



District Improvement Plan

Novi Community School District

Dr. Steve Matthews, Superintendent
25345 Taft Rd
Novi, MI 48374-2423

TABLE OF CONTENTS

Introduction	1
Improvement Plan Stakeholder Involvement	
Introduction	3
Improvement Planning Process	4
Novi Community School District Improvement Plan - 2019-2020	
Overview	6
Goals Summary	7
Goal 1: The Novi Community School District will provide an equity of opportunity to all students by honing curriculum, instruction, and assessment.	8
Goal 2: The Novi Community School District will attend to the core components of a Multi-Tiered System of Supports to meet the learning needs of each student.	17
Goal 3: The Novi Community School District will foster a district-wide culture of unity and well-being.	21
Activity Summary by Funding Source	26
Activity Summary by School	36

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.

All stakeholders have a role in the planning and design of the district improvement plan. Each member who is employed by NCSD is directly involved at the building level in the school improvement plan process. The non - NCSD members consist of parents, students, or community members that have a direct interest in the Novi Community School District. During District School Improvement Team meetings (DSIT), as well as Novi Instructional Leadership Team meetings (NILT), stakeholders discuss how building initiatives, strategies, and activities are directly connected to district goals. The stakeholders are notified at the beginning of every year the goals which are to be accomplished by the DSIT membership and updated throughout the year as to the progress of said goals. All stakeholders are invited to meetings and expected to participate/attend. This process is ongoing. During the 2018-2019 School year, a Strategic Planning Committee was formed to rewrite the mission, vision, goals, and beliefs statements for the district. This committee was made up of all members from the community, employees of the district, as well as students.

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

The District School Improvement Team (DSIT) is comprised of the Superintendent, Assistant Superintendent of Academics, Assistant Superintendent of Human Resource, Assistant Superintendent of Business and Operations, Director of Student Growth and Accountability, Director of Student Services, Director of Student Support Services, Supervisor of Special Education, Supervisor of EL, building principals, assistant principals, teacher leads in the School Improvement Teams, parent representatives from each grade span (K-4, 5-6, 7-8, 9-12), student representatives (7-8, 9-12) and a Board of Education members. Each member is an active contributor and participant during all DSIT meetings and attendance is expected. All members are required to communicate decisions made and proposed action plans to colleagues and peers. Though written agendas and minutes are distributed, it is the job of team members to elaborate, clarify and guide other district members in the collaborative effort to improve academic achievement for students.

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

The District Improvement Plan is reviewed by members with the expectation to provide comments for the Assistant Superintendent of Academics to refine the document for submission. When the plan is complete, it is shared digitally with all stakeholders.

Novi Community School District Improvement Plan - 2019-2020

Overview

Plan Name

Novi Community School District Improvement Plan - 2019-2020

Plan Description

This plan highlights the work of the Novi Community School District for the 2019-2020 School Year.

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	The Novi Community School District will provide an equity of opportunity to all students by honing curriculum, instruction, and assessment.	Objectives: 9 Strategies: 11 Activities: 20	Organizational	\$354700
2	The Novi Community School District will attend to the core components of a Multi-Tiered System of Supports to meet the learning needs of each student.	Objectives: 3 Strategies: 4 Activities: 8	Organizational	\$458000
3	The Novi Community School District will foster a district-wide culture of unity and well-being.	Objectives: 3 Strategies: 5 Activities: 11	Organizational	\$95699

Goal 1: The Novi Community School District will provide an equity of opportunity to all students by honing curriculum, instruction, and assessment.

Measurable Objective 1:

collaborate to develop and implement researched-based curriculum and instruction to optimize learning by 06/14/2020 as measured by the percent of teachers provided training on NGSS Science Standards (K-12).

Strategy 1:

NGSS Training - NCSD will provide time and training for grades levels and courses to work together to unpack the new NGSS science standards and develop lesson plans, assessments, and implementation guides. This has been a 5 year process, this being the final year.

Category: Science

Research Cited: Next Generation Science Standards- Research and Reports <https://www.nextgenscience.org/standards-background-research-and-reports>

file:///C:/Users/NOVHOPPENSTEDTD/Downloads/13165.pdf

A Framework for K-12 Science Education

Tier: Tier 1

Activity - Grade Level NGSS Kit Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsibility
Science Teachers (Gr.1,2,4, 6, 9-12), instructional coaches, and administration will participate in professional learning to better understand the changes to curriculum and instruction that are coming along with the implementation of the NGSS standards. This training will also provide teachers of common grade level time to deliberate about curriculum, instruction, and assessment. Schools: Novi Woods Elementary School, Novi High School, Orchard Hills Elementary School, Deerfield Elementary School, Village Oaks Elementary School, Novi Meadows Elementary School, Parkview Elementary School	Teacher Collaboration, Professional Learning, Materials	Tier 1	Implement	09/03/2018	06/14/2020	\$11700	General Fund	Grade/ Course Level Teachers, Science Grade Level Captains, Science CAL's

Measurable Objective 2:

collaborate to develop and implement research-based curriculum and instruction to optimize the assessment of writing by 06/26/2020 as measured by the percent of teachers provided training for Writing Pathways K-9.

Strategy 1:

Writing Pathways - NCSD will provide time and training for grade levels and courses to work together to implement Lucy Calkins Writing Pathways assessment system.

This has been a five year process. Teachers will be provided two days to work together on scoring two genres of writing.

Category: English/Language Arts

Research Cited: Calkins, Lucy and the Teachers College Reading and Writing Project Staff. Units of Study for Teaching Reading Series, Grades K-5. Heinemann, 2015.

Calkins, Lucy, et al. Units of Study for Teaching Reading: Middle School Grades, Introductory Bundle. Heinemann, 2017.

Calkins, Lucy, et al. Writing Pathways: Performance Assessments and Learning Progressions, Grades K-5. Heinemann, 2014.

Calkins, Lucy, et al. Pathways to the Common Core. Heinemann, 2012.

Tier: Tier 1

Activity - Professional Development for Implementation	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers (Gr. 7-9), administrators, coaches, and interventionist will be provided training from Oakland Schools to understand how to fully implement the Writing Pathways as a method to inform instruction. This training will also provide teachers of common grade level time to deliberate about scoring. Schools: Novi High School, Novi Middle School	Professional Learning	Tier 1	Implement	09/05/2017	06/26/2020	\$3000	General Fund	Classroom teachers, instructional coaches, Director of Student Growth and Accountability, Content Area Leaders

Strategy 2:

Ongoing use of Formative Assessment Data - Through Scoring and Analysis days with the assistance of instructional coaches and ELA CALs, teachers will use the information to improve student writing performance.

Category: English/Language Arts

Research Cited: Calkins, Lucy, et al. Writing Pathways: Performance Assessments and Learning Progressions, Grades K-5. Heinemann, 2014.

Tier: Tier 1

Activity - On-Demand pre and post writing prompts	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
---	---------------	------	-------	------------	----------	-------------------	-------------------	-------------------

District Improvement Plan

Novi Community School District

Writing On-Demand prompts for students K-9 to determine effectiveness of instruction immediately following end of unit instruction on text type. Each grade level will administer a pre and a post assessment for two writing genres and be given time to score and analyze. Schools: All Schools	Professional Learning	Tier 1	Implement	09/05/2017	06/26/2020	\$31600	General Fund	Classroom teachers, Content Area Leaders, instructional coaches, Office of Academics Leadership
--	-----------------------	--------	-----------	------------	------------	---------	--------------	---

Measurable Objective 3:

collaborate to develop and implement research-based curriculum and instruction to optimize the instruction of mathematics by 06/30/2022 as measured by the percent of K-5 teachers provided training for Add+Vantage Math Recovery.

Strategy 1:

AVMR Training - K-5 Professional Learning Teams will be provided training in the Add+Vantage Math Recovery 1 & 2 (with in-district trainers) and Math Recovery Specialist (external training). This training will allow for classroom teachers to focus on the foundational learning of whole number topics such as number words and numerals, structuring numbers, addition and subtraction, and topics that affect the development of future mathematical understanding.

Category: Mathematics

Research Cited: <https://www.mathrecovery.org/pdfs/research/Math-Recovery-Research-White-Paper.pdf>

Research Underpinnings, Design Research, and Math Recovery®

Pamela D. Tabor, Ph.D. 2018

Tier: Tier 1

Activity - AVMR Planning Team	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Design and implement a multi-year training program to train teachers the AVMR 1 and AVMR 2. The groups to be trained will be all K-5 mathematics teachers as well as K-8 Special Education teachers. Schools: Novi Woods Elementary School, Orchard Hills Elementary School, Deerfield Elementary School, Village Oaks Elementary School, Novi Meadows Elementary School, Parkview Elementary School	Professional Learning	Tier 1	Getting Ready	09/03/2019	06/30/2022	\$0	No Funding Required	Classroom teachers, instructional coaches, building principals, Office of Academics Leadership

District Improvement Plan

Novi Community School District

Activity - AVMR Champions Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>AVMR Champions training (trainer of trainers) for two NCSD staff members to provide professional learning for K-5 teachers on AVMR 1 and AVMR 2.</p> <p>Schools: Novi Woods Elementary School, Orchard Hills Elementary School, Deerfield Elementary School, Village Oaks Elementary School, Novi Meadows Elementary School, Parkview Elementary School</p>	Professional Learning	Tier 1	Getting Ready	09/03/2018	09/27/2019	\$5000	General Fund	Instructional Coach, Math Interventionist, Office of Academics Leadership
Activity - AVMR Professional Learning	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Kindergarten and First grade teachers will participate in face to face training with NCSD's internal AVMR trainers. Each teacher will receive four days of training in 2019-2020 for AVMR 1 and four days in 2020-2021 for AVMR 2 (1st grade only). This will be the first year of a multi year plan to train all K-5 teachers who deliver math instruction.</p> <p>Schools: Novi Woods Elementary School, Orchard Hills Elementary School, Deerfield Elementary School, Village Oaks Elementary School, Parkview Elementary School</p>	Professional Learning	Tier 1	Implement	09/03/2019	06/30/2022	\$20000	General Fund	Classroom Teachers, Instructional Coaches, Math Interventionists, Building Principals, Office of Academics Leadership

Measurable Objective 4:

collaborate to develop and implement research-based practices that support each learner during core instruction by implementing a set of instructional strategies by 06/17/2022 as measured by the percent of teachers provided training in UDL and SIOP.

Strategy 1:

UDL Leadership Team - Professional Learning Teams will be provided a district-designed training incorporating research-based practices from Universal Design for Learning and Sheltered Instruction Observation Protocol.

Category: Other - Instructional Design

Research Cited: Spooner, F., Baker, J. N., Harris, A. A., Ahlgrim-Delzell, L., & Browder, D. M. (2007). Effects of Training in Universal Design for Learning on Lesson Plan Development. Remedial and Special Education, 28(2), 108–116. <https://doi.org/10.1177/07419325070280020101>

Wu, Xiuwen. (2010). Universal Design for Learning: A Collaborative Framework for Designing

Inclusive Curriculum. i.e.: inquiry in education: Vol. 1: Iss. 2, Article 6.

