



School Improvement Plan

West Hills Middle School

Bloomfield Hills Schools

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TABLE OF CONTENTS

Introduction	1
Improvement Plan Assurance	
Introduction	3
Improvement Plan Assurance	4
2019 - 2020 WHMS Plan for School Improvement Plan	
Overview	6
Goals Summary	7
Goal 1: All students will increase reading comprehension across the curriculum.	8
Goal 2: All students at WHMS will increase writing proficiency.	10
Goal 3: All students at WHMS will increase math proficiency.	12
Goal 4: All students will be engaged in a culturally responsive environment that ensures positive relationships with peers and adults.	14
Activity Summary by Funding Source	16

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 2018-2019 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	See Goals and Plans in Assist	

2019 - 2020 WHMS Plan for School Improvement Plan

Overview

Plan Name

2019 - 2020 WHMS Plan for School Improvement Plan

Plan Description

Goals Summary

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

#	Goal Name	Goal Details	Goal Type	Total Funding
1	All students will increase reading comprehension across the curriculum.	Objectives: 1 Strategies: 2 Activities: 7	Academic	\$708000
2	All students at WHMS will increase writing proficiency.	Objectives: 1 Strategies: 2 Activities: 5	Academic	\$4500
3	All students at WHMS will increase math proficiency.	Objectives: 1 Strategies: 4 Activities: 4	Academic	\$5000
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 will increase reading comprehension across the curriculum.

Measurable Objective 1:

80% 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 06/14/2019 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 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	06/17/2016	06/14/2019	\$2000	General Fund	Teachers and GERT staff

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	06/16/2017	06/14/2019	\$1000	General Fund	District ELA coordinator, 4-8 teaching staff, and building administration.

Activity - Reader's Workshop	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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School Improvement Plan

West Hills Middle School

Continued implementation of Reader's Workshop in grades 4 - 8.	Professional Learning	Tier 1	Implement	06/16/2017	06/14/2019	\$3000	Title II Part A	4th - 8th grade teaching staff and building administration.
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Activity - Technology to Enhance Learning	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will utilize technology to engage learners and increase proficiency in reading within the content areas. Through various digital programs, teachers can individually differentiate by reading level, strategy, etc. Teachers will access various nonfiction resources available on electronic devices including NEWSELA, RazKids, Scholastic, Time for Kids, or other similar sources.	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$700000	General Fund	All staff

Strategy 2:

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, 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	06/16/2017	06/14/2019	\$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
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School Improvement Plan

West Hills Middle School

Special education, ESL, and specials staff will support the building's reading goal through their programs.	Academic Support Program	Tier 1	Implement	06/16/2017	06/14/2019	\$0	No Funding Required	4- 8 teaching staff, ESL staff, special education staff, unified arts staff, IB coordinator
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Activity - ESL Intervention Plan	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 learners which may include any of the following: - ESL Academic and Tutorial Classes - Extended Learning - Parent communication - Intensive work in small groups - Individualized instruction - Push-in support for content specific classroom work - Collaboration with special education staff - Collaboration, professional development, and coaching with general education teachers	Academic Support Program	Tier 2	Implement	09/05/2017	06/14/2019	\$2000	Title III	ESL Teachers and Title III Coordinator

Goal 2: All students at WHMS will increase writing 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 one level in Writing by 06/14/2019 as measured by Writing Pathways rubrics.

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, Angilillo's Writing About Reading, Marzano's Classroom Instruction That Works, Middle Years Programme Implementation Guide.

