



# **District Improvement Plan**

## **Beecher Community School District**

1020 West Coldwater Rd  
Flint, MI 48505-4831

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## **Introduction**

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

# **Improvement Plan Stakeholder Involvement**

## **Introduction**

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

## **Improvement Planning Process**

### Improvement Planning Process

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

Stakeholders have been invited by the Superintendent, Director of State and Federal Programs and Building Administration throughout the school year to review data, look at current trends, and set goals.

Members of district Blueprint Team include:

Superintendent

Director of State and Federal Programs

Building Principals

HS Social Worker

Teacher Leaders from each building

Performance Management meetings have been held to include Superintendent, Director of State and Federal Programs, Building Principals, MI Excel Blueprint Facilitator, MDE FIT team member, and MI Excel School Improvement Facilitator.

The final plan will be shared through numerous means, including website posting, Board of Education meeting, parent meetings, and building staff meetings.

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

The district Blueprint Acceleration team consisted of MI Excel Blueprint Facilitator, Genesee ISD staff, MDE FIT team member, teacher leaders and administrators from each building, High School Social Worker, Director of State and Federal Programs, Interim Superintendents and Superintendent.

The team met at least monthly to review data, establish priorities and set goals.

Each building team also met with parents and the remaining staff members to review data, establish priorities and set goals.

**Explain how the final improvement plan was communicated to all stakeholders, and the method and frequency in which stakeholders receive information on its progress.**

The final improvement plan is shared via website posting, parent meetings, building staff meetings, and Board of Education meeting.

# **District Improvement Plan 2018-2019 #1**

## Overview

### Plan Name

District Improvement Plan 2018-2019 #1

### Plan Description

Modifications added to align with Consolidated Application



## 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 become proficient in math.	Objectives: 1 Strategies: 5 Activities: 21	Academic	\$152001
2	Buc Learning Opportunities - Instructional Infrastructure	Objectives: 1 Strategies: 1 Activities: 5	Academic	\$10000
3	All students will become proficient in Science and Social Studies	Objectives: 4 Strategies: 2 Activities: 7	Academic	\$86000
4	Buc Pride - Student Support Network	Objectives: 2 Strategies: 7 Activities: 26	Organizational	\$1240000
5	Buc Systems	Objectives: 2 Strategies: 7 Activities: 26	Academic	\$540612

## Goal 1: All students will become proficient in math.

### Measurable Objective 1:

A 30% increase of All Students will demonstrate a proficiency math computation and problem solving in Mathematics by 06/28/2019 as measured by State of Michigan Statewide Assessment Selection, MStep, MI Access, MME, common assessment.

### Strategy 1:

Instruction for Identified Students - Students will be identified and receive remediation from trained staff utilizing Multi Tier System of Support principles. Instruction will be in both individual and small group settings and will augment rather than supplant instruction in the core grade level curricula.

Tutors, Paraprofessionals, Behavior Interventionist, Academic Interventionist. My Math will be utilized in grades K-5 and Glencoe Math will be utilized in grades 6-8.  
Category: Mathematics

Research Cited: U.S. Department of Education NCEE 2009-4045 Report, from What Works Clearinghouse...Assisting students struggling with reading: Response to Intervention (RTI) and multi-tier interventions for reading in the primary grades: A Practice Guide, Institute of Education Services, Dynarski, Clarke, Cobb, Finn, Rumberger, Smink (February 2009) recommends:

1. Screen all students for potential reading problems at the beginning of the year and again in the middle of the year. Regularly monitor the progress of elevated risk students for developing academic disabilities.
2. Provide differentiated instruction for all students based on assessments (tier 1).
3. Provide intensive, systematic instruction on building deficit skills in small groups to students who score below benchmark.. Typically meet 3-5 times a week for 20-40 minutes (tier 2).
4. Monitor the progress of tier 2 students at least once a month. Use data to determine if interventions are still required or if schoolwide teams should design a tier 3 intervention plan.
5. Provide intensive instruction daily that promotes development of proficiency to students who show minimal progress in tier 2 small group instruction (tier 3)

This article covered reading specifically but can certainly apply to any core content area...focus is on individual and small group instruction

Tier: Tier 1

Activity - Individual and Small Group Instruction and Intervention	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Individual and Small Group Instruction of Identified students to receive remediation from trained staff utilizing MTSS principles. Instruction will be in both individual and small group settings and will augment rather than supplant instruction.  Schools: All Schools	Behavioral Support Program, Academic Support Program		Implement	08/07/2017	06/28/2019	\$1	Title I Part A	Behavior Interventionist Academic Interventionist Administrators Teachers

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Activity - Academic Student Support	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Paraprofessionals, Academic Interventionist and Contracted Supplemental HQ tutors will be in classrooms or pull out to provide individual and small group instruction for identified students.  Schools: All Schools	Academic Support Program			08/07/2017	06/28/2019	\$0	Title I Part A	Administrators Teachers
Activity - Professional Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will receive support from Genesee Intermediate School District by participating in Math Leadership Elementary and Secondary teams, Math Workshop Trainings. Facilitation for Engage NY will be considered. Teachers will receive support for implementing Springboard in 9-12 classrooms.  Schools: All Schools	Professional Learning			08/07/2017	06/30/2019	\$0	Title II Part A	Administration Professional Staff
Activity - Class Size Reduction	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Class size reduction classes at the elementary schools to allow for more individualized instruction.  Schools: Dailey Elementary School	Class Size Reduction	Tier 1	Implement	08/07/2017	06/28/2019	\$80000	Title I Part A	Building Administrator or Teachers

### Strategy 2:

Supplemental Technology Software - Technology - Schools in the district will use technology to monitor student growth and to reinforce topics taught. Examples of technology used include desktop computers, iPads, Promethean Boards, Chrome Books, Success Maker, NWEA, Accelerated Reader, STAR math, Math Facts, ebooks, Classworks, Moby Max, laptops.

Category: Mathematics

Research Cited: Researchers have rated the effectiveness of STAR Math testing. STAR math is highest rated for screening and progress monitoring with perfect scores in all categories by the National Center on Response to Intervention.

<http://www.renlearn.com/experts/star.aspx>

SuccessMaker's comprehensive, rigorous K-8 curriculum is developed through rigorous analysis of State standards across the country and the Common Core State Standards Initiative.

Recommendations of leading educational organizations including the National Reading Panel, the National Council of Teachers of Mathematics, Project 2061's Benchmarks for Science Literacy and the National Science Education Standards.

<http://www.pearsonschool.com/index.cfm?locator=PS24Tj>

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Leading cutting-edge research in learning analytic and data to provide new types of evidence to customize and improve learning,

<http://www.ed.gov/edblogs/technology>

With more than 4.5 billion pairs of test items and responses collected over more than 12 years, the Growth Research Database is the hub of NWEA's research, and the most extensive collection of student growth data in the country. The high quality of the data and the database size makes the Growth Research Database immensely valuable to researchers and others interested in the study of student achievement.

<http://www.nwea.org/why-choose-nwea>

Tier:

Activity - Monitor the programs	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Administration will monitor the use of supplemental technology software through walk-throughs and review of student data utilizing technology software themselves.  Schools: All Schools	Walkthrough, Technology			07/03/2017	06/30/2019	\$1000	General Fund	Administration Professional Staff

Activity - Student Assessment	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students in Grades K-12 will be assessed no less than three times during the school year to determine student's individual strengths and weaknesses. Specific Response to Intervention plans will be implemented to address the weaknesses of specific under performing students and groups. Assessments will be conducted by trained staff and may be completed using a web-based, automated assessment tool such as NWEA, ALEKS  Schools: All Schools	Other, Technology			07/01/2015	06/28/2019	\$0	Title I Part A	Administration Teachers

### Strategy 3:

Supplemental Materials - Supplemental materials such as College Board grades 7-12, My Math grades K-5 and Glencoe math grades 6-8, etc. will be implemented into the classroom to increase all students' college readiness for math success.

Category:

Research Cited: Schools that have used Springboard show an increased number of students who perform better on the State assessments. Also these schools have more students completing AP math once in high school.

[http://media.collegeboard.com/digitalServices/pdf/springboard/SB\\_Research\\_Compndium\\_web.pdf](http://media.collegeboard.com/digitalServices/pdf/springboard/SB_Research_Compndium_web.pdf)

Tier:

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Activity - Supplemental Materials	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers and academic support staff will use supplemental materials, such as Springboard, My Math, Glencoe Math to improve math proficiency. Additional math supplemental hands on materials will be considered as will as materials for Math Recovery.  Schools: All Schools	Supplemental Materials			07/01/2015	06/28/2019	\$0	Title I Part A	Administration Teachers

Activity - McKinney-Vento	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
McKinney-Vento liaison and Director of State and Federal Programs consult and coordinate programs and services to support identified students with attendance and student success. To include supplemental bus route to transport students to and from school. Beecher Community School District will offer in school and after school tutoring to identified McKinney-Vento students to build any academic deficiencies and provide resources to help with their current living circumstance.  Schools: All Schools	Other - Services			07/01/2016	06/28/2019	\$11000	Title I Part A	Director of State and Federal Programs Social Workers

### Strategy 4:

Learning Community - Beecher Community School Professional staff will utilize Professional Learning Communities to establish student learning specific to content area and grade level standards. Team will work to establish common goals, common essential outcomes, common instructional tasks and common assessments. Teams will use data to identify students in need of interventions and will collaboratively determine how those interventions will be conducted and how progress will be monitored.

Category:

Research Cited: Throughout North America, schools and districts that implement the PLC at Work model have enjoyed great success. When working in Professional Learning Communities everyone has a common goal and work together to make sure that the students are learning and progressing towards that common goal.

<http://www.allthingsplc.info/about/plcatwork.php>

Tier:

Activity - Professional Learning Communities	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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All staff in Beecher Community School District will be involved in Professional Learning Communities and work towards making sure that all students are learning. The process of Professional Learning Communities will be used during the hour late start once a week.  Schools: All Schools	Teacher Collaboration			07/01/2013	06/30/2019	\$0	Title I Part A, Title II Part A	Administration Professional Staff  Superintendent
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Activity - Professional Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Professional Development will be offered to further staff understanding and implementation of MTSS, RTI, Formative Assessment, FAME team, additional workshops to help staff meet the needs of all students which may also take place during intersession, Holiday Break and Summer Break.  Schools: All Schools	Professional Learning		Monitor	07/01/2015	06/30/2019	\$0	Title II Part A	Administrators Teachers Director of State & Federal Programs

Activity - Instructional Coach/Data Specialist	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Instructional Coach and Data Specialist to work with teachers to analyze student data and develop an intervention plan for students. Curriculum will be developed and aligned K-12.  Schools: All Schools	Teacher Collaboration			07/03/2017	06/29/2019	\$50000	Title II Part A	Superintendent

### Strategy 5:

Extended Learning Opportunities - Beecher Community School District will offer extended learning activities to continue the students' learning outside of the normal school day.

Category:

Research Cited: For students who need extra support to be successful academically, what happens before and after school can be as important as what happens during the school day.

[http://www.nea.org/assets/docs/HE/mf\\_PB04\\_ExtendedLearning.pdf](http://www.nea.org/assets/docs/HE/mf_PB04_ExtendedLearning.pdf)

Tier:

Activity - Field trips	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Beecher Community School District will offer field trips for students in grades K-12 to further the students' learning and experiences outside of the community.  Schools: All Schools	Field Trip		Monitor	07/01/2015	06/28/2019	\$0	Title I Part A	Administration Teachers

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Activity - Summer School - Intersessions	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Beecher Community School District will offer extended learning opportunities during the summer and intersession periods for identified students in grades K-12. These students will receive additional instruction to address specific identified learning deficiencies related to Mathematics.  Schools: All Schools	Academic Support Program		Monitor	07/01/2015	06/28/2019	\$0	Title I Part A	Administration Teachers
Activity - Credit Recovery	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Beecher Community School District will offer Credit Recovery program for students to make up required credits for graduation.  Schools: Beecher Adult Education Center, Beecher High School	Technology , Academic Support Program			06/30/2015	06/28/2019	\$0	Other, Title I Part A	Administration Credit Recovery Teacher
Activity - Summer Reading Take Home Packets	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Beecher Community School District would like to build student home libraries by providing minimum of five nonfiction children's literature books for students to read over the summer and keep.  Schools: All Schools	Materials			06/30/2015	06/28/2019	\$0	Title I Part A	Director of State & Federal Programs Administration Teachers
Activity - Academic Student Support	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Beecher Community School District will offer extended day programming to include contracted academic support staff, Academic Interventionist, Paraprofessionals and tutors to assist students in their understanding and learning of core curriculum. Computer technologies may be employed to advance students' learning.  Schools: All Schools	Academic Support Program			06/30/2015	06/28/2019	\$0	Title I Part A	Administration Teachers
Activity - Kindergarten Teachers	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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Kindergarten will be offered for a full day to increase kindergarten students learning time.  Schools: Dailey Elementary School	Direct Instruction			08/01/2013	06/28/2019	\$0	Title I Part A	Administration Kindergarten Teachers
<b>Activity - Extended day Programs</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>
Extended day programs will be offered to extend students thinking and learning, to include after school and Saturday School learning.  Schools: All Schools	Field Trip, Extra Curricular			07/01/2013	06/28/2019	\$0	Title I Part A	Administration Staff
<b>Activity - Family events</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>
Family events will be planned to include activities that support core content academics.  Schools: All Schools	Parent Involvement			06/30/2015	06/30/2019	\$0	Title I Part A	Parent Facilitators Teachers Administrators
<b>Activity - Robotics</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>
Extended Day Robotics Club for secondary students  Schools: Beecher High School	Supplemental Materials, Community Engagement, Technology, Academic Support Program			09/01/2017	06/28/2019	\$7000	Title I Part A	Robotics Coach Building Administrator Director of State and Federal Programs
<b>Activity - College courses</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 able to participate in college courses while enrolled at BHS, provided their academic scores are accurate for enrollment.  Schools: All Schools	Academic Support Program	Tier 3		07/30/2018	06/30/2020	\$3000	General Fund	Administration



## Goal 2: Buc Learning Opportunities - Instructional Infrastructure

### Measurable Objective 1:

100% of All Students will increase student growth reading comprehension in English Language Arts by 06/30/2021 as measured by Michigan Statewide Assessment Selection - M Step/MiAccess MME.

### Strategy 1:

Instructional Infrastructure - Instructional Infrastructure - The Instructional Infrastructure is the second district system that the District Blueprint Acceleration Team begins to develop. The first phase of the development of this system involved describing and communicating explicit high quality subject-specific instructional practices for all core content areas. This was done in 2016-17 and the visions were adopted by the team. The district will measure the extent to which the current classroom instruction across the entire district is aligned to the visions.

Category: Career and College Ready

Research Cited: Barnes, C., Camburn, E., Kim, J., & Rowan, B. (2004, April). School leadership and instructional improvement in CSR schools Paper presented at the annual meeting of the American Educational Research Association, San Diego, CA.