Retrieved from: <https://digitalcommons.nl.edu/ie/vol1/iss2/6>

Tier: Tier 1

District Improvement Plan

Novi Community School District

Activity - Middle School Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
7th grade and 8th grade teachers will continue receiving UDL/SIOP training to deepen their knowledge of these strategies and incorporate them into their Understanding by Design (UbD) lesson plans, unit plan, and assessments. Schools: Novi Middle School	Professional Learning	Tier 1	Implement	09/03/2019	06/30/2022	\$9000	General Fund	Classroom Teachers, instructional coaches, Office of Academics Leadership, UBD Implementation specialist, building principals
Activity - Novi Meadows Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
5th grade and 6th grade ELA, Math, and English Language teachers will begin training in UDL/SIOP by attending a district-provided professional development at the beginning of the school year. Schools: Novi Meadows Elementary School	Professional Learning	Tier 1	Implement	09/03/2019	06/30/2022	\$0	No Funding Required	Classroom teachers, instructional coaches, building principals, Office of Academics Leadership, UBD Implementation Specialist

Measurable Objective 5:

collaborate to develop and implement research-based lesson and unit design to support each learner during core instruction by 06/30/2023 as measured by the percent of teachers provided UbD training.

Strategy 1:

UbD Lesson Design Training - Professional Learning Teams will be provided an in-district training in UbD lesson and unit design that will move the curriculum that is aligned to a curriculum that is coherent.

Category: Other - Curriculum Design

Research Cited: Wu, Xiuwen. (2010). Universal Design for Learning: A Collaborative Framework for Designing

Inclusive Curriculum. i.e.: inquiry in education: Vol. 1: Iss. 2, Article 6.

Retrieved from: <https://digitalcommons.nl.edu/ie/vol1/iss2/6>

Spooner, F., Baker, J. N., Harris, A. A., Ahlgrim-Delzell, L., & Browder, D. M. (2007). Effects of Training in Universal Design for Learning on Lesson Plan Development.

District Improvement Plan

Novi Community School District

Remedial and Special Education, 28(2), 108–116. <https://doi.org/10.1177/07419325070280020101>

Tier: Tier 1

Activity - UBD - Administrator Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
District and building administration will receive training in the Understanding by Design methodology to better prepare them to support the curriculum redesign work to be done at various levels. This training will be done before school begins in August of 2019 and conducted by a district administrator on special assignment. Schools: All Schools	Professional Learning	Tier 1	Getting Ready	08/01/2019	08/29/2019	\$0	No Funding Required	Building administrators, District Administrators, UbD Implementation Specialist

Activity - UbD Building Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers at Novi Meadows and Novi High School will participate in multiple days of training in Understanding by Design to examine and redesign the district curriculum. This will be done by subject area/ grade level, led by a district administrator on special assignment. Schools: Novi High School, Novi Meadows Elementary School	Professional Learning	Tier 1	Implement	09/03/2019	06/30/2021	\$156000	General Fund, Title IV Part A, General Fund, Title II Part A	Classroom Teachers, Building administrators, District Administrators, UbD Implementation Specialist

Measurable Objective 6:

collaborate to develop and implement research-based technology curriculum to enhance the educational experience of our learners by 06/30/2022 as measured by the percent of students participating in courses in science, technology, engineering, arts, and math.

Strategy 1:

STEAM Curriculum and Instruction - NCSD will provide dedicated time, resources, and space for teachers to develop curriculum to support STEAM work.

Category: Career and College Ready

Research Cited:

Boy, G. A. (2013). From STEM to STEAM: Toward a human-centered education. Paper presented at the European Conference on Cognitive Ergonomics, Toulouse, France, 26–28 August 2013. <http://ntrs.nasa.gov/search.jsp?print=yes&R=20130011666>

Taylor, Peter Charles. (2016). Why is a STEAM curriculum perspective crucial to the 21st century?

District Improvement Plan

Novi Community School District

Tier: Tier 1

Activity - STEAM - K-6 Media Specialist	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
K-6 Media Center Specialists will meet three times in the 2019-2020 school year to hone the K-5 STEAM curriculum. Schools: Novi Woods Elementary School, Orchard Hills Elementary School, Deerfield Elementary School, Village Oaks Elementary School, Novi Meadows Elementary School, Parkview Elementary School	Curriculum Development	Tier 1	Monitor	09/03/2019	06/30/2022	\$1800	General Fund	K-6 Media Specialists, Office of Academics Leadership

Activity - STEAM - Pathfinders Summer Institute	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
NCSD educators will participate in Pathfinders Summer Institute, which is a week long in-person professional development in Computer Science and Making. These teachers will use this knowledge to develop/enhance the STEAM courses that they are currently teaching. Schools: All Schools	Professional Learning	Tier 1	Getting Ready	07/01/2019	07/31/2019	\$0	No Funding Required	Classroom teachers, Assistant Superintendent of Academic Services

Activity - STEAM - Course Design	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
NCSD will develop onroads for all students to be exposed to practicable opportunities for structured on-the-job learning that enhances students' employability. Schools: All Schools	Curriculum Development	Tier 1		06/17/2019	06/30/2022	\$0	No Funding Required	Office of Academics Leadership

Strategy 2:

STEAM - Community Partnership - NCSD will partner with community partners to provide opportunities for students in grades 6-12 opportunities to make connections with workers or experts in a variety of fields.

Category: Career and College Ready

Tier: Tier 1

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

District Improvement Plan

Novi Community School District

NCSD will partner with Comau Robotics to implement a grade level robotics course. All 6th grade students will participate in a 9 week course introducing them to robotics and coding. Schools: Novi Meadows Elementary School	Technology	Tier 1	Implement	09/03/2019	06/30/2022	\$100000	General Fund	Classroom teachers, building principals, Office of Academics Leadership
--	------------	--------	-----------	------------	------------	----------	--------------	---

Activity - STEAM - Community Partnerships	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Novi High School will partner with industry leaders (i.e. Macy's department store, Providence Park Hospital, etc.) to provide students with opportunities for on-the-job learning that enhances students' employability. Schools: Novi High School	Career Preparation /Orientation	Tier 1	Implement	06/17/2019	06/30/2022	\$0	No Funding Required	Classroom teachers, building principals, Office of Academics Leadership

Measurable Objective 7:

collaborate to develop and implement research-based curriculum to optimize learning by 06/30/2022 as measured by the percent of grade level/subjects/courses that have been reviewed and updated.

Strategy 1:

District Curriculum Review cycle - District Improvement Team will develop and implement policies and procedures to create a curriculum and instruction review cycle to better plan and support a multitude of subjects and courses that the Novi Community School District offers.

Category: Other - Curriculum

Tier: Tier 1

Activity - Cycle Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The Novi Instructional Leadership Team will develop a curriculum review cycle for grade level and subject area specificity. Schools: All Schools	Policy and Process	Tier 1	Getting Ready	08/05/2019	12/20/2019	\$0	No Funding Required	Novi Instructional Leadership Team, Content Area Leaders, classroom teachers

Activity - Review Cycle Implementation	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
--	---------------	------	-------	------------	----------	-------------------	-------------------	-------------------

District Improvement Plan

Novi Community School District

The Office of Academics will work with grade level and subject area leaders as well as building administration to implement the multi-year curriculum review cycle. Schools: All Schools	Policy and Process	Tier 1	Implement	01/06/2020	06/30/2020	\$0	No Funding Required	Novi Instructional Leadership Team, Content Area Leaders, classroom teachers
---	--------------------	--------	-----------	------------	------------	-----	---------------------	--

Measurable Objective 8:

collaborate to develop and implement the Schoology Learning Management System to optimize communication and learning by 06/18/2021 as measured by the percent of Novi Middle School and High School grade level/subjects/courses that have been built and deployed through this system.

Strategy 1:

Schoology Implementation - District and Building leadership will develop and implement policies and procedures to create an implementation plan to support teachers, students, and parents in the adoption of the Schoology LMS.

Category: Other - Learning Management System

Tier: Tier 1

Activity - Schoology Professional Learning	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The Schoology Leadership Team will provide training to teachers and administrators on the Schoology LMS to meet the expectations of the implementation plan. Schools: Novi High School, Novi Middle School	Professional Learning	Tier 1	Implement	06/17/2019	06/30/2021	\$3000	General Fund	Classroom teachers, instructional coaches, building principals, Office of Academics Leadership team

Measurable Objective 9:

collaborate to develop and implement research-based curriculum and instruction to optimize the use of small group reading instruction by 06/30/2021 as measured by the percent of teachers participating in small group reading group professional learning. .

Strategy 1:

Small Group Professional Learning - Classroom teachers, in conjunction with literacy specialists, instructional coaches, and outside support, will be provided professional learning to deepen their knowledge in the use to small group to teach reading.

Category: English/Language Arts

Research Cited: <https://literacyessentials.org/k-to-3/>; <https://literacyessentials.org/grades-4-to-5/>; <https://literacyessentials.org/grades-6-to-12/>

Tier: Tier 1

District Improvement Plan

Novi Community School District

Activity - Grade 3/4 Guided Reading Professional Learning	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Third and fourth grade teachers will work with literacy specialists, instructional coaches, and outside experts to deepen their knowledge and practice on small group reading instruction.</p> <p>Schools: Novi Woods Elementary School, Orchard Hills Elementary School, Deerfield Elementary School, Village Oaks Elementary School, Parkview Elementary School</p>	Professional Learning	Tier 1	Implement	08/26/2019	06/30/2021	\$10000	General Fund	Building principals, classroom teachers, literacy specialists, instructional coaches, Office of Academics leadership team

Activity - 5/6 Small Group Reading Instruction Professional Learning	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Fifth and sixth grade teachers will work with literacy specialists, instructional coaches, and outside experts to deepen their knowledge and practice on small group reading instruction.</p> <p>Schools: Novi Meadows Elementary School</p>	Professional Learning	Tier 1	Implement	08/26/2019	06/30/2021	\$3600	General Fund	Classroom teachers, building principals, literacy specialist, instructional coach, Office of Academics Leadership

Goal 2: The Novi Community School District will attend to the core components of a Multi-Tiered System of Supports to meet the learning needs of each student.

Measurable Objective 1:

collaborate to implement and monitor a robust Multi-Tiered System of Supports (MTSS) Data Protocol that all stakeholders understand and utilize by 11/29/2019 as measured by the percent of K-6 teachers receiving face to face MTSS data training.

Strategy 1:

MTSS - Data protocol - NCSD will provide time and training for administration, teachers and service providers to learn and experience a consistent MTSS data protocol.

Category: Other - MTSS

Tier: Tier 1

District Improvement Plan

Novi Community School District

Activity - MTSS - Protocol Design	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>The Office of Academics and Building Administration will work together in August of 2019 to develop the MTSS Data Protocol to be used with K-6 Teachers.</p> <p>Schools: All Schools</p>	Policy and Process	Tier 1	Getting Ready	08/01/2019	08/30/2019	\$0	No Funding Required	Novi Instructional Leadership Team
Activity - MTSS - Data Protocol Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>All K-6 teachers will participate in a one (1) hour MTSS Data meeting modeled and led by the Building Administrator, Director of 504/MTSS, the Supervisor of EL's, and Director of Student Growth and Accountability. Other staff participating will be the Instructional Specialist, Social Worker, Psychologist, EL Teacher, Interventionists, and Counselor (5-6). The MTSS Data Protocol will help teams 1) know what data is available to them, and 2) what actions can be taken with the data to support student learning.</p> <p>Schools: Novi Woods Elementary School, Orchard Hills Elementary School, Deerfield Elementary School, Village Oaks Elementary School, Novi Meadows Elementary School, Parkview Elementary School</p>	Professional Learning	Tier 1	Implement	09/03/2019	11/29/2019	\$8000	General Fund	Building Administrator, Director of Student Support Services,, the Supervisor of EL's, Director of Student Growth and Accountability, Instructional Specialist, Social Worker, Psychologist, EL Teacher, Interventionists, and Counselors

Measurable Objective 2:

demonstrate student proficiency (pass rate) through the implementation of research-based intervention system to optimize student growth by 06/30/2020 as measured by internal intervention benchmark assessments in ELA and Math.

