



# **School Improvement Plan**

**Beecher High School**

**Beecher Community School District**

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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 2019-2020 school year, schools will have two options for Goals and Plans. 1. Update Goals and Plans, if necessary, based on analysis of data and Program Evaluation; 2. Complete and upload the Abbreviated Goals and Plans template into ASSIST, based on analysis of data and Program Evaluation.

**Improvement Plan Assurance**

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

# **2019 - 2020 Plan for School Improvement Plan**

## **Overview**

### **Plan Name**

2019 - 2020 Plan for School Improvement Plan

### **Plan Description**

School Improvement Plan for the 2019 -2020 School Year. The plan represents goals, objectives, strategies, and activities for a 3 year time frame; July 1, 2019 through June 30, 2022.



## 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 be provided a well-rounded education and experiences to prepare them for college and careers.	Objectives: 4 Strategies: 2 Activities: 15	Academic	\$0
2	All students will be afforded support, services, and instruction for a safe and healthy lifestyle and future.	Objectives: 1 Strategies: 2 Activities: 18	Organizational	\$0
3	All secondary students will receive Career Information, Exposure, and Experiences in order to be Career Ready by Graduation.	Objectives: 1 Strategies: 1 Activities: 5	Organizational	\$0

## Goal 1: All students will be provided a well-rounded education and experiences to prepare them for college and careers.

### Measurable Objective 1:

A 2% increase of All Students will demonstrate a proficiency annually in Social Studies by 06/30/2022 as measured by state assessments .

### (shared) Strategy 1:

Provide structured enrichment and intervention opportunities to students to accelerate their learning. - This strategy will help provided students with enrichment and intervention opportunities. Through the development of a MTSS System, data will be used to help the staff understand which students are excelling or having difficulties and need extra support. The school will provided support for students during normal school hours and during extended non school hour periods.

Category: Learning Support Systems

Research Cited: Beckett, M., Borman, G., Capizzano, J., Parsley, D., Ross, S., Schirm, A., & Taylor, J. (2009). Structuring out-of-school time to improve academic achievement: A practice guide (NCEE #2009-012). Washington, DC: National Center for Education Evaluation and Regional Assistance, Institute of Education Sciences, U.S. Department of Education. Retrieved from <http://ies.ed.gov/ncee/wwc/publications/practiceguides>.

Tier: Tier 1

Activity - Tutors	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Tutoring will be offered in order to improve student achievement. Students needing testing, project, strategies, etc. support, will have the opportunity to work with a tutor.	Behavioral Support Program, Academic Support Program	Tier 1	Monitor	07/01/2019	06/30/2020	\$0	Title I Part A	Principal Tutors Teachers

Activity - Online learning support (technology and tools)	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers and students will use computers, iPads, laptops, etc. in the classroom to further understanding. Teachers and students will use programs, like: NWEA, KutaSoftware, United Streaming, etc.to monitor learning and further understanding on topics being taught.	Supplemental Materials, Implementation, Technology, Academic Support Program	Tier 1	Implement	07/01/2019	06/30/2022	\$0	Title I Part A	Principal Teachers Tutors Para-Professionals

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Activity - Special Education	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Special education services will be provided for students receiving an IEP and students that need support that may lead to an IEP.	Supplemental Materials, Behavioral Support Program, Academic Support Program	Tier 3	Implement	07/01/2019	06/30/2022	\$0	Special Education	Special Education Director Special Education Teachers Principals
Activity - Providing MTSS for intervention	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Develop and utilize a Multi Tiered System of Supports (MTSS) to meet the academic and behavioral needs of students and to coordinate general and special education programming: Title 1 and 31a instructional support Supplemental materials ESL support staff Credit recovery to include stipends and licenses Extended day, Intersession and Summer School instruction to include stipends, supplies, transportation	Behavioral Support Program, Academic Support Program	Tier 1	Getting Ready	07/01/2019	06/30/2022	\$0	Title I Part A	Principal Teachers Behavior Interventionist
Activity - Para Professional staff support	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Para Professionals will aide special education teachers in the support of students with IEPs	Implementation, Academic Support Program	Tier 3	Implement	07/01/2019	06/30/2022	\$0	Special Education	Special Education Director Principal SPED Teacher
Activity - Parent involvement / engagement activities by the parent facilitator	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Parents will be invited to attend academic events that focus upon supporting student learning. Each event will have evaluation forms that help guide the structure, support needed, and frequency. The events may include materials to take home and use with their student(s)	Parent Involvement	Tier 1	Implement	07/01/2019	06/30/2022	\$0	Title I Schoolwide	Principal Director of State and Federal Programs
Activity - Parent Facilitator	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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The Parent Facilitator that will promote engagement, activism, and involvement with students' parents and the community at large. They will provide opportunities for parents to learn, discuss, and explore ways to improve their lives, homes, and the community we service. The by product of working with parents to improve their skill set in specific areas will be that students learn and benefit from an improved home environment therefore giving them a better opportunity to be successful in the classroom.	Parent Involvement	Tier 1		07/01/2019	06/30/2022	\$0	Title I Schoolwide	Principal Director of State and Federal Programs
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Activity - Staff trainings	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Staff will participate in professional development to expand and grow their capabilities. Staff will use data, collaboration, and research to help dictate the areas of professional development required.	Professional Learning	Tier 1	Implement	07/01/2019	06/30/2022	\$0	Title II Part A	Principal Behavior Interventionist Coordinator of School Culture

Activity - Administrative training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Principal will receive professional leadership coaching around improving instructional leadership capacity. Professional Development will be focused on creating a climate for success, implementing curriculum change, and improving the use of instructional strategies of teachers, and increasing the capacity of staff. Additionally, the building administrators will form a PLC specifically to train for critical conversations, instructional leadership, and evaluation competencies. Possible professional development through: Mi Excel Blueprint, MEMSPA, MASSA, MASSP, MDE, Frontline Education.	Professional Learning	Tier 1		07/01/2019	06/30/2022	\$0	Title II Part A	Principal Superintendent

Activity - NWEA - Student Assessment Tool	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Use the NWEA suite of resources to access, monitor, and to discover the areas where students have gaps in their learning. The tool will help us with our MTSS to help students in their academic strengths and weaknesses.	Getting Ready, Academic Support Program	Tier 1	Implement	07/01/2019	06/30/2022	\$0	Title II Part A	Principal Department Chairpersons

Activity - Supplemental Materials	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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Departments will use supplemental materials to aide students understanding of the curriculum.	Supplemental Materials, Academic Support Program	Tier 1	Getting Ready	07/01/2019	06/30/2022	\$0	Title I Part A	Principal Department Chairpersons
<b>Activity - Robotics (programming and support)</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
A robotics team will be created to engage students in the real world application of some of the curricular topics covered in multiple classes and/or content. It is also an extended day activity.	Extra Curricular, Technology , Academic Support Program	Tier 2	Getting Ready	07/01/2019	06/30/2022	\$0	Title I Part A	Robotics Coach Principal Director of State and Federal Programs
<b>Activity - Extended learning</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
The staff will be offering different types of Extended Day Opportunities for students. The purpose is for students to be able to improve upon their areas of weaknesses, peak their interest with real world opportunities, extended the classroom content to application, etc.	Extra Curricular, Community Engagement, Supplemental Materials, Academic Support Program	Tier 1	Getting Ready	07/01/2019	06/30/2022	\$0	Title I Part A	Principal Department Chairpersons

### (shared) Strategy 2:

Teaching aligned curriculum with fidelity - In each content area, the staff will be working with content experts and/or materials to align the curriculum with our materials and pacing guides with fidelity. This includes professional development, the use of supplemental materials, describing and understanding the pacing and monitoring of the curriculum as well.

