01/2017	06/30/2018	\$5000	Teachers, media specialists, Informational Technology staff, IB Teacher Leaders, administrators.
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	06/30/2018	\$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

District Improvement Plan

Bloomfield Hills Schools

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	06/30/2018	\$5000	administrators, teachers, central office staff
Restorative Justice Practices	Staff will deepen their understanding of issues related to social justice and inter-group relations through restorative practices training.	Professional Learning	Tier 1	Implement	09/02/2014	06/30/2018	\$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
Staff training on researched based progress monitoring tools.	Teachers across the district will receive training on ways to monitor student progress.	Professional Learning	Tier 1	Implement	07/06/2015	06/30/2019	\$3000	Principals, Director of Special Education; Directors of Learning Services, General Education Resource Teachers, Counselors, Assistant Principals, Data & Assessment Coordinator, & Instructional Specialists.
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	06/30/2018	\$7000	Classroom teachers, support staff, curriculum leaders, principals.

District Improvement Plan

Bloomfield Hills Schools

Technology to enhance learning	Teachers will utilize technology to engage students and increase proficiency in reading within the content areas. Through various digital programs, teachers can individually differentiate by reading level, strategy implementation, etc. Teachers will access various nonfiction resources available on electronic devices including NewsELA, RazKids, Scholastic, TIME for kids, PebbleGo, etc.	Professional Learning	Tier 1	Implement	09/01/2017	06/30/2018	\$5000	Teachers, media specialists, Informational Technology staff, IB Teacher Leaders, administrators.
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	09/09/2015	06/30/2018	\$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	06/30/2018	\$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

District Improvement Plan

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	06/30/2018	\$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	06/30/2018	\$500	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 	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	06/30/2018	\$10000	ESL teachers, Title III Coordinator, general education teachers.

District Improvement Plan

Bloomfield Hills Schools

Restorative Justice Practices	Staff will deepen their understanding of issues related to social justice and inter-group relations through restorative practices training.	Professional Learning	Tier 1	Implement	09/02/2014	06/30/2018	\$2000	Staff, administrators, learning services team, and Director of Equity Programming.
K-5 Math Resource Review	Teachers and administrators will engage in a full review of resources for math instruction K-5. This review will be lead by a math teacher leader and will include a review, pilot, and selection phase. The district will select a new math resource for full implementation in the 2018/19 school year.	Professional Learning, Supplemental Materials	Tier 1	Implement	04/01/2017	06/30/2018	\$7000	Administrators, teachers, central office staff, Math Teacher Leader
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
Small group support in reading instruction	Through our general education resource room supports, students who are struggling with reading comprehension 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.	Professional Learning	Tier 2		09/01/2017	06/30/2018	\$0	Reading Recovery teachers, principals, Reading Recovery teacher leader, General Education Resource Teacher

District Improvement Plan

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 involving reading.	Professional Learning	Tier 1		09/01/2017	06/30/2018	\$0	Teachers, central office staff, IB Teacher Leaders/MYP Coordinators
District Common Writing Assessment	Teachers in grades K-10 will engage in grade-level common writing assessments twice per year. Teachers will come together to norm/score student writing with a common rubric. Student exemplars will be selected to be used as models for future writing instruction.	Professional Learning	Tier 1	Implement	09/01/2017	06/30/2018	\$16000	Teachers, Principals, Director of Special Education, Director of Learning Services; IB Teacher Leader
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 involving written communication.	Professional Learning	Tier 1		09/01/2017	06/30/2018	\$0	Teachers, central office staff, IB Teacher Leaders/MYP Coordinators

Bloomfield Hills High School

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

Bloomfield Hills Schools

Staff training on researched based progress monitoring tools.	Teachers across the district will receive training on ways to monitor student progress.	Professional Learning	Tier 1	Implement	07/06/2015	06/30/2019	\$3000	Principals, Director of Special Education; Directors of Learning Services, General Education Resource Teachers, Counselors, Assistant Principals, Data & Assessment Coordinator, & Instructional Specialists.
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	06/30/2018	\$35000	High school mathematics teachers; high school administrators, counselors
Technology to enhance learning	Teachers will utilize technology to engage students and increase proficiency in reading within the content areas. Through various digital programs, teachers can individually differentiate by reading level, strategy implementation, etc. Teachers will access various nonfiction resources available on electronic devices including NewsELA, RazKids, Scholastic, TIME for kids, PebbleGo, etc.	Professional Learning	Tier 1	Implement	09/01/2017	06/30/2018	\$5000	Teachers, media specialists, Informational Technology staff, IB Teacher Leaders, administrators.
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

District Improvement Plan

Bloomfield Hills Schools

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	09/09/2015	06/30/2018	\$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	06/30/2018	\$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

District Improvement Plan

Bloomfield Hills Schools

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	06/30/2018	\$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	06/30/2018	\$500	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 	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	06/30/2018	\$10000	ESL teachers, Title III Coordinator, general education teachers.
Restorative Justice Practices	Staff will deepen their understanding of issues related to social justice and inter-group relations through restorative practices training.	Professional Learning	Tier 1	Implement	09/02/2014	06/30/2018	\$2000	Staff, administrators, learning services team, and Director of Equity Programming.

District Improvement Plan

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
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 has 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	06/30/2018	\$20000	Principals, 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 involving reading.	Professional Learning	Tier 1		09/01/2017	06/30/2018	\$0	Teachers, central office staff, IB Teacher Leaders/MYP Coordinators
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 involving written communication.	Professional Learning	Tier 1		09/01/2017	06/30/2018	\$0	Teachers, central office staff, IB Teacher Leaders/MYP Coordinators