Strategy 1:

Math Intervention - Targeted intervention provided for students not meeting or projected not to meet proficiency on state and state approved interim assessments through tiered intervention during the school day and beyond.

Category: Mathematics

Tier: Tier 1

District Improvement Plan

Novi Community School District

Activity - WIN time-AVMR	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Continue supplementary support for students in the lower quartile not meeting or projected not to meet math proficiency with numeracy and problem solving thinking techniques provided by math interventionists and Title I specialists. All personnel are trained in AVMR Tier 1 and 2 methodology.</p> <p>Schools: Novi Woods Elementary School, Orchard Hills Elementary School, Deerfield Elementary School, Village Oaks Elementary School, Parkview Elementary School</p>	Academic Support Program	Tier 1	Implement	09/03/2019	06/30/2020	\$0	No Funding Required	Classroom teachers, Math Interventionist, Title I Specialist, building administrators

Activity - Math Recovery Specialist (MRS)	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Continued training in the AVMR Framework. Math Interventionist will be able to pinpoint a child's struggle to learn and apply mathematical concepts. The goal of MRS is to intervene before these at-risk students fall too far behind their peers along with finding ways to support parents and classroom educators.</p> <p>Schools: Novi Woods Elementary School, Orchard Hills Elementary School, Novi Middle School, Deerfield Elementary School, Village Oaks Elementary School, Novi Meadows Elementary School, Parkview Elementary School</p>	Academic Support Program	Tier 1	Getting Ready	06/14/2019	06/30/2020	\$0	No Funding Required	Math Interventionist, Title I Specialist, Office of Academics Leadership

Strategy 2:

Literacy Intervention - Literacy Specialist provide targeted support for students not meeting proficiency or projected to miss proficiency in reading and writing performance.

Category: English/Language Arts

Tier: Tier 1

Activity - WIN time - LLI intervention	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
--	---------------	------	-------	------------	----------	-------------------	-------------------	-------------------

District Improvement Plan

Novi Community School District

WIN time - LLI intervention - Highly effective and targeted instruction is provided for students reading one year or more below grade level standards. Designated time is set aside each day as special or non-new academic instruction called WIN or LEAD time when students are serviced outside of the classroom or in the classroom for teacher to observe student and note the effective strategies used by the literacy specialist/ Title III specialist to support student achievement. Schools: Novi Woods Elementary School, Orchard Hills Elementary School, Deerfield Elementary School, Village Oaks Elementary School, Parkview Elementary School	Academic Support Program	Tier 1	Implement	09/04/2018	06/30/2020	\$450000	General Fund	Classroom Teachers, Literacy Specialists, Instructional Coaches, Title III Specialist, Building Principals, Office of Academics Leadership
---	--------------------------	--------	-----------	------------	------------	----------	--------------	--

Measurable Objective 3:

collaborate to examine the daily/yearly schedule to optimize the student experience by 06/30/2021 as measured by through stakeholder survey.

Strategy 1:

Calendar/ Schedule Audit - The District Improvement Team will work with building School Improvement Team to examine the daily/yearly schedules at the K-4, 5-6, 7-8, and 9-12 levels, to assess if the schedule is enhancing student learning to the fullest extent.

Category: Learning Support Systems

Tier: Tier 1

Activity - Research and Design	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The District Improvement Team will research and examine what a "highly-effective" school day/ year should look like to create a rubric to measure our schedules against Schools: All Schools	Teacher Collaboration, Academic Support Program, Community Engagement, Curriculum Development, Parent Involvement, Policy and Process, Direct Instruction	Tier 1	Getting Ready	08/05/2019	06/30/2020	\$0	No Funding Required	Novi Instructional Leadership Team

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

District Improvement Plan

Novi Community School District

Each level bandwidth (K-4, 5-6, 7-8, 9-12) will survey stakeholders to assess satisfaction with the daily/ yearly schedule. Schools: All Schools	Community Engagement, Parent Involvement, Policy and Process	Tier 1	Getting Ready	08/05/2019	06/30/2020	\$0	No Funding Required	Novi Instructional Leadership Team
Activity - NMS Team Pilot	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Novi Meadows 6th grade will pilot two four-person teams with each member of the team being subject-area specific. Schools: Novi Meadows Elementary School	Direct Instruction	Tier 1	Getting Ready	09/03/2019	06/30/2020	\$0	General Fund	Building principals, Office of Academics Leadership

Goal 3: The Novi Community School District will foster a district-wide culture of unity and well-being.

Measurable Objective 1:

collaborate to provide a safe and healthy environment to optimize learning by 06/12/2020 as measured by measured by stakeholder surveys administered in spring.

Strategy 1:

Restorative Practices - NCSD's RP Trainers will train our teachers in the restorative practices methods and the use of restorative circles to promote healthy conflict resolution and encourage positive mental health in the school setting.

Category: Learning Support Systems

Tier: Tier 1

Activity - RP - NHS	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Train the Novi High School staff in the use of Restorative Circles in the classroom/ school setting. Schools: Novi High School	Professional Learning	Tier 1	Implement	08/27/2019	08/28/2019	\$2000	General Fund	RP Trainers, building principals, Office of Academics Leadership

District Improvement Plan

Novi Community School District

Activity - RP - ToT Restorative Conferencing	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Training the NCSD RP ToT's in Restorative Conferencing so that they will be able to train staff within the district. Schools: All Schools	Professional Learning, Academic Support Program, Policy and Process	Tier 1	Getting Ready	08/05/2019	06/30/2020	\$5000	General Fund	Office of Academics Leadership, RP trainers

Activity - RP - Restorative Conferencing Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Train administrators, counselors, social workers, psychologists in the Restorative Conferencing framework. Schools: All Schools	Professional Learning	Tier 1	Implement	01/06/2020	06/30/2021	\$2000	General Fund	Office of Academics Leadership, RP trainers, non-classroom support staff

Strategy 2:

Title III Resources - Intentional allocation of NCSD Title III resources to increase support and communication for our students and families for whom english is not their first language.

Category: Other - Resource Allocation

Tier: Tier 1

Activity - Title III Community Liaison	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Acclimation and clarity in communication-Title III Community Liaison provide ongoing assistance to parents of ELs through Newcomer Meetings, collaborate with buildings to provide access to school-wide activity, and use of communicate with families to provide assistance as needed.Design and distribute Needs Assessment for Title III EL Liaison work. Schools: All Schools	Community Engagement	Tier 1	Getting Ready	06/24/2019	11/29/2019	\$33500	Title III	Office of Academics Leadership

Activity - Title III Classroom Support - Classroom Engagement	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
---	---------------	------	-------	------------	----------	-------------------	-------------------	-------------------

District Improvement Plan

Novi Community School District

Collaborate with building administrators to integrate linguistic and cultural support, while also attending to mutual learning during school events. Supplemental support personnel will be provided 1-on-1 Tier II and Tier III support to EL students across the district. Schools: All Schools	Academic Support Program, Community Engagement, Parent Involvement, Direct Instruction	Tier 1	Implement	09/03/2019	06/12/2020	\$28130	Title III	Office of Academics Leadership, Title III Community Liaison, building principals
--	--	--------	-----------	------------	------------	---------	-----------	--

Activity - Expanding the EL Classroom	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide before/after school programs, mixed media, and digital resources for EL students to increase their exposure to english inside and outside of the classroom. Schools: All Schools	Academic Support Program, Materials, Supplemental Materials, Direct Instruction	Tier 1	Implement	09/02/2019	06/30/2020	\$17459	Title III	Supervisor of EL, Title III Specialists, classroom teachers, building principals

Measurable Objective 2:

collaborate to build a better understanding of how students build resiliency and trust with adults by 06/12/2020 as measured by the percent of teachers receiving trauma informed training.

Strategy 1:

Trauma-Informed Training - Trauma-Informed Training - Teachers will better understand the effects of Trauma on a child's brain and development. Teachers will also understand Adverse Childhood Experiences (ACEs) and the correlation between a higher ACE score and the potential impact on academic achievement. Teachers will be provided strategies on how to better support students and build rapport with student who have experience trauma or displays behaviors that appear to be trauma-related. Once teachers have a foundation of understanding on how trauma may present in a students and their ability to function in the school environment, they will be able to support and intervene more appropriately to benefit all students.

Category: Learning Support Systems

Tier: Tier 1

Activity - Trauma-Informed Training 5-12	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
--	---------------	------	-------	------------	----------	-------------------	-------------------	-------------------

District Improvement Plan

Novi Community School District

Mental Health Practitioners will provide trauma-informed training to all 5-12 staff at Novi Meadows, Novi Middle School, Novi High School. Training will be during two staff meeting dates over the course of the school year. This training will total 2 hour of professional learning. Schools: Novi High School, Novi Middle School, Novi Meadows Elementary School	Academic Support Program, Behavioral Support Program	Tier 1	Implement	09/03/2019	06/30/2020	\$0	No Funding Required	Office of Academics Leadership, building principals, classroom teachers
---	--	--------	-----------	------------	------------	-----	---------------------	---

Strategy 2:

Secondary Trauma - Trauma-Informed Training- Building Principals and Service Providers will better understand the effects of Secondary Trauma on staff who support students who have experienced trauma.

Category: Learning Support Systems

Tier: Tier 1

Activity - Secondary Trauma Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Trauma-Informed - Mental health practitioners from Western Michigan University Children’s Trauma Assessment Center will provide professional learning on trauma informed training and well-being to K-12 staff members during Novi Community School District Professional Learning dates. Schools: All Schools	Professional Learning, Academic Support Program, Behavioral Support Program	Tier 1	Implement	08/05/2019	06/30/2021	\$0	No Funding Required	Office of Academics Leadership

Measurable Objective 3:

collaborate to support students who have been identified as homeless so that they have the same educational experience as any other student by 06/30/2021 as measured by the percent of students who are identified as homeless that show growth on local, state, and/or national assessments.

Strategy 1:

Homeless Student Support System - NCSD will build on the homeless program that has been established over the years to further the educational experience of those students who have been displaced from permanent housing. Educational experience happens both in and out of the classroom and every student should have an equity of opportunity, regardless of their living situation.