Category: Learning Support Systems

Research Cited: Ainsworth, L 2003, / Unwrapping the Standards: A simple process to make standards manageable, Englewood, CO: Advance Learning Press.

(Google Scholar); American Association for the Advancement of Science. 2001. Designs for science literacy. New York: Oxford University Press (Google Scholar);

Bloom, B. S. 1976, Human Characteristics and School Learning. New York: McGraw Hill (Google Scholar); Cohen, S. A. 1987. Instructional alignment: Searching for a magic bullet. Educational Researcher. 16: 16-19.

Tier: Tier 1

## School Improvement Plan

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Activity - Professional Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Staff (teachers, para-professionals, and/or principal) will have professional development in-regards to curriculum. Staff will be need to have a better understanding of the common core expectations, instructional strategies that help to teach the content, the best pacing and alignment of the content to maximize comprehension, etc.	Curriculum Development, Professional Learning, Academic Support Program	Tier 1	Getting Ready	07/01/2019	06/30/2022	\$0	Title II Part A	Principal Department Chairpersons

Activity - Monitoring Curriculum	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Staff will monitor and analyze the curriculum and materials used to instruct students in the classroom. Departments will discuss the pacing guide/content alignment during the monitoring of classroom data and professional development. Also, departments will review materials that could supplement areas of strengths and weakness for students; purchase supplemental materials that will aide in instruction and improving content knowledge.	Supplemental Materials, Curriculum Development, Professional Learning, Academic Support Program	Tier 1	Getting Ready	07/01/2019	06/30/2022	\$0	Title II Part A	Principal Department Chairpersons

### Measurable Objective 2:

A 10% increase of All Students will demonstrate a proficiency annually in English Language Arts by 06/30/2025 as measured by state assessments in order to reach the 2024-25 target of 60%.

### (shared) Strategy 1:

Provide structured enrichment and intervention opportunities to students to accelerate their learning. - This strategy will help provided students with enrichment and intervention opportunities. Through the development of a MTSS System, data will be used to help the staff understand which students are excelling or having difficulties and need extra support. The school will provided support for students during normal school hours and during extended non school hour periods.

Category: Learning Support Systems

Research Cited: Beckett, M., Borman, G., Capizzano, J., Parsley, D., Ross, S., Schirm, A., & Taylor, J. (2009). Structuring out-of-school time to improve academic achievement: A practice guide (NCEE #2009-012). Washington, DC: National Center for Education Evaluation and Regional Assistance, Institute of Education Sciences, U.S. Department of Education. Retrieved from <http://ies.ed.gov/ncee/wwc/publications/practiceguides>.

Tier: Tier 1

Activity - Tutors	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Tutoring will be offered in order to improve student achievement. Students needing testing, project, strategies, etc. support, will have the opportunity to work with a tutor.	Behavioral Support Program, Academic Support Program	Tier 1	Monitor	07/01/2019	06/30/2020	\$0	Title I Part A	Principal Tutors Teachers
<b>Activity - Online learning support (technology and tools)</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Teachers and students will use computers, iPads, laptops, etc. in the classroom to further understanding. Teachers and students will use programs, like: NWEA, KutaSoftware, United Streaming, etc. to monitor learning and further understanding on topics being taught.	Supplemental Materials, Implementation, Technology, Academic Support Program	Tier 1	Implement	07/01/2019	06/30/2022	\$0	Title I Part A	Principal Teachers Tutors Para-Professionals
<b>Activity - Special Education</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Special education services will be provided for students receiving an IEP and students that need support that may lead to an IEP.	Supplemental Materials, Behavioral Support Program, Academic Support Program	Tier 3	Implement	07/01/2019	06/30/2022	\$0	Special Education	Special Education Director Special Education Teachers Principals
<b>Activity - Providing MTSS for intervention</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Develop and utilize a Multi Tiered System of Supports (MTSS) to meet the academic and behavioral needs of students and to coordinate general and special education programming: Title 1 and 31a instructional support Supplemental materials ESL support staff Credit recovery to include stipends and licenses Extended day, Intersession and Summer School instruction to include stipends, supplies, transportation	Behavioral Support Program, Academic Support Program	Tier 1	Getting Ready	07/01/2019	06/30/2022	\$0	Title I Part A	Principal Teachers Behavior Interventionist
<b>Activity - Para Professional staff support</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>

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Para Professionals will aide special education teachers in the support of students with IEPs	Implementation, Academic Support Program	Tier 3	Implement	07/01/2019	06/30/2022	\$0	Special Education	Special Education Director Principal SPED Teacher
Activity - Parent involvement / engagement activities by the parent facilitator	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Parents will be invited to attend academic events that focus upon supporting student learning. Each event will have evaluation forms that help guide the structure, support needed, and frequency. The events may include materials to take home and use with their student(s)	Parent Involvement	Tier 1	Implement	07/01/2019	06/30/2022	\$0	Title I Schoolwide	Principal Director of State and Federal Programs
Activity - Parent Facilitator	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The Parent Facilitator that will promote engagement, activism, and involvement with students' parents and the community at large. They will provide opportunities for parents to learn, discuss, and explore ways to improve their lives, homes, and the community we service. The by product of working with parents to improve their skill set in specific areas will be that students learn and benefit from an improved home environment therefore giving them a better opportunity to be successful in the classroom.	Parent Involvement	Tier 1		07/01/2019	06/30/2022	\$0	Title I Schoolwide	Principal Director of State and Federal Programs
Activity - Staff trainings	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Staff will participate in professional development to expand and grow their capabilities. Staff will use data, collaboration, and research to help dictate the areas of professional development required.	Professional Learning	Tier 1	Implement	07/01/2019	06/30/2022	\$0	Title II Part A	Principal Behavior Interventionist Coordinator of School Culture
Activity - Administrative training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible



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Principal will receive professional leadership coaching around improving instructional leadership capacity. Professional Development will be focused on creating a climate for success, implementing curriculum change, and improving the use of instructional strategies of teachers, and increasing the capacity of staff. Additionally, the building administrators will form a PLC specifically to train for critical conversations, instructional leadership, and evaluation competencies. Possible professional development through: Mi Excel Blueprint, MEMSPA, MASSA, MASSP, MDE, Frontline Education.	Professional Learning	Tier 1		07/01/2019	06/30/2022	\$0	Title II Part A	Principal Superintendent
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Activity - NWEA - Student Assessment Tool	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Use the NWEA suite of resources to access, monitor, and to discover the areas where students have gaps in their learning. The tool will help us with our MTSS to help students in their academic strengths and weaknesses.	Getting Ready, Academic Support Program	Tier 1	Implement	07/01/2019	06/30/2022	\$0	Title II Part A	Principal Department Chairpersons

Activity - Supplemental Materials	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Departments will use supplemental materials to aide students understanding of the curriculum.	Supplemental Materials, Academic Support Program	Tier 1	Getting Ready	07/01/2019	06/30/2022	\$0	Title I Part A	Principal Department Chairpersons

Activity - Robotics (programming and support)	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
A robotics team will be created to engage students in the real world application of some of the curricular topics covered in multiple classes and/or content. It is also an extended day activity.	Extra Curricular, Technology, Academic Support Program	Tier 2	Getting Ready	07/01/2019	06/30/2022	\$0	Title I Part A	Robotics Coach Principal Director of State and Federal Programs

Activity - Extended learning	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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The staff will be offering different types of Extended Day Opportunities for students. The purpose is for students to be able to improve upon their areas of weaknesses, peak their interest with real world opportunities, extended the classroom content to application, etc.	Extra Curricular, Community Engagement, Supplemental Materials, Academic Support Program	Tier 1	Getting Ready	07/01/2019	06/30/2022	\$0	Title I Part A	Principal Department Chairpersons
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### (shared) Strategy 2:

Teaching aligned curriculum with fidelity - In each content area, the staff will be working with content experts and/or materials to align the curriculum with our materials and pacing guides with fidelity. This includes professional development, the use of supplemental materials, describing and understanding the pacing and monitoring of the curriculum as well.