Camburn, E., Rowan, B., & Taylor, J. (2003). Distributed leadership in schools: The case of elementary schools adopting comprehensive school reform models.

Educational Evaluation and Policy Analysis, 25(4), 347-343.

Cobb, P., & Jackson, K. (2011). Towards an empirically grounded theory of action for improving the quality of mathematics teaching at scale. Mathematics Teacher Education and Development, 13(1), 6-33.

Cobb, P., Jackson, K., Smith, T., Sorum, M., & Henrick, E. (2013). Design research with educational systems: Investigating and supporting improvements in the quality of mathematics teaching and learning at scale. In B. J. Fishman, W. R. Penuel, A.-R. Allen & B. H. Cheng (Eds.), Design based implementation research: Theories, methods, and exemplars. National Society for the Study of Education Yearbook (Vol. 112, Issue 2, pp. 320-349). New York: Teachers College.

Tier:

Activity - High Quality Subject Specific Instruction	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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<p>Vision of High Quality Subject Specific Instruction for all core content areas was adopted by the District Blueprint Team in 2016-17. Strengthen the implementation of high quality instruction as measured by increased student achievement.</p> <p>The district will focus on the following high quality instructional models:</p> <p>Ambitious Teaching Strategies Visible Learning - Hattie's work Inquiry Based SIOB instruction for ELL students</p> <p>Professional development and district support will be utilized.</p> <p>Schools: All Schools</p>	<p>Direct Instruction, Academic Support Program, Curriculum Development</p>	<p>Tier 1</p>	<p>Implement</p>	<p>07/01/2017</p>	<p>07/30/2021</p>	<p>\$0</p>	<p>Title II Part A</p>	<p>All</p>
<p>Activity - Aligned Assessments</p>	<p>Activity Type</p>	<p>Tier</p>	<p>Phase</p>	<p>Begin Date</p>	<p>End Date</p>	<p>Resource Assigned</p>	<p>Source Of Funding</p>	<p>Staff Responsible</p>
<p>Align district curriculum and assessments as evidenced by the identification of power standards, pacing guides, common assessments, common grading practices and reporting tools. Professional development and district support will be utilized.</p> <p>Schools: All Schools</p>	<p>Curriculum Development</p>		<p>Getting Ready</p>	<p>07/01/2017</p>	<p>06/30/2021</p>	<p>\$0</p>	<p>Title II Part A</p>	<p>Superintendent Building Administration Professional Staff</p>
<p>Activity - High Quality Professional Development</p>	<p>Activity Type</p>	<p>Tier</p>	<p>Phase</p>	<p>Begin Date</p>	<p>End Date</p>	<p>Resource Assigned</p>	<p>Source Of Funding</p>	<p>Staff Responsible</p>

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<p>Utilize the following professional learning opportunities to deepen the knowledge of academic and non-academic needs of students.                      Professional Learning Series                      Teacher Mentoring Program                      Instructional Rounds                      Instructional Coaching                      Readers Writers Workshop                      MI Excel Blueprint                      MEMSPA                      MASSP                      MAS/FPS                      MDE Special Populations Conference                      MDE school improvement conference                      Springboard supplemental resource training</p> <p>Stipends and salaries will be paid out of Title II and other grants available</p> <p>Schools: All Schools</p>	<p>Professional Learning</p>			<p>08/01/2017</p>	<p>06/30/2021</p>	<p>\$0</p>	<p>Title II Part A</p>	<p>All</p>
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Activity - Multi-Tiered System of Supports (MTSS)	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Develop and utilize a Multiple Tiered System of Supports (MTSS) to meet the academic needs of students and to coordinate general and special education programming:</p> <p>Title I and 31a instructional support</p> <p>Supplemental materials</p> <p>ESL staff coordinated with the Genesee Intermediate School District                      Tutoring for ELL students</p> <p>Additional materials</p> <p>Title I full day kindergarten</p> <p>Credit recovery</p> <p>Stipends and licenses</p> <p>Extended day, Intersession and Summer school instruction to include Stipends and materials</p> <p>Professional development and district support will be utilized.</p> <p>Schools: All Schools</p>	<p>Academic Support Program</p>		<p>Implement</p>	<p>07/01/2017</p>	<p>06/30/2021</p>	<p>\$0</p>	<p>Title I Part A</p>	<p>All</p>

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Activity - LLI - Leveled Literacy Interventions	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Having a multitude of different books at each level to use for supplemental support at each grade level. Thus allowing the teaching staff to work with the student at their learning levels.  Schools: All Schools	Academic Support Program	Tier 2	Implement	07/30/2018	06/30/2020	\$10000	Title I Part A	ELA teaching staff

## Goal 3: All students will become proficient in Science and Social Studies

### Measurable Objective 1:

A 30% increase of Fifth and Eighth grade students will demonstrate a proficiency in science processes in Science by 07/01/2019 as measured by State Assessment.

### (shared) Strategy 1:

STEAM - All Science teachers will use STEAM lessons to build students' understanding.

Category: Science

Research Cited: Schools designed around science, technology, engineering and/or mathematics can engage students in rich and rigorous STEAM learning, set high expectations for their participation and performance, prepare them for success in college and careers, and encourage the pursuit of advanced STEAM careers.

<http://opportunityequation.org/school-and-system-design/stem-focused-schools-designed-support>

Tier:

Activity - Professional Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Beecher Community School District will offer continued support for STEAM implementation.  Schools: All Schools	Professional Learning			07/01/2016	06/30/2019	\$5000	Title II Part A	Central Office Administration Principals STEAM Coach

Activity - Monitor Implementation	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Administration will monitor implementation of STEAM during walk-throughs, observations, lesson plans and conversations.  Schools: All Schools	Walkthrough, Academic Support Program			07/01/2013	06/28/2019	\$1000	General Fund	All administration Teachers

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Activity - STEAM Coach	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
STEAM Coach to model STEAM lessons to build student and staff understanding of curriculum goals.  Schools: Dailey Elementary School	Teacher Collaboration, Direct Instruction			07/01/2016	07/01/2019	\$75000	Title I Part A	Building Administrator or Superintendent/Curriculum Director

Activity - Supplemental Materials	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Supplemental materials in Math, Science, Technology, Arts will be utilized to include supplies for activities, children's literature, technology tools.  Schools: All Schools	Supplemental Materials			07/01/2016	06/30/2019	\$1000	Title I Part A	Building Administrator or STEAM coach

**(shared) Strategy 2:**

Technology - Staff and students will use technology to reinforce what has been taught in the classroom, to monitor learning, and to introduce new topics.

Category:

Research Cited: Leading cutting-edge research in learning analytic and data to provide new types of evidence and customize and improve learning.

<http://www.ed.gov/edblogs/technology/>

Tier:

Activity - Technology Tools	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers and students will use computers in the classroom to further understanding. Teachers and students will use programs, like: NWEA, United Streaming, Renaissance Learning, Success Maker, BrainPop, EdHelper, Classworks, etc., to monitor learning and further understanding on topics being taught  Schools: All Schools	Technology			07/01/2013	06/28/2019	\$0	Title I Schoolwide	Principals Teachers Data Specialist

Activity - Professional Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Staff will be given professional development opportunities to learn how to utilize the technology available to include attending the MACUL 2019 Conference.  Schools: All Schools	Professional Learning			07/01/2013	07/01/2019	\$3000	Title II Part A	Principals State and Federal Programs Director
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Activity - Supplemental Materials	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Supplemental materials for students will be utilized to include Social Studies Weekly, Social Studies Periodicals for supplemental student reading in class, children's literature, resource supplies, etc.  Schools: All Schools	Supplemental Materials			07/01/2016	06/28/2019	\$1000	Title I Part A	Teachers Building Administrators

**Measurable Objective 2:**

A 30% increase of Third, Fourth, Sixth, Seventh, Ninth, Tenth, Eleventh and Twelfth grade students will demonstrate a proficiency in science processes in Science by 07/01/2019 as measured by District and/or State Assessment.

**(shared) Strategy 1:**

STEAM - All Science teachers will use STEAM lessons to build students' understanding.

Category: Science

Research Cited: Schools designed around science, technology, engineering and/or mathematics can engage students in rich and rigorous STEAM learning, set high expectations for their participation and performance, prepare them for success in college and careers, and encourage the pursuit of advanced STEAM careers.

<http://opportunityequation.org/school-and-system-design/stem-focused-schools-designed-support>

Tier:

Activity - Professional Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Beecher Community School District will offer continued support for STEAM implementation.  Schools: All Schools	Professional Learning			07/01/2016	06/30/2019	\$5000	Title II Part A	Central Office Administration Principals STEAM Coach

Activity - Monitor Implementation	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Administration will monitor implementation of STEAM during walk-throughs, observations, lesson plans and conversations. Schools: All Schools	Walkthrough, Academic Support Program			07/01/2013	06/28/2019	\$1000	General Fund	All administration Teachers
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Activity - STEAM Coach	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
STEAM Coach to model STEAM lessons to build student and staff understanding of curriculum goals. Schools: Dailey Elementary School	Teacher Collaboration, Direct Instruction			07/01/2016	07/01/2019	\$75000	Title I Part A	Building Administrator/Superintendent/Curriculum Director

Activity - Supplemental Materials	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Supplemental materials in Math, Science, Technology, Arts will be utilized to include supplies for activities, children's literature, technology tools. Schools: All Schools	Supplemental Materials			07/01/2016	06/30/2019	\$1000	Title I Part A	Building Administrator or STEAM coach

### (shared) Strategy 2:

Technology - Staff and students will use technology to reinforce what has been taught in the classroom, to monitor learning, and to introduce new topics.

Category:

Research Cited: Leading cutting-edge research in learning analytic and data to provide new types of evidence and customize and improve learning.

<http://www.ed.gov/edblogs/technology/>

Tier:

Activity - Technology Tools	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers and students will use computers in the classroom to further understanding. Teachers and students will use programs, like: NWEA, United Streaming, Renaissance Learning, Success Maker, BrainPop, EdHelper, Classworks, etc., to monitor learning and further understanding on topics being taught Schools: All Schools	Technology			07/01/2013	06/28/2019	\$0	Title I Schoolwide	Principals Teachers Data Specialist

## District Improvement Plan

Beecher Community School District

Activity - Professional Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Staff will be given professional development opportunities to learn how to utilize the technology available to include attending the MACUL 2019 Conference.  Schools: All Schools	Professional Learning			07/01/2013	07/01/2019	\$3000	Title II Part A	Principals State and Federal Programs Director

Activity - Supplemental Materials	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Supplemental materials for students will be utilized to include Social Studies Weekly, Social Studies Periodicals for supplemental student reading in class, children's literature, resource supplies, etc.  Schools: All Schools	Supplemental Materials			07/01/2016	06/28/2019	\$1000	Title I Part A	Teachers Building Administrators

### Measurable Objective 3:

A 30% increase of Sixth, Ninth and Eleventh grade students will demonstrate a proficiency in World History in Social Studies by 07/01/2019 as measured by State Assessment, MME.

### (shared) Strategy 1:

Technology - Staff and students will use technology to reinforce what has been taught in the classroom, to monitor learning, and to introduce new topics.

Category:

Research Cited: Leading cutting-edge research in learning analytic and data to provide new types of evidence and customize and improve learning.

<http://www.ed.gov/edblogs/technology/>

Tier:

Activity - Technology Tools	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers and students will use computers in the classroom to further understanding. Teachers and students will use programs, like: NWEA, United Streaming, Renaissance Learning, Success Maker, BrainPop, EdHelper, Classworks, etc., to monitor learning and further understanding on topics being taught  Schools: All Schools	Technology			07/01/2013	06/28/2019	\$0	Title I Schoolwide	Principals Teachers Data Specialist

Activity - Professional Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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## District Improvement Plan

Beecher Community School District

Staff will be given professional development opportunities to learn how to utilize the technology available to include attending the MACUL 2019 Conference.  Schools: All Schools	Professional Learning			07/01/2013	07/01/2019	\$3000	Title II Part A	Principals State and Federal Programs Director
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Activity - Supplemental Materials	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Supplemental materials for students will be utilized to include Social Studies Weekly, Social Studies Periodicals for supplemental student reading in class, children's literature, resource supplies, etc.  Schools: All Schools	Supplemental Materials			07/01/2016	06/28/2019	\$1000	Title I Part A	Teachers Building Administrators

### Measurable Objective 4:

A 30% increase of Kindergarten, First, Second, Third, Fourth, Fifth, Seventh, Eighth, Tenth and Twelfth grade students will demonstrate a proficiency World History in Social Studies by 06/30/2019 as measured by District Assessments.

### (shared) Strategy 1:

Technology - Staff and students will use technology to reinforce what has been taught in the classroom, to monitor learning, and to introduce new topics.

Category:

Research Cited: Leading cutting-edge research in learning analytic and data to provide new types of evidence and customize and improve learning.

<http://www.ed.gov/edblogs/technology/>

Tier:

Activity - Technology Tools	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers and students will use computers in the classroom to further understanding. Teachers and students will use programs, like: NWEA, United Streaming, Renaissance Learning, Success Maker, BrainPop, EdHelper, Classworks, etc., to monitor learning and further understanding on topics being taught  Schools: All Schools	Technology			07/01/2013	06/28/2019	\$0	Title I Schoolwide	Principals Teachers Data Specialist

Activity - Professional Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Staff will be given professional development opportunities to learn how to utilize the technology available to include attending the MACUL 2019 Conference.  Schools: All Schools	Professional Learning			07/01/2013	07/01/2019	\$3000	Title II Part A	Principals State and Federal Programs Director

## District Improvement Plan

Beecher Community School District

Activity - Supplemental Materials	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Supplemental materials for students will be utilized to include Social Studies Weekly, Social Studies Periodicals for supplemental student reading in class, children's literature, resource supplies, etc.  Schools: All Schools	Supplemental Materials			07/01/2016	06/28/2019	\$1000	Title I Part A	Teachers Building Administrators

## Goal 4: Buc Pride - Student Support Network

### Measurable Objective 1:

demonstrate a behavior that reflects a decrease in referrals and suspensions by 10% and an increase resulting in an overall 90% attendance rate by 06/30/2019 as measured by measured by attendance data and office discipline data.

### Strategy 1:

Intense Student Support Network - Intense Student Support Network - The Intense Student Support Network is the third district system that the District Blueprint Team will build during the Mechanical phase of the installation.

This began with articulating the district vision for supporting the non-academic needs of all students. This was written and approved in 2016-17. Intense Student Support - Beecher Community School District believes that every student has the right to a safe, supportive school in which we respect each student's values, beliefs, individual backgrounds, and identity. We believe that every student has the right to an equitable educational experience and that it is the district's responsibility to provide a system of delivery from which each student has the potential for high levels of success. We believe that each student reaches his/her potential as result of an equitable but not equal system of delivery, i.e., a system that responds to the unique and individual academic and non-academic needs of each student within its charge.