Tier:

School Improvement Plan

West Hills Middle School

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
Activity - Writing Assessment	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Instructional staff will engage in grade-level common writing assessments twice per year. Teachers will collaborate to norm student writing with a common rubric. Student exemplars will be selected to be used as models for future writing instruction.	Professional Learning	Tier 1	Implement	06/16/2017	06/14/2019	\$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
Writer's Workshop as an instructional framework is implemented in all 4 - 8 classrooms. Teachers will engage in ongoing learning networks to implement the framework with fidelity.	Direct Instruction	Tier 1	Monitor	06/16/2017	06/14/2019	\$1000	General Fund	All staff
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 along with Lucy Calkins Writing Pathways rubrics.	Materials, Curriculum Development	Tier 1		06/16/2017	06/14/2019	\$3000	Title II Part A	All ELA staff

Strategy 2:

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

School Improvement Plan

West Hills Middle School

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	06/16/2017	06/14/2019	\$0	No Funding Required	4 - 8 teaching staff, ESL staff, special education staff, unified arts staff, IB coordinator.
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Goal 3: All students at WHMS will increase math proficiency.

Measurable Objective 1:

80% 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 06/14/2019 as measured by NWEA..

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

Activity - Data Interpretation	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will use NWEA data to support their instruction and frame goal-setting with individual students.	Direct Instruction	Tier 2	Monitor	06/16/2017	06/14/2019	\$2000	Title II Part A	math teachers

Strategy 2:

Alignment of Instruction, Assessment, and Resources to meet student needs. - The Math Teacher Leader in concert with teachers, LST, and building administration will collaborate on resources and practices that support this goal.

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.

School Improvement Plan

West Hills Middle School

Tier: Tier 2

Activity - Professional learning to monitor student progress of mathematical standards.	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Staff will collaborate with the Math Teacher leader engaging in vertical and horizontal alignment and formative assessment activities to determine student progress for math proficiency. Additionally, continued collaborative work on common assessments will be used to inform necessary interventions and extensions.	Professional Learning	Tier 2	Monitor	06/16/2017	06/14/2019	\$2000	General Fund	Math Teachers

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 - Task Specific Rubric Development, Feedback, and Reflection	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Refinement of task-specific rubrics will be developed and shared with students in order to set clear learning targets.	Curriculum Development, Teacher Collaboration	Tier 1	Implement	06/16/2017	06/14/2019	\$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

Activity - Ancillary Support Staff	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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School Improvement Plan

West Hills Middle School

Special education, ESL, and specials staff will support mathematics goals through their programs.	Academic Support Program	Tier 2	Implement	06/16/2017	06/14/2019	\$0	No Funding Required	4 - 8 teaching staff, ESL teachers, special education teachers, unified arts teachers, IB coordinator.
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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 students, staff, and community members by 06/14/2019 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 2017 - 18 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 continue to 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 continue to work with Defeat Label implementing the Upstander Program with all sixth grade students which began 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/>,

School Improvement Plan

West Hills Middle School

<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
Training that builds capacity within our organization to create a more inclusive and equitable educational environment.	Community Engagement, Parent Involvement, Professional Learning, Academic Support Program, Behavioral Support Program	Tier 2	Implement	06/16/2017	06/14/2019	\$1500	Title II Part A	Administrators

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.	Teacher Collaboration, Academic Support Program, Behavioral Support Program	Tier 1	Implement	06/16/2017	06/14/2019	\$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	06/16/2017	06/14/2019	\$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
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	06/16/2017	06/14/2019	\$1000	District ELA coordinator, 4-8 teaching staff, and building administration.
Behavior and Effort Recognition	Recognize middle-school students who have demonstrated excellent behavior, effort, and participation.	Behavioral Support Program	Tier 1	Implement	06/16/2017	06/14/2019	\$500	Andy Gignac, Rob Durecka, Tony Castellani, Anne Westphal, and teaching staff.
Task Specific Rubric Development, Feedback, and Reflection	Refinement of task-specific rubrics will be developed and shared with students in order to set clear learning targets.	Curriculum Development, Teacher Collaboration	Tier 1	Implement	06/16/2017	06/14/2019	\$1000	MYP teachers
Writer's Workshop	Writer's Workshop as an instructional framework is implemented in all 4 - 8 classrooms. Teachers will engage in ongoing learning networks to implement the framework with fidelity.	Direct Instruction	Tier 1	Monitor	06/16/2017	06/14/2019	\$1000	All staff
Writing Assessment	Instructional staff will engage in grade-level common writing assessments twice per year. Teachers will collaborate to norm student writing with a common rubric. Student exemplars will be selected to be used as models for future writing instruction.	Professional Learning	Tier 1	Implement	06/16/2017	06/14/2019	\$500	All ELA staff

