

# **2019-2020 School Improvement Plans**

Novi High School

Novi Community School District

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# TABLE OF CONTENTS

Overview .....	1
Goals Summary .....	2
Goal 1: Students will have Tier 2 behavioral services to establish the social culture and behavioral supports needed for all students to achieve both social and academic success. ....	3
Goal 2: General education students will have tier one strategies to meet their individual learning needs in the core subject areas. ....	5
Activity Summary by Funding Source .....	9

## **Overview**

### **Plan Name**

2019-2020 School Improvement Plans

### **Plan Description**

## Goals Summary

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

#	Goal Name	Goal Details	Goal Type	Total Funding
1	Students will have Tier 2 behavioral services to establish the social culture and behavioral supports needed for all students to achieve both social and academic success.	Objectives: 2 Strategies: 3 Activities: 6	Organizational	\$60000
2	General education students will have tier one strategies to meet their individual learning needs in the core subject areas.	Objectives: 3 Strategies: 4 Activities: 11	Organizational	\$15500

## Goal 1: Students will have Tier 2 behavioral services to establish the social culture and behavioral supports needed for all students to achieve both social and academic success.

### Measurable Objective 1:

collaborate to monitor students for behavior support by 06/01/2019 as measured by a system of clearly identified indicators.

### Strategy 1:

MTSS-B Social Worker Support - One additional FTE Social Worker will be responsible for developing indicators to help staff identify MTSS-B tier 2 and tier 3 students.

Category: Other - Social Work

Research Cited: School-wide Positive Behavior Interventions and Supports is a systems approach to establishing the social culture and behavioral supports needed for all children in a school to achieve both social and academic success.

<https://www.pbis.org/research>

Tier: Tier 2

Activity - Hiring	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Hire 1 FTE Social Worker	Behavioral Support Program	Tier 2	Getting Ready	06/01/2018	06/29/2018	\$60000	General Fund	High School Administration

### Strategy 2:

Support - Identified MTSS-B tier 2 and tier 3 students students will receive small group or 1-on-1 support from a MTSS-B Social Worker.

Category: Other - Social Work

Research Cited: School-wide Positive Behavior Interventions and Supports is a systems approach to establishing the social culture and behavioral supports needed for all children in a school to achieve both social and academic success.

<https://www.pbis.org/research>

Tier: Tier 2

Activity - Student meetings	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Meet one on one or in small groups with students with students.	Behavioral Support Program	Tier 2	Implement	09/17/2018	06/07/2019	\$0	No Funding Required	MTSS B Social Worker

## 2019-2020 School Improvement Plans

Novi High School

Activity - MTSS B Referral Form	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Develop a MTSS B Referral Form.	Behavioral Support Program	Tier 2	Getting Ready	06/17/2019	06/12/2020	\$0	No Funding Required	Social Worker

### Measurable Objective 2:

collaborate to provide a safe and healthy environment to optimize learning by 06/19/2020 as measured by stakeholder surveys administered in spring..

### Strategy 1:

Restorative Practices Training - NCSD's Restorative Practices 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: School Culture

Research Cited: Research Cited: Research shows restorative practices increases student time in the classroom by reducing student suspensions and closing the gap between student discipline disparities. (Mirsky, 2019) <https://www.iirp.edu/news/research-shows-restorative-practices-improves-school-climate-pittsburgh>

Tier: Tier 1

Activity - Staff PL	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.	Behavioral Support Program	Tier 1	Getting Ready	06/18/2019	06/12/2020	\$0	Title I School Improvement (ISI)	Katy Dinkelmann - Office of Academics will cover the cost.

Activity - Train the Trainer	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.	Behavioral Support Program	Tier 1	Getting Ready	06/18/2019	06/12/2020	\$0	Title I School Improvement (ISI)	Office of Academics

Activity - Train the Administrators	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.	Behavioral Support Program	Tier 1	Getting Ready	06/17/2019	06/12/2020	\$0	Title I School Improvement (ISI)	Office of Academics

## Goal 2: General education students will have tier one strategies to meet their individual learning needs in the core subject areas.

### Measurable Objective 1:

demonstrate a proficiency (C or higher) for 75% of general education students in designated classes by 06/12/2020 as measured by district transcripts.

### Strategy 1:

PLC Support - Teachers in designated PLC's will be allotted 1- half day release time each semester to develop targeted and intentional tier one strategies.

Category: Learning Support Systems

Research Cited: Core instruction is a critical part of the MTSS process. Students must have access to evidence-based interventions in their classrooms before they can qualify for Tier Two interventions. According to RTI Action Network: "Powerful classroom instruction begins with the adoption and use of an evidence-based curriculum, but effective teachers do not simply teach such a program page-by-page in the same way for all students. Rather, they differentiate instruction, providing instruction designed to meet the specific needs of students in the class. Carolyn Denton of the University of Texas Health Science Center Houston describes how providing quality classroom reading instruction with certain research-validated characteristics can make a big difference for struggling readers."