As a result of these beliefs, the district embraces the opportunity to engage with every student to maximize both his/her academic and social learning. The student support network establishes a delivery system that responds to the unique and individual academic and non-academic needs of each student.

The district recognizes that the key person in the learning equation is the student (Murphy, 2014) and further recognizes that it is critical to develop a meaningful, positive relationship with each student in order to exercise academic press and influence. Using Joseph Murphy's work with pastoral care as a guide, the district's Intense Student Support Network ensures that the norms of pastoral care positively impact every student for whom we as a district have the privilege of serving. Those norms and identifying characteristics are:

Care/Relationships  
Support

## District Improvement Plan

Beecher Community School District

Safely

Membership

Category: School Culture

Research Cited: Anchorage School District. (2005). Social and Emotional Learning Standards and Benchmarks for the Anchorage School District. Retrieved from [http://smhp.psych.ucla.edu/pdfdocs/sel%20standards%20and%20benchmarks%20\\_anchorage%20school%20dist\\_.pdf](http://smhp.psych.ucla.edu/pdfdocs/sel%20standards%20and%20benchmarks%20_anchorage%20school%20dist_.pdf).

Collaborative for Academic, Social, and Emotional Learning. (2012). 2013 CASEL Guide: Effective Social and Emotional Learning Programs- Preschool and Elementary Edition. Retrieved from <http://static1.squarespace.com/static/513f79f9e4b05ce7b70e9673/t/526a220de4b00a92c90436ba/1382687245993/2013-casel-guide.pdf>.

Campbell Jones,F. L., Campbell Jones, B., and Lindsey,R.B. (2010). The culturally proficient journey. Thousand Oaks, CA: Corwin Press.

Lindsey, R.B., Roberts, L. M., & Campbell Jones,F. L. (2013).The culturally proficient school. Thousand Oaks, CA: Corwin Press.

Murphy, J. & Torre, D. (2014). Creating productive cultures in schools. Thousand Oaks, CA: Corwin Press.

Murphy, J.(2010). The educator's handbook for understanding and closing the achievement gap. Thousand Oaks, CA: Corwin Press.

Parrett, W H., & Budge, K. M. (2012). How high poverty schools become high performing schools. Alexandria, VA: ASCD.

Tier:

Activity - Professional Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All staff will have professional development opportunities to understand the expectations of Promoting Positive Behavior, PBIS, Positive School Climate cohort with Genesee ISD, Restorative Justice and NNN, CHAMPS and to continue their learning of the skills to create a classroom where teaching and learning can occur. A team in each building will be trained in de-escalating skills such as CPI.  Schools: All Schools	Professional Learning			07/03/2017	08/01/2019	\$1000	Title II Part A	Principals Director of State and Federal Programs Behavior Interventionist MTSS Facilitators

Activity - Membership	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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## District Improvement Plan

Beecher Community School District

<p>Membership involves ownership, involvement, accomplishment and belonging. Positive School Climate teams in each building will develop school wide expectations for Positive Behavior (PBIS)</p> <p>Professional development and district support will be utilized to implement the following programs:</p> <ul style="list-style-type: none"> <li>-Truancy</li> <li>-Alternative Education Programs</li> <li>-McKinney-Vento eligible student support</li> <li>-Foster care students eligible for support</li> <li>-Co-curriculars, extra-curriculars, and student organizations</li> </ul> <p>-Co-curriculars, extra-curriculars, and student organizations, school wide positive behavior recognition activities</p> <p>Schools: All Schools</p>	Behavioral Support Program		Implement	08/01/2017	06/30/2019	\$0	Title I Part A	All
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Activity - Safety	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Safety involves personalization, prevention, systematic action, climate of positivity, shared development and ownership.</p> <p>Professional development and district support will be utilized to implement the following activities to support safety:</p> <ul style="list-style-type: none"> <li>-Restorative Justice Practices</li> <li>-Structures and Routines (Teach Like a Champion, Promoting Positive Behaviors, CHAMPS)</li> <li>-Non Violent Crisis Intervention</li> <li>-Crisis Response Team</li> </ul> <p>Schools: All Schools</p>	Behavioral Support Program			07/01/2017	06/30/2019	\$5000	Title I Part A, Title II Part A	<p>Building Administration Behavior Interventionist Culture Plan Facilitator</p> <p>Social Workers Support Staff Professional Staff</p>

Activity - Care/Relationships	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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**District Improvement Plan**

Beecher Community School District

<p>Care/Relationships involves establishing trustworthiness, treating students fairly and with respect, valuing all students as individuals and expressing concern for what is happening in their lives, taking interest and investing in students, challenging students, knowing students well, sharing oneself as a person, being accessible, seeing through the eyes of students and providing recognition.</p> <p>Professional development and district support will be utilized to implement the following activities to support care/relationships</p> <p>-Book study: Who Cares? and Eric Jenson's Poverty series</p> <p>-Cultural Proficiency</p> <p>-Coordinated School Health &amp; partnerships as identified by the Coordinated School Health Team</p> <p>Schools: All Schools</p>	Behavioral Support Program			07/01/2017	06/30/2019	\$0	Title II Part A	All
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**Strategy 2:**

Student Support Network Team - The behavioral interventionist, coach, culture plan facilitator, social worker and parent facilitator will work with students and their parents to decrease disruptive behaviors and increase time on task. This shall include improving student attendance by reducing absences and tardiness.

Category: School Culture

Research Cited: Comprehensive RTI implementation will contribute to more meaningful identification of learning and behavioral problems, improve instructional quality, provide all students with the best opportunities to succeed in school, and assist with the identification of learning disabilities and other disabilities.

<http://www.rti4success.org/whatisrti>

Tier:

Activity - Behavioral Interventionist	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>The behavioral interventionists will work with students in the RTI model to decrease disruptive behaviors as well as improve student attendance and reduce absences and tardiness.</p> <p>Schools: All Schools</p>	Behavioral Support Program			07/01/2016	06/28/2019	\$175000	Title I Part A	Principal Behavioral Interventionist

Activity - Social Worker	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

## District Improvement Plan

Beecher Community School District

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			07/01/2016	06/30/2020	\$200000	Section 31a	Principals Social Workers Director of State and Federal Programs
Schools: All Schools								

Activity - Parent Facilitator	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The parent facilitator will work with parents to build an effective partnership between the school and the parents/guardians of our students.	Parent Involvement			07/01/2013	07/01/2019	\$40000	Title I Part A	Principals Parent Facilitator
Schools: All Schools								

Activity - Professional Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Professional Development will be supported to allow our Student Support Team, which may include Parent Facilitators, Behavior Interventionist, School Social Workers and Academic Support Staff to learn additional ways to support our students and families.	Professional Learning			07/01/2015	07/01/2019	\$50000	Title II Part A	Director of State & Federal Programs Administrators
Schools: All Schools								

Activity - Culture Plan Facilitator	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Culture Plan Facilitator will focus on factors that impacting students' education success and assist in reducing. These barriers may include truancy, anger management, alcohol and drug abuse, disrespect to staff, mental health concerns and behavioral difficulties.	Behavioral Support Program		Monitor	07/01/2015	07/01/2019	\$100000	Title I Part A	Culture Plan Facilitator Administrator
Schools: All Schools								

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

## District Improvement Plan

Beecher Community School District

Coach that will support teachers/staff implementing Promoting Positive Schools and No Nonsense Nurturing in the classrooms and throughout the building  Schools: All Schools	Behavioral Support Program			07/03/2017	06/30/2019	\$100000	Title I Part A	Administration
<b>Activity - MTSS Facilitator/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>
MTSS Facilitator/Interventionist will support classroom teacher, paraprofessional with regards to identified students. They will also provide intervention strategies in targeted academic and or behavior areas for identified students. Individuals may coach and or participate on the Positive School Climate team.  Schools: Dailey Elementary School	Teacher Collaboration, Behavioral Support Program, Academic Support Program		Implement	08/01/2017	06/30/2019	\$175000	Title I Part A	MTSS Facilitator/Interventionist Building Administrator
<b>Activity - Attendance Support Staff</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>
Attendance Support Staff to greet parents in morning, address tardiness if necessary, contact parents of absent students, initiate wrap around services  Schools: Dailey Elementary School	Parent Involvement, Behavioral Support Program, Academic Support Program	Tier 1	Getting Ready	07/30/2018	06/28/2019	\$30000	Title I Part A	Building Administrator
<b>Activity - Incentive's</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 of Student Incentives to acknowledge students that are representing Buc Pride Systems - behavior, academic, attendance, expectation setting.  Schools: All Schools	Behavioral Support Program	Tier 3	Monitor	07/30/2018	06/30/2020	\$3000	Title I Part A	School Social Worker, Behavior Interventionist, teaching staff, and administration.

### Measurable Objective 2:

increase student growth By adding additional opportunities for learning through multiple experiences and learning intelligences. by 06/30/2020 as measured by an increased graduation and retention rates.

## District Improvement Plan

Beecher Community School District

### Strategy 1:

Arts in Education - Arts in Education will be offered to students as an additional course of study. Students will be exposed to different courses through their educational experiences at Beecher, including through the elementary, middle, and high school years.

Category: Elective Courses

Research Cited: Kennedy, Randy, July 27, 2006: Guggenheim Study Suggests Arts Education Benefits Literacy Skills

Tier: Tier 1

Activity - Music / Art Education	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students will have opportunities to experience Art and Music while with the Beecher Community School District. Schools: All Schools	Academic Support Program	Tier 1		07/30/2018	06/30/2020	\$150000	Title I Part A	Administration to set up courses, staff to teach the students.

Activity - Arts Field Trips	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students will be able to have field trip experiences related to arts in education - music and art related field trips. Schools: All Schools	Academic Support Program	Tier 1	Implement	07/30/2018	06/30/2020	\$4000	Title I Part A	Teaching staff to organize

Activity - Arts Professional Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Arts in Education (music and art) staff will attend training to support their educational focus. Schools: All Schools	Professional Learning	Tier 2	Monitor	07/30/2018	06/30/2020	\$2000	Title II Part A	Art / music teacher

### Strategy 2:

Technology - Utilization of multiple technological components within the district and classroom. Technological items will be used to support learning, assist students and staff, and to give our students worldly experiences while sitting in their classroom.

Category: Learning Support Systems

Research Cited: Integrating technology into K-12 teaching and learning: Current knowledge gaps; KF Hew, T Brush - Educational technology research and development, 2007 - Springer, The flipped classroom: A survey of the research; JL Bishop, MA Verleger - ASEE national conference proceedings ..., 2013 - asee.org

Tier: Tier 2



## District Improvement Plan

Beecher Community School District

Activity - On line resources	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Use of online technology tools to support students learning, including items like credit recovery courses, STAR reading and math, Neo-pad, along with others. Schools: All Schools	Academic Support Program	Tier 2	Evaluate	07/30/2018	06/30/2020	\$15000	Title I Part A	Teachers and technology point of contacts

Activity - Technology tools	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Beecher will support student learning by providing technology tools, including computers, ipads, headphones, and writing / reading assistance to students. Schools: All Schools	Supplemental Materials	Tier 1	Monitor	07/30/2018	06/30/2020	\$30000	Title I Part A	Technology coordinator.

### Strategy 3:

Extended Learning - Beecher Community School District will offer extend learning activities to continue the student's learning outside of the normal school day.

Category: Learning Support Systems

Research Cited: A meta-analysis of after-school programs that seek to promote personal and social skills in children and adolescents;

JA Durlak, RP Weissberg, M Pachan - American journal of community ..., 2010 - Springer

After-school activities and the development of low-income urban children: A longitudinal study.

JK Posner, DL Vandell - Developmental psychology, 1999 - psycnet.apa.org

Tier: Tier 2

Activity - Summer / Intersession learning	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Beecher Community School District will offer extended learning opportunities for identified students during the summer and intersession breaks. Schools: All Schools	Academic Support Program	Tier 2	Evaluate	08/14/2018	06/30/2020	\$60000	Title I Part A	Central office, administration, teachers

Activity - Additional instruction	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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## District Improvement Plan

Beecher Community School District

Beecher Community School District will offer additional instructional time before school, after school, and on Saturdays to continue instruction for students that need additional academic support.  Schools: All Schools	Academic Support Program	Tier 3	Monitor	07/30/2018	06/30/2020	\$30000	Title I Part A	Administration and teaching staff
Activity - extended learning support	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Beecher will have additional staff to support the extended learning opportunities, including clerical, custodial, security, and paraprofessionals.  Schools: All Schools	Behavioral Support Program	Tier 2		07/30/2018	06/30/2020	\$15000	Title I Part A	Central Office and administration
Activity - extended learning busing	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Beecher will offer busing for students to attend extended learning opportunities. Busing includes costs for buses, drivers, aides, and associated fees.  Schools: All Schools	Other - Transportation	Tier 2	Monitor	07/30/2018	06/30/2020	\$6000	Title I Part A	Transportation Director

### Strategy 4:

Professional Training - Staff will attend trainings in their specific content areas to support their learning for student growth.

Category: Learning Support Systems

Research Cited: See other PD research

Tier: Tier 1

Activity - 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.  Schools: All Schools	Professional Learning	Tier 1	Monitor	07/30/2018	06/30/2020	\$30000	Title II Part A	Administration and teachers
Activity - PD stipends	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

## District Improvement Plan

Beecher Community School District

Beecher Community School District will offer stipends for staff to participate in training outside of their contracted days. Stipends are offered to staff such as administrators, clerical, teachers, support personnel.  Schools: All Schools	Professional Learning	Tier 1		07/30/2018	06/30/2020	\$15000	Title II Part A	Central Office and administration
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### Strategy 5:

College experience - Students will be able to participate in a college experience while at the high school. They can take early middle college courses and dual enrollment courses while on campus.

Category: Career and College Ready

Research Cited: What Happens to Students Who Take Community College "Dual Enrollment" Courses in High School?; John Fink, Davis Jenkins & Takeshi Yanagiura;CCRC.

Undergraduate Degree Earners - 2018

by Research Center | Feb 20, 2018

Tier: Tier 3

Activity - Early Middle College Courses	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students are eligible to take early middle college courses while enrolled at BHS.  Schools: All Schools	Academic Support Program	Tier 3	Getting Ready	07/30/2018	06/30/2020	\$3000	General Fund	administration and local university staff

Activity - Early college trainings	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Staff will participate in pre college and college learning training's.  Schools: All Schools	Professional Learning	Tier 3	Implement	07/30/2018	06/30/2020	\$1000	Title II Part A	administration and pre college staff

## Goal 5: Buc Systems

### Measurable Objective 1:

A 10% increase of All Students will increase student growth by 10 percentage points on State Assessment in ELA, Social Studies, Mathematics and Science in English Language Arts by 06/30/2019 as measured by State Standardized assessment student growth.

