



School Improvement Plan

West Hills Middle School

Bloomfield Hills Schools

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Introduction

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

Improvement Plan Assurance

Introduction

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

Improvement Plan Assurance

Label	Assurance	Response	Comment	Attachment
1.	Which option was chosen for Goals and Plans?	Goals and Plans in ASSIST	Goals and Plans in ASSIST	

2017 - 2018 WHMS Plan for School Improvement

Overview

Plan Name

2017 - 2018 WHMS Plan for School Improvement

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 at WHMS will increase writing proficiency.	Objectives: 1 Strategies: 3 Activities: 6	Academic	\$5500
2	All students at WHMS will increase math proficiency.	Objectives: 1 Strategies: 4 Activities: 6	Academic	\$11000
3	All students will increase reading comprehension across the curriculum.	Objectives: 1 Strategies: 3 Activities: 6	Academic	\$7000
4	All students will be engaged in a culturally responsive environment that ensures positive relationships with peers and adults.	Objectives: 1 Strategies: 1 Activities: 3	Organizational	\$2000

Goal 1: All students at WHMS will increase writing proficiency.

Status	Progress Notes	Created On	Created By
N/A	81% of students increased by at least one full level on the Writing Pathways rubrics. For 4th and 5th grades, the Narrative Rubric was used for this evaluation. For 6th through 8th grades, the Argument Rubric was used. For middle school, "one level" of growth meant an increase of one on the 8 point MYP rubric.	June 16, 2017	Jenelle Williams

Measurable Objective 1:

85% of Fourth, Fifth, Sixth, Seventh and Eighth grade Black or African-American, Asian, White, Economically Disadvantaged, Gifted and Talented, Hispanic or Latino, Students with Disabilities, English Learners, Two or More Races, American Indian or Alaska Native and Native Hawaiian or Other Pacific Islander students will increase student growth by one level in Writing by 06/14/2019 as measured by Writing Pathways rubrics.

Status	Progress Notes	Created On	Created By
N/A	We will continue to maintain this goal as all groups are not achieving at the 85% target.	August 18, 2014	Mr. Robert W Durecka

Strategy 1:

Best Practices - Staff will research and collaborate on the delivery of best practices for writing instruction, particularly those strategies that support differentiation for special education, ELL, African American and male students; and those that are proven effective for engaging all students.

Category: English/Language Arts

Research Cited: Fletcher's Writers Workshop, Atwell's Lessons That Change Writers, Angillillo's Writing About Reading, Marzano's Classroom Instruction That Works, Middle Years Programme Implementation Guide.

Tier:

Status	Progress Notes	Created On	Created By
N/A	Reader's and writer's workshop are fully implemented and we continue to refine our efforts.	August 18, 2014	Mr. Robert W Durecka

Activity - Common Rubrics	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
By grade, teachers will use commonly created rubrics to assess student writing.	Direct Instruction	Tier 1		08/29/2017	06/14/2019	\$0	No Funding Required	All staff

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Status	Progress Notes	Created On	Created By
In Progress	Teachers in the 4th and 5th grade have been using team planning time to revise rubrics and share them in Rubicon Atlas. 6th - 8th grade teachers have revised their MYP rubrics this year and will be implementing common practices.	August 18, 2014	Mr. Robert W Durecka

Activity - Standardizing expectations for student writing	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will collaborate with grade-level peers to standardize expectations for student writing.	Professional Learning	Tier 1	Implement	09/06/2016	06/16/2017	\$500	General Fund	All ELA staff

Activity - Writer's Workshop	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
ELA teachers will implement writer's workshop instructional strategies	Direct Instruction		Monitor	09/03/2013	06/16/2017	\$1000	General Fund	All staff

Status	Progress Notes	Created On	Created By
In Progress	Fully implemented and now refining.	August 18, 2014	Mr. Robert W Durecka

Activity - Oakland Schools Writing Units	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will use the Oakland Schools Writing Units as resources for curriculum development.	Materials, Curriculum Development	Tier 1		09/03/2013	06/16/2017	\$3000	Title II Part A	All ELA staff

Status	Progress Notes	Created On	Created By
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In Progress	Teachers are using a variety of writing strategies that incorporate inquiry. Teachers continue to share findings.	August 18, 2014	Mr. Robert W Durecka
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Strategy 2:

Transparent Expectations - Clear learning targets and developing student metacognition skills will be a focus. Formative assessments and student reflection will be central to this strategy coupled Standards Based Grading.