Category: Learning Support Systems

Research Cited: Ainsworth, L 2003, / Unwrapping the Standards: A simple process to make standards manageable, Englewood, CO: Advance Learning Press.

(Google Scholar); American Association for the Advancement of Science. 2001. Designs for science literacy. New York: Oxford University Press (Google Scholar);

Bloom, B. S. 1976, Human Characteristics and School Learning. New York: McGraw Hill (Google Scholar); Cohen, S. A. 1987. Instructional alignment: Searching for a magic bullet. Educational Researcher. 16: 16-19.

Tier: Tier 1

Activity - Professional Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Staff (teachers, para-professionals, and/or principal) will have professional development in-regards to curriculum. Staff will be need to have a better understanding of the common core expectations, instructional strategies that help to teach the content, the best pacing and alignment of the content to maximize comprehension, etc.	Curriculum Development, Professional Learning, Academic Support Program	Tier 1	Getting Ready	07/01/2019	06/30/2022	\$0	Title II Part A	Principal Department Chairpersons

Activity - Monitoring Curriculum	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Staff will monitor and analyze the curriculum and materials used to instruct students in the classroom. Departments will discuss the pacing guide/content alignment during the monitoring of classroom data and professional development. Also, departments will review materials that could supplement areas of strengths and weakness for students; purchase supplemental materials that will aide in instruction and improving content knowledge.	Supplemental Materials, Curriculum Development, Professional Learning, Academic Support Program	Tier 1	Getting Ready	07/01/2019	06/30/2022	\$0	Title II Part A	Principal Department Chairpersons
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### Measurable Objective 3:

A 8% increase of All Students will demonstrate a proficiency annually in Mathematics by 06/30/2025 as measured by state assessments in order to reach the 2024-25 target of 47.5%.

### (shared) Strategy 1:

Provide structured enrichment and intervention opportunities to students to accelerate their learning. - This strategy will help provided students with enrichment and intervention opportunities. Through the development of a MTSS System, data will be used to help the staff understand which students are excelling or having difficulties and need extra support. The school will provided support for students during normal school hours and during extended non school hour periods.

Category: Learning Support Systems

Research Cited: Beckett, M., Borman, G., Capizzano, J., Parsley, D., Ross, S., Schirm, A., & Taylor, J. (2009). Structuring out-of-school time to improve academic achievement: A practice guide (NCEE #2009-012). Washington, DC: National Center for Education Evaluation and Regional Assistance, Institute of Education Sciences, U.S. Department of Education. Retrieved from <http://ies.ed.gov/ncee/wwc/publications/practiceguides>.

Tier: Tier 1

Activity - Tutors	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Tutoring will be offered in order to improve student achievement. Students needing testing, project, strategies, etc. support, will have the opportunity to work with a tutor.	Behavioral Support Program, Academic Support Program	Tier 1	Monitor	07/01/2019	06/30/2020	\$0	Title I Part A	Principal Tutors Teachers

Activity - Online learning support (technology and tools)	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Teachers and students will use computers, iPads, laptops, etc. in the classroom to further understanding. Teachers and students will use programs, like: NWEA, KutaSoftware, United Streaming, etc. to monitor learning and further understanding on topics being taught.	Supplemental Materials, Implementation, Technology, Academic Support Program	Tier 1	Implement	07/01/2019	06/30/2022	\$0	Title I Part A	Principal Teachers Tutors Para-Professionals
<b>Activity - Special Education</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Special education services will be provided for students receiving an IEP and students that need support that may lead to an IEP.	Supplemental Materials, Behavioral Support Program, Academic Support Program	Tier 3	Implement	07/01/2019	06/30/2022	\$0	Special Education	Special Education Director Special Education Teachers Principals
<b>Activity - Providing MTSS for intervention</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Develop and utilize a Multi Tiered System of Supports (MTSS) to meet the academic and behavioral needs of students and to coordinate general and special education programming: Title 1 and 31a instructional support Supplemental materials ESL support staff Credit recovery to include stipends and licenses Extended day, Intersession and Summer School instruction to include stipends, supplies, transportation	Behavioral Support Program, Academic Support Program	Tier 1	Getting Ready	07/01/2019	06/30/2022	\$0	Title I Part A	Principal Teachers Behavior Interventionist
<b>Activity - Para Professional staff support</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Para Professionals will aide special education teachers in the support of students with IEPs	Implementation, Academic Support Program	Tier 3	Implement	07/01/2019	06/30/2022	\$0	Special Education	Special Education Director Principal SPED Teacher
<b>Activity - Parent involvement / engagement activities by the parent facilitator</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>

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Parents will be invited to attend academic events that focus upon supporting student learning. Each event will have evaluation forms that help guide the structure, support needed, and frequency. The events may include materials to take home and use with their student(s)	Parent Involvement	Tier 1	Implement	07/01/2019	06/30/2022	\$0	Title I Schoolwide	Principal Director of State and Federal Programs
<b>Activity - Parent Facilitator</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
The Parent Facilitator that will promote engagement, activism, and involvement with students' parents and the community at large. They will provide opportunities for parents to learn, discuss, and explore ways to improve their lives, homes, and the community we service. The by product of working with parents to improve their skill set in specific areas will be that students learn and benefit from an improved home environment therefore giving them a better opportunity to be successful in the classroom.	Parent Involvement	Tier 1		07/01/2019	06/30/2022	\$0	Title I Schoolwide	Principal Director of State and Federal Programs
<b>Activity - Staff trainings</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Staff will participate in professional development to expand and grow their capabilities. Staff will use data, collaboration, and research to help dictate the areas of professional development required.	Professional Learning	Tier 1	Implement	07/01/2019	06/30/2022	\$0	Title II Part A	Principal Behavior Interventionist Coordinator of School Culture
<b>Activity - Administrative training</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Principal will receive professional leadership coaching around improving instructional leadership capacity. Professional Development will be focused on creating a climate for success, implementing curriculum change, and improving the use of instructional strategies of teachers, and increasing the capacity of staff. Additionally, the building administrators will form a PLC specifically to train for critical conversations, instructional leadership, and evaluation competencies. Possible professional development through: Mi Excel Blueprint, MEMSPA, MASSA, MASSP, MDE, Frontline Education.	Professional Learning	Tier 1		07/01/2019	06/30/2022	\$0	Title II Part A	Principal Superintendent
<b>Activity - NWEA - Student Assessment Tool</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>

## School Improvement Plan

Beecher High School

Use the NWEA suite of resources to access, monitor, and to discover the areas where students have gaps in their learning. The tool will help us with our MTSS to help students in their academic strengths and weaknesses.	Getting Ready, Academic Support Program	Tier 1	Implement	07/01/2019	06/30/2022	\$0	Title II Part A	Principal Department Chairpersons
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Activity - Supplemental Materials	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Departments will use supplemental materials to aide students understanding of the curriculum.	Supplemental Materials, Academic Support Program	Tier 1	Getting Ready	07/01/2019	06/30/2022	\$0	Title I Part A	Principal Department Chairpersons

Activity - Robotics (programming and support)	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
A robotics team will be created to engage students in the real world application of some of the curricular topics covered in multiple classes and/or content. It is also an extended day activity.	Extra Curricular, Technology, Academic Support Program	Tier 2	Getting Ready	07/01/2019	06/30/2022	\$0	Title I Part A	Robotics Coach Principal Director of State and Federal Programs

Activity - Extended learning	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The staff will be offering different types of Extended Day Opportunities for students. The purpose is for students to be able to improve upon their areas of weaknesses, peak their interest with real world opportunities, extended the classroom content to application, etc.	Extra Curricular, Community Engagement, Supplemental Materials, Academic Support Program	Tier 1	Getting Ready	07/01/2019	06/30/2022	\$0	Title I Part A	Principal Department Chairpersons

### (shared) Strategy 2:

Teaching aligned curriculum with fidelity - In each content area, the staff will be working with content experts and/or materials to align the curriculum with our materials and pacing guides with fidelity. This includes professional development, the use of supplemental materials, describing and understanding the pacing and monitoring of the curriculum as well.