## District Improvement Plan

Beecher Community School District

### Strategy 1:

Instructional Infrastructure - The Instructional Infrastructure is the second district system that the District Blueprint Acceleration Team begins to develop. The first phase of the development of this system involved describing and communicating explicit high quality subject-specific instructional practices for Mathematics, English Language Arts, Science and Social Studies. This was done in 2016-17 and the visions were adopted by the district team and shared with the Board of Education. The district will measure the extent to which the current classroom instruction across the entire district is aligned to the visions.

Category: Career and College Ready

Research Cited: Barnes, C., Camburn, E., Kim, J., & Rowan, B. (2004, April). School leadership and instructional improvement in CSR school Paper presented at the annual meeting of the American Educational Research Association, San Diego, CA.

Camburn, E., Rowan, B., & Taylor, J. (2003). Distributed leadership in schools: The case of elementary schools adopting comprehensive school reform models. *Educational Evaluation and Policy Analysis*, 25(4), 347-343.

Cobb, P., & Jackson, K. (2011). Towards an empirically grounded theory of action for improving the quality of mathematics teaching at scale. *Mathematics Teacher Education and Development*, 13(1), 6-33.

Cobb, P., Jackson, K., Smith, T., Sorum, M., & Henrick, E. (2013). Design research with educational systems: Investigating and supporting improvements in the quality of mathematics teaching and learning at scale. In B. J. Fishman, W. R. Penuel, A. R. Allen & B. H. Cheng (Eds.), *Design based implementation research: Theories, methods, and exemplar*. National Society for the Study of Education Yearbook (Vol. 112, Issue 2, pp: 320-349). New York: Teachers College.

Tier: Tier 1

Activity - High Quality Subject Specific Instruction	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Vision of High Quality Subject Specific Instruction for all core content areas was adopted by the District Blue Print Acceleration Team in 2016-17. Strengthen the implementation of high quality instruction as measured by increased student achievement.</p> <p>The district will focus on the following high quality instructional models: Ambitious Teaching Strategies SIOp instruction for ELL students</p> <p>Professional Development and district support will be utilized.</p> <p>Schools: All Schools</p>	Direct Instruction, Professional Learning, Academic Support Program, Curriculum Development	Tier 1	Implement	07/03/2017	06/28/2019	\$50000	Title II Part A	All

Activity - Aligned Assessments	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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## District Improvement Plan

Beecher Community School District

Align district curriculum and assessments as evidenced by the identification of power standards, pacing guides, common assessments, common grading practices and reporting tools, Professional Development and district support will be utilized.  Schools: All Schools	Curriculum Development	Tier 1	Getting Ready	07/03/2017	06/28/2019	\$5000	Title II Part A	All
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Activity - High Quality Professional Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Utilize the following professional learning opportunities to deepen the knowledge of academic and non-academic needs of students: Mi Excel Professional Learning Instructional Coaching Teacher Mentoring Program Coaching NNN/Promoting Positive Behaviors GrapeSEED Positive Behavior Support Team Training Reader's Workshop Guided Reading CHAMPS Professional Learning Series  Schools: All Schools	Walkthrough, Professional Learning			07/03/2017	06/30/2019	\$0	Title II Part A	Director of State & Federal Programs Administration

Activity - Multi-Tiered System of Supports (MTSS)	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 Title 1 full day kindergarten Credit recovery to include stipends and licenses Extended day, Intersession and Summer School instruction to include stipends, supplies, transportation  Professional development and district support will be utilized  Schools: All Schools	Academic Support Program		Implement	07/03/2017	06/28/2019	\$150000	Title I Part A	Administration Director of State & Federal Programs

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

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Creating a creative learning environment that allows for multiple levels of intelligence to experience a positive learning environment, including field trip experiences.  Schools: All Schools	Supplemental Materials	Tier 1	Getting Ready	07/01/2018	06/30/2020	\$3500	Title I Schoolwide	Administration
<b>Activity - 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>
Implement supportive courses, activities, field trips, experiences, and programs that help students select career pathways and potentials.  Schools: All Schools	Career Preparation /Orientation	Tier 1	Implement	07/01/2018	06/30/2020	\$8500	Title I Schoolwide	Lead teachers
<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>
Extended learning opportunities in all content areas to continue students learning, to include after school and Saturday School learning.  Schools: All Schools	Academic Support Program	Tier 2	Monitor	07/30/2018	06/30/2019	\$75000	Title I Part A	HQ teachers to teach outside of the normal school day.

### Strategy 2:

Performance Management - As the district begins to move forward at a rapid pace, it is important that everyone within the organization have a specific process for facilitating effective data conversations that establishes a spirit of inquiry and positions the analysis of multiple measures of data at the heart of the exploration and action plan development. The Problem-Solving Driver System is the first of three district drivers systems that will support rapid improvement in student and teacher performance in a short amount of time. The Performance Management tool is utilized in this Driver System.

Category: Career and College Ready

Research Cited: Research Cited: Bernhardt, V.L.,(2013). Data analysis for continuous school improvement, 3d edition. Larchmont, NY: Eye on Education.

Sharratt, L. & Fullan, M. (2012). Putting faces on the data: What great leaders do. Thousand Oaks, CA: Corwin Press.

Sharratt, L. & Fullan, M. (2009). Realization: The change imperative for deepening districtwide reform. Thousand Oaks, CA: Corwin Press.

Welman, B. & Lipton, L., (2012). Got data? Now what? Creating and leading cultures of inquiry. Bloomington, IN: Solution Tree.

Patterson,K., Grenny, J., McMillan, R., & Switzler, A.(2012). Crucial conversations: Tools for talking when stakes are high .New York: McGraw-Hill.

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Patterson, K., Grenny, J., McMillan, R., & Switzler, A. (2013). *Crucial accountability: Tools for resolving violated expectations, broken commitments, and bad behavior* (2nd ed.). McGraw-Hill.

Patterson, K., Grenny, J., McMillan, R., & Switzler, A. (2013). *Influencer: The New Science of Leading Change* (2nd ed.). New York: McGraw-Hill.

Tier:

Activity - Utilize Illuminate to monitor Annual Performance Goals and local assessment data	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The district will utilize Illuminate, a data warehouse, to continually monitor instructional data at both the building level and district level. Professional development and district support will be utilized.  Schools: All Schools	Other - Evaluation, Direct Instruction, Academic Support Program		Implement	08/01/2017	06/28/2019	\$0	Title II Part A	All

Activity - Collaborative Learning Cycle (CLC)	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Utilize the Collaborative Learning Cycle (CLC) process to identify and monitor academic and non-academic needs of students. The CLC process will provide a common tool for data conversations. Data conversations may focus on student data (formative, summative and/or benchmark) or student work samples. Professional development and district support will be utilized.  Schools: All Schools	Teacher Collaboration, Other - Evaluation		Implement	08/01/2017	06/28/2019	\$0	Title II Part A	All

Activity - Performance Management Tool	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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Utilize the performance management template (District Blueprint tool) to record and use multiple sources of data to problem solve; Data sources should include the following:  Demographic  Performance Goals  Non-Instructional Indicators  Achievement Data  Professional development and district support will be utilized.  Schools: All Schools	Other - Evaluation			08/01/2017	06/28/2019	\$0	Title II Part A	All
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Activity - High Quality Data Collection Tool for Ambitious Teaching Strategies	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Utilize the high quality data collection tool (District Blueprint tool) to record and monitor district-wide implementation of the ambitious teaching strategies. Professional development and district support will be utilized.  Schools: All Schools	Other - Evaluation		Monitor	08/01/2017	06/28/2019	\$0	Title II Part A	All

**Strategy 3:**

Talent Management - As the district moves forward in its acceleration efforts, the District Blueprint Team must ask itself whether or not the current structure of the central office lends itself to focusing on instructional improvement.

The final step of the Talent Management district system is in the installation phase. Retention and Removal is the piece of the Talent Management system that is concerned with how the district will provide effective incentives to attract and retain the appropriately skilled teachers and principals along with defining the process in which the district will respond with when they are faced with removing low-performing teachers and principals.

Category: Career and College Ready

Research Cited: Research Cited: Education Resource Strategies, Breaking the Cycle of Failure: Strategic Staffing in Charlotte-Mecklenburg Schools, case study 2009, [http://www.erstrategies.org/library/breaking\\_the\\_cycle\\_of\\_failure\\_in\\_cms](http://www.erstrategies.org/library/breaking_the_cycle_of_failure_in_cms).

Lane, B.(2012).Emerging practices in rapid achievement schools: Analysis of 2010-2011 level 4 schools to identify organizational and institutional practices that accelerate students' academic achievement . Retrieved from <http://www.instll.com>.



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Lane, B.(2014).Turnaround practices in action: An analysis of school and district practices,systems, policies, and use of resources contributing to successful turnaround in Massachusetts' level 4 schools. Retrieved from <http://www.instill.com>.

Player, D.,Hambrick Hitt, D., & Robinson, W. (n.d.). District readiness to support school turnaround: A users' guide to inform the work of state education agencies and districts. Retrieved from [http://www.darden.virginia.edu/uploadedFiles/Darden\\_Web/Content/Faculty\\_Research/Research\\_Centers\\_and\\_Initiatives/Darden\\_Curry\\_PLE/district-readiness-tosupport-school-turnaround.pdf](http://www.darden.virginia.edu/uploadedFiles/Darden_Web/Content/Faculty_Research/Research_Centers_and_Initiatives/Darden_Curry_PLE/district-readiness-tosupport-school-turnaround.pdf).

Zavadsky,H.(2012). School turnarounds: The essential role of districts. Cambridge, MA: Harvard Education Press.

Tier:

Activity - Evaluation System	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Implement an evaluation system that has clearly defined standards that combines qualitative and quantitative data from a variety of sources including school and student performance. Professional development and district support will be utilized. Frontline tool and training will be utilized.  Schools: All Schools	Recruitment and Retention, Policy and Process, Professional Learning		Implement	07/03/2017	06/28/2019	\$0	Title II Part A	Superintendent Building Administration
Activity - Professional Learning Series	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide a data-driven professional learning series aligned to the vision for high quality instruction and the district guaranteed curriculum, materials, assessments, and evaluations.  Teacher and Principal Professional Development Teacher and Principal Mentoring  Professional development and district support will be utilized.  Schools: All Schools	Professional Learning		Implement	07/03/2017	06/28/2019	\$0	Title II Part A	Superintendent - Curriculum Director, Director of State & Federal Programs
Activity - Sign On bonus	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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Sign on Bonus for newly hired professional staff member - teacher/admin of \$1,000 each x 8 Schools: All Schools	Recruitment and Retention	Tier 1	Getting Ready	07/02/2018	06/28/2019	\$8612	Title II Part A	Superintendent
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**Strategy 4:**

Leadership - The last component of the Blueprint to be developed and installed during the Lobby phase of installation is the Instructional Leadership Routines - Monitoring. The District Blueprint Team will develop a plan to implement a consistent monitoring protocol for classroom observations that aligns to the district's vision for subject-specific teaching and learning. This will include setting timelines for instructional improvement, developing consistent processes for monitoring curriculum planning and implementation, along with determining how all instructional leaders will assist teachers to track the process of all students.

As central office administrators are entrenched in their partnerships with building leaders, it will be apparent that the district must intentionally develop policies and structures that will support these partnerships.

Category: Career and College Ready

Research Cited: Baroody, K. (2011). Turning around the nation's lowest performing schools: Five steps districts can take to improve their chances of success.

Washington, D.C.: Center for American Progress. Retrieved from [http://cdn.americanprogress.org/wpcontent/uploads/issues/2011/02/pdf/five\\_steps.pdf](http://cdn.americanprogress.org/wpcontent/uploads/issues/2011/02/pdf/five_steps.pdf)

Duke, D. (2008). Keys to sustaining successful school turnarounds. Retrieved from University of Virginia, Darden/Curry Partnership for Leaders in Education website:

[http://www.darden.virginia.edu/web/uploadedFiles/Darden/Darden\\_Curry\\_PLE/UVA\\_School\\_Turnaround/KeysToSuccess.pdf](http://www.darden.virginia.edu/web/uploadedFiles/Darden/Darden_Curry_PLE/UVA_School_Turnaround/KeysToSuccess.pdf).

Honig, M., Copland, M.A., Rainey, L., Lorton, J.A., Newton, M. (2010). Central Office transformation for district-wide teaching and learning improvement. Center for the Study of Teaching and Policy (CTP) at the University of Washington. Retrieved from [http://depts.washington.edu/uwcel/news/ctp\\_cotdtli.pdf](http://depts.washington.edu/uwcel/news/ctp_cotdtli.pdf).

Knapp, M.S., Copland, M.A., Honig, M., Plecki, M.L., Portin, B.S. (2012). Learning-focused leadership and leadership support: Meaning and practice in urban systems. Center for the Study of Teaching and Policy (CTP) at the University of Washington.

Tier:

Activity - Collaborative Leadership Partnerships	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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## District Improvement Plan

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<p>Establish partnership roster that identifies each specific partnership in the district, i.e., principal name and central office administrator who are collaborating. This message along with the urgency for instructional improvement is regularly communicated at all levels of the organization and becomes a driving force behind the work of all building level instructional leaders. Further, the central office leader's monthly use of the Performance Management Driver System keeps the focus of all instructional leaders on instructional improvement and student performance.</p> <p>Successful partnerships will have measurable results in the following areas: (1) increased turnaround competencies in building-level administrators; (2) higher rates of high quality subject-specific instruction; (3) evidence of success in the coaching record; (4) data from the Performance Management Driver System.</p> <p>Schools: All Schools</p>	<p>Other - Coaching, Walkthrough</p>		<p>Monitor</p>	<p>07/03/2017</p>	<p>06/28/2019</p>	<p>\$0</p>	<p>General Fund</p>	<p>Superintendent</p>
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Activity - Allocation of Resources Aligned to Student Needs	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Because rapid turnaround is different than continuous improvement, districts are faced with the challenge to "seize this incredible moment of rapid change to transform the way they use resources (time, people, money) so that every school succeeds for every child." (ERS, 2013) With district systems completely installed and operational, it is now time for districts to take this opportunity to remake the very foundation of their organization and cost structure to support these systems effectively.</p> <p>Allocation of Resources Education Resource Strategies (ERS) has been researching strategic resource use in schools for over a decade. Through this research, they found that the most successful schools start with a strong vision for student and teacher success, and have deliberate efforts to reorganize resources (time, people, money) around that vision. Through the installation of the Blueprint, the installing district has positioned itself to change the game by transforming the way each building allocates its resources. The following tools and resources will support school leaders in understanding how to use student and teacher need data to allocate resources on a consistent basis.</p> <p>Schools: All Schools</p>	<p>Supplemental Materials, Policy and Process</p>		<p>Getting Ready</p>	<p>07/03/2017</p>	<p>06/30/2019</p>	<p>\$0</p>	<p>Title I Part A</p>	<p>Superintendent Building Administration</p>

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Activity - Building and District Administrator Professional Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Principals and district administration will receive professional leadership coaching around improving instructional leadership capacity. Training will be done around creating a climate for success, implementing curriculum change, and habit, building a framework for success. The training will focus on creating instructional leaders for academic improvement, not just building managers. 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  Schools: All Schools	Professional Learning		Implement	07/01/2017	06/30/2019	\$0	Title II Part A	Superintendent Building Administration

### Strategy 5:

District Culture - Safety within the district - all schools will have and implement safety practices and procedures that will ensure the students have a healthy, safe learning environment. It will be implemented by adding resources like transition activities, staff, training, and resources.

