

2019-2020 NMS School Improvement Plan

Novi Middle School
Novi Community School District

Mr. Robert Baker
49000 West 11 Mile Rd
Novi, MI 48374-1612

TABLE OF CONTENTS

Overview	1
Goals Summary	2
Goal 1: DG3: Novi Middle School will foster a school-wide culture of unity and well-being.....	3
Goal 2: DG2: Novi Middle School will attend to the core components of a Multi-Tiered System of Supports to meet the learning needs of each student.....	6
Goal 3: DG1: Novi Middle School Teachers will hone curriculum, instruction and assessment to provide equity of opportunity for all students.....	7
Activity Summary by Funding Source.....	10

Overview

Plan Name

2019-2020 NMS 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	DG3: Novi Middle School will foster a school-wide culture of unity and well-being.	Objectives: 1 Strategies: 3 Activities: 7	Organizational	\$0
2	DG2: Novi Middle School will attend to the core components of a Multi-Tiered System of Supports to meet the learning needs of each student.	Objectives: 1 Strategies: 1 Activities: 2	Organizational	\$200000
3	DG1: Novi Middle School Teachers will hone curriculum, instruction and assessment to provide equity of opportunity for all students.	Objectives: 1 Strategies: 3 Activities: 5	Organizational	\$35240

Goal 1: DG3: Novi Middle School will foster a school-wide culture of unity and well-being.

Measurable Objective 1:

collaborate to improve student-well being and sense of safety and community by 06/15/2020 as measured by stakeholder survey data of: perceptions of safety, well-being at school , and quality of student relationships between peers and staff. .

Strategy 1:

Restorative Practices - Staff will collaborate to implement classroom restorative practices with increased fidelity. This focuses on using classroom circles to build community and focus on repairing harm rather than punishment.

Category: School Culture

Research Cited: Michigan State Board of Education Policy on Reducing Suspensions and Expulsions

https://www.michigan.gov/documents/mde/SBE_Policy_5-13_458333_7.pdf

Tier: Tier 1

Activity - Stakeholder Survey	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Stakeholder survey on building climate, students safety, and student relationships will be given.	Community Engagement, Parent Involvement, Implementation, Monitor, Communication	Tier 1	Monitor	09/04/2019	06/15/2020	\$0	No Funding Required	All Staff, CSI committee

Activity - Monitor RP Circle Fidelity	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
---------------------------------------	---------------	------	-------	------------	----------	-------------------	-------------------	-------------------

2019-2020 NMS School Improvement Plan

Novi Middle School

Gather teacher, student, and administrative perception data about the success and fidelity of implementation of restorative circles in the classroom.	Implementation, Monitor, Behavioral Support Program	Tier 1	Monitor	09/03/2019	06/15/2020	\$0	No Funding Required	Administration, CSI committee, All Staff
---	---	--------	---------	------------	------------	-----	---------------------	--

Activity - RP Train the Trainer	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Building administrator will learn how to train others in conducting restorative conferencing for students in need.	Implementation, Behavioral Support Program, Professional Learning	Tier 2	Implement	09/04/2018	12/31/2018	\$0	Title III	Administration

Strategy 2:

Bullying Prevention - Ongoing training and monitoring of the implementation of the Olweus Bullying Prevention Program will help ensure students have a safe and supportive learning environment.

Category: School Culture

Research Cited: Dan Olweus bullying research

http://www.violencepreventionworks.org/public/olweus_research.page

Tier: Tier 1

Activity - Stakeholder Survey	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Survey data will be collected from surveys given through Olweus and NMS.	Monitor, Behavioral Support Program	Tier 1	Monitor	09/03/2019	06/15/2020	\$0	No Funding Required	All Staff & Olweus Bullying Prevention Committee

2019-2020 NMS School Improvement Plan

Novi Middle School

Activity - Committee Monitoring	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The Olweus Bullying Prevention Committee and administration will monitor the implementation of the program across all classrooms and building areas.	Community Engagement, Parent Involvement, Monitor, Behavioral Support Program	Tier 1	Monitor	09/03/2019	06/15/2020	\$0	No Funding Required	Administration & Olweus Bullying Prevention Committee

Strategy 3:

Positive Behavior Interventions and Supports - We will design and implement the core components of a PBIS system including a values acronym, behavior expectations, communication and postings throughout the building.