Category: Learning Support Systems

## School Improvement Plan

Beecher High School

Research Cited: Ainsworth, L 2003, / Unwrapping the Standards: A simple process to make standards manageable, Englewood, CO: Advance Learning Press. (Google Scholar); American Association for the Advancement of Science. 2001. Designs for science literacy. New York: Oxford University Press (Google Scholar); Bloom, B. S. 1976, Human Characteristics and School Learning. New York: McGraw Hill (Google Scholar); Cohen, S. A. 1987. Instructional alignment: Searching for a magic bullet. Educational Researcher. 16: 16-19.

Tier: Tier 1

Activity - Professional Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Staff (teachers, para-professionals, and/or principal) will have professional development in-regards to curriculum. Staff will be need to have a better understanding of the common core expectations, instructional strategies that help to teach the content, the best pacing and alignment of the content to maximize comprehension, etc.	Curriculum Development, Professional Learning, Academic Support Program	Tier 1	Getting Ready	07/01/2019	06/30/2022	\$0	Title II Part A	Principal Department Chairpersons

Activity - Monitoring Curriculum	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Staff will monitor and analyze the curriculum and materials used to instruct students in the classroom. Departments will discuss the pacing guide/content alignment during the monitoring of classroom data and professional development. Also, departments will review materials that could supplement areas of strengths and weakness for students; purchase supplemental materials that will aide in instruction and improving content knowledge.	Supplemental Materials, Curriculum Development, Professional Learning, Academic Support Program	Tier 1	Getting Ready	07/01/2019	06/30/2022	\$0	Title II Part A	Principal Department Chairpersons

### Measurable Objective 4:

A 2% increase of All Students will demonstrate a proficiency annually in Science by 06/30/2022 as measured by state assessments .

### (shared) Strategy 1:

Provide structured enrichment and intervention opportunities to students to accelerate their learning. - This strategy will help provided students with enrichment and intervention opportunities. Through the development of a MTSS System, data will be used to help the staff understand which students are excelling or having difficulties and need extra support. The school will provided support for students during normal school hours and during extended non school hour periods.

Category: Learning Support Systems

Research Cited: Beckett, M., Borman, G., Capizzano, J., Parsley, D., Ross, S., Schirm, A., & Taylor, J. (2009). Structuring out-of-school time to improve academic achievement: A practice guide (NCEE #2009-012). Washington, DC: National Center for Education Evaluation and Regional Assistance, Institute of Education Sciences, U.S. Department of Education. Retrieved from <http://ies.ed.gov/ncee/wwc/publications/practiceguides>.

# School Improvement Plan

Beecher High School

Tier: Tier 1

Activity - Tutors	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Tutoring will be offered in order to improve student achievement. Students needing testing, project, strategies, etc. support, will have the opportunity to work with a tutor.	Behavioral Support Program, Academic Support Program	Tier 1	Monitor	07/01/2019	06/30/2020	\$0	Title I Part A	Principal Tutors Teachers
Activity - Online learning support (technology and tools)	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers and students will use computers, iPads, laptops, etc. in the classroom to further understanding. Teachers and students will use programs, like: NWEA, KutaSoftware, United Streaming, etc. to monitor learning and further understanding on topics being taught.	Supplemental Materials, Implementation, Technology, Academic Support Program	Tier 1	Implement	07/01/2019	06/30/2022	\$0	Title I Part A	Principal Teachers Tutors Para-Professionals
Activity - Special Education	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Special education services will be provided for students receiving an IEP and students that need support that may lead to an IEP.	Supplemental Materials, Behavioral Support Program, Academic Support Program	Tier 3	Implement	07/01/2019	06/30/2022	\$0	Special Education	Special Education Director Special Education Teachers Principals
Activity - Providing MTSS for intervention	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible



## School Improvement Plan

Beecher High School

Develop and utilize a Multi Tiered System of Supports (MTSS) to meet the academic and behavioral needs of students and to coordinate general and special education programming: Title 1 and 31a instructional support Supplemental materials ESL support staff Credit recovery to include stipends and licenses Extended day, Intersession and Summer School instruction to include stipends, supplies, transportation	Behavioral Support Program, Academic Support Program	Tier 1	Getting Ready	07/01/2019	06/30/2022	\$0	Title I Part A	Principal Teachers Behavior Interventionist
<b>Activity - Para Professional staff support</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Para Professionals will aide special education teachers in the support of students with IEPs	Implementation, Academic Support Program	Tier 3	Implement	07/01/2019	06/30/2022	\$0	Special Education	Special Education Director Principal SPED Teacher
<b>Activity - Parent involvement / engagement activities by the parent facilitator</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Parents will be invited to attend academic events that focus upon supporting student learning. Each event will have evaluation forms that help guide the structure, support needed, and frequency. The events may include materials to take home and use with their student(s)	Parent Involvement	Tier 1	Implement	07/01/2019	06/30/2022	\$0	Title I Schoolwide	Principal Director of State and Federal Programs
<b>Activity - Parent Facilitator</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
The Parent Facilitator that will promote engagement, activism, and involvement with students' parents and the community at large. They will provide opportunities for parents to learn, discuss, and explore ways to improve their lives, homes, and the community we service. The by product of working with parents to improve their skill set in specific areas will be that students learn and benefit from an improved home environment therefore giving them a better opportunity to be successful in the classroom.	Parent Involvement	Tier 1		07/01/2019	06/30/2022	\$0	Title I Schoolwide	Principal Director of State and Federal Programs
<b>Activity - Staff trainings</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>

## School Improvement Plan

Beecher High School

Staff will participate in professional development to expand and grow their capabilities. Staff will use data, collaboration, and research to help dictate the areas of professional development required.	Professional Learning	Tier 1	Implement	07/01/2019	06/30/2022	\$0	Title II Part A	Principal Behavior Interventionist Coordinator of School Culture
<b>Activity - Administrative training</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Principal will receive professional leadership coaching around improving instructional leadership capacity. Professional Development will be focused on creating a climate for success, implementing curriculum change, and improving the use of instructional strategies of teachers, and increasing the capacity of staff. Additionally, the building administrators will form a PLC specifically to train for critical conversations, instructional leadership, and evaluation competencies. Possible professional development through: Mi Excel Blueprint, MEMSPA, MASSA, MASSP, MDE, Frontline Education.	Professional Learning	Tier 1		07/01/2019	06/30/2022	\$0	Title II Part A	Principal Superintendent
<b>Activity - NWEA - Student Assessment Tool</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Use the NWEA suite of resources to access, monitor, and to discover the areas where students have gaps in their learning. The tool will help us with our MTSS to help students in their academic strengths and weaknesses.	Getting Ready, Academic Support Program	Tier 1	Implement	07/01/2019	06/30/2022	\$0	Title II Part A	Principal Department Chairpersons
<b>Activity - Supplemental Materials</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Departments will use supplemental materials to aide students understanding of the curriculum.	Supplemental Materials, Academic Support Program	Tier 1	Getting Ready	07/01/2019	06/30/2022	\$0	Title I Part A	Principal Department Chairpersons
<b>Activity - Robotics (programming and support)</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>