Category: School Culture

Research Cited: Bremburg, J Epidemiol Community Health (2006); Feb; 60 (2): 149-155; research on school environment having an effect on student learning.

Tier: Tier 1

Activity - Security Guards	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Use of Security Guards to support the positive school climate and learning environment.  Schools: All Schools	Other - Culture	Tier 1	Implement	07/01/2018	06/30/2020	\$100000	Section 31a	Central Office and Building Administrators

Activity - ALICE training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
ALICE (Alert, Lockdown, Inform, Counter, Evacuate) training - to be provided to staff from outside vendors allowing district staff to then act as trainers for the district.  Schools: All Schools	Professional Learning	Tier 1	Getting Ready	07/25/2018	06/19/2019	\$7500	Title II Part A	District leaders, administration, and point staff for the district.

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Activity - CPI Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Crisis Prevention Intervention course for staff, helps adults promote positive behavior, deescalate situations, and implement proactive strategies. Workshop for staff hosted by local ISD.</p> <p>Schools: All Schools</p>	Professional Learning	Tier 1	Implement	07/30/2018	06/30/2019	\$3500	Title II Part A	Central Office for scheduling, ISD to provide supportive learning, administration to select staff, and staff to attend
Activity - Security	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Maintaining secure locations by having communication systems through the building, including phone lines, walkie talkies, PA systems, and lines for communication.</p> <p>Schools: All Schools</p>	Other - Culture	Tier 1	Monitor	07/30/2018	06/30/2020	\$40000	Other	administration and custodial staff
Activity - signage	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Beecher schools will have signage through their building to welcome and inform guests, identifying doors, classrooms, office locations, and procedural precautions.</p> <p>Schools: All Schools</p>	Materials	Tier 1	Getting Ready	07/30/2018	06/30/2020	\$6000	Title I Part A	Maintenance
Activity - transition	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Students and parents will participate in transition activities between buildings, including coming into Kindergarten, 7th grade at the high school, orientation, and new student welcoming.</p> <p>Schools: All Schools</p>	Parent Involvement	Tier 1	Implement	07/30/2018	06/30/2020	\$5000	Title I Part A	Central office and administration

### Strategy 6:

Staff Training - All staff will have opportunities to participate in training to support their learning while working with Beecher students. Training's will be targeted for summer, intersession, and after school. Those that occur during the school day will be supported

**District Improvement Plan**

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Category: Learning Support Systems

Research Cited: Linking practice and theory: The pedagogy of realistic teacher education.

FAJ Korthagen, J Kessels, B Koster, B Lagerwerf... - 2001 - books.google.com

Teacher cognition in language teaching: A review of research on what language teachers think, know, believe, and do

S Borg - Language teaching, 2003 - cambridge.org

Tier: Tier 1

Activity - Mentoring and Induction	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Beecher staff will participate in a mentoring and induction program. The training will include new staff, non-tenured, and mentor teachers.  Schools: All Schools	Professional Learning	Tier 1		07/30/2018	06/30/2020	\$44000	Title II Part A	Central Office and teachers

**Measurable Objective 2:**

A 15% increase of All Students will demonstrate student proficiency (pass rate) on state standardized tests in English Language Arts by 06/30/2020 as measured by reviewing data showing student proficiency.

**Strategy 1:**

Blueprint - Beecher Community School District will utilize the BluePrint tools as a mechanism to improve all systems within the district thereby increasing student achievement.

Category: Other - System Building

Research Cited: Shaw, L., Stuit, D., Springer, J., Nicotera, A., & Alphenaar, G. (2017). MI Excel Statewide System of Support: 2016-17. Grand Rapids, MI: Basis Policy Research.

Tier: Tier 1

Activity - Blueprint Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Staff will participate in Blueprint training to support a systemic change within the district.  Schools: All Schools	Professional Learning	Tier 1	Implement	07/30/2018	06/30/2020	\$30000	Title I Part A	Central Office, administration, and staff

Activity - Blueprint materials	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Staff will use the Blueprint systems to support a systemic change within the district thereby needing supplies to meet the goal. Schools: All Schools	Professional Learning	Tier 1		07/30/2018	06/30/2020	\$4000	Title I Part A	Central Office, Administration
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## Activity Summary by Funding Source

Below is a breakdown of your activities by funding source

### Section 31a

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Security Guards	Use of Security Guards to support the positive school climate and learning environment.	Other - Culture	Tier 1	Implement	07/01/2018	06/30/2020	\$100000	Central Office and Building Administrators
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			07/01/2016	06/30/2020	\$200000	Principals Social Workers Director of State and Federal Programs

### Title I Schoolwide

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Career Preparation	Implement supportive courses, activities, field trips, experiences, and programs that help students select career pathways and potentials.	Career Preparation /Orientation	Tier 1	Implement	07/01/2018	06/30/2020	\$8500	Lead teachers
Technology Tools	Teachers and students will use computers in the classroom to further understanding. Teachers and students will use programs, like: NWEA, United Streaming, Renaissance Learning, Success Maker, BrainPop, EdHelper, Classworks, etc.,to monitor learning and further understanding on topics being taught	Technology			07/01/2013	06/28/2019	\$0	Principals Teachers Data Specialist



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Creative learning environments	Creating a creative learning environment that allows for multiple levels of intelligence to experience a positive learning environment, including field trip experiences.	Supplemental Materials	Tier 1	Getting Ready	07/01/2018	06/30/2020	\$3500	Administration
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### General Fund

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
College courses	Students will be able to participate in college courses while enrolled at BHS, provided their academic scores are accurate for enrollment.	Academic Support Program	Tier 3		07/30/2018	06/30/2020	\$3000	Administration
Monitor the programs	Administration will monitor the use of supplemental technology software through walk-throughs and review of student data utilizing technology software themselves.	Walkthrough, Technology			07/03/2017	06/30/2019	\$1000	Administration Professional Staff
Monitor Implementation	Administration will monitor implementation of STEAM during walk-throughs, observations, lesson plans and conversations.	Walkthrough, Academic Support Program			07/01/2013	06/28/2019	\$1000	All administration Teachers
Early Middle College Courses	Students are eligible to take early middle college courses while enrolled at BHS.	Academic Support Program	Tier 3	Getting Ready	07/30/2018	06/30/2020	\$3000	administration and local university staff
Collaborative Leadership Partnerships	<p>Establish partnership roster that identifies each specific partnership in the district, i.e., principal name and central office administrator who are collaborating. This message along with the urgency for instructional improvement is regularly communicated at all levels of the organization and becomes a driving force behind the work of all building level instructional leaders. Further, the central office leader's monthly use of the Performance Management Driver System keeps the focus of all instructional leaders on instructional improvement and student performance.</p> <p>Successful partnerships will have measurable results in the following areas: (1) increased turnaround competencies in building-level administrators; (2) higher rates of high quality subject-specific instruction; (3) evidence of success in the coaching record; (4) data from the Performance Management Driver System.</p>	Other - Coaching, Walkthrough		Monitor	07/03/2017	06/28/2019	\$0	Superintendent

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### Title I Part A

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Coach	Coach that will support teachers/staff implementing Promoting Positive Schools and No Nonsense Nurturing in the classrooms and throughout the building	Behavioral Support Program			07/03/2017	06/30/2019	\$100000	Administration
Robotics	Extended Day Robotics Club for secondary students	Supplemental Materials, Community Engagement, Technology, Academic Support Program			09/01/2017	06/28/2019	\$7000	Robotics Coach Building Administrator or Director of State and Federal Programs
LLI - Leveled Literacy Interventions	Having a multitude of different books at each level to use for supplemental support at each grade level. Thus allowing the teaching staff to work with the student at their learning levels.	Academic Support Program	Tier 2	Implement	07/30/2018	06/30/2020	\$10000	ELA teaching staff
Supplemental Materials	Supplemental materials for students will be utilized to include Social Studies Weekly, Social Studies Periodicals for supplemental student reading in class, children's literature, resource supplies, etc.	Supplemental Materials			07/01/2016	06/28/2019	\$1000	Teachers Building Administrators
extended learning support	Beecher will have additional staff to support the extended learning opportunities, including clerical, custodial, security, and paraprofessionals.	Behavioral Support Program	Tier 2		07/30/2018	06/30/2020	\$15000	Central Office and administration
Academic Student Support	Beecher Community School District will offer extended day programming to include contracted academic support staff, Academic Interventionist, Paraprofessionals and tutors to assist students in their understanding and learning of core curriculum. Computer technologies may be employed to advance students' learning.	Academic Support Program			06/30/2015	06/28/2019	\$0	Administration Teachers
Supplemental Materials	Supplemental materials in Math, Science, Technology, Arts will be utilized to include supplies for activities, children's literature, technology tools.	Supplemental Materials			07/01/2016	06/30/2019	\$1000	Building Administrator or STEAM coach
extended learning busing	Beecher will offer busing for students to attend extended learning opportunities. Busing includes costs for buses, drivers, aides, and associated fees.	Other - Transportation	Tier 2	Monitor	07/30/2018	06/30/2020	\$6000	Transportation Director

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transition	Students and parents will participate in transition activities between buildings, including coming into Kindergarten, 7th grade at the high school, orientation, and new student welcoming.	Parent Involvement	Tier 1	Implement	07/30/2018	06/30/2020	\$5000	Central office and administration
Summer Reading Take Home Packets	Beecher Community School District would like to build student home libraries by providing minimum of five nonfiction children's literature books for students to read over the summer and keep.	Materials			06/30/2015	06/28/2019	\$0	Director of State & Federal Programs Administration Teachers
Behavioral Interventionist	The behavioral interventionists will work with students in the RTI model to decrease disruptive behaviors as well as improve student attendance and reduce absences and tardiness.	Behavioral Support Program			07/01/2016	06/28/2019	\$175000	Principal Behavioral Interventionist
Individual and Small Group Instruction and Intervention	Individual and Small Group Instruction of Identified students to receive remediation from trained staff utilizing MTSS principles. Instruction will be in both individual and small group settings and will augment rather than supplant instruction.	Behavioral Support Program, Academic Support Program		Implement	08/07/2017	06/28/2019	\$1	Behavior Interventionist Academic Interventionist Administrators Teachers
Field trips	Beecher Community School District will offer field trips for students in grades K-12 to further the students' learning and experiences outside of the community.	Field Trip		Monitor	07/01/2015	06/28/2019	\$0	Administration Teachers
On line resources	Use of online technology tools to support students learning, including items like credit recovery courses, STAR reading and math, Neo-pad, along with others.	Academic Support Program	Tier 2	Evaluate	07/30/2018	06/30/2020	\$15000	Teachers and technology point of contacts
Supplemental Materials	Teachers and academic support staff will use supplemental materials, such as Springboard, My Math, Glencoe Math to improve math proficiency. Additional math supplemental hands on materials will be considered as well as materials for Math Recovery.	Supplemental Materials			07/01/2015	06/28/2019	\$0	Administration Teachers
Academic Student Support	Paraprofessionals, Academic Interventionist and Contracted Supplemental HQ tutors will be in classrooms or pull out to provide individual and small group instruction for identified students.	Academic Support Program			08/07/2017	06/28/2019	\$0	Administrators Teachers

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Multi-Tiered System of Supports (MTSS)	Develop and utilize a Multiple Tiered System of Supports (MTSS) to meet the academic needs of students and to coordinate general and special education programming:  Title I and 31a instructional support  Supplemental materials  ESL staff coordinated with the Genesee Intermediate School District Tutoring for ELL students  Additional materials  Title I full day kindergarten  Credit recovery  Stipends and licenses  Extended day, Intersession and Summer school instruction to include Stipends and materials  Professional development and district support will be utilized.	Academic Support Program		Implement	07/01/2017	06/30/2021	\$0	All
Family events	Family events will be planned to include activities that support core content academics.	Parent Involvement			06/30/2015	06/30/2019	\$0	Parent Facilitators Teachers Administrators
Arts Field Trips	Students will be able to have field trip experiences related to arts in education - music and art related field trips.	Academic Support Program	Tier 1	Implement	07/30/2018	06/30/2020	\$4000	Teaching staff to organize
Parent Facilitator	The parent facilitator will work with parents to build an effective partnership between the school and the parents/guardians of our students.	Parent Involvement			07/01/2013	07/01/2019	\$40000	Principals Parent Facilitator
STEAM Coach	STEAM Coach to model STEAM lessons to build student and staff understanding of curriculum goals.	Teacher Collaboration, Direct Instruction			07/01/2016	07/01/2019	\$75000	Building Administrator or Superintendent/Curriculum Director

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Attendance Support Staff	Attendance Support Staff to greet parents in morning, address tardiness if necessary, contact parents of absent students, initiate wrap around services	Parent Involvement, Behavioral Support Program, Academic Support Program	Tier 1	Getting Ready	07/30/2018	06/28/2019	\$30000	Building Administrator
Multi-Tiered System of Supports (MTSS)	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 Title 1 full day kindergarten Credit recovery to include stipends and licenses Extended day, Intersession and Summer School instruction to include stipends, supplies, transportation  Professional development and district support will be utilized	Academic Support Program		Implement	07/03/2017	06/28/2019	\$150000	Administration Director of State & Federal Programs
Kindergarten Teachers	Kindergarten will be offered for a full day to increase kindergarten students learning time.	Direct Instruction			08/01/2013	06/28/2019	\$0	Administration Kindergarten Teachers
signage	Beecher schools will have signage through their building to welcome and inform guests, identifying doors, classrooms, office locations, and procedural precautions.	Materials	Tier 1	Getting Ready	07/30/2018	06/30/2020	\$6000	Maintenance
Culture Plan Facilitator	Culture Plan Facilitator will focus on factors that impacting students' education success and assist in reducing. These barriers may include truancy, anger management, alcohol and drug abuse, disrespect to staff, mental health concerns and behavioral difficulties.	Behavioral Support Program		Monitor	07/01/2015	07/01/2019	\$100000	Culture Plan Facilitator Administrator
Technology tools	Beecher will support student learning by providing technology tools, including computers, ipads, headphones, and writing / reading assistance to students.	Supplemental Materials	Tier 1	Monitor	07/30/2018	06/30/2020	\$30000	Technology coordinator.