Category: English/Language Arts

Research Cited: Hattie's Visible Learning for Teachers, Tough's How Children Succeed, Duhing's Power of Habit, Ritchhart's Cultures of Thinking, PYP A Basis for Practice, MYP Standards and Practices.

Tier: Tier 1

Activity - Develop a Comprehensive Communication Plan for Standards Based Grading	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Collaborate with colleagues and develop processes and protocols for communicating Standards Based Grading with all stakeholders.	Policy and Process, Technology, Teacher Collaboration	Tier 1	Implement	08/14/2015	06/16/2017	\$1000	General Fund	Middle-school teaching staff.

Strategy 3:

Ancillary Support Staff - Ancillary staff support - ESL, special education, and specials staff will support the building writing goal through their programs.

Category: Learning Support Systems

Research Cited: Marzano's Classroom Instruction That Works, IBO's Making the PYP Happen, Culham's 6+1 Traits of Writing, IBO's PYP Scope and Sequence Documents, Oakland Schools consultants, IBO's MYP Standards and Practices.

Tier: Tier 2

Activity - Ancillary Support Staff	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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ESL, Special Education, and unified arts staff will work in collaboration with classroom teachers to support the building writing goal.	Academic Support Program	Tier 2	Implement	09/08/2015	06/09/2017	\$0	No Funding Required	4 - 8 teaching staff, ESL staff, special education staff, unified arts staff, IB coordinator.
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Goal 2: All students at WHMS will increase math proficiency.

Measurable Objective 1:

85% of Fourth, Fifth, Sixth, Seventh and Eighth grade Black or African-American, Asian, White, Economically Disadvantaged, Gifted and Talented, Hispanic or Latino, Students with Disabilities, English Learners, Two or More Races, American Indian or Alaska Native and Native Hawaiian or Other Pacific Islander students will increase student growth by meeting or exceeding their projected RIT growth goals in Mathematics by 06/16/2017 as measured by NWEA..

Status	Progress Notes	Created On	Created By
Not Met	70% of students met or exceeded their projected growth goals in the NWEA Math test from Spring 2016 to Spring 2017.	June 12, 2017	Jenelle Williams

Strategy 1:

Best Practices - Staff will research and collaborate on the delivery of best practices for math instruction, particularly those strategies that support differentiation for special education and African American students.

Category: Mathematics

Research Cited: Classroom Instruction That Works, IBO's Making the PYP Happen, Middle Years Programme Implementation Guide, PYP Scope and Sequence documents; Math Workshop; IBO's Online Curriculum Center.

Tier: Tier 1

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Activity - Data Interpretation	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will use NWEA data to inform their instruction and frame goal-setting with individual students.	Direct Instruction	Tier 2	Monitor	09/03/2013	06/16/2017	\$2000	Title II Part A	math teachers

Activity - Technology Resources	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Using technology resources to support the school's data analysis and problem solving goal.	Professional Learning	Tier 2	Monitor	09/03/2013	06/16/2017	\$5000	General Fund	All math instructional staff

Status	Progress Notes	Created On	Created By
In Progress	Expanded technology availability and web based programs with more immediate feedback have been helpful.	August 18, 2014	Mr. Robert W Durecka

Strategy 2:

Problem Solving Strategies - Teachers will teach problem solving strategies to students across the curriculum.

Category: Mathematics

Research Cited: Classroom Instruction That Works, IBO's Making the PYP Happen, Middle Years Programme

Implementation Guide, PYP Scope and Sequence documents; IBO's Online Curriculum Center.

