

# **19-20 School Improvement Plan**

**Novi Meadows Elementary School**

**Novi Community School District**

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## **Overview**

### **Plan Name**

19-20 School Improvement Plan

### **Plan Description**

## Goals Summary

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

#	Goal Name	Goal Details	Goal Type	Total Funding
1	Novi Meadows will provide an equity of opportunity to all students by honing curriculum, instruction and assessment.	Objectives: 7 Strategies: 8 Activities: 12	Organizational	\$318700
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: 3 Activities: 3	Organizational	\$8000
3	The Novi Community School District will foster a district-wide culture of unity and well-being.	Objectives: 1 Strategies: 1 Activities: 1	Organizational	\$0

## Goal 1: Novi Meadows will provide an equity of opportunity to all students by honing curriculum, instruction and assessment.

### Measurable Objective 1:

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

### Strategy 1:

NGSS Training - Novi Meadows 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

Tier: Tier 1

Activity - Grade Level NGSS Kit Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Science Teachers, 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	Tier 1	Implement	09/03/2018	06/14/2020	\$11700	General Fund	Grade level science teachers

### 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 grades 5-6.

### Strategy 1:

On-Demand pre and post writing prompts - On-Demand pre and post writing prompts - Writing On-Demand prompts for students 5-6 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.

Category: English/Language Arts

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

Tier: Tier 1

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Activity - On-Demand pre and post writing prompts	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
On-Demand pre and post writing prompts - Writing On-Demand prompts for students 5-6 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	General Fund	Classroom teachers, CALs and Office of Academics

### Measurable Objective 3:

collaborate to develop and implement research-based curriculum and instruction to optimize the instruction of mathematics by 06/30/2020 as measured by the percent of 5th grade teachers provided training for Add+Vantage Math Recovery..

### Strategy 1:

AVMR Training - 5th grade 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: Research Underpinnings, Design Research, and Math Recovery, Pamela D. Tabor, Ph.D. 2018

Tier: Tier 1

Activity - AVMR Training	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.	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

Activity - AVMR Champions Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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	09/04/2018	09/27/2019	\$5000	General Fund	Instructional coach, math interventionist, Office of Academics

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### 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>

Tier: Tier 1

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.	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

### 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

Tier: Tier 1

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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.	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 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.	Professional Learning	Tier 1	Implement	09/03/2019	06/30/2021	\$156000	General Fund	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

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.	Curriculum Development	Tier 1	Monitor	09/03/2019	06/30/2022	\$1800	General Fund	K-6 Media Specialists, Office of Academics



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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.	Professional Learning	Tier 1	Getting Ready	07/01/2019	07/31/2019	\$0	No Funding Required	Classroom Teachers and Assistant Superintendent of Academics

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.	Curriculum Development	Tier 1	Getting Ready	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
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	General Fund	Classroom Teachers, Building Principals, Office of Academics

### Measurable Objective 7:

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 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 of small groups to teach reading.

Category: English/Language Arts

Research Cited: [literacyessentials.org](http://literacyessentials.org)

Tier: Tier 1

Activity - 5/6 Small Group Reading Instruction Professional Learning	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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		08/26/2019	06/30/2021	\$3600	General Fund	Classroom teachers, principals, literacy specialists, instructional coaches and office of academics

## 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

Activity - MTSS - Data Protocol Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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	General Fund	All staff

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**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 - 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

Activity - Math Recovery Specialist (MRS)	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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	No Funding Required	Math interventionist and Office of Academics

**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 - NM 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.	Direct Instruction	Tier 1	Implement	09/03/2019	06/30/2020	\$0	General Fund	Classroom teachers, building principals and Office of Academics

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

### Measurable Objective 1:

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 - 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	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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	No Funding Required	Classroom teachers, building principals and Office of Academics

## Activity Summary by Funding Source

Below is a breakdown of your activities by funding source

### General Fund

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
NM 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	Implement	09/03/2019	06/30/2020	\$0	Classroom teachers, building principals and Office of Academics
On-Demand pre and post writing prompts	On-Demand pre and post writing prompts - Writing On-Demand prompts for students 5-6 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, CALs and Office of Academics
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	\$9000	Classroom Teachers, instructional coaches. Office of Academics Leadership, UBD Implementation specialist, building principals

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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	All staff
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	09/04/2018	09/27/2019	\$5000	Instructional coach, math interventionist, Office of Academics
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		08/26/2019	06/30/2021	\$3600	Classroom teachers, principals, literacy specialists, instructional coaches and office of academics
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
UbD Building Training	Teachers at Novi Meadows 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.	Professional Learning	Tier 1	Implement	09/03/2019	06/30/2021	\$156000	Classroom Teachers, Building Administrators, District Administrators, UbD Implementation Specialist
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

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Grade Level NGSS Kit Training	Science Teachers, 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	Tier 1	Implement	09/03/2018	06/14/2020	\$11700	Grade level science teachers
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### No Funding Required

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
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	Getting Ready	06/17/2019	06/30/2022	\$0	Office of Academics Leadership
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 and Assistant Superintendent of Academics
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.	Professional Learning	Tier 1	Getting Ready	08/01/2019	08/29/2019	\$0	Building administrators, District Administrators, UbD Implementation Specialist
Trauma Informed Training	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	Classroom teachers, building principals and Office of Academics
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 and Office of Academics

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AVMR Training	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
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