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Student Assessment	Students in Grades K-12 will be assessed no less than three times during the school year to determine student's individual strengths and weaknesses. Specific Response to Intervention plans will be implemented to address the weaknesses of specific under performing students and groups. Assessments will be conducted by trained staff and may be completed using a web-based, automated assessment tool such as NWEA, ALEKS	Other, Technology			07/01/2015	06/28/2019	\$0	Administrati on Teachers
Extended Learning	Extended learning opportunities in all content areas to continue students learning, to include after school and Saturday School learning.	Academic Support Program	Tier 2	Monitor	07/30/2018	06/30/2019	\$75000	HQ teachers to teach outside of the normal school day.
Allocation of Resources Aligned to Student Needs	<p>Because rapid turnaround is different than continuous improvement, districts are faced with the challenge to “seize this incredible moment of rapid change to transform the way they use resources (time, people, money) so that every school succeeds for every child.” (ERS, 2013) With district systems completely installed and operational, it is now time for districts to take this opportunity to remake the very foundation of their organization and cost structure to support these systems effectively.</p> <p>Allocation of Resources Education Resource Strategies (ERS) has been researching strategic resource use in schools for over a decade. Through this research, they found that the most successful schools start with a strong vision for student and teacher success, and have deliberate efforts to reorganize resources (time, people, money) around that vision. Through the installation of the Blueprint, the installing district has positioned itself to change the game by transforming the way each building allocates its resources. The following tools and resources will support school leaders in understanding how to use student and teacher need data to allocate resources on a consistent basis.</p>	Supplemen tal Materials, Policy and Process		Getting Ready	07/03/2017	06/30/2019	\$0	Superinten dent Building Administrati on
Additional instruction	Beecher Community School District will offer additional instructional time before school, after school, and on Saturdays to continue instruction for students that need additional academic support.	Academic Support Program	Tier 3	Monitor	07/30/2018	06/30/2020	\$30000	Administrati on and teaching staff

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Incentive's	Use of Student Incentives to acknowledge students that are representing Buc Pride Systems - behavior, academic, attendance, expectation setting.	Behavioral Support Program	Tier 3	Monitor	07/30/2018	06/30/2020	\$3000	School Social Worker, Behavior Interventionist, teaching staff, and administration.
Safety	Safety involves personalization, prevention, systematic action, climate of positivity, shared development and ownership.  Professional development and district support will be utilized to implement the following activities to support safety:  -Restorative Justice Practices -Structures and Routines (Teach Like a Champion, Promoting Positive Behaviors, CHAMPS) -Non Violent Crisis Intervention -Crisis Response Team	Behavioral Support Program			07/01/2017	06/30/2019	\$2500	Building Administration Behavior Interventionist Culture Plan Facilitator  Social Workers Support Staff Professional Staff
Summer / Intersession learning	Beecher Community School District will offer extended learning opportunities for identified students during the summer and intersession breaks.	Academic Support Program	Tier 2	Evaluate	08/14/2018	06/30/2020	\$60000	Central office, administration, teachers
Membership	Membership involves ownership, involvement, accomplishment and belonging. Positive School Climate teams in each building will develop school wide expectations for Positive Behavior (PBIS)  Professional development and district support will be utilized to implement the following programs:  -Truancy -Alternative Education Programs -McKinney-Vento eligible student support -Foster care students eligible for support -Co-curriculars, extra-curriculars, and student organizations  -Co-curriculars, extra-curriculars, and student organizations, school wide positive behavior recognition activities	Behavioral Support Program		Implement	08/01/2017	06/30/2019	\$0	All

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Class Size Reduction	Class size reduction classes at the elementary schools to allow for more individualized instruction.	Class Size Reduction	Tier 1	Implement	08/07/2017	06/28/2019	\$80000	Building Administrator or Teachers
Credit Recovery	Beecher Community School District will offer Credit Recovery program for students to make up required credits for graduation.	Technology , Academic Support Program			06/30/2015	06/28/2019	\$0	Administration Credit Recovery Teacher
Extended day Programs	Extended day programs will be offered to extend students thinking and learning, to include after school and Saturday School learning.	Field Trip, Extra Curricular			07/01/2013	06/28/2019	\$0	Administration Staff
Music / Art Education	Students will have opportunities to experience Art and Music while with the Beecher Community School District.	Academic Support Program	Tier 1		07/30/2018	06/30/2020	\$150000	Administration to set up courses, staff to teach the students.
Blueprint Training	Staff will participate in Blueprint training to support a systemic change within the district.	Professional Learning	Tier 1	Implement	07/30/2018	06/30/2020	\$30000	Central Office, administration, and staff
McKinney-Vento	McKinney-Vento liaison and Director of State and Federal Programs consult and coordinate programs and services to support identified students with attendance and student success. To include supplemental bus route to transport students to and from school. Beecher Community School District will offer in school and after school tutoring to identified McKinney-Vento students to build any academic deficiencies and provide resources to help with their current living circumstance.	Other - Services			07/01/2016	06/28/2019	\$11000	Director of State and Federal Programs Social Workers
Summer School - Intersessions	Beecher Community School District will offer extended learning opportunities during the summer and intersession periods for identified students in grades K-12. These students will receive additional instruction to address specific identified learning deficiencies related to Mathematics.	Academic Support Program		Monitor	07/01/2015	06/28/2019	\$0	Administration Teachers
Professional Learning Communities	All staff in Beecher Community School District will be involved in Professional Learning Communities and work towards making sure that all students are learning. The process of Professional Learning Communities will be used during the hour late start once a week.	Teacher Collaboration			07/01/2013	06/30/2019	\$0	Administration Professional Staff  Superintendent



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Blueprint materials	Staff will use the Blueprint systems to support a systemic change within the district thereby needing supplies to meet the goal.	Professional Learning	Tier 1		07/30/2018	06/30/2020	\$4000	Central Office, Administration
MTSS Facilitator/Interventionist	MTSS Facilitator/Interventionist will support classroom teacher, paraprofessional with regards to identified students. They will also provide intervention strategies in targeted academic and or behavior areas for identified students. Individuals may coach and or participate on the Positive School Climate team.	Teacher Collaboration, Behavioral Support Program, Academic Support Program		Implement	08/01/2017	06/30/2019	\$175000	MTSS Facilitator/Interventionist Building Administrator

### Title II Part A

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Professional Development	Staff will participate in professional development to expand and grow their capabilities.	Professional Learning	Tier 1	Monitor	07/30/2018	06/30/2020	\$30000	Administration and teachers
Building and District Administrator Professional Development	Principals and district administration will receive professional leadership coaching around improving instructional leadership capacity. Training will be done around creating a climate for success, implementing curriculum change, and habit, building a framework for success. The training will focus on creating instructional leaders for academic improvement, not just building managers. 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		Implement	07/01/2017	06/30/2019	\$0	Superintendent Building Administration
ALICE training	ALICE (Alert, Lockdown, Inform, Counter, Evacuate) training - to be provided to staff from outside vendors allowing district staff to then act as trainers for the district.	Professional Learning	Tier 1	Getting Ready	07/25/2018	06/19/2019	\$7500	District leaders, administration, and point staff for the district.

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PD stipends	Beecher Community School District will offer stipends for staff to participate in training outside of their contracted days. Stipends are offered to staff such as administrators, clerical, teachers, support personnel.	Professional Learning	Tier 1		07/30/2018	06/30/2020	\$15000	Central Office and administration
High Quality Subject Specific Instruction	Vision of High Quality Subject Specific Instruction for all core content areas was adopted by the District Blue Print Acceleration Team in 2016-17. Strengthen the implementation of high quality instruction as measured by increased student achievement.  The district will focus on the following high quality instructional models: Ambitious Teaching Strategies SLOP instruction for ELL students  Professional Development and district support will be utilized.	Direct Instruction, Professional Learning, Academic Support Program, Curriculum Development	Tier 1	Implement	07/03/2017	06/28/2019	\$50000	All
Aligned Assessments	Align district curriculum and assessments as evidenced by the identification of power standards, pacing guides, common assessments, common grading practices and reporting tools. Professional development and district support will be utilized.	Curriculum Development		Getting Ready	07/01/2017	06/30/2021	\$0	Superintendent Building Administration Professional Staff
Mentoring and Induction	Beecher staff will participate in a mentoring and induction program. The training will include new staff, non-tenured, and mentor teachers.	Professional Learning	Tier 1		07/30/2018	06/30/2020	\$44000	Central Office and teachers
Professional Development	Professional Development will be offered to further staff understanding and implementation of MTSS, RTI, Formative Assessment, FAME team, additional workshops to help staff meet the needs of all students which may also take place during intersession, Holiday Break and Summer Break.	Professional Learning		Monitor	07/01/2015	06/30/2019	\$0	Administrators Teachers Director of State & Federal Programs

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High Quality Subject Specific Instruction	<p>Vision of High Quality Subject Specific Instruction for all core content areas was adopted by the District Blueprint Team in 2016-17. Strengthen the implementation of high quality instruction as measured by increased student achievement.</p> <p>The district will focus on the following high quality instructional models:</p> <p>Ambitious Teaching Strategies Visible Learning - Hattie's work Inquiry Based SIOP instruction for ELL students</p> <p>Professional development and district support will be utilized.</p>	Direct Instruction, Academic Support Program, Curriculum Development	Tier 1	Implement	07/01/2017	07/30/2021	\$0	All
Professional Development	Teachers will receive support from Genesee Intermediate School District by participating in Math Leadership Elementary and Secondary teams, Math Workshop Trainings. Facilitation for Engage NY will be considered. Teachers will receive support for implementing Springboard in 9-12 classrooms.	Professional Learning			08/07/2017	06/30/2019	\$0	Administration Professional Staff
Professional Development	All staff will have professional development opportunities to understand the expectations of Promoting Positive Behavior, PBIS, Positive School Climate cohort with Genesee ISD, Restorative Justice and NNN, CHAMPS and to continue their learning of the skills to create a classroom where teaching and learning can occur. A team in each building will be trained in de-escalating skills such as CPI.	Professional Learning			07/03/2017	08/01/2019	\$1000	Principals Director of State and Federal Programs Behavior Interventionist MTSS Facilitators
Professional Development	Staff will be given professional development opportunities to learn how to utilize the technology available to include attending the MACUL 2019 Conference.	Professional Learning			07/01/2013	07/01/2019	\$3000	Principals State and Federal Programs Director

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CPI Training	Crisis Prevention Intervention course for staff, helps adults promote positive behavior, deescalate situations, and implement proactive strategies. Workshop for staff hosted by local ISD.	Professional Learning	Tier 1	Implement	07/30/2018	06/30/2019	\$3500	Central Office for scheduling, ISD to provide supportive learning, administration to select staff, and staff to attend
Professional Learning Communities	All staff in Beecher Community School District will be involved in Professional Learning Communities and work towards making sure that all students are learning. The process of Professional Learning Communities will be used during the hour late start once a week.	Teacher Collaboration			07/01/2013	06/30/2019	\$0	Administration Professional Staff Superintendent
Safety	Safety involves personalization, prevention, systematic action, climate of positivity, shared development and ownership.  Professional development and district support will be utilized to implement the following activities to support safety:  -Restorative Justice Practices -Structures and Routines (Teach Like a Champion, Promoting Positive Behaviors, CHAMPS) -Non Violent Crisis Intervention -Crisis Response Team	Behavioral Support Program			07/01/2017	06/30/2019	\$2500	Building Administration Behavior Interventionist Culture Plan Facilitator  Social Workers Support Staff Professional Staff
Instructional Coach/Data Specialist	Instructional Coach and Data Specialist to work with teachers to analyze student data and develop an intervention plan for students. Curriculum will be developed and aligned K-12.	Teacher Collaboration			07/03/2017	06/29/2019	\$50000	Superintendent
Professional Development	Beecher Community School District will offer continued support for STEAM implementation.	Professional Learning			07/01/2016	06/30/2019	\$5000	Central Office Administration Principals STEAM Coach

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High Quality Data Collection Tool for Ambitious Teaching Strategies	Utilize the high quality data collection tool (District Blueprint tool) to record and monitor district-wide implementation of the ambitious teaching strategies. Professional development and district support will be utilized.	Other - Evaluation		Monitor	08/01/2017	06/28/2019	\$0	All
Professional Development	Professional Development will be supported to allow our Student Support Team, which may include Parent Facilitators, Behavior Interventionist, School Social Workers and Academic Support Staff to learn additional ways to support our students and families.	Professional Learning			07/01/2015	07/01/2019	\$50000	Director of State & Federal Programs Administrators
Collaborative Learning Cycle (CLC)	Utilize the Collaborative Learning Cycle (CLC) process to identify and monitor academic and non-academic needs of students. The CLC process will provide a common tool for data conversations. Data conversations may focus on student data (formative, summative and/or benchmark) or student work samples. Professional development and district support will be utilized.	Teacher Collaboration, Other - Evaluation		Implement	08/01/2017	06/28/2019	\$0	All
Sign On bonus	Sign on Bonus for newly hired professional staff member - teacher/admin of \$1,000 each x 8	Recruitment and Retention	Tier 1	Getting Ready	07/02/2018	06/28/2019	\$8612	Superintendent
Professional Learning Series	Provide a data-driven professional learning series aligned to the vision for high quality instruction and the district guaranteed curriculum, materials, assessments, and evaluations.  Teacher and Principal Professional Development Teacher and Principal Mentoring  Professional development and district support will be utilized.	Professional Learning		Implement	07/03/2017	06/28/2019	\$0	Superintendent - Curriculum Director, Director of State & Federal Programs
Arts Professional Development	Arts in Education (music and art) staff will attend training to support their educational focus.	Professional Learning	Tier 2	Monitor	07/30/2018	06/30/2020	\$2000	Art / music teacher
High Quality Professional Development	Utilize the following professional learning opportunities to deepen the knowledge of academic and non-academic needs of students: Mi Excel Professional Learning Instructional Coaching Teacher Mentoring Program Coaching NNN/Promoting Positive Behaviors GrapeSEED Positive Behavior Support Team Training Reader's Workshop Guided Reading CHAMPS Professional Learning Series	Walkthrough, Professional Learning			07/03/2017	06/30/2019	\$0	Director of State & Federal Programs Administration

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High Quality Professional Development	Utilize the following professional learning opportunities to deepen the knowledge of academic and non-academic needs of students. Professional Learning Series Teacher Mentoring Program Instructional Rounds Instructional Coaching Readers Writers Workshop MI Excel Blueprint MEMSPA MASSP MAS/FPS MDE Special Populations Conference MDE school improvement conference Springboard supplemental resource training  Stipends and salaries will be paid out of Title II and other grants available	Professional Learning			08/01/2017	06/30/2021	\$0	All
Aligned Assessments	Align district curriculum and assessments as evidenced by the identification of power standards, pacing guides, common assessments, common grading practices and reporting tools, Professional Development and district support will be utilized.	Curriculum Development	Tier 1	Getting Ready	07/03/2017	06/28/2019	\$5000	All
Early college trainings	Staff will participate in pre college and college learning training's.	Professional Learning	Tier 3	Implement	07/30/2018	06/30/2020	\$1000	administration and pre college staff
Care/Relationships	Care/Relationships involves establishing trustworthiness, treating students fairly and with respect, valuing all students as individuals and expressing concern for what is happening in their lives, taking interest and investing in students, challenging students, knowing students well, sharing oneself as a person, being accessible, seeing through the eyes of students and providing recognition.  Professional development and district support will be utilized to implement the following activities to support care/relationships  -Book study: Who Cares? and Eric Jenson's Poverty series  -Cultural Proficiency  -Coordinated School Health & partnerships as identified by the Coordinated School Health Team	Behavioral Support Program			07/01/2017	06/30/2019	\$0	All

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Utilize Illuminate to monitor Annual Performance Goals and local assessment data	The district will utilize Illuminate, a data warehouse, to continually monitor instructional data at both the building level and district level. Professional development and district support will be utilized.	Other - Evaluation, Direct Instruction, Academic Support Program		Implement	08/01/2017	06/28/2019	\$0	All
Evaluation System	Implement an evaluation system that has clearly defined standards that combines qualitative and quantitative data from a variety of sources including school and student performance. Professional development and district support will be utilized. Frontline tool and training will be utilized.	Recruitment and Retention, Policy and Process, Professional Learning		Implement	07/03/2017	06/28/2019	\$0	Superintendent Building Administration
Performance Management Tool	Utilize the performance management template (District Blueprint tool) to record and use multiple sources of data to problem solve; Data sources should include the following:  Demographic  Performance Goals  Non-Instructional Indicators  Achievement Data  Professional development and district support will be utilized.	Other - Evaluation			08/01/2017	06/28/2019	\$0	All

### Other

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Credit Recovery	Beecher Community School District will offer Credit Recovery program for students to make up required credits for graduation.	Technology , Academic Support Program			06/30/2015	06/28/2019	\$0	Administration Credit Recovery Teacher
Security	Maintaining secure locations by having communication systems through the building, including phone lines, walkie talkies, PA systems, and lines for communication.	Other - Culture	Tier 1	Monitor	07/30/2018	06/30/2020	\$40000	administration and custodial staff

## Activity Summary by School

Below is a breakdown of activity by school.