## School Improvement Plan

Beecher High School

A robotics team will be created to engage students in the real world application of some of the curricular topics covered in multiple classes and/or content. It is also an extended day activity.	Extra Curricular, Technology , Academic Support Program	Tier 2	Getting Ready	07/01/2019	06/30/2022	\$0	Title I Part A	Robotics Coach Principal Director of State and Federal Programs
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Activity - Extended learning	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The staff will be offering different types of Extended Day Opportunities for students. The purpose is for students to be able to improve upon their areas of weaknesses, peak their interest with real world opportunities, extended the classroom content to application, etc.	Extra Curricular, Community Engagement, Supplemental Materials, Academic Support Program	Tier 1	Getting Ready	07/01/2019	06/30/2022	\$0	Title I Part A	Principal Department Chairpersons

### (shared) Strategy 2:

Teaching aligned curriculum with fidelity - In each content area, the staff will be working with content experts and/or materials to align the curriculum with our materials and pacing guides with fidelity. This includes professional development, the use of supplemental materials, describing and understanding the pacing and monitoring of the curriculum as well.

Category: Learning Support Systems

Research Cited: Ainsworth, L 2003, / Unwrapping the Standards: A simple process to make standards manageable, Englewood, CO: Advance Learning Press.

(Google Scholar); American Association for the Advancement of Science. 2001. Designs for science literacy. New York: Oxford University Press (Google Scholar);

Bloom, B. S. 1976, Human Characteristics and School Learning. New York: McGraw Hill (Google Scholar); Cohen, S. A. 1987. Instructional alignment: Searching for a magic bullet. Educational Researcher. 16: 16-19.

Tier: Tier 1

Activity - Professional Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Staff (teachers, para-professionals, and/or principal) will have professional development in-regards to curriculum. Staff will be need to have a better understanding of the common core expectations, instructional strategies that help to teach the content, the best pacing and alignment of the content to maximize comprehension, etc.	Curriculum Development, Professional Learning, Academic Support Program	Tier 1	Getting Ready	07/01/2019	06/30/2022	\$0	Title II Part A	Principal Department Chairpersons

## School Improvement Plan

Beecher High School

Activity - Monitoring Curriculum	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Staff will monitor and analyze the curriculum and materials used to instruct students in the classroom. Departments will discuss the pacing guide/content alignment during the monitoring of classroom data and professional development. Also, departments will review materials that could supplement areas of strengths and weakness for students; purchase supplemental materials that will aide in instruction and improving content knowledge.	Supplemental Materials, Curriculum Development, Professional Learning, Academic Support Program	Tier 1	Getting Ready	07/01/2019	06/30/2022	\$0	Title II Part A	Principal Department Chairpersons

## Goal 2: All students will be afforded support, services, and instruction for a safe and healthy lifestyle and future.

### Measurable Objective 1:

demonstrate a behavior that results in a decrease of disruptive learning situations within the classroom by 06/30/2022 as measured by 10% decrease in behavior referrals annually.

### Strategy 1:

Behavior Plan/Culture - Beecher High School will implement building wide behavior plans that outline expectations for teaching, learning, and classroom management so students are learning in a safe and orderly environment.

Category: School Culture

Research Cited: Epstein, M., Atkins, M., Cullinan, D., Kutash, K., and Weaver, R. (2008). Reducing Behavior Problems in the Elementary School Classroom: A Practice Guide (NCEE #2008-012). Washington, DC: National Center for Education Evaluation and Regional Assistance, Institute of Education Sciences, U.S. Department of Education. Retrieved from <http://ies.ed.gov/ncee/wwc/publications/practiceguides>.

Tier: Tier 1

Activity - Culture Plan creation and implementation (procedures and protocols to follow)	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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# School Improvement Plan

Beecher High School

The staff will create a Culture Plan that will describe procedures and protocols for all staff and students to follow. The plan will describe expectations for students along with explanations about how each expectation is displayed in the building.	Behavioral Support Program, Monitor	Tier 1	Getting Ready	07/01/2019	06/30/2022	\$0	Title I Part A	Building Administrator Culture Plan Facilitator Coordinator of School Culture
<b>Activity - Positive Behavioral Intervention &amp; Supports (PBIS)</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
The staff will be creating and implementing a PBIS to help students understand expectations to improve the culture of the building. The staff and or team will participate in trainings to better understand the process, strategies, and systems used to improve student behavior.	Behavioral Support Program, Implementation	Tier 1	Implement	07/01/2019	06/30/2022	\$0	Title I Part A	Building Administrator Culture Plan Facilitator Coordinator of School Culture Social Worker Behavior Interventionist
<b>Activity - Training and coaching</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Staff will continue to participate in professional developments to better understand strategies to improve the culture of Beecher High School.	Behavioral Support Program, Implementation, Getting Ready	Tier 1	Implement	07/01/2019	06/30/2022	\$0	Title I Part A	Building Administrator Culture Plan Facilitator Coordinator of School Culture Behavior Interventionist
<b>Activity - PBIS Incentives</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>

## School Improvement Plan

Beecher High School

Students will be able to receive incentives based on following the building expectations. The staff will work to develop the outcomes and incentives that students could receive based on PBIS expectations.	Behavioral Support Program, Academic Support Program	Tier 1	Getting Ready	07/01/2019	06/30/2022	\$0	Title I Part A	Building Administrator Culture Plan Facilitator Coordinator of School Culture
<b>Activity - Behavior Interventionist</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
The Behavior Interventionist is responsible for emotional and social support of all students. The Behavior Interventionist will meet with students, staff, parents & guardians to make sure issues are resolved. Behavior Interventionist may also hold trainings and meetings to educate stakeholders on strategies	Behavioral Support Program	Tier 2	Monitor	07/01/2019	06/30/2022	\$0	Title I Part A	Building Administrator
<b>Activity - Restorative Practices</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
The staff will use restorative practices to help students express their thoughts and feelings regarding issues. This process will help students and staff reduce the number of issues that occur in the school.	Behavioral Support Program, Getting Ready, Academic Support Program	Tier 1	Getting Ready	07/01/2019	06/30/2022	\$0	Title I Part A	Building Administrator Culture Plan Facilitator Coordinator of School Culture Behavior Interventionist
<b>Activity - Culture Plan Facilitator</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Culture Plan Facilitator will focus on factors that impacting students' education success. This position will focus on creating, assisting, monitoring activities that reduce activities that are prohibiting academic success. These barriers may include truancy, anger management, non engagement, alcohol and drug abuse, disrespect to staff, mental health concerns and behavioral difficulties.	Behavioral Support Program, Monitor, Academic Support Program	Tier 1	Implement	07/01/2019	06/30/2022	\$0	Title I Part A	Culture Plan Facilitator Administrator Coordinator of School Culture
<b>Activity - Social Worker</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>