Tier: Tier 1

Activity - Identifying designated PLC's	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Analyze our D/E/I list to determine which classes will benefit most from developing targeted and intentional tier one strategies.	Getting Ready	Tier 1	Getting Ready	06/01/2018	06/12/2020	\$0	No Funding Required	HS Teacher Coach

Activity - PLC Days	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide half day professional learning that both offers examples and time for teams to develop their own targeted and intentional tier 1 strategies specific to their content area.	Professional Learning	Tier 1	Implement	09/04/2018	06/12/2020	\$3000	General Fund	HS Teacher Coach

Activity - Staff Meeting Presentations	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
During staff meetings, our MTSS A team will present tier 1 strategy examples.	Academic Support Program	Tier 1	Implement	09/04/2018	06/12/2019	\$0	No Funding Required	MTSS A Team

## 2019-2020 School Improvement Plans

Novi High School

Activity - TEACH Sessions	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
TEACH sessions will be offered during prep periods by the MTSS team for any teacher, all subject areas on tier one best practices.	Academic Support Program	Tier 1	Implement	10/01/2018	03/29/2019	\$0	No Funding Required	MTSS A team

### Strategy 2:

Common Assessments - Common Assessments Teachers in designated PLC's will hone standards based common assessments.

Category: Other - Assessment

Research Cited: The primary purpose of classroom assessment is to inform teaching and improve learning, not to sort and select students or to justify a grade. McTighe and Ferrara (1997). Assessing Learning in the Classroom. Washington, DC: National Education Association

Tier: Tier 1

Activity - Linking Standards in Illuminate	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Ensure each designated PLC has at minimum 2 standards linked assessments in illuminate per course.	Getting Ready	Tier 1	Evaluate	06/17/2019	06/12/2020	\$0	No Funding Required	Content Area Leaders

Activity - Developing Assessments	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
PLC Teams work in the summer to hone a minimum of 2 standards linked assessments in illuminate per course.	Curriculum Development	Tier 1	Getting Ready	06/17/2019	06/12/2020	\$10500	Title I School Improvement (ISI)	PLC Teams

### Measurable Objective 2:

collaborate to develop and implement research-based lesson and unit design to support each learner during core instruction by 06/14/2023 as measured by the percent of teachers provided UbD training..

### Strategy 1:

UbD 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 - PD

Research Cited: Understanding by Design Framework. Jay McTighe and Grant Wiggins. 2012 ASCD

Tier: Tier 1

Activity - Admin PD	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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## 2019-2020 School Improvement Plans

Novi High School

Certain District Determined Administrators at Novi High School will participate in multiple days of training in Understanding by Design to examine and redesign the district curriculum.	Professional Learning	Tier 1	Getting Ready	06/18/2019	06/12/2020	\$0	Title I School Improvement (ISI)	Office of Academics
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Activity - Teacher PD	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Certain District Determined PLC Teams of Teachers at Novi High School will participate in multiple days of training in Understanding by Design to examine and redesign the district curriculum.	Professional Learning	Tier 1	Getting Ready	06/18/2019	06/12/2020	\$0	Title I School Improvement (ISI)	Office of Academics

### Measurable Objective 3:

collaborate to examine the daily/yearly schedule to optimize the student experience by 06/14/2021 as measured by stakeholder survey. .

### Strategy 1:

Examine Strategy - Examine the daily/yearly schedules at the high school level, to assess if the schedule is enhancing student learning to the fullest extent.

Category: Learning Support Systems

Research Cited: Sleep is as essential as food. Melatonin, a hormone, is released during sleep to help body absorb nutrients, heal tissue, fight tumors, combat viral infections, and stimulate immune-system cell production. Lack of sleep makes body susceptible to colds and other diseases, which can lead to school absences, fatigue, and non alert behaviors. Weekend sleep helps repay the accrued sleep debt, but no real substitute exists for a regular sleep schedule. Melatonin turns off later between 7:00 - 8:30 during puberty. John Diconsiglio, 2012, New York Times Upfront. 134.9

180,000 US College Air Force Academy students analyzed found students perform better in afternoon than morning, instruction improves with repetition, and prioritizing certain schedules would be equivalent to improving teacher quality by one-third of a standard deviation. A reorganization of students' daily school schedules is a promising and potentially low-cost educational intervention. Academic achievement across the day: Evidence from randomized class schedules; Kevin M. Williams, August 2018, Economics of Education Review; Occidental College, CA 2017.