Tier: Tier 2

Activity - Interdisciplinary & Transdisciplinary Lessons	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Staff will reinforce and teaching problem solving strategies within their MYP interdisciplinary and PYP transdisciplinary units.	Professional Learning	Tier 2	Monitor	09/03/2013	06/16/2017	\$2000	General Fund	All classroom teachers

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Strategy 3:

Transparent Learning - Clear learning targets and developing student metacognition skills will be a focus. Formative assessments and student reflection will be central to this strategy coupled with Standards Based Grading.

Category: Mathematics

Research Cited: Hattie's Visible Learning for Teachers, Tough's How Children Succeed, Duhing's Power of Habit, Ritchhart's Cultures of Thinking, PYP A Basis for Practice, MYP Standards and Practices.

Tier: Tier 1

Activity - Develop a Comprehensive Communication Plan for Standards Based Grading	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Collaborate with colleagues and develop processes and protocols for communicating Standards Based Grading with all stakeholders.	Policy and Process, Technology, Teacher Collaboration	Tier 2	Implement	08/14/2015	06/16/2017	\$1000	General Fund	Building Leadership Team and all teachers

Activity - Task Specific Rubric Development, Feedback, and Reflection	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Task-specific rubrics will be developed and shared with students in order to set clear learning targets.	Curriculum Development, Teacher Collaboration	Tier 1	Implement	09/08/2015	06/09/2017	\$1000	General Fund	MYP teachers

Strategy 4:

Ancillary Staff Support - Special education, ESL, and unified arts staff will support mathematics goals through their programs.

Category:

Research Cited: Marzano's Classroom Instruction That Works, IBO's Making the PYP Happen, IBO's PYP Scope and Sequence Documents, Oakland Schools consultants, MYP Standards and Practices.

Tier: Tier 2

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Activity - Ancillary Support Staff	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Special education, ESL, and specials staff will support mathematics goals through their programs.	Academic Support Program	Tier 2	Implement	09/08/2015	06/09/2017	\$0	No Funding Required	4 - 8 teaching staff, ESL teachers, special education teachers, unified arts teachers, IB coordinator.

Goal 3: All students will increase reading comprehension across the curriculum.

Status	Progress Notes	Created On	Created By
N/A	68% of students met or exceeded their projected growth in the NWEA Reading test from Spring 2016 to Spring 2017.	June 12, 2017	Jenelle Williams

Measurable Objective 1:

85% of Fourth, Fifth, Sixth, Seventh and Eighth grade Black or African-American, Asian, White, Economically Disadvantaged, Gifted and Talented, Hispanic or Latino, Students with Disabilities, English Learners, Two or More Races, American Indian or Alaska Native and Native Hawaiian or Other Pacific Islander students will increase student growth by meeting or exceeding their projected RIT growth goals in Reading by 06/16/2017 as measured by NWEA.

Strategy 1:

Best Practices - Staff will research and collaborate on the delivery of best practices for reading instruction, particularly those strategies that support differentiation for special education, African American and male students; and those that are proven effective for engaging the same populations.

Category: English/Language Arts

Research Cited: Atwell's The Reading Zone, Angillillo's Writing About Reading, Marzano's Classroom Instruction That

Works, Hattie's Visible Learning for Teachers, Tough's How Children Succeed, Making the PYP Happen, PYP A Basis for Practice, PYP Language Scope and

Sequence, IBO Meeting Student Learning Diversity in the Classroom, Special Education Needs within the International Baccalaureate Programmes, and Middle Years

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Programme Implementation Guide.