Category: School Culture

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

Tier: Tier 1

Activity - PBIS Acronym	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Staff will design an acronym that communicates a set of values that underpin behavior expectations at NMS.	Behavioral Support Program	Tier 1	Implement	09/03/2019	10/31/2019	\$0	No Funding Required	Principals, Content Area Leaders

Activity - PBIS Behavior Expectations	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
---------------------------------------	---------------	------	-------	------------	----------	-------------------	-------------------	-------------------

2019-2020 NMS School Improvement Plan

Novi Middle School

Use the PBIS acronym to detail expected behaviors in a variety of environments. Create signs and communication modes to help students learn and follow these expectations..	Behavioral Support Program, Communication	Tier 1	Implement	09/03/2019	06/15/2020	\$0	No Funding Required	administration, all staff
---	---	--------	-----------	------------	------------	-----	---------------------	---------------------------

Goal 2: DG2: Novi Middle School will attend to the core components of a Multi-Tiered System of Supports to meet the learning needs of each student.

Measurable Objective 1:

demonstrate student proficiency (pass rate) in ELA and math by 06/15/2020 as measured by meeting NWEA growth projections and achieving on internal assessments..

Strategy 1:

Intervention - Two full time interventionists will provide interventions to tier 2 and tier 3 students in math and ELA.

Category: Learning Support Systems

Research Cited: RTI Action Network's collected research

<http://www.rtinetwork.org/learn>

Tier: Tier 3

Activity - ELA and Math Intervention	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Full time interventionists in math and ELA will provide push-in and pull-out support to provide interventions for students in need based on their identification through NWEA scores.	Implementation, Academic Support Program	Tier 3	Implement	09/04/2019	06/15/2020	\$200000	General Fund	ELA and Math interventionists, co-teaching staff, administration, and MTSS coordinator

Activity - MTSS Monitoring Meetings	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
MTSS staff will meet monthly to review current interventions and their success with students, identify other students who might be in need of intervention, analyze data and strategies, and propose new interventions.	Policy and Process, Teacher Collaboration, Implementation, Monitor, Communication	Tier 2	Implement	09/04/2019	06/15/2020	\$0	No Funding Required	Administration, MTSS Interventionists, Instructional Coach, All Staff

Goal 3: DG1: Novi Middle School Teachers will hone curriculum, instruction and assessment to provide equity of opportunity for all students.

Measurable Objective 1:

collaborate to create understandings-based, transferrable curriculum and assessment by 06/19/2020 as measured by the percentage of teachers trained in UbD, UDL, and Writing Pathways (ELA only)..

Strategy 1:

UbD Curriculum Design - Teachers will be provided time and coaching to build relevant, standards-based units that rely on appropriate evidence gathered through assessments.

Category: Learning Support Systems

Research Cited: UbD

<https://www.jaymctighe.com/wp-content/uploads/2011/04/UbD-Research-Base.pdf>

Tier: Tier 1

2019-2020 NMS School Improvement Plan

Novi Middle School

Activity - Writing Pathways Implementation	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
ELA teachers will receive training and support to implement Lucy Calkin's Writing Pathways rubrics as a way to assess the curriculum that they developed.	Implementation, Professional Learning, Evaluation, Curriculum Development	Tier 1	Implement	09/04/2018	06/14/2019	\$2500	General Fund	ELA teachers, Instructional Coach, Administration

Activity - SEPUP Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Science teachers will explore their new SEPUP curriculum. This exploration will help provide clarity regarding standards alignment.	Teacher Collaboration, Implementation, Professional Learning, Curriculum Development, Materials	Tier 1	Implement	09/04/2018	06/14/2019	\$2500	General Fund	Science teachers, Instructional Coach, SEPUP trainer, Administration

Activity - UbD Workshop	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All teaching staff will engage in three and a half days of UbD collaboration with their PLC to design UbD units. These are monitored and supported by both a coach and administrator.	Teacher Collaboration	Tier 1	Monitor	09/04/2019	06/15/2020	\$16200	General Fund	Assistant Principal and Instructional Coach

Strategy 2:

2019-2020 NMS School Improvement Plan

Novi Middle School

UDL Cohort Training - Teachers will be divided into cohorts of approximately 15 and will receive training in understanding and using the Universal Design for Learning framework. Each cohort will be able to revise units to remove barriers to learning for all students. At the end of this year training should have been received by half of the staff. Two more cohorts will follow in the next few years.

Category: Learning Support Systems

Research Cited: <http://udlguidelines.cast.org/more/research-evidence>

Tier: Tier 1

Activity - UDL Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Train approximately 30 teachers for three days each in UDL strategies and designing implementation for their own units. Training will be customized for the different needs of the two cohorts.	Professional Learning	Tier 1	Implement	09/04/2019	06/15/2020	\$9720	General Fund	Assistant Principal and Instructional Coach

Strategy 3:

Writing Pathways - Middle School ELA teachers will receive training and release time to co-score and analyze writing samples using the Writing Pathways rubrics to improve student writing performance.