Category: Learning Support Systems

Tier: Tier 1

Activity - Before/After school support	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
--	---------------	------	-------	------------	----------	-------------------	-------------------	-------------------

District Improvement Plan

Novi Community School District

Provide before and after school academic support for homeless students. Schools: All Schools	Academic Support Program, Materials	Tier 1	Implement	09/03/2019	06/30/2020	\$1088	Title I Part A	McKinney-Vento Liaison, Office of Academics Leadership
Activity - Equity of Opportunity	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide a support network for students who have been identified as homeless through an equity of opportunity. This will support students who may need outside tutoring, assessment fees, activities, field trips, food, etc... Schools: All Schools	Extra Curricular, Academic Support Program, Field Trip, Materials, Parent Involvement	Tier 1	Implement	07/01/2019	06/30/2020	\$3262	Title I Part A	McKinney-Vento Liaison, Office Of Academics Leadership
Activity - Special Populations Conference	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Director of state/federal grants, Director of Student Support Services, Supervisor of EL, McKinney-Vento Liaison, Office of Academics Assistant attend the Michigan Special Populations conference to receive updated information on how to best support our homeless students. Schools: All Schools	Professional Learning	Tier 1	Implement	09/03/2019	12/20/2019	\$3260	Title II Part A, Title I Part A	McKinney-Vento Liaison, Office of Academics Leadership

Activity Summary by Funding Source

Below is a breakdown of your activities by funding source

Title I Part A

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Equity of Opportunity	Provide a support network for students who have been identified as homeless through an equity of opportunity. This will support students who may need outside tutoring, assessment fees, activities, field trips, food, etc...	Extra Curricular, Academic Support Program, Field Trip, Materials, Parent Involvement	Tier 1	Implement	07/01/2019	06/30/2020	\$3262	McKinney-Vento Liaison, Office Of Academics Leadership
Before/After school support	Provide before and after school academic support for homeless students.	Academic Support Program, Materials	Tier 1	Implement	09/03/2019	06/30/2020	\$1088	McKinney-Vento Liaison, Office of Academics Leadership
Special Populations Conference	Director of state/federal grants, Director of Student Support Services, Supervisor of EL, McKinney-Vento Liaison, Office of Academics Assistant attend the Michigan Special Populations conference to receive updated information on how to best support our homeless students.	Professional Learning	Tier 1	Implement	09/03/2019	12/20/2019	\$150	McKinney-Vento Liaison, Office of Academics Leadership

Title II Part A

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Special Populations Conference	Director of state/federal grants, Director of Student Support Services, Supervisor of EL, McKinney-Vento Liaison, Office of Academics Assistant attend the Michigan Special Populations conference to receive updated information on how to best support our homeless students.	Professional Learning	Tier 1	Implement	09/03/2019	12/20/2019	\$3110	McKinney-Vento Liaison, Office of Academics Leadership

District Improvement Plan

Novi Community School District

UbD Building Training	Teachers at Novi Meadows and Novi High School will participate in multiple days of training in Understanding by Design to examine and redesign the district curriculum. This will be done by subject area/ grade level, led by a district administrator on special assignment.	Professional Learning	Tier 1	Implement	09/03/2019	06/30/2021	\$57283	Classroom Teachers, Building administrators, District Administrators, UbD Implementation Specialist
-----------------------	--	-----------------------	--------	-----------	------------	------------	---------	---

Title III

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Expanding the EL Classroom	Provide before/after school programs, mixed media, and digital resources for EL students to increase their exposure to english inside and outside of the classroom.	Academic Support Program, Materials, Supplemental Materials, Direct Instruction	Tier 1	Implement	09/02/2019	06/30/2020	\$17459	Supervisor of EL, Title III Specialists, classroom teachers, building principals
Title III Classroom Support - Classroom Engagement	Collaborate with building administrators to integrate linguistic and cultural support, while also attending to mutual learning during school events. Supplemental support personnel will provided 1-on-1 Tier II and Tier III support to EL students across the district.	Academic Support Program, Community Engagement, Parent Involvement, Direct Instruction	Tier 1	Implement	09/03/2019	06/12/2020	\$28130	Office of Academics Leadership, Title III Community Liaison, building principals
Title III Community Liaison	Acclimation and clarity in communication-Title III Community Liaison provide ongoing assistance to parents of ELs through Newcomer Meetings, collaborate with buildings to provide access to school-wide activity, and use of communicate with families to provide assistance as needed.Design and distribute Needs Assessment for Title III EL Liaison work.	Community Engagement	Tier 1	Getting Ready	06/24/2019	11/29/2019	\$33500	Office of Academics Leadership

Title IV Part A

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
---------------	----------------------	---------------	------	-------	------------	----------	-------------------	-------------------

District Improvement Plan

Novi Community School District

UbD Building Training	Teachers at Novi Meadows and Novi High School will participate in multiple days of training in Understanding by Design to examine and redesign the district curriculum. This will be done by subject area/ grade level, led by a district administrator on special assignment.	Professional Learning	Tier 1	Implement	09/03/2019	06/30/2021	\$8666	Classroom Teachers, Building administrators, District Administrators, UbD Implementation Specialist
-----------------------	--	-----------------------	--------	-----------	------------	------------	--------	---

No Funding Required

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
MTSS - Protocol Design	The Office of Academics and Building Administration will work together in August of 2019 to develop the MTSS Data Protocol to be used with K-6 Teachers.	Policy and Process	Tier 1	Getting Ready	08/01/2019	08/30/2019	\$0	Novi Instructional Leadership Team
Research and Design	The District Improvement Team will research and examine what a "highly-effective" school day/ year should look like to create a rubric to measure our schedules against	Teacher Collaboration, Academic Support Program, Community Engagement, Curriculum Development, Parent Involvement, Policy and Process, Direct Instruction	Tier 1	Getting Ready	08/05/2019	06/30/2020	\$0	Novi Instructional Leadership Team
Stakeholder Survey	Each level bandwidth (K-4, 5-6, 7-8, 9-12) will survey stakeholders to assess satisfaction with the daily/ yearly schedule.	Community Engagement, Parent Involvement, Policy and Process	Tier 1	Getting Ready	08/05/2019	06/30/2020	\$0	Novi Instructional Leadership Team

District Improvement Plan

Novi Community School District

Math Recovery Specialist (MRS)	Continued training in the AVMR Framework. Math Interventionist will be able to pinpoint a child's struggle to learn and apply mathematical concepts. The goal of MRS is to intervene before these at-risk students fall too far behind their peers along with finding ways to support parents and classroom educators.	Academic Support Program	Tier 1	Getting Ready	06/14/2019	06/30/2020	\$0	Math Interventionist, Title I Specialists, Office of Academics Leadership
Secondary Trauma Training	Trauma-Informed - Mental health practitioners from Western Michigan University Children's Trauma Assessment Center will provide professional learning on trauma informed training and well-being to K-12 staff members during Novi Community School District Professional Learning dates.	Professional Learning, Academic Support Program, Behavioral Support Program	Tier 1	Implement	08/05/2019	06/30/2021	\$0	Office of Academics Leadership
STEAM - Community Partnerships	Novi High School will partner with industry leaders (i.e. Macy's department store, Providence Park Hospital, etc.) to provide students with opportunities for on-the-job learning that enhances students' employability.	Career Preparation /Orientation	Tier 1	Implement	06/17/2019	06/30/2022	\$0	Classroom teachers, building principals, Office of Academics Leadership
Trauma-Informed Training 5-12	Mental Health Practitioners will provide trauma-informed training to all 5-12 staff at Novi Meadows, Novi Middle School, Novi High School. Training will be during two staff meeting dates over the course of the school year. This training will total 2 hour of professional learning.	Academic Support Program, Behavioral Support Program	Tier 1	Implement	09/03/2019	06/30/2020	\$0	Office of Academics Leadership, building principals, classroom teachers
STEAM - Course Design	NCSD will develop onroads for all students to be exposed to practicable opportunities for structured on-the-job learning that enhances students' employability.	Curriculum Development	Tier 1		06/17/2019	06/30/2022	\$0	Office of Academics Leadership
Review Cycle Implementation	The Office of Academics will work with grade level and subject area leaders as well as building administration to implement the multi-year curriculum review cycle.	Policy and Process	Tier 1	Implement	01/06/2020	06/30/2020	\$0	Novi Instructional leadership Team, Content Area Leaders, classroom teachers
UBD - Administrator Training	District and building administration will receive training in the Understanding by Design methodology to better prepare them to support the curriculum redesign work to be done at various levels. This training will be done before school begins in August of 2019 and conducted by a district administrator on special assignment.	Professional Learning	Tier 1	Getting Ready	08/01/2019	08/29/2019	\$0	Building administrators, District Administrators, UbD Implementation Specialist

District Improvement Plan

Novi Community School District

WIN time-AVMR	Continue supplementary support for students in the lower quartile not meeting or projected not to meet math proficiency with numeracy and problem solving thinking techniques provided by math interventionists and Title I specialists. All personnel are trained in AVMR Tier 1 and 2 methodology.	Academic Support Program	Tier 1	Implement	09/03/2019	06/30/2020	\$0	Classroom teachers, Math Interventionist, Title I Specialist, building administrators
Cycle Development	The Novi Instructional Leadership Team will develop a curriculum review cycle for grade level and subject area specificity.	Policy and Process	Tier 1	Getting Ready	08/05/2019	12/20/2019	\$0	Novi Instructional Leadership Team, Content Area Leaders, classroom teachers
AVMR Planning Team	Design and implement a multi-year training program to train teachers the AVMR 1 and AVMR 2. The groups to be trained will be all K-5 mathematics teachers as well as K-8 Special Education teachers.	Professional Learning	Tier 1	Getting Ready	09/03/2019	06/30/2022	\$0	Classroom teachers, instructional coaches, building principals, Office of Academics Leadership
Novi Meadows Training	5th grade and 6th grade ELA, Math, and English Language teachers will begin training in UDL/SIOP by attending a district-provided professional development at the beginning of the school year.	Professional Learning	Tier 1	Implement	09/03/2019	06/30/2022	\$0	Classroom teachers, instructional coaches, building principals, Office of Academics Leadership, UBD Implementation Specialist
STEAM - Pathfinders Summer Institute	NCSD educators will participate in Pathfinders Summer Institute, which is a week long in-person professional development in Computer Science and Making. These teachers will use this knowledge to develop/enhance the STEAM courses that they are currently teaching.	Professional Learning	Tier 1	Getting Ready	07/01/2019	07/31/2019	\$0	Classroom teachers, Assistant Superintendent of Academic Services

District Improvement Plan

Novi Community School District

General Fund

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
UbD Building Training	Teachers at Novi Meadows and Novi High School will participate in multiple days of training in Understanding by Design to examine and redesign the district curriculum. This will be done by subject area/ grade level, led by a district administrator on special assignment.	Professional Learning	Tier 1	Implement	09/03/2019	06/30/2021	\$51051	Classroom Teachers, Building administrators, District Administrators, UbD Implementation Specialist
Professional Development for Implementation	Teachers (Gr. 7-9), administrators, coaches, and interventionist will be provided training from Oakland Schools to understand how to fully implement the Writing Pathways as a method to inform instruction. This training will also provide teachers of common grade level time to deliberate about scoring.	Professional Learning	Tier 1	Implement	09/05/2017	06/26/2020	\$3000	Classroom teachers, instructional coaches, Director of Student Growth and Accountability, Content Area Leaders
MTSS - Data Protocol Training	All K-6 teachers will participate in a one (1) hour MTSS Data meeting modeled and led by the Building Administrator, Director of 504/MTSS, the Supervisor of EL's, and Director of Student Growth and Accountability. Other staff participating will be the Instructional Specialist, Social Worker, Psychologist, EL Teacher, Interventionists, and Counselor (5-6). The MTSS Data Protocol will help teams 1) know what data is available to them, and 2) what actions can be taken with the data to support student learning.	Professional Learning	Tier 1	Implement	09/03/2019	11/29/2019	\$8000	Building Administrator, Director of Student Support Services,, the Supervisor of EL's, Director of Student Growth and Accountability, Instructional Specialist, Social Worker, Psychologist, EL Teacher, Interventionists, and Counselors

District Improvement Plan

Novi Community School District

5/6 Small Group Reading Instruction Professional Learning	Fifth and sixth grade teachers will work with literacy specialists, instructional coaches, and outside experts to deepen their knowledge and practice on small group reading instruction.	Professional Learning	Tier 1	Implement	08/26/2019	06/30/2021	\$3600	Classroom teachers, building principals, literacy specialist, instructional coach, Office of Academics Leadership
Grade 3/4 Guided Reading Professional Learning	Third and fourth grade teachers will work with literacy specialists, instructional coaches, and outside experts to deepen their knowledge and practice on small group reading instruction.	Professional Learning	Tier 1	Implement	08/26/2019	06/30/2021	\$10000	Building principals, classroom teachers, literacy specialists, instructional coaches, Office of Academics leadership team
Middle School Training	7th grade and 8th grade teachers will continue receiving UDL/SIOP training to deepen their knowledge of these strategies and incorporate them into their Understanding by Design (UbD) lesson plans, unit plan, and assessments.	Professional Learning	Tier 1	Implement	09/03/2019	06/30/2022	\$9000	Classroom Teachers, instructional coaches, Office of Academics Leadership, UBD Implementation specialist, building principals
NMS Team Pilot	Novi Meadows 6th grade will pilot two four-person teams with each member of the team being subject-area specific.	Direct Instruction	Tier 1	Getting Ready	09/03/2019	06/30/2020	\$0	Building principals, Office of Academics Leadership
STEAM - K-6 Media Specialist	K-6 Media Center Specialists will meet three times in the 2019-2020 school year to hone the K-5 STEAM curriculum.	Curriculum Development	Tier 1	Monitor	09/03/2019	06/30/2022	\$1800	K-6 Media Specialists, Office of Academics Leadership