Tier: Tier 1

Activity - Acquisition of reading libraries	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Continuing acquisition of reading materials at individualized reading levels. Include digital resources to be used with classroom iPads as well as web based applications. (classroom literacy libraries).	Materials	Tier 1	Monitor	08/26/2013	06/16/2017	\$2000	General Fund	Teachers and GERT staff

Status	Progress Notes	Created On	Created By
In Progress	Classroom libraries as well as our media center have expanded titles for students. With Common Core, an emphasis has been placed on nonfiction texts and the event of increased technology has caused us to expand our ebook selections.	August 18, 2014	Mr. Robert W Durecka

Activity - Curriculum Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Throughout the year, teachers will participate in district curriculum meetings to share best practices and engage in curriculum development and articulation.	Professional Learning	Tier 1	Implement	08/26/2013	06/16/2017	\$1000	General Fund	District ELA coordinator, 4-8 teaching staff, and building administration.

Status	Progress Notes	Created On	Created By
N/A	Grade level planning meetings have been the venue for this work at this point.	August 18, 2014	Mr. Robert W Durecka

Activity - Reader's Workshop	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Continued implementation of Reader's Workshop in grades 4 - 8.	Professional Learning	Tier 1	Implement	08/26/2013	06/16/2017	\$3000	Title II Part A	4th - 8th grade teaching staff and building administration.
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Status	Progress Notes	Created On	Created By
In Progress	Reader's Workshop is fully implemented within the 4th and 5th grades. Continued efforts to refine and develop teacher mastery is a focus, as well as work to continue to expand and refine the use of Reader's Workshop in middle-school classes.	June 12, 2017	Jenelle Williams

Strategy 2:

Visible Learning - Student voice will be incorporated in the delivery of reading comprehension activities. Clear learning targets and developing student metacognition skills will be a focus. Formative assessments and student reflection will be central to this strategy coupled with Standards Based Grading.

Category:

Research Cited: Hattie's Visible Learning for Teachers, Tough's How Children Succeed, Duhing's Power of Habit, Ritchhart's Cultures of Thinking, PYP A Basis for Practice, MYP Standards and Practices.

Tier: Tier 1

Activity - Develop a Comprehensive Communication Plan for Standards Based Grading	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Collaborate with colleagues and develop processes and protocols for communicating Standards Based Grading with all stakeholders.	Policy and Process, Technology, Teacher Collaboration	Tier 1	Implement	08/14/2015	06/10/2016	\$1000	General Fund	Leadership Team and all teaching staff.

Strategy 3:

Ancillary Staff - ESL, special education staff, and unified arts staff will support the building reading goal through their programs.

Category:

Research Cited: Miller's Reading with Meaning, Marzano's Classroom Instruction That Works, IBO's Making the PYP Happen, PYP Scope and Sequence Documents,

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Oakland Schools Consultants, Collin's Growing Readers, Common Core State Standards, Developmental Studies Center's Making Meaning, Oakland Schools Readers Workshop Training.

Tier: Tier 2

Activity - RTI Groups	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Data driven intervention in reading provided via small group instruction to struggling readers.	Academic Support Program	Tier 2	Implement	09/08/2015	06/09/2017	\$0	No Funding Required	GERT, 4-8 teaching staff.

Activity - Ancillary Staff Support	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Special education, ESL, and specials staff will support the building's reading goal through their programs.	Academic Support Program	Tier 1	Implement	09/08/2015	06/09/2017	\$0	No Funding Required	4- 8 teaching staff, ESL staff, special education staff, unified arts staff, IB coordinator

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

Measurable Objective 1:

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demonstrate a behavior that is culturally responsive and inclusive of students, staff, and community members by 06/16/2017 as measured by Surveys, focus groups, and observation.

Strategy 1:

Culturally Responsive Teaching - This strategy will be on-going and in alignment with district goals aimed at creating classrooms that are more inclusive and equitable. Current efforts to eliminate bullying through PBIS and our I.B.Learner Profile will be further bolstered with this approach. During the 2016-2017 school year, we will continue to build capacity by involving more teachers in Restorative Practices, Global Champions, and The Institute to Heal Racism training provided by a third party consultant. Additionally, community members and all building administration will be trained. Resources and materials will be provided by the third party as well as Oakland Schools Diversity consultant, Jay Marks who works closely with the district and LAC-O.