## School Improvement Plan

Beecher High School

The social worker will provide supplemental services in and out of the classroom using small group, one-on-one and whole group approaches to assist students in the areas of conflict resolution, anger management, building self-esteem and character education to focus on increasing student achievement for our most at risk students. Additional barriers that may be impacting student success include truancy, pregnancy, alcohol and drug abuse, suicide, grief loss, child abuse and neglect, basic family needs, divorce, mental health concerns, behavioral difficulties, incarceration.	Behavioral Support Program	Tier 2		07/01/2019	06/30/2022	\$0	Section 31a	Principals Social Workers Director of State and Federal Programs
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Activity - Coordinator of School Culture	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The Coordinator for School Culture will help develop, support and maintain a culture and climate of learning within the building by removing barriers to students' academic success; thus allowing them to fully access the curriculum. The position will focus on the development, evaluation of programs and planning activities that will assist in creating a strong achievement culture within the school. It exists to provide a conducive learning atmosphere that enhances at-risk student's opportunities to succeed academically. The individual will directly work with students and their families to provide direct support to remove behavioral and social-emotional barriers that impede students' ability to fully access the curriculum.	Behavioral Support Program, Getting Ready, Communication, Academic Support Program	Tier 1	Getting Ready	07/01/2019	06/30/2022	\$0	Title I Part A	Principal

Activity - Parent Engagement (Activities and Facilitator)	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The Parent Facilitator will promote engagement, activism, and involvement with students' parents and the community at large. The Parent Facilitator will also provide professional development opportunities for parents in areas that will help families grow, give them support in specific areas that impact their children's ability to be academically successful.	Community Engagement, Parent Involvement	Tier 1		07/01/2019	06/30/2022	\$0	Title I Part A	Principals Director of State and Federal Programs

Activity - Security Measures (Security guards and Police)	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

## School Improvement Plan

Beecher High School

Security Guards and/or police officers will be used to support the positive school climate and learning environment. The guards and police officers will help staff with ALICE Strategies to help secure the environment in a manner that is most effective.	Behavioral Support Program, Implementation	Tier 1	Implement	07/01/2019	06/30/2022	\$0	Section 31a	Principal Coordinator of School Culture Behavior Interventionist Director of State and Federal Programs
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Activity - Staff Professional Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Staff will participate in professional development to expand and grow their capabilities. Staff will use data, collaboration, and research to help dictate the areas of professional development required.	Professional Learning	Tier 1	Getting Ready	07/01/2019	06/30/2022	\$0	Title II Part A	Principal Teachers Administrative Assistants

Activity - Administrative Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Principal will receive professional leadership coaching around improving instructional leadership capacity. Professional Development will be focused on creating a climate for success, implementing curriculum change, and improving the use of instructional strategies of teachers, and increasing the capacity of staff. Additionally, the building administrators will form a PLC specifically to train for critical conversations, instructional leadership, and evaluation competencies. Mi Excel Blueprint MEMSPA MASSA MDE Frontline Education	Professional Learning	Tier 1	Getting Ready	07/01/2019	06/30/2022	\$0	Title II Part A	Principal Superintendent

### Strategy 2:

Restorative Practices - Beecher High School will use Restorative Practices with our students.

Category: School Culture

Research Cited: Anyon, Y., Gregory, A., Stone, S., Farrar, J., Jenson, J. M., McQueen, J. et al. (2016). Restorative interventions and school discipline sanctions in a large urban school district. American Educational Research Journal, 53(6), 1663–1797. Retrieved from <https://portfolio.du.edu>

Tier: Tier 1



## School Improvement Plan

Beecher High School

Activity - Training of All Staff	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Staff will be trained on how to implement Restorative Practices with parents and students	Teacher Collaboration, Behavioral Support Program, Policy and Process, Professional Learning	Tier 1	Getting Ready	07/01/2019	06/30/2022	\$0	Title II Part A	District and building administration
Activity - Administrative Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Building Administrator will participate in district and state level training and understanding.	Supplemental Materials, Behavioral Support Program, Policy and Process, Professional Learning	Tier 1	Getting Ready	07/01/2019	06/30/2022	\$0	Title II Part A	District and building administration
Activity - Coordinator of School Culture	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Coordinator of School Culture will support the implementation and staff growth in utilizing restorative practices with their students.	Behavioral Support Program	Tier 1	Getting Ready	07/01/2019	06/30/2022	\$0	Title I Part A	Building administrator
Activity - Behavior Interventionist	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Behavior Interventionist will support staff with their use of implementation of restorative practices.	Behavioral Support Program	Tier 2	Monitor	07/01/2019	06/30/2022	\$0	Title I Part A	Building administrator Coordinator of School Culture Behavior Interventionist Social Worker

**School Improvement Plan**

Beecher High School

Activity - Educational Opportunities	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Restorative Justice practices will be used to help students in other educational areas; i.e. Sex Education, Athletics, and Health.	Getting Ready	Tier 1		07/01/2019	06/30/2022	\$0	Title I Part A	Principal, Behavior Interventionist, Athletic Director, Physical Education Teacher, Social Worker

### **Goal 3: All secondary students will receive Career Information, Exposure, and Experiences in order to be Career Ready by Graduation.**

**Measurable Objective 1:**

achieve college and career readiness by preparing all students for post-secondary success considering their interests, aptitudes, and skills by 06/30/2020 as measured by the completion of their Educational Development Plan by grade 12. .

**Strategy 1:**

Counselors and knowledgeable designated staff will work with all secondary students to complete a quality Educational Development Plan (EDP) as required, which will be reviewed and updated annually. - Counselors and knowledgeable designated staff will work with all secondary students to complete a quality Educational Development Plan (EDP) as required, which will be reviewed and updated annually. The EDP process begins with student in the 8th grade and each school year, the Beecher staff works with students to update their EDP. Classroom teachers, our senior seminar teacher, and our counselor work together to make sure students update their EDP properly and understand the purpose of the tool.

Category: Career and College Ready

Research Cited: Predictors of postsecondary success, College and Career Readiness Success Center at AIR, by Vanessa Hein and Becky Smerdon, Quill Research Associates LLC, and Megan Sambolt, AIR and Michigan Revised School Code 380.1277

Tier: Tier 1

Activity - Employability skills	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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## School Improvement Plan

Beecher High School

Students will learn multiple skills in regards to employability skills. Students will participate in goal setting (SMART Goals), interviewing skills, resume building, financial literacy, career opportunities, leadership, communication, etc. Students will have the opportunity to develop a better understanding of what field of study they would like to study in higher education as they also participate in a job shadowing opportunity.	Community Engagement, Supplemental Materials, Career Preparation /Orientation	Tier 1	Implement	07/01/2019	06/30/2022	\$0	Title I Part A	Principal Counselor Senior Seminar Teacher
<b>Activity - Career Counseling</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Students will be engaged in opportunities that will enhance their understanding of different careers; field trips, career day, presenters, college visits, etc.	Career Preparation /Orientation, Academic Support Program	Tier 1		07/01/2019	06/30/2022	\$0	Title I Part A	Principal Counselor Senior Seminar Teacher
<b>Activity - 12th grade senior seminar (career preparation)</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
12th grade students will take a Senior Seminar course that will prepare them for completing the career readiness expectation. Students will work towards admission to higher education, completion of their EDP, learning financial literacy, employability skills, etc. The course is designed to prepare students for their next steps to successfully enter into the next phase of life after high school.	Career Preparation /Orientation	Tier 1	Monitor	07/01/2019	06/30/2022	\$0	Title I Part A	Principal Senior Seminar Teacher
<b>Activity - Parent Facilitators</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Parent Facilitator will work with Senior Seminar Teacher, Counselor, and principal to engage parents in activities that inform, train, and model activities that will help parents successfully prepare students for careers and higher education. Materials, speakers, discussions, classes, etc. will be provided to help parents/guardians prepare their children for success.	Community Engagement, Career Preparation /Orientation, Parent Involvement	Tier 1	Monitor	07/01/2019	06/30/2022	\$0	Title I Part A	Parent Facilitator Senior Seminar Teacher Principal
<b>Activity - Supplemental Materials</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>