District Improvement Plan

Novi Community School District

AVMR Champions Training	AVMR Champions training (trainer of trainers) for two NCSD staff members to provide professional learning for K-5 teachers on AVMR 1 and AVMR 2.	Professional Learning	Tier 1	Getting Ready	09/03/2018	09/27/2019	\$5000	Instructional Coach, Math Interventionist, Office of Academics Leadership
RP - ToT Restorative Conferencing	Training the NCSD RP ToT's in Restorative Conferencing so that they will be able to train staff within the district.	Professional Learning, Academic Support Program, Policy and Process	Tier 1	Getting Ready	08/05/2019	06/30/2020	\$5000	Office of Academics Leadership, RP trainers
On-Demand pre and post writing prompts	Writing On-Demand prompts for students K-9 to determine effectiveness of instruction immediately following end of unit instruction on text type. Each grade level will administer a pre and a post assessment for two writing genres and be given time to score and analyze.	Professional Learning	Tier 1	Implement	09/05/2017	06/26/2020	\$31600	Classroom teachers, Content Area Leaders, instructional coaches, Office of Academics Leadership
UbD Building Training	Teachers at Novi Meadows and Novi High School will participate in multiple days of training in Understanding by Design to examine and redesign the district curriculum. This will be done by subject area/ grade level, led by a district administrator on special assignment.	Professional Learning	Tier 1	Implement	09/03/2019	06/30/2021	\$39000	Classroom Teachers, Building administrators, District Administrators, UbD Implementation Specialist
Grade Level NGSS Kit Training	Science Teachers (Gr.1,2,4, 6, 9-12), instructional coaches, and administration will participate in professional learning to better understand the changes to curriculum and instruction that are coming along with the implementation of the NGSS standards. This training will also provide teachers of common grade level time to deliberate about curriculum, instruction, and assessment.	Teacher Collaboration, Professional Learning, Materials	Tier 1	Implement	09/03/2018	06/14/2020	\$11700	Grade/ Course Level Teachers, Science Grade Level Captains, Science CAL's

District Improvement Plan

Novi Community School District

Schoology Professional Learning	The Schoology Leadership Team will provide training to teachers and administrators on the Schoology LMS to meet the expectations of the implementation plan.	Professional Learning	Tier 1	Implement	06/17/2019	06/30/2021	\$3000	Classroom teachers, instructional coaches, building principals, Office of Academics Leadership team
AVMR Professional Learning	Kindergarten and First grade teachers will participate in face to face training with NCSD's internal AVMR trainers. Each teacher will receive four days of training in 2019-2020 for AVMR 1 and four days in 2020-2021 for AVMR 2 (1st grade only). This will be the first year of a multi year plan to train all K-5 teachers who deliver math instruction.	Professional Learning	Tier 1	Implement	09/03/2019	06/30/2022	\$20000	Classroom Teachers, Instructional Coaches, Math Interventionists, Building Principals, Office of Academics Leadership
STEAM - Comau	NCSD will partner with Comau Robotics to implement a grade level robotics course. All 6th grade students will participate in a 9 week course introducing them to robotics and coding.	Technology	Tier 1	Implement	09/03/2019	06/30/2022	\$100000	Classroom teachers, building principals, Office of Academics Leadership
RP - NHS	Train the Novi High School staff in the use of Restorative Circles in the classroom/ school setting.	Professional Learning	Tier 1	Implement	08/27/2019	08/28/2019	\$2000	RP Trainers, building principals, Office of Academics Leadership
RP - Restorative Conferencing Training	Train administrators, counselors, social workers, psychologists in the Restorative Conferencing framework.	Professional Learning	Tier 1	Implement	01/06/2020	06/30/2021	\$2000	Office of Academics Leadership, RP trainers, non-classroom support staff

District Improvement Plan

Novi Community School District

WIN time - LLI intervention	WIN time - LLI intervention - Highly effective and targeted instruction is provided for students reading one year or more below grade level standards. Designated time is set aside each day as special or non-new academic instruction called WIN or LEAD time when students are serviced outside of the classroom or in the classroom for teacher to observe student and note the effective strategies used by the literacy specialist/ Title III specialist to support student achievement.	Academic Support Program	Tier 1	Implement	09/04/2018	06/30/2020	\$450000	Classroom Teachers, Literacy Specialists, instructional Coaches, Title III Specialist, Building Principals, Office of Academics Leadership
-----------------------------	--	--------------------------	--------	-----------	------------	------------	----------	--

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
On-Demand pre and post writing prompts	Writing On-Demand prompts for students K-9 to determine effectiveness of instruction immediately following end of unit instruction on text type. Each grade level will administer a pre and a post assessment for two writing genres and be given time to score and analyze.	Professional Learning	Tier 1	Implement	09/05/2017	06/26/2020	\$31600	Classroom teachers, Content Area Leaders, instructional coaches, Office of Academics Leadership
UBD - Administrator Training	District and building administration will receive training in the Understanding by Design methodology to better prepare them to support the curriculum redesign work to be done at various levels. This training will be done before school begins in August of 2019 and conducted by a district administrator on special assignment.	Professional Learning	Tier 1	Getting Ready	08/01/2019	08/29/2019	\$0	Building administrators, District Administrators, UbD Implementation Specialist
STEAM - Pathfinders Summer Institute	NCSD educators will participate in Pathfinders Summer Institute, which is a week long in-person professional development in Computer Science and Making. These teachers will use this knowledge to develop/enhance the STEAM courses that they are currently teaching.	Professional Learning	Tier 1	Getting Ready	07/01/2019	07/31/2019	\$0	Classroom teachers, Assistant Superintendent of Academic Services
STEAM - Course Design	NCSD will develop onroads for all students to be exposed to practicable opportunities for structured on-the-job learning that enhances students' employability.	Curriculum Development	Tier 1		06/17/2019	06/30/2022	\$0	Office of Academics Leadership

District Improvement Plan

Novi Community School District

Cycle Development	The Novi Instructional Leadership Team will develop a curriculum review cycle for grade level and subject area specificity.	Policy and Process	Tier 1	Getting Ready	08/05/2019	12/20/2019	\$0	Novi Instructional Leadership Team, Content Area Leaders, classroom teachers
Review Cycle Implementation	The Office of Academics will work with grade level and subject area leaders as well as building administration to implement the multi-year curriculum review cycle.	Policy and Process	Tier 1	Implement	01/06/2020	06/30/2020	\$0	Novi Instructional leadership Team, Content Area Leaders, classroom teachers
MTSS - Protocol Design	The Office of Academics and Building Administration will work together in August of 2019 to develop the MTSS Data Protocol to be used with K-6 Teachers.	Policy and Process	Tier 1	Getting Ready	08/01/2019	08/30/2019	\$0	Novi Instructional Leadership Team
Research and Design	The District Improvement Team will research and examine what a "highly-effective" school day/ year should look like to create a rubric to measure our schedules against	Teacher Collaboration, Academic Support Program, Community Engagement, Curriculum Development, Parent Involvement, Policy and Process, Direct Instruction	Tier 1	Getting Ready	08/05/2019	06/30/2020	\$0	Novi Instructional Leadership Team
Stakeholder Survey	Each level bandwidth (K-4, 5-6, 7-8, 9-12) will survey stakeholders to assess satisfaction with the daily/ yearly schedule.	Community Engagement, Parent Involvement, Policy and Process	Tier 1	Getting Ready	08/05/2019	06/30/2020	\$0	Novi Instructional Leadership Team

District Improvement Plan

Novi Community School District

RP - ToT Restorative Conferencing	Training the NCSD RP ToT's in Restorative Conferencing so that they will be able to train staff within the district.	Professional Learning, Academic Support Program, Policy and Process	Tier 1	Getting Ready	08/05/2019	06/30/2020	\$5000	Office of Academics Leadership, RP trainers
RP - Restorative Conferencing Training	Train administrators, counselors, social workers, psychologists in the Restorative Conferencing framework.	Professional Learning	Tier 1	Implement	01/06/2020	06/30/2021	\$2000	Office of Academics Leadership, RP trainers, non-classroom support staff
Title III Community Liaison	Acclimation and clarity in communication-Title III Community Liaison provide ongoing assistance to parents of ELs through Newcomer Meetings, collaborate with buildings to provide access to school-wide activity, and use of communicate with families to provide assistance as needed.Design and distribute Needs Assessment for Title III EL Liaison work.	Community Engagement	Tier 1	Getting Ready	06/24/2019	11/29/2019	\$33500	Office of Academics Leadership
Title III Classroom Support - Classroom Engagement	Collaborate with building administrators to integrate linguistic and cultural support, while also attending to mutual learning during school events. Supplemental support personnel will provided 1-on-1 Tier II and Tier III support to EL students across the district.	Academic Support Program, Community Engagement, Parent Involvement, Direct Instruction	Tier 1	Implement	09/03/2019	06/12/2020	\$28130	Office of Academics Leadership, Title III Community Liaison, building principals
Secondary Trauma Training	Trauma-Informed - Mental health practitioners from Western Michigan University Children's Trauma Assessment Center will provide professional learning on trauma informed training and well-being to K-12 staff members during Novi Community School District Professional Learning dates.	Professional Learning, Academic Support Program, Behavioral Support Program	Tier 1	Implement	08/05/2019	06/30/2021	\$0	Office of Academics Leadership
Expanding the EL Classroom	Provide before/after school programs, mixed media, and digital resources for EL students to increase their exposure to english inside and outside of the classroom.	Academic Support Program, Materials, Supplemental Materials, Direct Instruction	Tier 1	Implement	09/02/2019	06/30/2020	\$17459	Supervisor of EL, Title III Specialists, classroom teachers, building principals

District Improvement Plan

Novi Community School District

Before/After school support	Provide before and after school academic support for homeless students.	Academic Support Program, Materials	Tier 1	Implement	09/03/2019	06/30/2020	\$1088	McKinney-Vento Liaison, Office of Academics Leadership
Equity of Opportunity	Provide a support network for students who have been identified as homeless through an equity of opportunity. This will support students who may need outside tutoring, assessment fees, activities, field trips, food, etc...	Extra Curricular, Academic Support Program, Field Trip, Materials, Parent Involvement	Tier 1	Implement	07/01/2019	06/30/2020	\$3262	McKinney-Vento Liaison, Office Of Academics Leadership
Special Populations Conference	Director of state/federal grants, Director of Student Support Services, Supervisor of EL, McKinney-Vento Liaison, Office of Academics Assistant attend the Michigan Special Populations conference to receive updated information on how to best support our homeless students.	Professional Learning	Tier 1	Implement	09/03/2019	12/20/2019	\$3260	McKinney-Vento Liaison, Office of Academics Leadership