As we build capacity, we will review our messaging as well as our committees to ensure we are sensitive and representative of our constituents. We will be deliberate in our implementation of the Learner Profile, preferred character traits, to make sure it is inclusive of all stakeholders and that all teachers participate in the monthly highlighted character trait.

Additionally, we will work with the State of Michigan's Attorney General to present their OK2Say program which supports a message of anti-bullying and provides outlets for students to safely report potential harm to themselves or others. We also will work with Defeat Label to implement the Upstander Program with all sixth grade students during the 2016-2017 school year.

Overall impact will be monitored by administration. Impacts on discipline referrals, and feedback from constituents will be determined by surveys.

Category: School Culture

Research Cited: Hammond, Z. (2014) Culturally Responsive Teaching and The Brain: Promoting Authentic Engagement and Rigor Among Culturally and Linguistically Diverse Students, <http://www.lac-o.org/Resources/SitePages/Home.aspx>, <http://www.fhps.net/instruction/global-learners-initiative/global-champions/>, <https://www.oakland.k12.mi.us/Departments/SchoolQuality/StudentEngagement/tabid/3482/Default.aspx>

Tier: Tier 1

Activity - Teacher and Parent Training on building inclusive and equitable educational environments	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Training that builds capacity within our organization to create a more inclusive and equitable educational environment.	Professional Learning, Parent Involvement, Academic Support Program, Behavioral Support Program, Community Engagement	Tier 2	Implement	09/08/2015	06/16/2017	\$1500	Title II Part A	Administrators
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Activity - Learner Profile	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
We will highlight a monthly Learner Profile character trait and link it with our work to be more inclusive and equitable in building a positive educational environment.	Academic Support Program, Behavioral Support Program, Teacher Collaboration	Tier 1	Implement	09/08/2015	06/16/2017	\$0	No Funding Required	All teachers

Activity - Behavior and Effort Recognition	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Recognize middle-school students who have demonstrated excellent behavior, effort, and participation.	Behavioral Support Program	Tier 1	Implement	09/08/2015	06/16/2017	\$500	General Fund	Andy Gignac, Rob Durecka, Tony Castellani, Anne Westphal, and teaching staff.

Activity Summary by Funding Source

Below is a breakdown of your activities by funding source

General Fund

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Writer's Workshop	ELA teachers will implement writer's workshop instructional strategies	Direct Instruction		Monitor	09/03/2013	06/16/2017	\$1000	All staff
Develop a Comprehensive Communication Plan for Standards Based Grading	Collaborate with colleagues and develop processes and protocols for communicating Standards Based Grading with all stakeholders.	Policy and Process, Technology, Teacher Collaboration	Tier 1	Implement	08/14/2015	06/10/2016	\$1000	Leadership Team and all teaching staff.
Develop a Comprehensive Communication Plan for Standards Based Grading	Collaborate with colleagues and develop processes and protocols for communicating Standards Based Grading with all stakeholders.	Policy and Process, Technology, Teacher Collaboration	Tier 1	Implement	08/14/2015	06/16/2017	\$1000	Middle-school teaching staff.
Develop a Comprehensive Communication Plan for Standards Based Grading	Collaborate with colleagues and develop processes and protocols for communicating Standards Based Grading with all stakeholders.	Policy and Process, Technology, Teacher Collaboration	Tier 2	Implement	08/14/2015	06/16/2017	\$1000	Building Leadership Team and all teachers
Standardizing expectations for student writing	Teachers will collaborate with grade-level peers to standardize expectations for student writing.	Professional Learning	Tier 1	Implement	09/06/2016	06/16/2017	\$500	All ELA staff
Behavior and Effort Recognition	Recognize middle-school students who have demonstrated excellent behavior, effort, and participation.	Behavioral Support Program	Tier 1	Implement	09/08/2015	06/16/2017	\$500	Andy Gignac, Rob Durecka, Tony Castellani, Anne Westphal, and teaching staff.