Tier: Tier 1

Activity - Stakeholder Surveys	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Survey stakeholders to assess satisfaction with the daily/ yearly schedule.	Getting Ready	Tier 1	Implement	09/02/2018	06/12/2020	\$0	No Funding Required	School Improvement Team

Activity - Plan Shift	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Utilize stakeholder survey data to plan a shift in high school daily schedule.	Getting Ready	Tier 1	Getting Ready	09/02/2019	06/12/2020	\$0	No Funding Required	HS Admin Team

**2019-2020 School Improvement Plans**

Novi High School

Activity - Develop Modules	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Develop a module style curriculum for Academic Advisory	Getting Ready	Tier 1	Getting Ready	06/18/2019	06/12/2020	\$2000	General Fund	HS Admin Team

## Activity Summary by Funding Source

Below is a breakdown of your activities by funding source

### No Funding Required

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
TEACH Sessions	TEACH sessions will be offered during prep periods by the MTSS team for any teacher, all subject areas on tier one best practices.	Academic Support Program	Tier 1	Implement	10/01/2018	03/29/2019	\$0	MTSS A team
MTSS B Referral Form	Develop a MTSS B Referral Form.	Behavioral Support Program	Tier 2	Getting Ready	06/17/2019	06/12/2020	\$0	Social Worker
Identifying designated PLC's	Analyze our D/E/I list to determine which classes will benefit most from developing targeted and intentional tier one strategies.	Getting Ready	Tier 1	Getting Ready	06/01/2018	06/12/2020	\$0	HS Teacher Coach
Stakeholder Surveys	Survey stakeholders to assess satisfaction with the daily/ yearly schedule.	Getting Ready	Tier 1	Implement	09/02/2018	06/12/2020	\$0	School Improvement Team
Plan Shift	Utilize stakeholder survey data to plan a shift in high school daily schedule.	Getting Ready	Tier 1	Getting Ready	09/02/2019	06/12/2020	\$0	HS Admin Team
Student meetings	Meet one on one or in small groups with students with students.	Behavioral Support Program	Tier 2	Implement	09/17/2018	06/07/2019	\$0	MTSS B Social Worker
Staff Meeting Presentations	During staff meetings, our MTSS A team will present tier 1 strategy examples.	Academic Support Program	Tier 1	Implement	09/04/2018	06/12/2019	\$0	MTSS A Team
Linking Standards in Illuminate	Ensure each designated PLC has at minimum 2 standards linked assessments in illuminate per course.	Getting Ready	Tier 1	Evaluate	06/17/2019	06/12/2020	\$0	Content Area Leaders

### General Fund

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Develop Modules	Develop a module style curriculum for Academic Advisory	Getting Ready	Tier 1	Getting Ready	06/18/2019	06/12/2020	\$2000	HS Admin Team

## 2019-2020 School Improvement Plans

Novi High School

Hiring	Hire 1 FTE Social Worker	Behavioral Support Program	Tier 2	Getting Ready	06/01/2018	06/29/2018	\$60000	High School Administration
PLC Days	Provide half day professional learning that both offers examples and time for teams to develop their own targeted and intentional tier 1 strategies specific to their content area.	Professional Learning	Tier 1	Implement	09/04/2018	06/12/2020	\$3000	HS Teacher Coach

### Title I School Improvement (ISI)

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Teacher PD	Certain District Determined PLC Teams of Teachers at Novi High School will participate in multiple days of training in Understanding by Design to examine and redesign the district curriculum.	Professional Learning	Tier 1	Getting Ready	06/18/2019	06/12/2020	\$0	Office of Academics
Train the Trainer	Train the Novi High School staff in the use of Restorative Circles in the classroom/ school setting.	Behavioral Support Program	Tier 1	Getting Ready	06/18/2019	06/12/2020	\$0	Office of Academics
Developing Assessments	PLC Teams work in the summer to hone a minimum of 2 standards linked assessments in illuminate per course.	Curriculum Development	Tier 1	Getting Ready	06/17/2019	06/12/2020	\$10500	PLC Teams
Staff PL	Train the Novi High School staff in the use of Restorative Circles in the classroom/ school setting.	Behavioral Support Program	Tier 1	Getting Ready	06/18/2019	06/12/2020	\$0	Katy Dinkelmann - Office of Academics will cover the cost.
Admin PD	Certain District Determined Administrators at Novi High School will participate in multiple days of training in Understanding by Design to examine and redesign the district curriculum.	Professional Learning	Tier 1	Getting Ready	06/18/2019	06/12/2020	\$0	Office of Academics
Train the Administrators	Train the Novi High School staff in the use of Restorative Circles in the classroom/ school setting.	Behavioral Support Program	Tier 1	Getting Ready	06/17/2019	06/12/2020	\$0	Office of Academics