Village Oaks Elementary School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Grade Level NGSS Kit Training	Science Teachers (Gr.1,2,4, 6, 9-12), instructional coaches, and administration will participate in professional learning to better understand the changes to curriculum and instruction that are coming along with the implementation of the NGSS standards. This training will also provide teachers of common grade level time to deliberate about curriculum, instruction, and assessment.	Teacher Collaboration, Professional Learning, Materials	Tier 1	Implement	09/03/2018	06/14/2020	\$11700	Grade/ Course Level Teachers, Science Grade Level Captains, Science CAL's
AVMR Planning Team	Design and implement a multi-year training program to train teachers the AVMR 1 and AVMR 2. The groups to be trained will be all K-5 mathematics teachers as well as K-8 Special Education teachers.	Professional Learning	Tier 1	Getting Ready	09/03/2019	06/30/2022	\$0	Classroom teachers, instructional coaches, building principals, Office of Academics Leadership

District Improvement Plan

Novi Community School District

AVMR Champions Training	AVMR Champions training (trainer of trainers) for two NCSD staff members to provide professional learning for K-5 teachers on AVMR 1 and AVMR 2.	Professional Learning	Tier 1	Getting Ready	09/03/2018	09/27/2019	\$5000	Instructional Coach, Math Interventionist, Office of Academics Leadership
AVMR Professional Learning	Kindergarten and First grade teachers will participate in face to face training with NCSD's internal AVMR trainers. Each teacher will receive four days of training in 2019-2020 for AVMR 1 and four days in 2020-2021 for AVMR 2 (1st grade only). This will be the first year of a multi year plan to train all K-5 teachers who deliver math instruction.	Professional Learning	Tier 1	Implement	09/03/2019	06/30/2022	\$20000	Classroom Teachers, Instructional Coaches, Math Interventionists, Building Principals, Office of Academics Leadership
STEAM - K-6 Media Specialist	K-6 Media Center Specialists will meet three times in the 2019-2020 school year to hone the K-5 STEAM curriculum.	Curriculum Development	Tier 1	Monitor	09/03/2019	06/30/2022	\$1800	K-6 Media Specialists, Office of Academics Leadership
MTSS - Data Protocol Training	All K-6 teachers will participate in a one (1) hour MTSS Data meeting modeled and led by the Building Administrator, Director of 504/MTSS, the Supervisor of EL's, and Director of Student Growth and Accountability. Other staff participating will be the Instructional Specialist, Social Worker, Psychologist, EL Teacher, Interventionists, and Counselor (5-6). The MTSS Data Protocol will help teams 1) know what data is available to them, and 2) what actions can be taken with the data to support student learning.	Professional Learning	Tier 1	Implement	09/03/2019	11/29/2019	\$8000	Building Administrator, Director of Student Support Services,, the Supervisor of EL's, Director of Student Growth and Accountability, Instructional Specialist, Social Worker, Psychologist, EL Teacher, Interventionists, and Counselors

District Improvement Plan

Novi Community School District

WIN time-AVMR	Continue supplementary support for students in the lower quartile not meeting or projected not to meet math proficiency with numeracy and problem solving thinking techniques provided by math interventionists and Title I specialists. All personnel are trained in AVMR Tier 1 and 2 methodology.	Academic Support Program	Tier 1	Implement	09/03/2019	06/30/2020	\$0	Classroom teachers, Math Interventionist, Title I Specialist, building administrators
Math Recovery Specialist (MRS)	Continued training in the AVMR Framework. Math Interventionist will be able to pinpoint a child's struggle to learn and apply mathematical concepts. The goal of MRS is to intervene before these at-risk students fall too far behind their peers along with finding ways to support parents and classroom educators.	Academic Support Program	Tier 1	Getting Ready	06/14/2019	06/30/2020	\$0	Math Interventionist, Title I Specialists, Office of Academics Leadership
WIN time - LLI intervention	WIN time - LLI intervention - Highly effective and targeted instruction is provided for students reading one year or more below grade level standards. Designated time is set aside each day as special or non-new academic instruction called WIN or LEAD time when students are serviced outside of the classroom or in the classroom for teacher to observe student and note the effective strategies used by the literacy specialist/ Title III specialist to support student achievement.	Academic Support Program	Tier 1	Implement	09/04/2018	06/30/2020	\$450000	Classroom Teachers, Literacy Specialists, instructional Coaches, Title III Specialist, Building Principals, Office of Academics Leadership
Grade 3/4 Guided Reading Professional Learning	Third and fourth grade teachers will work with literacy specialists, instructional coaches, and outside experts to deepen their knowledge and practice on small group reading instruction.	Professional Learning	Tier 1	Implement	08/26/2019	06/30/2021	\$10000	Building principals, classroom teachers, literacy specialists, instructional coaches, Office of Academics leadership team

Parkview Elementary School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
---------------	----------------------	---------------	------	-------	------------	----------	-------------------	-------------------

District Improvement Plan

Novi Community School District

Grade Level NGSS Kit Training	Science Teachers (Gr.1,2,4, 6, 9-12), instructional coaches, and administration will participate in professional learning to better understand the changes to curriculum and instruction that are coming along with the implementation of the NGSS standards. This training will also provide teachers of common grade level time to deliberate about curriculum, instruction, and assessment.	Teacher Collaboration, Professional Learning, Materials	Tier 1	Implement	09/03/2018	06/14/2020	\$11700	Grade/ Course Level Teachers, Science Grade Level Captains, Science CAL's
AVMR Planning Team	Design and implement a multi-year training program to train teachers the AVMR 1 and AVMR 2. The groups to be trained will be all K-5 mathematics teachers as well as K-8 Special Education teachers.	Professional Learning	Tier 1	Getting Ready	09/03/2019	06/30/2022	\$0	Classroom teachers, instructional coaches, building principals, Office of Academics Leadership
AVMR Champions Training	AVMR Champions training (trainer of trainers) for two NCSD staff members to provide professional learning for K-5 teachers on AVMR 1 and AVMR 2.	Professional Learning	Tier 1	Getting Ready	09/03/2018	09/27/2019	\$5000	Instructional Coach, Math Interventionist, Office of Academics Leadership
AVMR Professional Learning	Kindergarten and First grade teachers will participate in face to face training with NCSD's internal AVMR trainers. Each teacher will receive four days of training in 2019-2020 for AVMR 1 and four days in 2020-2021 for AVMR 2 (1st grade only). This will be the first year of a multi year plan to train all K-5 teachers who deliver math instruction.	Professional Learning	Tier 1	Implement	09/03/2019	06/30/2022	\$20000	Classroom Teachers, Instructional Coaches, Math Interventionists, Building Principals, Office of Academics Leadership
STEAM - K-6 Media Specialist	K-6 Media Center Specialists will meet three times in the 2019-2020 school year to hone the K-5 STEAM curriculum.	Curriculum Development	Tier 1	Monitor	09/03/2019	06/30/2022	\$1800	K-6 Media Specialists, Office of Academics Leadership

District Improvement Plan

Novi Community School District

<p>MTSS - Data Protocol Training</p>	<p>All K-6 teachers will participate in a one (1) hour MTSS Data meeting modeled and led by the Building Administrator, Director of 504/MTSS, the Supervisor of EL's, and Director of Student Growth and Accountability. Other staff participating will be the Instructional Specialist, Social Worker, Psychologist, EL Teacher, Interventionists, and Counselor (5-6). The MTSS Data Protocol will help teams 1) know what data is available to them, and 2) what actions can be taken with the data to support student learning.</p>	<p>Professional Learning</p>	<p>Tier 1</p>	<p>Implement</p>	<p>09/03/2019</p>	<p>11/29/2019</p>	<p>\$8000</p>	<p>Building Administrator, Director of Student Support Services,, the Supervisor of EL's, Director of Student Growth and Accountability, Instructional Specialist, Social Worker, Psychologist, EL Teacher, Interventionists, and Counselors</p>
<p>WIN time-AVMR</p>	<p>Continue supplementary support for students in the lower quartile not meeting or projected not to meet math proficiency with numeracy and problem solving thinking techniques provided by math interventionists and Title I specialists. All personnel are trained in AVMR Tier 1 and 2 methodology.</p>	<p>Academic Support Program</p>	<p>Tier 1</p>	<p>Implement</p>	<p>09/03/2019</p>	<p>06/30/2020</p>	<p>\$0</p>	<p>Classroom teachers, Math Interventionist, Title I Specialist, building administrators</p>
<p>Math Recovery Specialist (MRS)</p>	<p>Continued training in the AVMR Framework. Math Interventionist will be able to pinpoint a child's struggle to learn and apply mathematical concepts. The goal of MRS is to intervene before these at-risk students fall too far behind their peers along with finding ways to support parents and classroom educators.</p>	<p>Academic Support Program</p>	<p>Tier 1</p>	<p>Getting Ready</p>	<p>06/14/2019</p>	<p>06/30/2020</p>	<p>\$0</p>	<p>Math Interventionist, Title I Specialists, Office of Academics Leadership</p>

District Improvement Plan

Novi Community School District

WIN time - LLI intervention	WIN time - LLI intervention - Highly effective and targeted instruction is provided for students reading one year or more below grade level standards. Designated time is set aside each day as special or non-new academic instruction called WIN or LEAD time when students are serviced outside of the classroom or in the classroom for teacher to observe student and note the effective strategies used by the literacy specialist/ Title III specialist to support student achievement.	Academic Support Program	Tier 1	Implement	09/04/2018	06/30/2020	\$450000	Classroom Teachers, Literacy Specialists, instructional Coaches, Title III Specialist, Building Principals, Office of Academics Leadership
Grade 3/4 Guided Reading Professional Learning	Third and fourth grade teachers will work with literacy specialists, instructional coaches, and outside experts to deepen their knowledge and practice on small group reading instruction.	Professional Learning	Tier 1	Implement	08/26/2019	06/30/2021	\$10000	Building principals, classroom teachers, literacy specialists, instructional coaches, Office of Academics leadership team

Orchard Hills Elementary School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Grade Level NGSS Kit Training	Science Teachers (Gr.1,2,4, 6, 9-12), instructional coaches, and administration will participate in professional learning to better understand the changes to curriculum and instruction that are coming along with the implementation of the NGSS standards. This training will also provide teachers of common grade level time to deliberate about curriculum, instruction, and assessment.	Teacher Collaboration, Professional Learning, Materials	Tier 1	Implement	09/03/2018	06/14/2020	\$11700	Grade/ Course Level Teachers, Science Grade Level Captains, Science CAL's
AVMR Planning Team	Design and implement a multi-year training program to train teachers the AVMR 1 and AVMR 2. The groups to be trained will be all K-5 mathematics teachers as well as K-8 Special Education teachers.	Professional Learning	Tier 1	Getting Ready	09/03/2019	06/30/2022	\$0	Classroom teachers, instructional coaches, building principals, Office of Academics Leadership