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<p>Supplemental materials will be reviewed, ordered, and used with students to help them understand, expose, and inform about different college readiness components.</p>	<p>Supplemental Materials, Career Preparation /Orientation</p>	<p>Tier 1</p>		<p>07/01/2019</p>	<p>06/30/2022</p>	<p>\$0</p>	<p>Title I Part A</p>	<p>Senior Seminar Teacher Counselor Teachers supporting the EDP Process Principal</p>
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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
Restorative Practices	The staff will use restorative practices to help students express their thoughts and feelings regarding issues. This process will help students and staff reduce the number of issues that occur in the school.	Behavioral Support Program, Getting Ready, Academic Support Program	Tier 1	Getting Ready	07/01/2019	06/30/2022	\$0	Building Administrator Culture Plan Facilitator Coordinator of School Culture Behavior Interventionist
Online learning support (technology and tools)	Teachers and students will use computers, iPads, laptops, etc. in the classroom to further understanding. Teachers and students will use programs, like: NWEA, KutaSoftware, United Streaming, etc. to monitor learning and further understanding on topics being taught.	Supplemental Materials, Implementation, Technology, Academic Support Program	Tier 1	Implement	07/01/2019	06/30/2022	\$0	Principal Teachers Tutors Para-Professionals
Parent Engagement (Activities and Facilitator)	The Parent Facilitator will promote engagement, activism, and involvement with students' parents and the community at large. The Parent Facilitator will also provide professional development opportunities for parents in areas that will help families grow, give them support in specific areas that impact their children's ability to be academically successful.	Community Engagement, Parent Involvement	Tier 1		07/01/2019	06/30/2022	\$0	Principals Director of State and Federal Programs
Behavior Interventionist	The Behavior Interventionist is responsible for emotional and social support of all students. The Behavior Interventionist will meet with students, staff, parents & guardians to make sure issues are resolved. Behavior Interventionist may also hold trainings and meetings to educate stakeholders on strategies	Behavioral Support Program	Tier 2	Monitor	07/01/2019	06/30/2022	\$0	Building Administrator

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Extended learning	The staff will be offering different types of Extended Day Opportunities for students. The purpose is for students to be able to improve upon their areas of weaknesses, peak their interest with real world opportunities, extended the classroom content to application, etc.	Extra Curricular, Community Engagement, Supplemental Materials, Academic Support Program	Tier 1	Getting Ready	07/01/2019	06/30/2022	\$0	Principal Department Chairpersons
Career Counseling	Students will be engaged in opportunities that will enhance their understanding of different careers; field trips, career day, presenters, college visits, etc.	Career Preparation /Orientation , Academic Support Program	Tier 1		07/01/2019	06/30/2022	\$0	Principal Counselor Senior Seminar Teacher
Positive Behavioral Intervention & Supports (PBIS)	The staff will be creating and implementing a PBIS to help students understand expectations to improve the culture of the building. The staff and or team will participate in trainings to better understand the process, strategies, and systems used to improve student behavior.	Behavioral Support Program, Implementation	Tier 1	Implement	07/01/2019	06/30/2022	\$0	Building Administration Culture Plan Facilitator Coordinator of School Culture Social Worker Behavior Interventionist
Robotics (programming and support)	A robotics team will be created to engage students in the real world application of some of the curricular topics covered in multiple classes and/or content. It is also an extended day activity.	Extra Curricular, Technology , Academic Support Program	Tier 2	Getting Ready	07/01/2019	06/30/2022	\$0	Robotics Coach Principal Director of State and Federal Programs
Educational Opportunities	Restorative Justice practices will be used to help students in other educational areas; i.e. Sex Education, Athletics, and Health.	Getting Ready	Tier 1		07/01/2019	06/30/2022	\$0	Principal, Behavior Interventionist, Athletic Director, Physical Education Teacher, Social Worker

# School Improvement Plan

Beecher High School

Providing MTSS for intervention	Develop and utilize a Multi Tiered System of Supports (MTSS) to meet the academic and behavioral needs of students and to coordinate general and special education programming: Title 1 and 31a instructional support Supplemental materials ESL support staff Credit recovery to include stipends and licenses Extended day, Intersession and Summer School instruction to include stipends, supplies, transportation	Behavioral Support Program, Academic Support Program	Tier 1	Getting Ready	07/01/2019	06/30/2022	\$0	Principal Teachers Behavior Interventionist
Culture Plan creation and implementation (procedures and protocols to follow)	The staff will create a Culture Plan that will describe procedures and protocols for all staff and students to follow. The plan will describe expectations for students along with explanations about how each expectation is displayed in the building.	Behavioral Support Program, Monitor	Tier 1	Getting Ready	07/01/2019	06/30/2022	\$0	Building Administration Culture Plan Facilitator Coordinator of School Culture
Supplemental Materials	Departments will use supplemental materials to aide students understanding of the curriculum.	Supplemental Materials, Academic Support Program	Tier 1	Getting Ready	07/01/2019	06/30/2022	\$0	Principal Department Chairpersons
Training and coaching	Staff will continue to participate in professional developments to better understand strategies to improve the culture of Beecher High School.	Behavioral Support Program, Implementation, Getting Ready	Tier 1	Implement	07/01/2019	06/30/2022	\$0	Building Administration Culture Plan Facilitator Coordinator of School Culture Behavior Interventionist
Supplemental Materials	Supplemental materials will be reviewed, ordered, and used with students to help them understand, expose, and inform about different college readiness components.	Supplemental Materials, Career Preparation /Orientation	Tier 1		07/01/2019	06/30/2022	\$0	Senior Seminar TEacher Counselor Teachers supporting the EDP Process Principal

# School Improvement Plan

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Parent Facilitators	Parent Facilitator will work with Senior Seminar Teacher, Counselor, and principal to engage parents in activities that inform, train, and model activities that will help parents successfully prepare students for careers and higher education. Materials, speakers, discussions, classes, etc. will be provided to help parents/guardians prepare their children for success.	Community Engagement, Career Preparation /Orientation, Parent Involvement	Tier 1	Monitor	07/01/2019	06/30/2022	\$0	Parent Facilitator Senior Seminar Teacher Principal
Coordinator of School Culture	The Coordinator for School Culture will help develop, support and maintain a culture and climate of learning within the building by removing barriers to students' academic success; thus allowing them to fully access the curriculum. The position will focus on the development, evaluation of programs and planning activities that will assist in creating a strong achievement culture within the school. It exists to provide a conducive learning atmosphere that enhances at-risk student's opportunities to succeed academically. The individual will directly work with students and their families to provide direct support to remove behavioral and social-emotional barriers that impede students' ability to fully access the curriculum.	Behavioral Support Program, Getting Ready, Communication, Academic Support Program	Tier 1	Getting Ready	07/01/2019	06/30/2022	\$0	Principal
PBIS Incentives	Students will be able to receive incentives based on following the building expectations. The staff will work to develop the outcomes and incentives that students could receive based on PBIS expectations.	Behavioral Support Program, Academic Support Program	Tier 1	Getting Ready	07/01/2019	06/30/2022	\$0	Building Administrator Culture Plan Facilitator Coordinator of School Culture
Behavior Interventionist	Behavior Interventionist will support staff with their use of implementation of restorative practices.	Behavioral Support Program	Tier 2	Monitor	07/01/2019	06/30/2022	\$0	Building administrator Coordinator of School Culture Behavior Interventionist Social Worker
Coordinator of School Culture	Coordinator of School Culture will support the implementation and staff growth in utilizing restorative practices with their students.	Behavioral Support Program	Tier 1	Getting Ready	07/01/2019	06/30/2022	\$0	Building administrator