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Task Specific Rubric Development, Feedback, and Reflection	Task-specific rubrics will be developed and shared with students in order to set clear learning targets.	Curriculum Development, Teacher Collaboration	Tier 1	Implement	09/08/2015	06/09/2017	\$1000	MYP teachers
Technology Resources	Using technology resources to support the school's data analysis and problem solving goal.	Professional Learning	Tier 2	Monitor	09/03/2013	06/16/2017	\$5000	All math instructional staff
Interdisciplinary & Transdisciplinary Lessons	Staff will reinforce and teaching problem solving strategies within their MYP interdisciplinary and PYP transdisciplinary units.	Professional Learning	Tier 2	Monitor	09/03/2013	06/16/2017	\$2000	All classroom teachers
Curriculum Development	Throughout the year, teachers will participate in district curriculum meetings to share best practices and engage in curriculum development and articulation.	Professional Learning	Tier 1	Implement	08/26/2013	06/16/2017	\$1000	District ELA coordinator, 4-8 teaching staff, and building administration.
Acquisition of reading libraries	Continuing acquisition of reading materials at individualized reading levels. Include digital resources to be used with classroom iPads as well as web based applications. (classroom literacy libraries).	Materials	Tier 1	Monitor	08/26/2013	06/16/2017	\$2000	Teachers and GERT staff

Title II Part A

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Teacher and Parent Training on building inclusive and equitable educational environments	Training that builds capacity within our organization to create a more inclusive and equitable educational environment.	Professional Learning, Parent Involvement, Academic Support Program, Behavioral Support Program, Community Engagement	Tier 2	Implement	09/08/2015	06/16/2017	\$1500	Administrators
Data Interpretation	Teachers will use NWEA data to inform their instruction and frame goal-setting with individual students.	Direct Instruction	Tier 2	Monitor	09/03/2013	06/16/2017	\$2000	math teachers

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Reader's Workshop	Continued implementation of Reader's Workshop in grades 4 - 8.	Professional Learning	Tier 1	Implement	08/26/2013	06/16/2017	\$3000	4th - 8th grade teaching staff and building administration.
Oakland Schools Writing Units	Teachers will use the Oakland Schools Writing Units as resources for curriculum development.	Materials, Curriculum Development	Tier 1		09/03/2013	06/16/2017	\$3000	All ELA staff

No Funding Required

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
RTI Groups	Data driven intervention in reading provided via small group instruction to struggling readers.	Academic Support Program	Tier 2	Implement	09/08/2015	06/09/2017	\$0	GERT, 4-8 teaching staff.
Ancillary Staff Support	Special education, ESL, and specials staff will support the building's reading goal through their programs.	Academic Support Program	Tier 1	Implement	09/08/2015	06/09/2017	\$0	4- 8 teaching staff, ESL staff, special education staff, unified arts staff, IB coordinator
Learner Profile	We will highlight a monthly Learner Profile character trait and link it with our work to be more inclusive and equitable in building a positive educational environment.	Academic Support Program, Behavioral Support Program, Teacher Collaboration	Tier 1	Implement	09/08/2015	06/16/2017	\$0	All teachers
Common Rubrics	By grade, teachers will use commonly created rubrics to assess student writing.	Direct Instruction	Tier 1		08/29/2017	06/14/2019	\$0	All staff

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Ancillary Support Staff	ESL, Special Education, and unified arts staff will work in collaboration with classroom teachers to support the building writing goal.	Academic Support Program	Tier 2	Implement	09/08/2015	06/09/2017	\$0	4 - 8 teaching staff, ESL staff, special education staff, unified arts staff, IB coordinator.
Ancillary Support Staff	Special education, ESL, and specials staff will support mathematics goals through their programs.	Academic Support Program	Tier 2	Implement	09/08/2015	06/09/2017	\$0	4 - 8 teaching staff, ESL teachers, special education teachers, unified arts teachers, IB coordinator.