School Improvement Plan

West Hills Middle School

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	06/17/2016	06/14/2019	\$2000	Teachers and GERT staff
Professional learning to monitor student progress of mathematical standards.	Staff will collaborate with the Math Teacher leader engaging in vertical and horizontal alignment and formative assessment activities to determine student progress for math proficiency. Additionally, continued collaborative work on common assessments will be used to inform necessary interventions and extensions.	Professional Learning	Tier 2	Monitor	06/16/2017	06/14/2019	\$2000	Math Teachers
Technology to Enhance Learning	Teachers will utilize technology to engage learners and increase proficiency in reading within the content areas. Through various digital programs, teachers can individually differentiate by reading level, strategy, etc. Teachers will access various nonfiction resources available on electronic devices including NEWSELA, RazKids, Scholastic, Time for Kids, or other similar sources.	Professional Learning	Tier 1	Implement	09/04/2018	06/14/2019	\$700000	All staff

No Funding Required

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Ancillary Support Staff	Special education, ESL, and specials staff will support mathematics goals through their programs.	Academic Support Program	Tier 2	Implement	06/16/2017	06/14/2019	\$0	4 - 8 teaching staff, ESL teachers, special education teachers, unified arts teachers, 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.	Teacher Collaboration, Academic Support Program, Behavioral Support Program	Tier 1	Implement	06/16/2017	06/14/2019	\$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

School Improvement Plan

West Hills Middle School

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	06/16/2017	06/14/2019	\$0	4- 8 teaching staff, ESL staff, special education staff, unified arts staff, IB coordinator
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	06/16/2017	06/14/2019	\$0	4 - 8 teaching staff, ESL staff, special education staff, unified arts staff, IB coordinator.
RTI Groups	Data driven intervention in reading provided via small group instruction to struggling readers.	Academic Support Program	Tier 2	Implement	06/16/2017	06/14/2019	\$0	GERT, 4-8 teaching staff.

Title III

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
ESL Intervention Plan	ESL teachers will develop an intervention plan for their struggling learners which may include any of the following: - ESL Academic and Tutorial Classes - Extended Learning - Parent communication - Intensive work in small groups - Individualized instruction - Push-in support for content specific classroom work - Collaboration with special education staff - Collaboration, professional development, and coaching with general education teachers	Academic Support Program	Tier 2	Implement	09/05/2017	06/14/2019	\$2000	ESL Teachers and Title III Coordinator

Title II Part A

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

West Hills Middle School

Data Interpretation	Teachers will use NWEA data to support their instruction and frame goal-setting with individual students.	Direct Instruction	Tier 2	Monitor	06/16/2017	06/14/2019	\$2000	math teachers
Reader's Workshop	Continued implementation of Reader's Workshop in grades 4 - 8.	Professional Learning	Tier 1	Implement	06/16/2017	06/14/2019	\$3000	4th - 8th grade teaching staff and building administration.
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.	Community Engagement, Parent Involvement, Professional Learning, Academic Support Program, Behavioral Support Program	Tier 2	Implement	06/16/2017	06/14/2019	\$1500	Administrators
Oakland Schools Writing Units	Teachers will use the Oakland Schools Writing Units as resources for curriculum development along with Lucy Calkins Writing Pathways rubrics.	Materials, Curriculum Development	Tier 1		06/16/2017	06/14/2019	\$3000	All ELA staff