Category: English/Language Arts

Research Cited: <https://blog.heinemann.com/a-look-inside-writing-pathways-from-lucy-calkins-and-colleagues>

Tier: Tier 1

Activity - Writing Pathways Workshop	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will receive training in WP and will implement its rubrics to score writing samples and gain insight into student writing performance.	Professional Learning	Tier 1	Implement	09/04/2019	06/15/2020	\$4320	General Fund	Instructional Coach, ELA teachers

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
PBIS Acronym	Staff will design an acronym that communicates a set of values that underpin behavior expectations at NMS.	Behavioral Support Program	Tier 1	Implement	09/03/2019	10/31/2019	\$0	Principals, Content Area Leaders
Monitor RP Circle Fidelity	Gather teacher, student, and administrative perception data about the success and fidelity of implementation of restorative circles in the classroom.	Implementation, Monitor, Behavioral Support Program	Tier 1	Monitor	09/03/2019	06/15/2020	\$0	Administration, CSI committee, All Staff
Committee Monitoring	The Olweus Bullying Prevention Committee and administration will monitor the implementation of the program across all classrooms and building areas.	Community Engagement, Parent Involvement, Monitor, Behavioral Support Program	Tier 1	Monitor	09/03/2019	06/15/2020	\$0	Administration & Olweus Bullying Prevention Committee
PBIS Behavior Expectations	Use the PBIS acronym to detail expected behaviors in a variety of environments. Create signs and communication modes to help students learn and follow these expectations.	Behavioral Support Program, Communication	Tier 1	Implement	09/03/2019	06/15/2020	\$0	administration, all staff
MTSS Monitoring Meetings	MTSS staff will meet monthly to review current interventions and their success with students, identify other students who might be in need of intervention, analyze data and strategies, and propose new interventions.	Policy and Process, Teacher Collaboration, Implementation, Monitor, Communication	Tier 2	Implement	09/04/2019	06/15/2020	\$0	Administration, MTSS Interventionists, Instructional Coach, All Staff

2019-2020 NMS School Improvement Plan

Novi Middle School

Stakeholder Survey	Stakeholder survey on building climate, students safety, and student relationships will be given.	Community Engagemen t, Parent Involvement, Implementation, Monitor, Communication	Tier 1	Monitor	09/04/2019	06/15/2020	\$0	All Staff, CSI committee
Stakeholder Survey	Survey data will be collected from surveys given through Olweus and NMS.	Monitor, Behavioral Support Program	Tier 1	Monitor	09/03/2019	06/15/2020	\$0	All Staff & Olweus Bullying Prevention Committee

Title III

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
RP Train the Trainer	Building administrator will learn how to train others in conducting restorative conferencing for students in need.	Implementation, Behavioral Support Program, Professional Learning	Tier 2	Implement	09/04/2018	12/31/2018	\$0	Administration

General Fund

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Writing Pathways Workshop	Teachers will receive training in WP and will implement its rubrics to score writing samples and gain insight into student writing performance.	Professional Learning	Tier 1	Implement	09/04/2019	06/15/2020	\$4320	Instructional Coach, ELA teachers
UDL Training	Train approximately 30 teachers for three days each in UDL strategies and designing implementation for their own units. Training will be customized for the different needs of the two cohorts.	Professional Learning	Tier 1	Implement	09/04/2019	06/15/2020	\$9720	Assistant Principal and Instructional Coach

2019-2020 NMS School Improvement Plan

Novi Middle School

ELA and Math Intervention	Full time interventionists in math and ELA will provide push-in and pull-out support to provide interventions for students in need based on their identification through NWEA scores.	Implementation, Academic Support Program	Tier 3	Implement	09/04/2019	06/15/2020	\$200000	ELA and Math interventionists, co-teaching staff, administration, and MTSS coordinator
Writing Pathways Implementation	ELA teachers will receive training and support to implement Lucy Calkin's Writing Pathways rubrics as a way to assess the curriculum that they developed.	Implementation, Professional Learning, Evaluation, Curriculum Development	Tier 1	Implement	09/04/2018	06/14/2019	\$2500	ELA teachers, Instructional Coach, Administration
UbD Workshop	All teaching staff will engage in three and a half days of UbD collaboration with their PLC to design UbD units. These are monitored and supported by both a coach and administrator.	Teacher Collaboration	Tier 1	Monitor	09/04/2019	06/15/2020	\$16200	Assistant Principal and Instructional Coach
SEPUP Training	Science teachers will explore their new SEPUP curriculum. This exploration will help provide clarity regarding standards alignment.	Teacher Collaboration, Implementation, Professional Learning, Curriculum Development, Materials	Tier 1	Implement	09/04/2018	06/14/2019	\$2500	Science teachers, Instructional Coach, SEPUP trainer, Administration