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12th grade senior seminar (career preparation)	12th grade students will take a Senior Seminar course that will prepare them for completing the career readiness expectation. Students will work towards admission to higher education, completion of their EDP, learning financial literacy, employability skills, etc. The course is designed to prepare students for their next steps to successfully enter into the next phase of life after high school.	Career Preparation /Orientation	Tier 1	Monitor	07/01/2019	06/30/2022	\$0	Principal Senior Seminar Teacher
Employability skills	Students will learn multiple skills in regards to employability skills. Students will participate in goal setting (SMART Goals), interviewing skills, resume building, financial literacy, career opportunities, leadership, communication, etc. Students will have the opportunity to develop a better understanding of what field of study they would like to study in higher education as they also participate in a job shadowing opportunity.	Community Engagement, Supplemental Materials, Career Preparation /Orientation	Tier 1	Implement	07/01/2019	06/30/2022	\$0	Principal Counselor Senior Seminar Teacher
Tutors	Tutoring will be offered in order to improve student achievement. Students needing testing, project, strategies, etc. support, will have the opportunity to work with a tutor.	Behavioral Support Program, Academic Support Program	Tier 1	Monitor	07/01/2019	06/30/2020	\$0	Principal Tutors Teachers
Culture Plan Facilitator	Culture Plan Facilitator will focus on factors that impacting students' education success. This position will focus on creating, assisting, monitoring activities that reduce activities that are prohibiting academic success. These barriers may include truancy, anger management, non engagement, alcohol and drug abuse, disrespect to staff, mental health concerns and behavioral difficulties.	Behavioral Support Program, Monitor, Academic Support Program	Tier 1	Implement	07/01/2019	06/30/2022	\$0	Culture Plan Facilitator Administrator or Coordinator of School Culture

### Title II Part A

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Staff trainings	Staff will participate in professional development to expand and grow their capabilities. Staff will use data, collaboration, and research to help dictate the areas of professional development required.	Professional Learning	Tier 1	Implement	07/01/2019	06/30/2022	\$0	Principal Behavior Interventionist Coordinator of School Culture

## School Improvement Plan

Beecher High School

Staff Professional Development	Staff will participate in professional development to expand and grow their capabilities. Staff will use data, collaboration, and research to help dictate the areas of professional development required.	Professional Learning	Tier 1	Getting Ready	07/01/2019	06/30/2022	\$0	Principal Teachers Administrative Assistants
Administrative Training	Principal will receive professional leadership coaching around improving instructional leadership capacity. Professional Development will be focused on creating a climate for success, implementing curriculum change, and improving the use of instructional strategies of teachers, and increasing the capacity of staff. Additionally, the building administrators will form a PLC specifically to train for critical conversations, instructional leadership, and evaluation competencies. Mi Excel Blueprint MEMSPA MASSA MDE Frontline Education	Professional Learning	Tier 1	Getting Ready	07/01/2019	06/30/2022	\$0	Principal Superintendent
Monitoring Curriculum	Staff will monitor and analyze the curriculum and materials used to instruct students in the classroom. Departments will discuss the pacing guide/content alignment during the monitoring of classroom data and professional development. Also, departments will review materials that could supplement areas of strengths and weakness for students; purchase supplemental materials that will aide in instruction and improving content knowledge.	Supplemental Materials, Curriculum Development, Professional Learning, Academic Support Program	Tier 1	Getting Ready	07/01/2019	06/30/2022	\$0	Principal Department Chairpersons
NWEA - Student Assessment Tool	Use the NWEA suite of resources to access, monitor, and to discover the areas where students have gaps in their learning. The tool will help us with our MTSS to help students in their academic strengths and weaknesses.	Getting Ready, Academic Support Program	Tier 1	Implement	07/01/2019	06/30/2022	\$0	Principal Department Chairpersons
Professional Development	Staff (teachers, para-professionals, and/or principal) will have professional development in regards to curriculum. Staff will be need to have a better understanding of the common core expectations, instructional strategies that help to teach the content, the best pacing and alignment of the content to maximize comprehension, etc.	Curriculum Development, Professional Learning, Academic Support Program	Tier 1	Getting Ready	07/01/2019	06/30/2022	\$0	Principal Department Chairpersons

## School Improvement Plan

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Training of All Staff	Staff will be trained on how to implement Restorative Practices with parents and students	Teacher Collaboration, Behavioral Support Program, Policy and Process, Professional Learning	Tier 1	Getting Ready	07/01/2019	06/30/2022	\$0	District and building administration
Administrative training	Principal will receive professional leadership coaching around improving instructional leadership capacity. Professional Development will be focused on creating a climate for success, implementing curriculum change, and improving the use of instructional strategies of teachers, and increasing the capacity of staff. Additionally, the building administrators will form a PLC specifically to train for critical conversations, instructional leadership, and evaluation competencies. Possible professional development through: Mi Excel Blueprint, MEMSPA, MASSA, MASSP, MDE, Frontline Education.	Professional Learning	Tier 1		07/01/2019	06/30/2022	\$0	Principal Superintendent
Administrative Training	Building Administrator will participate in district and state level training and understanding.	Supplemental Materials, Behavioral Support Program, Policy and Process, Professional Learning	Tier 1	Getting Ready	07/01/2019	06/30/2022	\$0	District and building administration

### Special Education

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Para Professional staff support	Para Professionals will aide special education teachers in the support of students with IEPs	Implementation, Academic Support Program	Tier 3	Implement	07/01/2019	06/30/2022	\$0	Special Education Director Principal SPED Teacher

## School Improvement Plan

Beecher High School

Special Education	Special education services will be provided for students receiving an IEP and students that need support that may lead to an IEP.	Supplemental Materials, Behavioral Support Program, Academic Support Program	Tier 3	Implement	07/01/2019	06/30/2022	\$0	Special Education Director Special Education Teachers Principals
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### Title I Schoolwide

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Parent involvement / engagement activities by the parent facilitator	Parents will be invited to attend academic events that focus upon supporting student learning. Each event will have evaluation forms that help guide the structure, support needed, and frequency. The events may include materials to take home and use with their student(s)	Parent Involvement	Tier 1	Implement	07/01/2019	06/30/2022	\$0	Principal Director of State and Federal Programs
Parent Facilitator	The Parent Facilitator that will promote engagement, activism, and involvement with students' parents and the community at large. They will provide opportunities for parents to learn, discuss, and explore ways to improve their lives, homes, and the community we service. The by product of working with parents to improve their skill set in specific areas will be that students learn and benefit from an improved home environment therefore giving them a better opportunity to be successful in the classroom.	Parent Involvement	Tier 1		07/01/2019	06/30/2022	\$0	Principal Director of State and Federal Programs

### Section 31a

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Security Measures (Security guards and Police)	Security Guards and/or police officers will be used to support the positive school climate and learning environment. The guards and police officers will help staff with ALICE Strategies to help secure the environment in a manner that is most effective.	Behavioral Support Program, Implementation	Tier 1	Implement	07/01/2019	06/30/2022	\$0	Principal Coordinator of School Culture Behavior Interventionist Director of State and Federal Programs

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Social Worker	The social worker will provide supplemental services in and out of the classroom using small group, one-on-one and whole group approaches to assist students in the areas of conflict resolution, anger management, building self-esteem and character education to focus on increasing student achievement for our most at risk students. Additional barriers that may be impacting student success include truancy, pregnancy, alcohol and drug abuse, suicide, grief loss, child abuse and neglect, basic family needs, divorce, mental health concerns, behavioral difficulties, incarceration.	Behavioral Support Program	Tier 2		07/01/2019	06/30/2022	\$0	Principals Social Workers Director of State and Federal Programs
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