District Improvement Plan

Novi Community School District

AVMR Champions Training	AVMR Champions training (trainer of trainers) for two NCSD staff members to provide professional learning for K-5 teachers on AVMR 1 and AVMR 2.	Professional Learning	Tier 1	Getting Ready	09/03/2018	09/27/2019	\$5000	Instructional Coach, Math Interventionist, Office of Academics Leadership
AVMR Professional Learning	Kindergarten and First grade teachers will participate in face to face training with NCSD's internal AVMR trainers. Each teacher will receive four days of training in 2019-2020 for AVMR 1 and four days in 2020-2021 for AVMR 2 (1st grade only). This will be the first year of a multi year plan to train all K-5 teachers who deliver math instruction.	Professional Learning	Tier 1	Implement	09/03/2019	06/30/2022	\$20000	Classroom Teachers, Instructional Coaches, Math Interventionists, Building Principals, Office of Academics Leadership
STEAM - K-6 Media Specialist	K-6 Media Center Specialists will meet three times in the 2019-2020 school year to hone the K-5 STEAM curriculum.	Curriculum Development	Tier 1	Monitor	09/03/2019	06/30/2022	\$1800	K-6 Media Specialists, Office of Academics Leadership
MTSS - Data Protocol Training	All K-6 teachers will participate in a one (1) hour MTSS Data meeting modeled and led by the Building Administrator, Director of 504/MTSS, the Supervisor of EL's, and Director of Student Growth and Accountability. Other staff participating will be the Instructional Specialist, Social Worker, Psychologist, EL Teacher, Interventionists, and Counselor (5-6). The MTSS Data Protocol will help teams 1) know what data is available to them, and 2) what actions can be taken with the data to support student learning.	Professional Learning	Tier 1	Implement	09/03/2019	11/29/2019	\$8000	Building Administrator, Director of Student Support Services,, the Supervisor of EL's, Director of Student Growth and Accountability, Instructional Specialist, Social Worker, Psychologist, EL Teacher, Interventionists, and Counselors

District Improvement Plan

Novi Community School District

WIN time-AVMR	Continue supplementary support for students in the lower quartile not meeting or projected not to meet math proficiency with numeracy and problem solving thinking techniques provided by math interventionists and Title I specialists. All personnel are trained in AVMR Tier 1 and 2 methodology.	Academic Support Program	Tier 1	Implement	09/03/2019	06/30/2020	\$0	Classroom teachers, Math Interventionist, Title I Specialist, building administrators
Math Recovery Specialist (MRS)	Continued training in the AVMR Framework. Math Interventionist will be able to pinpoint a child's struggle to learn and apply mathematical concepts. The goal of MRS is to intervene before these at-risk students fall too far behind their peers along with finding ways to support parents and classroom educators.	Academic Support Program	Tier 1	Getting Ready	06/14/2019	06/30/2020	\$0	Math Interventionist, Title I Specialists, Office of Academics Leadership
WIN time - LLI intervention	WIN time - LLI intervention - Highly effective and targeted instruction is provided for students reading one year or more below grade level standards. Designated time is set aside each day as special or non-new academic instruction called WIN or LEAD time when students are serviced outside of the classroom or in the classroom for teacher to observe student and note the effective strategies used by the literacy specialist/ Title III specialist to support student achievement.	Academic Support Program	Tier 1	Implement	09/04/2018	06/30/2020	\$450000	Classroom Teachers, Literacy Specialists, instructional Coaches, Title III Specialist, Building Principals, Office of Academics Leadership
Grade 3/4 Guided Reading Professional Learning	Third and fourth grade teachers will work with literacy specialists, instructional coaches, and outside experts to deepen their knowledge and practice on small group reading instruction.	Professional Learning	Tier 1	Implement	08/26/2019	06/30/2021	\$10000	Building principals, classroom teachers, literacy specialists, instructional coaches, Office of Academics leadership team

Novi Woods Elementary School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
---------------	----------------------	---------------	------	-------	------------	----------	-------------------	-------------------

District Improvement Plan

Novi Community School District

Grade Level NGSS Kit Training	Science Teachers (Gr.1,2,4, 6, 9-12), instructional coaches, and administration will participate in professional learning to better understand the changes to curriculum and instruction that are coming along with the implementation of the NGSS standards. This training will also provide teachers of common grade level time to deliberate about curriculum, instruction, and assessment.	Teacher Collaboration, Professional Learning, Materials	Tier 1	Implement	09/03/2018	06/14/2020	\$11700	Grade/ Course Level Teachers, Science Grade Level Captains, Science CAL's
AVMR Planning Team	Design and implement a multi-year training program to train teachers the AVMR 1 and AVMR 2. The groups to be trained will be all K-5 mathematics teachers as well as K-8 Special Education teachers.	Professional Learning	Tier 1	Getting Ready	09/03/2019	06/30/2022	\$0	Classroom teachers, instructional coaches, building principals, Office of Academics Leadership
AVMR Champions Training	AVMR Champions training (trainer of trainers) for two NCSD staff members to provide professional learning for K-5 teachers on AVMR 1 and AVMR 2.	Professional Learning	Tier 1	Getting Ready	09/03/2018	09/27/2019	\$5000	Instructional Coach, Math Interventionist, Office of Academics Leadership
AVMR Professional Learning	Kindergarten and First grade teachers will participate in face to face training with NCSD's internal AVMR trainers. Each teacher will receive four days of training in 2019-2020 for AVMR 1 and four days in 2020-2021 for AVMR 2 (1st grade only). This will be the first year of a multi year plan to train all K-5 teachers who deliver math instruction.	Professional Learning	Tier 1	Implement	09/03/2019	06/30/2022	\$20000	Classroom Teachers, Instructional Coaches, Math Interventionists, Building Principals, Office of Academics Leadership
STEAM - K-6 Media Specialist	K-6 Media Center Specialists will meet three times in the 2019-2020 school year to hone the K-5 STEAM curriculum.	Curriculum Development	Tier 1	Monitor	09/03/2019	06/30/2022	\$1800	K-6 Media Specialists, Office of Academics Leadership

District Improvement Plan

Novi Community School District

<p>MTSS - Data Protocol Training</p>	<p>All K-6 teachers will participate in a one (1) hour MTSS Data meeting modeled and led by the Building Administrator, Director of 504/MTSS, the Supervisor of EL's, and Director of Student Growth and Accountability. Other staff participating will be the Instructional Specialist, Social Worker, Psychologist, EL Teacher, Interventionists, and Counselor (5-6). The MTSS Data Protocol will help teams 1) know what data is available to them, and 2) what actions can be taken with the data to support student learning.</p>	<p>Professional Learning</p>	<p>Tier 1</p>	<p>Implement</p>	<p>09/03/2019</p>	<p>11/29/2019</p>	<p>\$8000</p>	<p>Building Administrator, Director of Student Support Services,, the Supervisor of EL's, Director of Student Growth and Accountability, Instructional Specialist, Social Worker, Psychologist, EL Teacher, Interventionists, and Counselors</p>
<p>WIN time-AVMR</p>	<p>Continue supplementary support for students in the lower quartile not meeting or projected not to meet math proficiency with numeracy and problem solving thinking techniques provided by math interventionists and Title I specialists. All personnel are trained in AVMR Tier 1 and 2 methodology.</p>	<p>Academic Support Program</p>	<p>Tier 1</p>	<p>Implement</p>	<p>09/03/2019</p>	<p>06/30/2020</p>	<p>\$0</p>	<p>Classroom teachers, Math Interventionist, Title I Specialist, building administrators</p>
<p>Math Recovery Specialist (MRS)</p>	<p>Continued training in the AVMR Framework. Math Interventionist will be able to pinpoint a child's struggle to learn and apply mathematical concepts. The goal of MRS is to intervene before these at-risk students fall too far behind their peers along with finding ways to support parents and classroom educators.</p>	<p>Academic Support Program</p>	<p>Tier 1</p>	<p>Getting Ready</p>	<p>06/14/2019</p>	<p>06/30/2020</p>	<p>\$0</p>	<p>Math Interventionist, Title I Specialists, Office of Academics Leadership</p>

District Improvement Plan

Novi Community School District

WIN time - LLI intervention	WIN time - LLI intervention - Highly effective and targeted instruction is provided for students reading one year or more below grade level standards. Designated time is set aside each day as special or non-new academic instruction called WIN or LEAD time when students are serviced outside of the classroom or in the classroom for teacher to observe student and note the effective strategies used by the literacy specialist/ Title III specialist to support student achievement.	Academic Support Program	Tier 1	Implement	09/04/2018	06/30/2020	\$450000	Classroom Teachers, Literacy Specialists, instructional Coaches, Title III Specialist, Building Principals, Office of Academics Leadership
Grade 3/4 Guided Reading Professional Learning	Third and fourth grade teachers will work with literacy specialists, instructional coaches, and outside experts to deepen their knowledge and practice on small group reading instruction.	Professional Learning	Tier 1	Implement	08/26/2019	06/30/2021	\$10000	Building principals, classroom teachers, literacy specialists, instructional coaches, Office of Academics leadership team

Novi Middle School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Professional Development for Implementation	Teachers (Gr. 7-9), administrators, coaches, and interventionist will be provided training from Oakland Schools to understand how to fully implement the Writing Pathways as a method to inform instruction. This training will also provide teachers of common grade level time to deliberate about scoring.	Professional Learning	Tier 1	Implement	09/05/2017	06/26/2020	\$3000	Classroom teachers, instructional coaches, Director of Student Growth and Accountability, Content Area Leaders

District Improvement Plan

Novi Community School District

Middle School Training	7th grade and 8th grade teachers will continue receiving UDL/SIOP training to deepen their knowledge of these strategies and incorporate them into their Understanding by Design (UbD) lesson plans, unit plan, and assessments.	Professional Learning	Tier 1	Implement	09/03/2019	06/30/2022	\$9000	Classroom Teachers, instructional coaches, Office of Academics Leadership, UBD Implementation specialist, building principals
Schoology Professional Learning	The Schoology Leadership Team will provide training to teachers and administrators on the Schoology LMS to meet the expectations of the implementation plan.	Professional Learning	Tier 1	Implement	06/17/2019	06/30/2021	\$3000	Classroom teachers, instructional coaches, building principals, Office of Academics Leadership team
Math Recovery Specialist (MRS)	Continued training in the AVMR Framework. Math Interventionist will be able to pinpoint a child's struggle to learn and apply mathematical concepts. The goal of MRS is to intervene before these at-risk students fall too far behind their peers along with finding ways to support parents and classroom educators.	Academic Support Program	Tier 1	Getting Ready	06/14/2019	06/30/2020	\$0	Math Interventionist, Title I Specialists, Office of Academics Leadership
Trauma-Informed Training 5-12	Mental Health Practitioners will provide trauma-informed training to all 5-12 staff at Novi Meadows, Novi Middle School, Novi High School. Training will be during two staff meeting dates over the course of the school year. This training will total 2 hour of professional learning.	Academic Support Program, Behavioral Support Program	Tier 1	Implement	09/03/2019	06/30/2020	\$0	Office of Academics Leadership, building principals, classroom teachers

Novi Meadows Elementary School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
---------------	----------------------	---------------	------	-------	------------	----------	-------------------	-------------------

District Improvement Plan

Novi Community School District

Grade Level NGSS Kit Training	Science Teachers (Gr.1,2,4, 6, 9-12), instructional coaches, and administration will participate in professional learning to better understand the changes to curriculum and instruction that are coming along with the implementation of the NGSS standards. This training will also provide teachers of common grade level time to deliberate about curriculum, instruction, and assessment.	Teacher Collaboration, Professional Learning, Materials	Tier 1	Implement	09/03/2018	06/14/2020	\$11700	Grade/ Course Level Teachers, Science Grade Level Captains, Science CAL's
AVMR Planning Team	Design and implement a multi-year training program to train teachers the AVMR 1 and AVMR 2. The groups to be trained will be all K-5 mathematics teachers as well as K-8 Special Education teachers.	Professional Learning	Tier 1	Getting Ready	09/03/2019	06/30/2022	\$0	Classroom teachers, instructional coaches, building principals, Office of Academics Leadership
AVMR Champions Training	AVMR Champions training (trainer of trainers) for two NCSD staff members to provide professional learning for K-5 teachers on AVMR 1 and AVMR 2.	Professional Learning	Tier 1	Getting Ready	09/03/2018	09/27/2019	\$5000	Instructional Coach, Math Interventionist, Office of Academics Leadership
Novi Meadows Training	5th grade and 6th grade ELA, Math, and English Language teachers will begin training in UDL/SIOP by attending a district-provided professional development at the beginning of the school year.	Professional Learning	Tier 1	Implement	09/03/2019	06/30/2022	\$0	Classroom teachers, instructional coaches, building principals, Office of Academics Leadership, UBD Implementation Specialist
UbD Building Training	Teachers at Novi Meadows and Novi High School will participate in multiple days of training in Understanding by Design to examine and redesign the district curriculum. This will be done by subject area/ grade level, led by a district administrator on special assignment.	Professional Learning	Tier 1	Implement	09/03/2019	06/30/2021	\$156000	Classroom Teachers, Building administrators, District Administrators, UbD Implementation Specialist