### All Schools

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Professional Development	Beecher Community School District will offer continued support for STEAM implementation.	Professional Learning			07/01/2016	06/30/2019	\$5000	Central Office Administration Principals STEAM Coach
Monitor Implementation	Administration will monitor implementation of STEAM during walk-throughs, observations, lesson plans and conversations.	Walkthrough, Academic Support Program			07/01/2013	06/28/2019	\$1000	All administration Teachers
Technology Tools	Teachers and students will use computers in the classroom to further understanding. Teachers and students will use programs, like: NWEA, United Streaming, Renaissance Learning, Success Maker, BrainPop, EdHelper, Classworks, etc., to monitor learning and further understanding on topics being taught	Technology			07/01/2013	06/28/2019	\$0	Principals Teachers Data Specialist
Professional Development	Staff will be given professional development opportunities to learn how to utilize the technology available to include attending the MACUL 2019 Conference.	Professional Learning			07/01/2013	07/01/2019	\$3000	Principals State and Federal Programs Director
Professional Development	All staff will have professional development opportunities to understand the expectations of Promoting Positive Behavior, PBIS, Positive School Climate cohort with Genesee ISD, Restorative Justice and NNN, CHAMPS and to continue their learning of the skills to create a classroom where teaching and learning can occur. A team in each building will be trained in de-escalating skills such as CPI.	Professional Learning			07/03/2017	08/01/2019	\$1000	Principals Director of State and Federal Programs Behavior Interventionist MTSS Facilitators



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Behavioral Interventionist	The behavioral interventionists will work with students in the RTI model to decrease disruptive behaviors as well as improve student attendance and reduce absences and tardiness.	Behavioral Support Program			07/01/2016	06/28/2019	\$175000	Principal Behavioral Interventionist
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			07/01/2016	06/30/2020	\$200000	Principals Social Workers Director of State and Federal Programs
Parent Facilitator	The parent facilitator will work with parents to build an effective partnership between the school and the parents/guardians of our students.	Parent Involvement			07/01/2013	07/01/2019	\$40000	Principals Parent Facilitator
Individual and Small Group Instruction and Intervention	Individual and Small Group Instruction of Identified students to receive remediation from trained staff utilizing MTSS principles. Instruction will be in both individual and small group settings and will augment rather than supplant instruction.	Behavioral Support Program, Academic Support Program		Implement	08/07/2017	06/28/2019	\$1	Behavior Interventionist Academic Interventionist Administrators Teachers
Academic Student Support	Paraprofessionals, Academic Interventionist and Contracted Supplemental HQ tutors will be in classrooms or pull out to provide individual and small group instruction for identified students.	Academic Support Program			08/07/2017	06/28/2019	\$0	Administrators Teachers
Monitor the programs	Administration will monitor the use of supplemental technology software through walk-throughs and review of student data utilizing technology software themselves.	Walkthrough, Technology			07/03/2017	06/30/2019	\$1000	Administration Professional Staff
Supplemental Materials	Teachers and academic support staff will use supplemental materials, such as Springboard, My Math, Glencoe Math to improve math proficiency. Additional math supplemental hands on materials will be considered as well as materials for Math Recovery.	Supplemental Materials			07/01/2015	06/28/2019	\$0	Administration Teachers
Professional Development	Teachers will receive support from Genesee Intermediate School District by participating in Math Leadership Elementary and Secondary teams, Math Workshop Trainings. Facilitation for Engage NY will be considered. Teachers will receive support for implementing Springboard in 9-12 classrooms.	Professional Learning			08/07/2017	06/30/2019	\$0	Administration Professional Staff

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Professional Learning Communities	All staff in Beecher Community School District will be involved in Professional Learning Communities and work towards making sure that all students are learning. The process of Professional Learning Communities will be used during the hour late start once a week.	Teacher Collaboration			07/01/2013	06/30/2019	\$0	Administration Professional Staff  Superintendent
Professional Development	Professional Development will be offered to further staff understanding and implementation of MTSS, RTI, Formative Assessment, FAME team, additional workshops to help staff meet the needs of all students which may also take place during intersession, Holiday Break and Summer Break.	Professional Learning		Monitor	07/01/2015	06/30/2019	\$0	Administrators Teachers Director of State & Federal Programs
Field trips	Beecher Community School District will offer field trips for students in grades K-12 to further the students' learning and experiences outside of the community.	Field Trip		Monitor	07/01/2015	06/28/2019	\$0	Administration Teachers
Summer School - Intersessions	Beecher Community School District will offer extended learning opportunities during the summer and intersession periods for identified students in grades K-12. These students will receive additional instruction to address specific identified learning deficiencies related to Mathematics.	Academic Support Program		Monitor	07/01/2015	06/28/2019	\$0	Administration Teachers
Summer Reading Take Home Packets	Beecher Community School District would like to build student home libraries by providing minimum of five nonfiction children's literature books for students to read over the summer and keep.	Materials			06/30/2015	06/28/2019	\$0	Director of State & Federal Programs Administration Teachers
Academic Student Support	Beecher Community School District will offer extended day programming to include contracted academic support staff, Academic Interventionist, Paraprofessionals and tutors to assist students in their understanding and learning of core curriculum. Computer technologies may be employed to advance students' learning.	Academic Support Program			06/30/2015	06/28/2019	\$0	Administration Teachers
Extended day Programs	Extended day programs will be offered to extend students thinking and learning, to include after school and Saturday School learning.	Field Trip, Extra Curricular			07/01/2013	06/28/2019	\$0	Administration Staff

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Student Assessment	Students in Grades K-12 will be assessed no less than three times during the school year to determine student's individual strengths and weaknesses. Specific Response to Intervention plans will be implemented to address the weaknesses of specific under performing students and groups. Assessments will be conducted by trained staff and may be completed using a web-based, automated assessment tool such as NWEA, ALEKS	Other, Technology			07/01/2015	06/28/2019	\$0	Administrators Teachers
Family events	Family events will be planned to include activities that support core content academics.	Parent Involvement			06/30/2015	06/30/2019	\$0	Parent Facilitators Teachers Administrators
Professional Development	Professional Development will be supported to allow our Student Support Team, which may include Parent Facilitators, Behavior Interventionist, School Social Workers and Academic Support Staff to learn additional ways to support our students and families.	Professional Learning			07/01/2015	07/01/2019	\$50000	Director of State & Federal Programs Administrators
Culture Plan Facilitator	Culture Plan Facilitator will focus on factors that impacting students' education success and assist in reducing. These barriers may include truancy, anger management, alcohol and drug abuse, disrespect to staff, mental health concerns and behavioral difficulties.	Behavioral Support Program		Monitor	07/01/2015	07/01/2019	\$100000	Culture Plan Facilitator Administrator
Supplemental Materials	Supplemental materials in Math, Science, Technology, Arts will be utilized to include supplies for activities, children's literature, technology tools.	Supplemental Materials			07/01/2016	06/30/2019	\$1000	Building Administrator or STEAM coach
Supplemental Materials	Supplemental materials for students will be utilized to include Social Studies Weekly, Social Studies Periodicals for supplemental student reading in class, children's literature, resource supplies, etc.	Supplemental Materials			07/01/2016	06/28/2019	\$1000	Teachers Building Administrator
Instructional Coach/Data Specialist	Instructional Coach and Data Specialist to work with teachers to analyze student data and develop an intervention plan for students. Curriculum will be developed and aligned K-12.	Teacher Collaboration			07/03/2017	06/29/2019	\$50000	Superintendent

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McKinney-Vento	McKinney-Vento liaison and Director of State and Federal Programs consult and coordinate programs and services to support identified students with attendance and student success. To include supplemental bus route to transport students to and from school. Beecher Community School District will offer in school and after school tutoring to identified McKinney-Vento students to build any academic deficiencies and provide resources to help with their current living circumstance.	Other			07/01/2016	06/28/2019	\$11000	Director of State and Federal Programs Social Workers
High Quality Subject Specific Instruction	Vision of High Quality Subject Specific Instruction for all core content areas was adopted by the District Blue Print Acceleration Team in 2016-17. Strengthen the implementation of high quality instruction as measured by increased student achievement.  The district will focus on the following high quality instructional models: Ambitious Teaching Strategies SLOP instruction for ELL students  Professional Development and district support will be utilized.	Direct Instruction, Professional Learning, Academic Support Program, Curriculum Development	Tier 1	Implement	07/03/2017	06/28/2019	\$50000	All
Coach	Coach that will support teachers/staff implementing Promoting Positive Schools and No Nonsense Nurturing in the classrooms and throughout the building	Behavioral Support Program			07/03/2017	06/30/2019	\$100000	Administration
Aligned Assessments	Align district curriculum and assessments as evidenced by the identification of power standards, pacing guides, common assessments, common grading practices and reporting tools, Professional Development and district support will be utilized.	Curriculum Development	Tier 1	Getting Ready	07/03/2017	06/28/2019	\$5000	All
High Quality Professional Development	Utilize the following professional learning opportunities to deepen the knowledge of academic and non-academic needs of students: Mi Excel Professional Learning Instructional Coaching Teacher Mentoring Program Coaching NNN/Promoting Positive Behaviors GrapeSEED Positive Behavior Support Team Training Reader's Workshop Guided Reading CHAMPS Professional Learning Series	Walkthrough, Professional Learning			07/03/2017	06/30/2019	\$0	Director of State & Federal Programs Administration

## District Improvement Plan

Beecher Community School District

Multi-Tiered System of Supports (MTSS)	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 Title 1 full day kindergarten Credit recovery to include stipends and licenses Extended day, Intersession and Summer School instruction to include stipends, supplies, transportation  Professional development and district support will be utilized	Academic Support Program		Implement	07/03/2017	06/28/2019	\$150000	Administration Director of State & Federal Programs
Utilize Illuminate to monitor Annual Performance Goals and local assessment data	The district will utilize Illuminate, a data warehouse, to continually monitor instructional data at both the building level and district level. Professional development and district support will be utilized.	Other, Direct Instruction, Academic Support Program		Implement	08/01/2017	06/28/2019	\$0	All
Collaborative Learning Cycle (CLC)	Utilize the Collaborative Learning Cycle (CLC) process to identify and monitor academic and non-academic needs of students. The CLC process will provide a common tool for data conversations. Data conversations may focus on student data (formative, summative and/or benchmark) or student work samples. Professional development and district support will be utilized.	Teacher Collaboration, Other		Implement	08/01/2017	06/28/2019	\$0	All
Performance Management Tool	Utilize the performance management template (District Blueprint tool) to record and use multiple sources of data to problem solve; Data sources should include the following:  Demographic  Performance Goals  Non-Instructional Indicators  Achievement Data  Professional development and district support will be utilized.	Other			08/01/2017	06/28/2019	\$0	All
High Quality Data Collection Tool for Ambitious Teaching Strategies	Utilize the high quality data collection tool (District Blueprint tool) to record and monitor district-wide implementation of the ambitious teaching strategies. Professional development and district support will be utilized.	Other		Monitor	08/01/2017	06/28/2019	\$0	All

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Evaluation System	Implement an evaluation system that has clearly defined standards that combines qualitative and quantitative data from a variety of sources including school and student performance. Professional development and district support will be utilized. Frontline tool and training will be utilized.	Recruitment and Retention, Policy and Process, Professional Learning		Implement	07/03/2017	06/28/2019	\$0	Superintendent Building Administration
Professional Learning Series	Provide a data-driven professional learning series aligned to the vision for high quality instruction and the district guaranteed curriculum, materials, assessments, and evaluations.  Teacher and Principal Professional Development Teacher and Principal Mentoring  Professional development and district support will be utilized.	Professional Learning		Implement	07/03/2017	06/28/2019	\$0	Superintendent - Curriculum Director, Director of State & Federal Programs
Collaborative Leadership Partnerships	Establish partnership roster that identifies each specific partnership in the district, i.e., principal name and central office administrator who are collaborating. This message along with the urgency for instructional improvement is regularly communicated at all levels of the organization and becomes a driving force behind the work of all building level instructional leaders. Further, the central office leader's monthly use of the Performance Management Driver System keeps the focus of all instructional leaders on instructional improvement and student performance.  Successful partnerships will have measurable results in the following areas: (1) increased turnaround competencies in building-level administrators; (2) higher rates of high quality subject-specific instruction; (3) evidence of success in the coaching record; (4) data from the Performance Management Driver System.	Other, Walkthrough		Monitor	07/03/2017	06/28/2019	\$0	Superintendent