District Improvement Plan

Novi Community School District

STEAM - K-6 Media Specialist	K-6 Media Center Specialists will meet three times in the 2019-2020 school year to hone the K-5 STEAM curriculum.	Curriculum Development	Tier 1	Monitor	09/03/2019	06/30/2022	\$1800	K-6 Media Specialists, Office of Academics Leadership
STEAM - Comau	NCSD will partner with Comau Robotics to implement a grade level robotics course. All 6th grade students will participate in a 9 week course introducing them to robotics and coding.	Technology	Tier 1	Implement	09/03/2019	06/30/2022	\$100000	Classroom teachers, building principals, Office of Academics Leadership
MTSS - Data Protocol Training	All K-6 teachers will participate in a one (1) hour MTSS Data meeting modeled and led by the Building Administrator, Director of 504/MTSS, the Supervisor of EL's, and Director of Student Growth and Accountability. Other staff participating will be the Instructional Specialist, Social Worker, Psychologist, EL Teacher, Interventionists, and Counselor (5-6). The MTSS Data Protocol will help teams 1) know what data is available to them, and 2) what actions can be taken with the data to support student learning.	Professional Learning	Tier 1	Implement	09/03/2019	11/29/2019	\$8000	Building Administrator, Director of Student Support Services,, the Supervisor of EL's, Director of Student Growth and Accountability, Instructional Specialist, Social Worker, Psychologist, EL Teacher, Interventionists, and Counselors
Math Recovery Specialist (MRS)	Continued training in the AVMR Framework. Math Interventionist will be able to pinpoint a child's struggle to learn and apply mathematical concepts. The goal of MRS is to intervene before these at-risk students fall too far behind their peers along with finding ways to support parents and classroom educators.	Academic Support Program	Tier 1	Getting Ready	06/14/2019	06/30/2020	\$0	Math Interventionist, Title I Specialists, Office of Academics Leadership
NMS Team Pilot	Novi Meadows 6th grade will pilot two four-person teams with each member of the team being subject-area specific.	Direct Instruction	Tier 1	Getting Ready	09/03/2019	06/30/2020	\$0	Building principals, Office of Academics Leadership

District Improvement Plan

Novi Community School District

Trauma-Informed Training 5-12	Mental Health Practitioners will provide trauma-informed training to all 5-12 staff at Novi Meadows, Novi Middle School, Novi High School. Training will be during two staff meeting dates over the course of the school year. This training will total 2 hour of professional learning.	Academic Support Program, Behavioral Support Program	Tier 1	Implement	09/03/2019	06/30/2020	\$0	Office of Academics Leadership, building principals, classroom teachers
5/6 Small Group Reading Instruction Professional Learning	Fifth and sixth grade teachers will work with literacy specialists, instructional coaches, and outside experts to deepen their knowledge and practice on small group reading instruction.	Professional Learning	Tier 1	Implement	08/26/2019	06/30/2021	\$3600	Classroom teachers, building principals, literacy specialist, instructional coach, Office of Academics Leadership

Novi High School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Grade Level NGSS Kit Training	Science Teachers (Gr.1,2,4, 6, 9-12), instructional coaches, and administration will participate in professional learning to better understand the changes to curriculum and instruction that are coming along with the implementation of the NGSS standards. This training will also provide teachers of common grade level time to deliberate about curriculum, instruction, and assessment.	Teacher Collaboration, Professional Learning, Materials	Tier 1	Implement	09/03/2018	06/14/2020	\$11700	Grade/Course Level Teachers, Science Grade Level Captains, Science CAL's
Professional Development for Implementation	Teachers (Gr. 7-9), administrators, coaches, and interventionist will be provided training from Oakland Schools to understand how to fully implement the Writing Pathways as a method to inform instruction. This training will also provide teachers of common grade level time to deliberate about scoring.	Professional Learning	Tier 1	Implement	09/05/2017	06/26/2020	\$3000	Classroom teachers, instructional coaches, Director of Student Growth and Accountability, Content Area Leaders

District Improvement Plan

Novi Community School District

UbD Building Training	Teachers at Novi Meadows and Novi High School will participate in multiple days of training in Understanding by Design to examine and redesign the district curriculum. This will be done by subject area/ grade level, led by a district administrator on special assignment.	Professional Learning	Tier 1	Implement	09/03/2019	06/30/2021	\$156000	Classroom Teachers, Building administrators, District Administrators, UbD Implementation Specialist
STEAM - Community Partnerships	Novi High School will partner with industry leaders (i.e. Macy's department store, Providence Park Hospital, etc.) to provide students with opportunities for on-the-job learning that enhances students' employability.	Career Preparation /Orientation	Tier 1	Implement	06/17/2019	06/30/2022	\$0	Classroom teachers, building principals, Office of Academics Leadership
Schoology Professional Learning	The Schoology Leadership Team will provide training to teachers and administrators on the Schoology LMS to meet the expectations of the implementation plan.	Professional Learning	Tier 1	Implement	06/17/2019	06/30/2021	\$3000	Classroom teachers, instructional coaches, building principals, Office of Academics Leadership team
RP - NHS	Train the Novi High School staff in the use of Restorative Circles in the classroom/ school setting.	Professional Learning	Tier 1	Implement	08/27/2019	08/28/2019	\$2000	RP Trainers, building principals, Office of Academics Leadership
Trauma-Informed Training 5-12	Mental Health Practitioners will provide trauma-informed training to all 5-12 staff at Novi Meadows, Novi Middle School, Novi High School. Training will be during two staff meeting dates over the course of the school year. This training will total 2 hour of professional learning.	Academic Support Program, Behavioral Support Program	Tier 1	Implement	09/03/2019	06/30/2020	\$0	Office of Academics Leadership, building principals, classroom teachers

Deerfield Elementary School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
---------------	----------------------	---------------	------	-------	------------	----------	-------------------	-------------------

District Improvement Plan

Novi Community School District

Grade Level NGSS Kit Training	Science Teachers (Gr.1,2,4, 6, 9-12), instructional coaches, and administration will participate in professional learning to better understand the changes to curriculum and instruction that are coming along with the implementation of the NGSS standards. This training will also provide teachers of common grade level time to deliberate about curriculum, instruction, and assessment.	Teacher Collaboration, Professional Learning, Materials	Tier 1	Implement	09/03/2018	06/14/2020	\$11700	Grade/ Course Level Teachers, Science Grade Level Captains, Science CAL's
AVMR Planning Team	Design and implement a multi-year training program to train teachers the AVMR 1 and AVMR 2. The groups to be trained will be all K-5 mathematics teachers as well as K-8 Special Education teachers.	Professional Learning	Tier 1	Getting Ready	09/03/2019	06/30/2022	\$0	Classroom teachers, instructional coaches, building principals, Office of Academics Leadership
AVMR Champions Training	AVMR Champions training (trainer of trainers) for two NCSD staff members to provide professional learning for K-5 teachers on AVMR 1 and AVMR 2.	Professional Learning	Tier 1	Getting Ready	09/03/2018	09/27/2019	\$5000	Instructional Coach, Math Interventionist, Office of Academics Leadership
AVMR Professional Learning	Kindergarten and First grade teachers will participate in face to face training with NCSD's internal AVMR trainers. Each teacher will receive four days of training in 2019-2020 for AVMR 1 and four days in 2020-2021 for AVMR 2 (1st grade only). This will be the first year of a multi year plan to train all K-5 teachers who deliver math instruction.	Professional Learning	Tier 1	Implement	09/03/2019	06/30/2022	\$20000	Classroom Teachers, Instructional Coaches, Math Interventionists, Building Principals, Office of Academics Leadership
STEAM - K-6 Media Specialist	K-6 Media Center Specialists will meet three times in the 2019-2020 school year to hone the K-5 STEAM curriculum.	Curriculum Development	Tier 1	Monitor	09/03/2019	06/30/2022	\$1800	K-6 Media Specialists, Office of Academics Leadership

District Improvement Plan

Novi Community School District

<p>MTSS - Data Protocol Training</p>	<p>All K-6 teachers will participate in a one (1) hour MTSS Data meeting modeled and led by the Building Administrator, Director of 504/MTSS, the Supervisor of EL's, and Director of Student Growth and Accountability. Other staff participating will be the Instructional Specialist, Social Worker, Psychologist, EL Teacher, Interventionists, and Counselor (5-6). The MTSS Data Protocol will help teams 1) know what data is available to them, and 2) what actions can be taken with the data to support student learning.</p>	<p>Professional Learning</p>	<p>Tier 1</p>	<p>Implement</p>	<p>09/03/2019</p>	<p>11/29/2019</p>	<p>\$8000</p>	<p>Building Administrator, Director of Student Support Services,, the Supervisor of EL's, Director of Student Growth and Accountability, Instructional Specialist, Social Worker, Psychologist, EL Teacher, Interventionists, and Counselors</p>
<p>WIN time-AVMR</p>	<p>Continue supplementary support for students in the lower quartile not meeting or projected not to meet math proficiency with numeracy and problem solving thinking techniques provided by math interventionists and Title I specialists. All personnel are trained in AVMR Tier 1 and 2 methodology.</p>	<p>Academic Support Program</p>	<p>Tier 1</p>	<p>Implement</p>	<p>09/03/2019</p>	<p>06/30/2020</p>	<p>\$0</p>	<p>Classroom teachers, Math Interventionist, Title I Specialist, building administrators</p>
<p>Math Recovery Specialist (MRS)</p>	<p>Continued training in the AVMR Framework. Math Interventionist will be able to pinpoint a child's struggle to learn and apply mathematical concepts. The goal of MRS is to intervene before these at-risk students fall too far behind their peers along with finding ways to support parents and classroom educators.</p>	<p>Academic Support Program</p>	<p>Tier 1</p>	<p>Getting Ready</p>	<p>06/14/2019</p>	<p>06/30/2020</p>	<p>\$0</p>	<p>Math Interventionist, Title I Specialists, Office of Academics Leadership</p>

District Improvement Plan

Novi Community School District

WIN time - LLI intervention	WIN time - LLI intervention - Highly effective and targeted instruction is provided for students reading one year or more below grade level standards. Designated time is set aside each day as special or non-new academic instruction called WIN or LEAD time when students are serviced outside of the classroom or in the classroom for teacher to observe student and note the effective strategies used by the literacy specialist/ Title III specialist to support student achievement.	Academic Support Program	Tier 1	Implement	09/04/2018	06/30/2020	\$450000	Classroom Teachers, Literacy Specialists, instructional Coaches, Title III Specialist, Building Principals, Office of Academics Leadership
Grade 3/4 Guided Reading Professional Learning	Third and fourth grade teachers will work with literacy specialists, instructional coaches, and outside experts to deepen their knowledge and practice on small group reading instruction.	Professional Learning	Tier 1	Implement	08/26/2019	06/30/2021	\$10000	Building principals, classroom teachers, literacy specialists, instructional coaches, Office of Academics leadership team