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<p>Allocation of Resources Aligned to Student Needs</p>	<p>Because rapid turnaround is different than continuous improvement, districts are faced with the challenge to “seize this incredible moment of rapid change to transform the way they use resources (time, people, money) so that every school succeeds for every child.” (ERS, 2013) With district systems completely installed and operational, it is now time for districts to take this opportunity to remake the very foundation of their organization and cost structure to support these systems effectively.</p> <p>Allocation of Resources Education Resource Strategies (ERS) has been researching strategic resource use in schools for over a decade. Through this research, they found that the most successful schools start with a strong vision for student and teacher success, and have deliberate efforts to reorganize resources (time, people, money) around that vision. Through the installation of the Blueprint, the installing district has positioned itself to change the game by transforming the way each building allocates its resources. The following tools and resources will support school leaders in understanding how to use student and teacher need data to allocate resources on a consistent basis.</p>	<p>Supplemental Materials, Policy and Process</p>		<p>Getting Ready</p>	<p>07/03/2017</p>	<p>06/30/2019</p>	<p>\$0</p>	<p>Superintendent Building Administration</p>
<p>Building and District Administrator Professional Development</p>	<p>Principals and district administration will receive professional leadership coaching around improving instructional leadership capacity. Training will be done around creating a climate for success, implementing curriculum change, and habit, building a framework for success. The training will focus on creating instructional leaders for academic improvement, not just building managers. Additionally, the building administrators will form a PLC specifically to train for critical conversations, instructional leadership, and evaluation competencies.</p> <p>Mi Excel Blueprint MEMSPA MASSA MDE Frontline Education</p>	<p>Professional Learning</p>		<p>Implement</p>	<p>07/01/2017</p>	<p>06/30/2019</p>	<p>\$0</p>	<p>Superintendent Building Administration</p>

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<p>Membership</p>	<p>Membership involves ownership, involvement, accomplishment and belonging. Positive School Climate teams in each building will develop school wide expectations for Positive Behavior (PBIS)</p> <p>Professional development and district support will be utilized to implement the following programs:</p> <ul style="list-style-type: none"> <li>-Truancy</li> <li>-Alternative Education Programs</li> <li>-McKinney-Vento eligible student support</li> <li>-Foster care students eligible for support</li> <li>-Co-curriculars, extra-curriculars, and student organizations</li> <li>-Co-curriculars, extra-curriculars, and student organizations, school wide positive behavior recognition activities</li> </ul>	<p>Behavioral Support Program</p>		<p>Implement</p>	<p>08/01/2017</p>	<p>06/30/2019</p>	<p>\$0</p>	<p>All</p>
<p>Safety</p>	<p>Safety involves personalization, prevention, systematic action, climate of positivity, shared development and ownership.</p> <p>Professional development and district support will be utilized to implement the following activities to support safety:</p> <ul style="list-style-type: none"> <li>-Restorative Justice Practices</li> <li>-Structures and Routines (Teach Like a Champion, Promoting Positive Behaviors, CHAMPS)</li> <li>-Non Violent Crisis Intervention</li> <li>-Crisis Response Team</li> </ul>	<p>Behavioral Support Program</p>			<p>07/01/2017</p>	<p>06/30/2019</p>	<p>\$5000</p>	<p>Building Administrator Behavior Interventionist Culture Plan Facilitator  Social Workers Support Staff Professional Staff</p>



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Care/Relationships	<p>Care/Relationships involves establishing trustworthiness, treating students fairly and with respect, valuing all students as individuals and expressing concern for what is happening in their lives, taking interest and investing in students, challenging students, knowing students well, sharing oneself as a person, being accessible, seeing through the eyes of students and providing recognition.</p> <p>Professional development and district support will be utilized to implement the following activities to support care/relationships</p> <p>-Book study: Who Cares? and Eric Jenson's Poverty series</p> <p>-Cultural Proficiency</p> <p>-Coordinated School Health &amp; partnerships as identified by the Coordinated School Health Team</p>	Behavioral Support Program			07/01/2017	06/30/2019	\$0	All
High Quality Subject Specific Instruction	<p>Vision of High Quality Subject Specific Instruction for all core content areas was adopted by the District Blueprint Team in 2016-17. Strengthen the implementation of high quality instruction as measured by increased student achievement.</p> <p>The district will focus on the following high quality instructional models:</p> <p>Ambitious Teaching Strategies Visible Learning - Hattie's work Inquiry Based SLOP instruction for ELL students</p> <p>Professional development and district support will be utilized.</p>	Direct Instruction, Academic Support Program, Curriculum Development	Tier 1	Implement	07/01/2017	07/30/2021	\$0	All
Aligned Assessments	<p>Align district curriculum and assessments as evidenced by the identification of power standards, pacing guides, common assessments, common grading practices and reporting tools. Professional development and district support will be utilized.</p>	Curriculum Development		Getting Ready	07/01/2017	06/30/2021	\$0	Superintendent Building Administration Professional Staff

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<p>High Quality Professional Development</p>	<p>Utilize the following professional learning opportunities to deepen the knowledge of academic and non-academic needs of students.                      Professional Learning Series                      Teacher Mentoring Program                      Instructional Rounds                      Instructional Coaching                      Readers Writers Workshop                      MI Excel Blueprint                      MEMSPA                      MASSP                      MAS/FPS                      MDE Special Populations Conference                      MDE school improvement conference                      Springboard supplemental resource training</p> <p>Stipends and salaries will be paid out of Title II and other grants available</p>	<p>Professional Learning</p>			<p>08/01/2017</p>	<p>06/30/2021</p>	<p>\$0</p>	<p>All</p>
<p>Multi-Tiered System of Supports (MTSS)</p>	<p>Develop and utilize a Multiple Tiered System of Supports (MTSS) to meet the academic needs of students and to coordinate general and special education programming:</p> <p>Title I and 31a instructional support</p> <p>Supplemental materials</p> <p>ESL staff coordinated with the Genesee Intermediate School District</p> <p>Tutoring for ELL students</p> <p>Additional materials</p> <p>Title I full day kindergarten</p> <p>Credit recovery</p> <p>Stipends and licenses</p> <p>Extended day, Intersession and Summer school instruction to include Stipends and materials</p> <p>Professional development and district support will be utilized.</p>	<p>Academic Support Program</p>		<p>Implement</p>	<p>07/01/2017</p>	<p>06/30/2021</p>	<p>\$0</p>	<p>All</p>
<p>Sign On bonus</p>	<p>Sign on Bonus for newly hired professional staff member - teacher/admin of \$1,000 each x 8</p>	<p>Recruitment and Retention</p>	<p>Tier 1</p>	<p>Getting Ready</p>	<p>07/02/2018</p>	<p>06/28/2019</p>	<p>\$8612</p>	<p>Superintendent</p>
<p>Creative learning environments</p>	<p>Creating a creative learning environment that allows for multiple levels of intelligence to experience a positive learning environment, including field trip experiences.</p>	<p>Supplemental Materials</p>	<p>Tier 1</p>	<p>Getting Ready</p>	<p>07/01/2018</p>	<p>06/30/2020</p>	<p>\$3500</p>	<p>Administration</p>

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Career Preparation	Implement supportive courses, activities, field trips, experiences, and programs that help students select career pathways and potentials.	Career Preparation /Orientation	Tier 1	Implement	07/01/2018	06/30/2020	\$8500	Lead teachers
Security Guards	Use of Security Guards to support the positive school climate and learning environment.	Other	Tier 1	Implement	07/01/2018	06/30/2020	\$100000	Central Office and Building Administrators
ALICE training	ALICE (Alert, Lockdown, Inform, Counter, Evacuate) training - to be provided to staff from outside vendors allowing district staff to then act as trainers for the district.	Professional Learning	Tier 1	Getting Ready	07/25/2018	06/19/2019	\$7500	District leaders, administration, and point staff for the district.
CPI Training	Crisis Prevention Intervention course for staff, helps adults promote positive behavior, deescalate situations, and implement proactive strategies. Workshop for staff hosted by local ISD.	Professional Learning	Tier 1	Implement	07/30/2018	06/30/2019	\$3500	Central Office for scheduling, ISD to provide supportive learning, administration to select staff, and staff to attend
Extended Learning	Extended learning opportunities in all content areas to continue students learning, to include after school and Saturday School learning.	Academic Support Program	Tier 2	Monitor	07/30/2018	06/30/2019	\$75000	HQ teachers to teach outside of the normal school day.
LLI - Leveled Literacy Interventions	Having a multitude of different books at each level to use for supplemental support at each grade level. Thus allowing the teaching staff to work with the student at their learning levels.	Academic Support Program	Tier 2	Implement	07/30/2018	06/30/2020	\$10000	ELA teaching staff
Music / Art Education	Students will have opportunities to experience Art and Music while with the Beecher Community School District.	Academic Support Program	Tier 1		07/30/2018	06/30/2020	\$150000	Administration to set up courses, staff to teach the students.
Arts Field Trips	Students will be able to have field trip experiences related to arts in education - music and art related field trips.	Academic Support Program	Tier 1	Implement	07/30/2018	06/30/2020	\$4000	Teaching staff to organize
Arts Professional Development	Arts in Education (music and art) staff will attend training to support their educational focus.	Professional Learning	Tier 2	Monitor	07/30/2018	06/30/2020	\$2000	Art / music teacher

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Incentive's	Use of Student Incentives to acknowledge students that are representing Buc Pride Systems - behavior, academic, attendance, expectation setting.	Behavioral Support Program	Tier 3	Monitor	07/30/2018	06/30/2020	\$3000	School Social Worker, Behavior Interventionist, teaching staff, and administration.
Security	Maintaining secure locations by having communication systems through the building, including phone lines, walkie talkies, PA systems, and lines for communication.	Other	Tier 1	Monitor	07/30/2018	06/30/2020	\$40000	administration and custodial staff
On line resources	Use of online technology tools to support students learning, including items like credit recovery courses, STAR reading and math, Neo-pad, along with others.	Academic Support Program	Tier 2	Evaluate	07/30/2018	06/30/2020	\$15000	Teachers and technology point of contacts
Summer / Intersession learning	Beecher Community School District will offer extended learning opportunities for identified students during the summer and intersession breaks.	Academic Support Program	Tier 2	Evaluate	08/14/2018	06/30/2020	\$60000	Central office, administration, teachers
Additional instruction	Beecher Community School District will offer additional instructional time before school, after school, and on Saturdays to continue instruction for students that need additional academic support.	Academic Support Program	Tier 3	Monitor	07/30/2018	06/30/2020	\$30000	Administration and teaching staff
extended learning support	Beecher will have additional staff to support the extended learning opportunities, including clerical, custodial, security, and paraprofessionals.	Behavioral Support Program	Tier 2		07/30/2018	06/30/2020	\$15000	Central Office and administration
extended learning busing	Beecher will offer busing for students to attend extended learning opportunities. Busing includes costs for buses, drivers, aides, and associated fees.	Other	Tier 2	Monitor	07/30/2018	06/30/2020	\$6000	Transportation Director
Technology tools	Beecher will support student learning by providing technology tools, including computers, ipads, headphones, and writing / reading assistance to students.	Supplemental Materials	Tier 1	Monitor	07/30/2018	06/30/2020	\$30000	Technology coordinator.
Mentoring and Induction	Beecher staff will participate in a mentoring and induction program. The training will include new staff, non-tenured, and mentor teachers.	Professional Learning	Tier 1		07/30/2018	06/30/2020	\$44000	Central Office and teachers
signage	Beecher schools will have signage through their building to welcome and inform guests, identifying doors, classrooms, office locations, and procedural precautions.	Materials	Tier 1	Getting Ready	07/30/2018	06/30/2020	\$6000	Maintenance

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transition	Students and parents will participate in transition activities between buildings, including coming into Kindergarten, 7th grade at the high school, orientation, and new student welcoming.	Parent Involvement	Tier 1	Implement	07/30/2018	06/30/2020	\$5000	Central office and administration
Professional Development	Staff will participate in professional development to expand and grow their capabilities.	Professional Learning	Tier 1	Monitor	07/30/2018	06/30/2020	\$30000	Administration and teachers
Blueprint Training	Staff will participate in Blueprint training to support a systemic change within the district.	Professional Learning	Tier 1	Implement	07/30/2018	06/30/2020	\$30000	Central Office, administration, and staff
Blueprint materials	Staff will use the Blueprint systems to support a systemic change within the district thereby needing supplies to meet the goal.	Professional Learning	Tier 1		07/30/2018	06/30/2020	\$4000	Central Office, Administration
PD stipends	Beecher Community School District will offer stipends for staff to participate in training outside of their contracted days. Stipends are offered to staff such as administrators, clerical, teachers, support personnel.	Professional Learning	Tier 1		07/30/2018	06/30/2020	\$15000	Central Office and administration
College courses	Students will be able to participate in college courses while enrolled at BHS, provided their academic scores are accurate for enrollment.	Academic Support Program	Tier 3		07/30/2018	06/30/2020	\$3000	Administration
Early Middle College Courses	Students are eligible to take early middle college courses while enrolled at BHS.	Academic Support Program	Tier 3	Getting Ready	07/30/2018	06/30/2020	\$3000	administration and local university staff
Early college trainings	Staff will participate in pre college and college learning training's.	Professional Learning	Tier 3	Implement	07/30/2018	06/30/2020	\$1000	administration and pre college staff

### Dailey Elementary School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Kindergarten Teachers	Kindergarten will be offered for a full day to increase kindergarten students learning time.	Direct Instruction			08/01/2013	06/28/2019	\$0	Administration Kindergarten Teachers

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STEAM Coach	STEAM Coach to model STEAM lessons to build student and staff understanding of curriculum goals.	Teacher Collaboration, Direct Instruction			07/01/2016	07/01/2019	\$75000	Building Administrator or Superintendent/Curriculum Director
Class Size Reduction	Class size reduction classes at the elementary schools to allow for more individualized instruction.	Class Size Reduction	Tier 1	Implement	08/07/2017	06/28/2019	\$80000	Building Administrator or Teachers
MTSS Facilitator/Interventionist	MTSS Facilitator/Interventionist will support classroom teacher, paraprofessional with regards to identified students. They will also provide intervention strategies in targeted academic and or behavior areas for identified students. Individuals may coach and or participate on the Positive School Climate team.	Teacher Collaboration, Behavioral Support Program, Academic Support Program		Implement	08/01/2017	06/30/2019	\$175000	MTSS Facilitator/Interventionist Building Administrator
Attendance Support Staff	Attendance Support Staff to greet parents in morning, address tardiness if necessary, contact parents of absent students, initiate wrap around services	Parent Involvement, Behavioral Support Program, Academic Support Program	Tier 1	Getting Ready	07/30/2018	06/28/2019	\$30000	Building Administrator

### Beecher High School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Credit Recovery	Beecher Community School District will offer Credit Recovery program for students to make up required credits for graduation.	Technology, Academic Support Program			06/30/2015	06/28/2019	\$0	Administration Credit Recovery Teacher

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Robotics	Extended Day Robotics Club for secondary students	Supplemental Materials, Community Engagement, Technology, Academic Support Program			09/01/2017	06/28/2019	\$7000	Robotics Coach Building Administrator or Director of State and Federal Programs
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**Beecher Adult Education Center**

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Credit Recovery	Beecher Community School District will offer Credit Recovery program for students to make up required credits for graduation.	Technology, Academic Support Program			06/30/2015	06/28/2019	\$0	Administration Credit Recovery Teacher